

INDUSTRIAL RELATIONS — STRIKES

1984

SEPTEMBER — DEC.

152

28/12/84

Firm fires 400 for strike

By PHILLIP VAN NIEKERK
MORE than 400 workers at Union Carbide's Tubatse Ferrochrome plant in the Eastern Transvaal have been fired after stopping work to demand the dismissal of a white supervisor who assaulted a black worker.

The company insists that the supervisor has already been disciplined for the offence with a reprimand and final written warning.

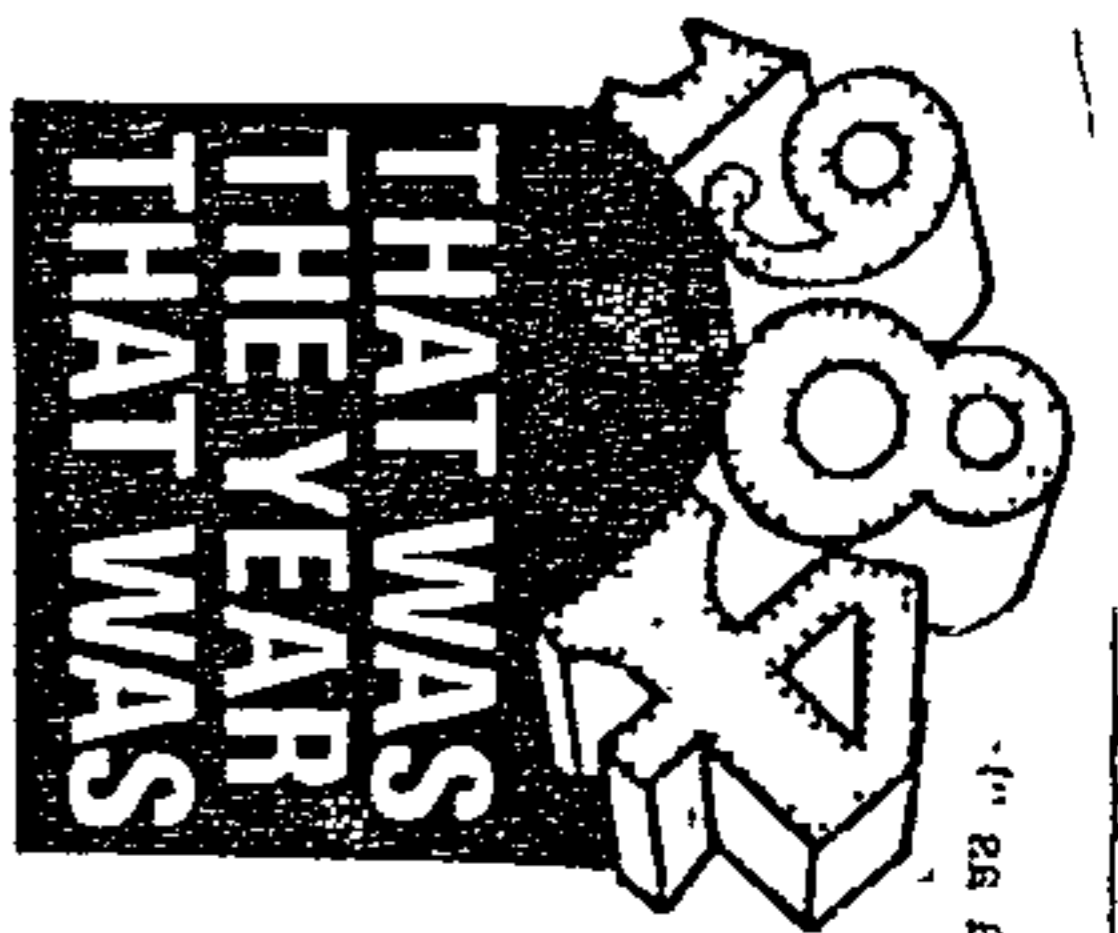
The workers — who were fired last Friday — said their union, the United Mining, Metal and Allied Workers of South Africa (UMMAWSA), was still prepared to negotiate with the company.

Mr C S Robertson, group employee relations manager for Union Carbide South Africa, said that the supervisor had been found guilty of manhandling under the joint union-company grievance procedures.

"The departmental manager disciplined him by giving him a final written reprimand. But the union said they were still not happy and wanted him dismissed."

A union spokesman said it was the third time the white supervisor had assaulted a black worker.

"We fear that if supervisors are not fired according to the company's disciplinary code they will take advantage of their situation, knowing they are well-protected by management," he said.



Day Nine of an absorbing series in which The Star writers chronicle the triumphs, the defeats and contortions of the human spirit in South Africa during the year that is now drawing to its close . . .

LABOUR 1984 not a good year

By Carolyn Dempster,
Labour Reporter

For labour in South Africa 1984 was not a good year . . . and neither employers nor unions will regret its passing.

Looking back over 12 months of a deepening recession, strikes, mass dismissals, massive retrenchment, mine violence and heightened shop-floor conflict, managing directors and general secretaries alike wish it had been the year that wasn't.

The worsening economic situation and mid-year GST increase, which hit the working classes particularly hard despite concessions, gave a sharp edge to all labour events in 1984. Union triumphs, few and far between, were liberally interspersed with tragedies.

The first national legal strike by 8 750 black workers at four ABCL plants collapsed virtually before it had even got off the ground in January.

The general secretary of the Chemical Workers' Union, Mr Maneni Samela, reflected sadly that under pressure of mass firing and without protection from the law, the resistance of the strikers crumbled.

"And," he said, "there was nothing that we could do."

Similarly, the mass dismissal of 6 000 Sasol workers at Sasol 2 and 3 in Secunda after the regional two-day stayaway on November 5 and 6 left union lead-

ers helplessly watching thousands of members being returned home by bus.

With unemployment unofficially running at close to 3 million and drought ravaging rural areas, the mass dismissal exacerbated the plight of the Sasol 6 000 . . . and certainly did not earn the oil-from-coal organisation any friends.

It also tested the resources of the union, an affiliate of the Federation of South African Trade Unions.

Perhaps for the first time, the Federation's international support links were utilised and employees and the state began to recognise the extent of the solid base of the union federation

Historical

Another first for 1984 was a legal strike by 40 000 black mineworkers on seven Chamber of Mines gold mines.

Ironically, Anglo American, long regarded as the more enlightened of the chamber members, bore the brunt of the legal action.

Apart from the historical significance of the event, the strike was a turning point in labour relations on the mines and a taste of what the industry can expect in the future.

The solidarity exhibited in the face of employer and state

pressure by the striking members of the country's fastest-growing and largest union, the National Union of Mineworkers, signalled a major victory for the union, which it has capitalised on to further swell its membership to 100 000.

However, the violence which erupted at three of the mines, after police had been called in to maintain or restore order, was reminiscent of the old style of labour relations . . . a style which the mining houses are finding difficult to shrug off.

Altogether 250 mineworkers went to hospital, most with injuries suffered at the hands of the police.

But the violent spillover in the form of illegal strikes at four other Transvaal gold mines, claiming 10 lives and leaving 400 injured, left few in doubt that collective bargaining and the legal dispute route are the only routes to follow in the future.

Against a backdrop of mounting unrest in the Vaal Triangle, East Rand and Pretoria townships and the swelling number of boycotting black school pupils, the two-day protest stayaway in November signalled a strong triumph for organised labour in the Transvaal.

Never before has industry witnessed such concerted community and worker action.

The impact had its desired effect.

But once again the triumph was marred by tragedy when the government lashed out with an iron fist.

Prominent union leaders Mr Piroshaw Camay, of the Council of Unions of South Africa, Mr Chris Dlamini, president of the Federation of South African Trade Unions, and popular Transvaal organiser Mr Moses Mayekiso, of the Metal and Allied Workers' Union, were among a score of unionists detained in the weeks after the stay-away.

Even more ominous is the likelihood that the figures central to the organisation of the mass industrial action will be charged under section 54 of the Internal Security Act, further jeopardising relations between organised labour and business in the months ahead.

Repression

The major union federations have made it patently clear to big business that as long as they continue to remain silent in the face of this kind of repression, they will be seen by employees as lending support to the abhorrent apartheid system.

In attempts to restore some normality to industrial relations, the Federated Chamber of

Industries, Johannesburg Chamber of Commerce and Afrikaanse Handelsinstituut stepped in to hold high-level talks with the Government.

We are yet to see the effectiveness of this representation but at least it demonstrated unions that business is no longer prepared to play a dormant role.

In straight shop-floor sparring, the Simba dispute demonstrated that industrial relations has progressed beyond courtroom drama to reach a fundamental level.

As such, industrial relations has settled down to a more straightforward power struggle between capital and organised labour.

The Department of Manpower, and more specifically, the new Minister of Manpower, Mr P T C du Plessis, have not endeared themselves to unions by constraining the jurisdiction of Conciliation Boards and barring disputes from being taken to the Industrial Court.

Next year will probably see more use of the strike weapon and less recourse to the courts as a result.

And finally, although union and employers are trying to muster courage and hope for a economic upturn in 1985, the first few months promise to be even worse than 1984. Happy New Year!

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28/2/84

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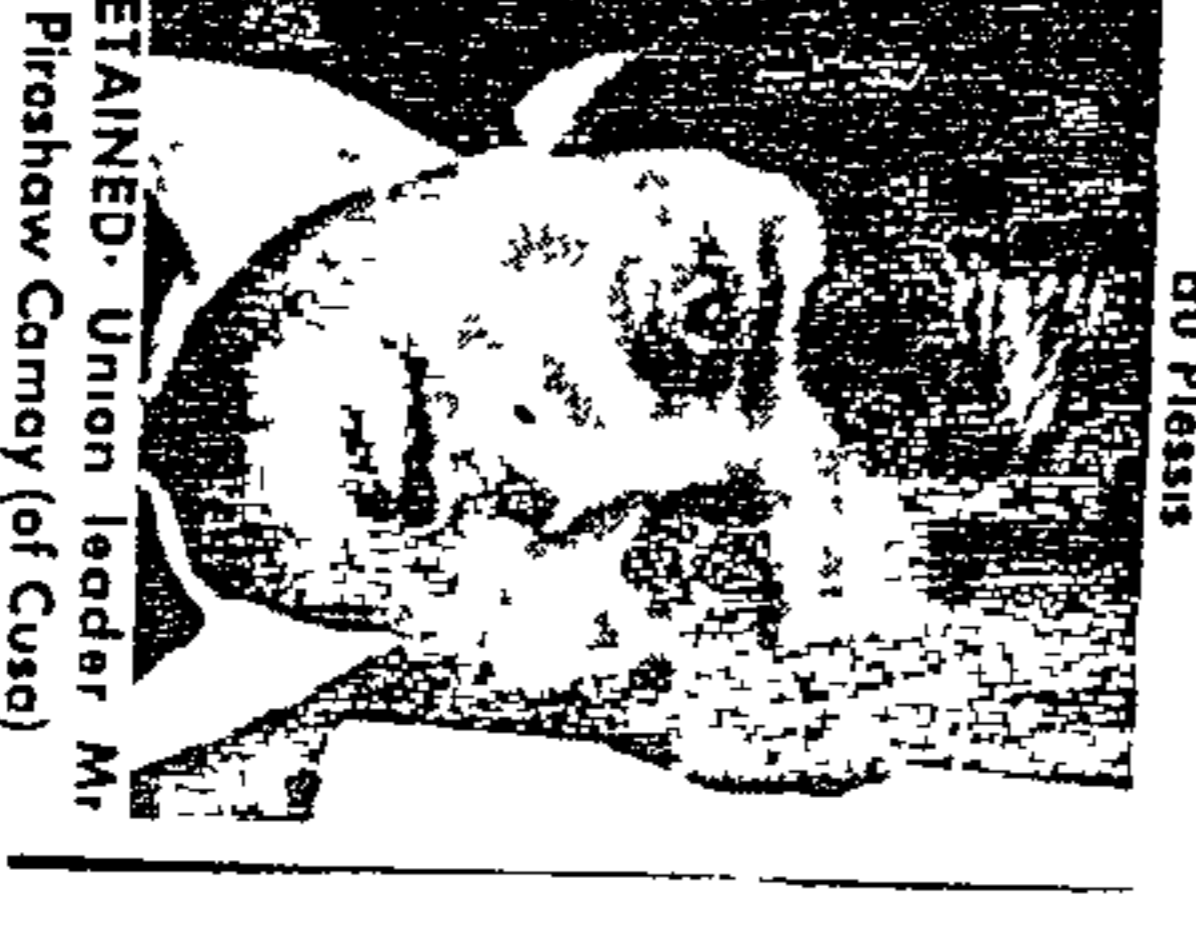
Happy New Year!



Mr. Moses Moyekiso
DETAINED union organiser



Mr. P. T. C. du Plessis
DETAINED. Minister of Manpower



Mr. Piroshaw Camay (of Cusa)
DETAINED. Union leader

PE black leaders call on all people to report for work as usual on Monday

By JIMMY MATYU

POLITICAL, civic, youth and trade union leaders in the Port Elizabeth black townships have called on all people to report as usual for work on Monday.

This is in response to what they describe as "confusion and unfounded rumours" that have been circulating in the townships.

They said people must ignore the rumours about a planned work stoppage on Monday.

The leaders explained that the stayaway originally scheduled for Monday by the Port Elizabeth Black Civic Organisation (Pebco) in protest against service charge increases had been called off.

Organisations affiliated to the United Democratic Front and the Azanian People's Organisation this week made it clear they knew of no stayaway call on Monday.

Mr Siphon Hashe, secretary of Pebco, repeated an earlier call by his organisation to workers not to stay away from work on Monday.

"We reviewed our resolution for a one-day stayaway on Monday and a three-day boycott of all liquor outlets in the townships from Monday and decided to call these off after the Kayamnandi Town Council scrapped the service charges increases we were protesting against," he said.

"We informed residents at meetings and through the Press that there would no longer be a stayaway or a boycott on Monday."

Mr Hashe issued the statement to quash "unfounded rumours" circulating that these were still on.

Mr Dennis Neer, national secretary of the Motor Assemblers and Components Workers Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa) said that as far as the two trade unions were concerned they were not aware of any call for a stayaway on Monday.

"There is no stayaway on Monday and we appeal to our people not to allow themselves to be confused by any elements working against progressive organisations," he said.

Mr Ngcobo Nguna, president of the Port Elizabeth branch of the Azanian People's Organisation, said Azapo was not aware of any stayaway planned in Port Elizabeth for Monday.

Mr Nguna called on all people to ignore any rumours or anonymous pamphlets that might be distributed over the weekend by forces aiming to confuse them in order to discredit black organisations.

Mr Mkhuseleli Jack, president of the Port Elizabeth Youth Congress (Peyco), said: "People must ignore these rumours and go to work on Monday."

POLITICS

A year that turned sour

~~23/11~~ PM 28/12/84

For the first seven months, 1984 looked as if it was going to be a golden year for SA. A year of peace and reform. Then suddenly it all turned ugly, and 1984 ended on a note of near desperation, with indications that 1985 would be even worse.

The year started with the euphoria of the November referendum result still in the air. Early in January came the SA troop withdrawal from Angola after Operation Askari and the acceptance by President Jose Eduardo dos Santos of a surprise 30-day truce offer made by Pretoria. Also in January, senior representatives of SA and its Marxist neighbour Mozambique met for peace talks.

February saw SA-Angolan ministerial talks in Lusaka and, on February 17, the signing of the Lusaka Agreement. This made provision for a Joint Monitoring Commission (JMC) to monitor SA's total withdrawal from southern Angola after years of occupation.

In a colourful ceremony on March 16 that surprised the world, SA PM P W Botha and Mozambique President Samora Machel shook hands cordially and signed the historic Nkomati Accord. In the same month, SA released the "father of Namibian liberation," Swapo founder member Herman Toivo ja Toivo, after 16 years on Robben Island. This was followed by the release of several other Swapo detainees and was accepted as a sign of SA's sincerity in looking for a Namibian solution.

In April, SA and Swaziland announced that they had earlier signed a pact similar to Nkomati. In May, the Administrator General of Namibia, the Multi-Party Conference of internal parties, and Swapo met in Lusaka. Peace was breaking out all over the region, P W Botha the Hawk became P W the Dove.

In June, the Dove further added to his achievements with a highly successful seven-nation tour of Europe. "Botha leads SA out of isolation," screamed the headlines.

July saw more progress on the Namibian/Angolan front with a Lusaka meeting between Foreign Minister P W Botha and Angolan Interior Minister Kito Rodrigues, and Cape Verde talks between Namibian AG Willie van Niekerk and Swapo leader Sam Nujoma.

That was the end of the good news. For seven months, Law and Order Minister Lous le Grange stayed in the background. But, in the last five months of the year, he came to the fore with detentions, bannings and bans on meetings. In August, scores of activists campaigning against the new constitution elections, mostly from the United Democratic Front (UDF), were detained.

The coloured and Indian elections for the new tricameral Parliament were disasters, with a percentage poll of around 20%. The elections themselves were marred by violence and tough police action at the polls. September was the most traumatic



P W Botha ... a year that turned sour

month of all. Violence erupted in Sharpeville and other townships in the Vaal Triangle and soon spread to the East Rand, Soweto and other areas. The unrest lasted well into November, with scores of black schools closed and many people shot dead by police.

P W Botha's inauguration as first Executive State President, and the opening of the first tricameral Parliament, was therefore overshadowed by the township unrest and countrywide detentions.

September was also the month of the worst government bungling. It started with the six UDF leaders who sought refuge in the British Consulate in Durban to escape detention orders. Foreign Minister Botha reacted with near hysteria — on TV almost every night — and ended up by abrogating an undertaking to a British court to send back four South Africans to stand trial on arms smuggling charges.

Botha further stunned SA with his daily media encounters with publicity-seeking British MP Donald Anderson. His and President Botha's total silence when Bishop Desmond Tutu was awarded the Nobel Peace Prize was also not regarded as the height of diplomacy.

Much more seriously, September and October were the months in which government sent thousands of soldiers into the townships to help police quell the unrest. This was one of the factors in the Progressive Federal Party's controversial decision to call for an end to military conscription.

SA saw the potential power of its black labour force in a successful two-day stayaway in November. It was accompanied by more township violence and, predictably, a wave of new detentions. Organised business and industry strongly criticised the detention of trade union leaders, but Le Grange's only reaction was one of indignation.

The ailing economic climate was one of the factors that nearly lost the government the important parliamentary by-election in Primrose. Political analysts believe the Conservative Party's near miss in an urban constituency shows that up to 50 other National Party seats could be in danger.

On the regional front, the Mozambique National Resistance (MNR) movement stepped up its guerrilla war, and the Nkomati Accord came under severe strain. The MNR walked out of peace talks with SA and Mozambique early in November, and the talks have not been resumed. Angolan President Dos Santos's proposals for a Cuban withdrawal coupled with Namibian independence were made public, and P W Botha made it clear the proposals could be devil future negotiations.

Nothing came of the proposed ministerial meetings with Angola or of the final withdrawal of SA troops from Angola predicted by Botha.

Then, in December, there was sudden US public interest in SA, with Bishop Tutu meeting President Ronald Reagan. Scores of public figures were arrested while picketing SA diplomatic missions, the pressure for disinvestment increased and Reagan "turned up the volume" of his criticism of SA's apartheid policies. Next year could see more stick in the carrot-and-stick approach to "constructive engagement."

CONSUMER BOYCOTTS Union faces action

The Industrial Court may soon be asked to determine whether a consumer boycott constitutes an unfair labour practice. The Dairymaid Ice-cream Corporation is considering taking legal action against the Council of Unions of SA (Cusa), and possibly the Food and Beverage Workers' Union (FBWU), as a result of a call to boycott the

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company's products

André van Rhyn, group personnel manager of the parent company, Imperial Cold Storage, says that apart from considering approaching the Industrial Court, other legal steps may also be taken. He declines to elaborate.

The boycott call was made about two weeks ago after the dismissal of 283 em-

ployees in February who struck in support of a demand for the dismissal of a supervisor who was accused of assaulting a worker in Pretoria. According to Van Rhyn, the strikers were invited to reapply for employment soon after the strike. All except 106 did and were rehired.

Van Rhyn says that the company investigated the allegation of assault and the su-

supervisor concerned was given a final written warning. He says the supervisor was later charged with assault and was acquitted.

However, in a press statement issued this week, the union has made further allegations against the company. It says It allowed workers to be assaulted on 13 occasions by managerial employees,

face to face

BILLY NAIR

Committed to freedom



Billy Nair is a veteran trade unionist who was released from Robben Island in February after serving a 20-year sentence under the security laws. He was one of the six, later three, dissidents who spent 90 days in the British consulate.

FM: What did the sit-in achieve?

Nair: It focused attention, both here and internationally, on detention without trial in SA. Even the most conservative news media supported our stand. In Britain, for example, newspapers on the Right came out in sympathy with us and castigated their government for wanting to eject us. By the authorities' own admission, never before was such publicity given to the iniquity of these detentions. What also accrued to us are the sit-in demonstrations at SA missions around America. Other governments condemned the detentions but took no action.

What about Britain's role in the affair?

Our intention was to get the UK government to translate into action an EEC resolution (on human rights) taken two days before our sit-in began. We decided to call their bluff. However, far from taking a stand against the SA government, Great Britain actually insisted on our immediate departure from its consulate. This was of course mitigated by saying we would not be forced out, but tolerated on humanitarian grounds. But the British also refused to act as intermediaries on our behalf. Later, they took high-handed action in depriving us of little "privileges" like sending out letters. All this proved that the British government really only pays lip-service to the idea of human rights.

Some quarters have tried to create the impression that we were trying to solicit the help of imperialists to come and rescue us. This smacks of amateurism and political naivety, not appreciating the whole saga as an attempt by us to use one of the few avenues of protest

at our disposal. The sit-in was something new. The important thing is that we achieved our primary intention to focus attention on detention without trial. We did not for a moment think that Britain would come and rescue us. That can only come through our own efforts.

You have said the charges now facing your colleagues in the sit-in and others who were detained amount to "political kite-flying".

I am convinced that the State has no case to prove against them — especially in relation to treason. No doubt the Internal Security Act is so wide that they could fall foul of its provisions. The State is trying to get its own back for the sit-in, the rejection of the tricameral constitution at the August elections, and the Vaal Triangle upheavals. They're out to prove that something sinister is afoot in SA, when nothing of the sort is true.

Why were you, unlike your sit-in colleagues, not charged when it ended?

From the State's indictments it would appear that the charges against them go back over a period of four years. I was on the Island until February 27.

You spent 20 years there, but you were back in the thick of things soon afterwards. What drives you?

As long as there is oppression and exploitation of man by man there can be no peace for anyone. So I had to play my part. I regard myself as only a cog in a big wheel — the national liberation movement. Those 20 years were not going to deter me. The State should not get the idea that imprisonment and torture would deter me. The new constitution, for example, is entrenching apartheid and increasing polarisation between black and white.

If there was peace I would be making a contribution to a better society for all, but the destruction of apartheid and its iniquities is a primary motivation, even if it means death.

Do you welcome the recent release of certain detainees?

The release of some of the detainees is purely tentative, they have been re-

leased only to be tried for subversion and other allegations. It therefore means release into a mighty big prison. In a way, there's no difference between being inside prison or outside as long as detention without trial obtains.

The fact is that over 100 people are still in detention in terms of Section 29 of the Internal Security Act. The few releases are only token gestures. All should not only be released but the Act should be scrapped, and the principle of *habeus corpus* and the rule of law reintroduced. As long as this is not so, the releases are nothing to shout about.

How do you see conflict being resolved in SA?

I am convinced more than ever that it is not institutionalised violence — as demonstrated by the elaborate defence machinery, billions being spent militarily in Namibia, on bantustans, on policing apartheid — that is the answer. Nor is it through dismemberment of SA into bantustans and tricameral divisions. The solution lies in a unified body politic — because we're one economic entity.

The Nationalist government must no longer prescribe solutions because theirs have always been to perpetuate separation along racial and ethnic lines. The need, therefore, is for black and white to come together to resolve SA's problems. To begin with, there has to be a *rapprochement* between the State and the liberation forces — even Afrikaans media have started calling for dialogue between Pretoria and the ANC. Those in prison and in exile should be brought into the consultations. Treason trials and so on must be immediately halted and dialogue entered into with the very people so charged.

In this context, there is always the fear that one-man-one-vote will submerge the whites. But I envisage a SA where a Beyers Naudé would stand for election in, say, Soweto, or Archie Gumede in Hillbrow, Mandela in Chatsworth, Goldberg in Kwamashu, and so forth. That is, there should be leaders elected on merit alone and not representing any particular groups.

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It permitted managerial employees to refer to black workers as "kaffirs" and "bobbejane", and

It refuses to confirm that it will negotiate in good faith with the union

Van Rhyn says the company was surprised to hear the first two additional allegations as they were made in October and November, several months after incidents were alleged to have occurred. In addition, the union failed to supply full details. Nevertheless, he says, "the allegations were investigated by the company and found to be groundless"

He adds that the company has obviously negotiated in good faith. It has been present at several meetings of the Industrial Council for the dairy industry where the dispute has been discussed.

In response to the company's threat of legal action, the union says the boycott was not called by Cusa but by the Dairymaid Workers' Committee. The committee will continue with its efforts to promote the boycott, it says.

The union's statement claims that legal proceedings against the boycott will help to diminish "one of the few human rights left in SA."

Following the effective boycott of Simba earlier this year it appears that consumer boycotts are again finding favour among unions as a strategy for winning disputes. The Dairymaid dispute may help whether companies will be able to look to the courts for protection against boycotts.

COLOURED HOUSING Cape sales flop

The planned sale of 10 500 houses to tenants in coloured communities around Cape Town has flopped. Only a handful have been sold and interest is flagging in the face of the economic crunch, a weak sales drive and opposition from civic organisations.

Figures from the Divisional Council of the Cape (Divco), which is handling the project in terms of the Department of Community Development's housing sales campaign, show that only 55 houses were sold in June this year, 20 in August and 25 in September — despite a fairly high level of initial interest. The inability of many tenants to raise the required R300 deposit is regarded as the major factor, and Divco is now seeking permission from the National Housing Fund to allow prospective buyers to spread deposit payments over two years.

The campaign was announced at the beginning of the year when some 10 500 of the 24 500 houses built by Divco were identified as suitable for sale, and tenants were invited to buy them. Plans for a public relations campaign never came about (although tenders were called), apparently because of political differences between councillors. An advertising campaign was run on the



did you hear

down on their electricity bills could take a leaf out of novelist Aldous Huxley's book? Although he was not blind Huxley had failing sight so he learnt Braille to rest his eyes. One of the compensations, Huxley said, was the pleasure of reading in bed in the dark with book and hands snugly under the bedclothes

?

That at least one Ford Motor Company director believes his company should leave SA? Clifton R Wharton, black chancellor of New York State University, told the *Japan Times* recently that all US corporations should quit SA as fast as possible

?

That accuracy might be desirable in the business world but in literature it can be taken too far? After reading Lord Tennyson's famous line "Every moment dies a man, every moment one is born" accuracy-obsessed Charles Babbage wrote to the poet saying "It must be manifest that if this were true, the population of the world would be at a standstill." Babbage's version was "Every moment dies a man, every moment 1/14 is born"

That anyone looking for a way to cut

That newspaper editors are fallible after all? Before firing one of his reporters the editor of the San Francisco *Examiner* told the man "I'm sorry, but you just don't know how to use the English language. This isn't a kindergarten for amateur writers." The reporter was Rudyard Kipling

?

That lower taxes do not always bring joy? An accounting firm tax partner was faced by a belligerent black staff member after the unitary tax system was launched earlier this year. The staffer said his tax payment on the new system was lower than before. Puzzled, the partner remarked that this should bring a smile, not a frown. This earned the retort. "But this means I have been paying too much tax for ten years! I want the government to give it all back!"

local radio station.

Prospective buyers earning more than R450/month are told to seek private finance through banks and building societies, while Community Development loans are available to buyers earning less. Interest rates are subsidised by the National Housing Fund — 11.25% for buyers earning more than R650/month and 9% for those

earning R450-R650/month. Areas in which houses are available include Atlantis, Elsies River, Grassy Park and Ocean View.

The campaign is opposed by community organisations who say that while they do not object to the principle of home ownership, they regard the plan as a ploy by the authorities to shirk their responsibility to provide housing.



Coloured housing ... too few buyers

Workers reminded stay-away is off

#11 152 Post Reporter E. Post 22/12/84 (340)

THE Port Elizabeth Black Civic Organisation (Pebco) today repeated an earlier call for workers not to stay away from work on Monday

The secretary of the organisation, Mr Siphon Hashe, said that a month ago Pebco decided to call off a recommended one-day work stoppage over service charges increases which was originally scheduled for Monday, November 26

He said Pebco had originally resolved to protest against the increases by asking people to stay away from

work on Monday and to boycott all liquor township outlets for three days from Monday

"We reviewed our resolution and decided to call off both the stay-away and the boycott

"We informed people at our meetings and through the media after the Kayamnandi Town Council decided to scrap the increases for lodgers, hostel-dwellers and shacks," he said

However, there were rumours that some people thought the stay-away was still on

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Mondi strikers
return to work

Mercury Reporter

HUNDREDS of Mondi cardboard manufacturing mill employees who went on strike at the weekend, resumed work late yesterday following 11th-hour negotiations with the mill management.

A spokesman for the Durban mill said workers had been warned on Saturday that the strike was illegal and they faced dismissal unless they returned to work within 24 hours.

'In the event the limit expired'

On Monday shop stewards and union representatives spoke to management.

It was made clear by management that if workers wished to return under the conditions prevailing at the time of the

stoppage, the decision to dismiss employees would be waived.

'Eventually they agreed,' he said.

The dispute which led to the walk-out arose after wage increases offered on December 12 — starting at 20c an hour for labourers — were rejected.

Management followed the original wage increase offer with a plan to implement an interim increase on January 1 of 18c an hour, scaling upwards, to 'tide workers over until finality was reached'.

This was acceptable to all but one of the unions.

'So nothing has changed,' said the spokesman shortly after it was decided that employees would return to work.

Strike 'over' as plant re-hires men

By CATHY SCHNELL

THE strike at Industex is over as far as the company is concerned.

The managing director, Mr Francois de Selliers, said today the company had no option but to re-hire workers if minimum production levels were to be maintained

A continued poor production level could have led to stoppage of production by the company's major customers, thereby creating temporary unemployment for tens of thousands of workers employed by clients, their suppliers and customers. This could have caused social disruption

Mr De Selliers said he assembled the workers at the factory yesterday and told them he would re-employ strikers on a selective basis.

The strike was over as far as he was concerned, he told them

The president of the National Union of Textile Workers, Mr Gaidonald Ngqawana, criticised the firm's decision to re-hire some of the strikers

He said some strikers going back to work had split the solidarity of the strike action "Scabs" had been going round encouraging strikers to return

Mr De Selliers said he planned to replace the 1 000 strikers with newcomers and about 480 strikers chosen on a selective basis

Productivity had suffered greatly and it was time the unacceptable level of unrest at the plant over the past 10 months came to an end.

He said strikers who would not be re-employed would be paid gratuities. He had also offered to improve the pensions of all the workers

Management and the National Union of Textile Workers had been unable to come to an agreement and Industex had been forced to deal with the situation itself, said Mr De Selliers

Requests by the union to re-hire all the strikers had been unacceptable because of unrest in the work place, he said

What chance for a black

By Gary van Staden,
Political Reporter

The successful call for a two-day work stoppage by South Africa's black workforce has raised new fears among white business interests in the country that they may soon face a Solidarity-type movement, similar to that which developed in Poland, *The Economist* reports in a recent issue

The temptation to compare Poland's Solidarity movement and the trade union movement in South Africa is easy to understand both collections of workforce organisations are seen to represent the classic confrontation between the oppressed and a powerful, unjust, State

That, however, may be where the similarities end

There is no doubt that Poland's Solidarity has become an extremely powerful pressure group, despite the efforts of the authorities there to crush the movement

There is also no doubt that the South African trade unions have the potential to become just as strong — and even less doubt that this is a long way away

There are three major reasons for this Firstly, South African unions lack the leadership typical of Solidarity

The leadership problem is not helped by the fact that trade union leaders in South Africa are constantly harassed, intimidated and detained. And while it can be

'Solidarity'?

argued that this obviously happens in Poland as well, the unions there have the benefit of many years during which they have built a solid organisational structure and gathered the experience required to survive such an onslaught from the State

The South Africans do not have that background

Secondly, the local unions do not have anything resembling the representation that is enjoyed by Solidarity

Less than 10 percent of the total black workforce in South Africa is unionised While this includes most skilled workers in some industries, it falls far short of what would be required before local unions could wield the kind of power that Solidarity has

Thirdly, and probably most important, is the fact that while Solidarity represents a united worker front against the Polish authorities, the South Africans are struggling to achieve some form of unity

The unity factor in South African trade union organisations is hampered by the same problem which prevents a united black political front — the split between

the Charterists and the advocates of Black Consciousness

There is already some discontent in black political quarters over the November two-day stayaway

It is no coincidence that complaints about lack of consultation and high-level involvement in the strike are coming from mainly Black Consciousness quarters while the strike itself was organised mainly by Charterists

Some of the larger unions in South Africa have thrown in their lot with the United Democratic Front, a Charterist organisation, while others have attempted to maintain neutrality by affiliating to both the UDF and to the National Forum, an umbrella body for Black Consciousness groupings

Others have stayed out of the political arena altogether

It is at this point, the question of trade union unity, that the biggest stumbling block to a black "Solidarity" is to be found

It can, however, be overcome Discussions between major South African unions have been under way for about two years and there is promise that some-

thing may develop early next year

One important factor which is helping to bridge the political differences between the unions is the heavy-handed action of the South African Government

The anger and bitterness over the recent spate of detentions of trade unionists and the forthcoming trial of six stayaway leaders on charges of economic sabotage and subversion has not abated — despite the fact that other unionists were released without charge

The Government's actions have further politicised the unions and helped bring them closer together in the face of common adversity

The combined membership of the black trade unions today stands in the region of 400 000. A long road to unity lies ahead but with it will come increased membership, greater experience and expertise

In the long term the white businessman's nightmare of a black "Solidarity" is bound to become reality

In the short term some sort of loose federation between the major unions can be expected to emerge and even if it represents just 10 percent of the black workforce it will nevertheless be a formidable challenge to the South African Government

STAR 22/12/84

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Spar gives details of store strikes

Finance Editor

RECENT trade union activity, in which 150 people were fired, focused on the Browns Retail group and not Spar stores as a whole, Mr P R Heber-Percy, chairman of Spar South Africa, said in a statement to the Mercury yesterday

Striking staff were given several formal and informal warnings earlier this month that the strike was illegal and refusal to resume work could lead to their dismissal

The refusal of 150 people to return to work led to their firing, Mr Heber-Percy said. Each striking worker was given a last chance to reconsider and 'some did so and returned to work'

Mr Heber-Percy said management was convinced of, and terribly distressed by, the knowledge that many of the dismissed staff did not 'wish to take part in the strike and were intimidated'

Browns had since hired some temporary workers and would offer jobs to some of the fired people who qualified in certain categories of work.

He pointed out that Browns owned only 23 stores out of more than 100 Spar member stores in Natal and that Browns had problems in only eight of these stores. They employ about 550 people.

'The Spar organisation itself is not experiencing labour problems,' he

said

Outlining the dispute, he said the management of Browns Retail had tried to adopt a most co-operative attitude in dealing with the trade union's (CCAWUSA's) request to represent all their employees

Management allowed access to the stores in Durban and Pietermaritzburg, but 'this was abused' with a diminution of productivity and a considerable decrease in the goodwill and co-operation between store managements and staff

Mr Heber-Percy said they had held many meetings with the trade union and 'no real conclusion' had been reached and there were 'stalling tactics from the union who could not show us a constitution which allowed them to have Indian members'

More than 30 percent of Browns Retail staff is Asian

'Nor were they able to prove, to our satisfaction, that they did represent a majority of our staff'

Mr Heber-Percy said some workers who were claimed as members by the union were 'not subscription-paying union members'

'The goodwill shown by management in co-operating with the union was regrettably not reciprocated'

The managing director of Browns Retail, Mr John Lambouris, held regular

meetings with staff at every store, giving them a chance to air grievances and problems

He also shared with them the problems of poor productivity and 'asked them to pull together better'

Early in December, he visited most of the stores to tell them performance was better, that there would be a 13th cheque, and called for any grievances or problems

'We are not aware of anything that was asked for that has not been attended to. Matters raised were settled there and then'

Mr Heber-Percy said that within two days of the last of these meetings, a large number of the black staff at four stores 'staged an illegal strike'

However, a large number did not strike and most of the other 23 stores were unaffected

'When asked for reasons, completely new grievances were trotted out — none of which had been aired at the meetings or through the grievance procedures made available to staff'

'A ridiculous wage demand was made and recognition of the trade union demanded — neither of which had been mentioned previously'

'There were several incidents of vicious threats being made by striking staff against those who were working — including threats against the safety and health of their families'

The original four strike-bound stores were followed by another four in the next two days — but not all the staff struck

'It was quite obvious to us that the union was orchestrating this illegal strike,' Mr Heber-Percy said

He said the last official communication between management and the trade union was on November 19 when Browns discussed membership claims with them, but there had been no response to this letter.

S. Post 152
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1973

Entire staff of 650 fired

Post Correspondent

JOHANNESBURG — A company in Pretoria yesterday fired its entire staff of 650 after some refused to work overtime and were dismissed and the rest downed tools in a show of support.

A spokesman for the South African Allied Workers' Allied Workers' Union said the union had been informed by the management that Continental China was closing down the factory.

An SAAWU spokesman said workers of three departments received orders to work overtime on Saturday and again on Monday, but they refused.

When they arrived at work yesterday, they were told they had been dismissed. All the other workers then downed tools.

STRIKE TRENDS

A darkening picture

FM 2/12/84

More man-days were lost to industry in 1984 because of strikes than in any previous year in SA history. However, a far higher proportion of the strikes ended in defeat for workers and their unions than in 1983

Research conducted by industrial relations consultants Andrew Levy and Associates (ALA) shows that almost 500 000 man-days were lost in the first 11 months — double the 1983 figure. ALA argues that the increase is attributable to the political mood rather than to purely economic and workplace events. The figures exclude three political stayaways between September and November which, if included, would more than treble the estimated number of lost days

However, statistics provided by the Institute for Industrial Relations (IIR) show that almost 50% of the strikes until Novem-

ber 30 ended with employees either being dismissed or returning to work without achieving gains. Last year, nearly three-quarters of strikes achieved at least partial gains

Both organisations acknowledge their statistics are incomplete as many strikes are never publicised. They have, however, continued using the same sources and methodologies so that comparisons between 1984 and previous years are valid

While their figures differ slightly it is clear from information provided by both organisations that strikes triggered by wage disputes increased markedly. According to ALA, 49% of strikes in the first 11 months of 1984 were due to wage disputes compared to 34,4% in the period 1979-1983. IIR data identify wages as the trigger for 40,6% of strikes in the current period compared to 28,6% in 1983. The proportion of strikes triggered by dismissals and other grievances fell substantially

The far higher incidence of strikes combined with the greater number of union defeats illustrates increasing polarisation between employers and workers on the shopfloor. This hardline approach by both sides was probably reinforced by the economic recession

There has been upward pressure on wages from employees who are being hard hit by inflation and retrenchments — which have meant that employed workers have had to support unemployed family members. At the same time, falling profits in many sectors caused wage offers from employers to fall short of worker expectations

If there is any silver lining to the strike cloud it is the relative decrease in strikes caused by dismissals and other grievances. Procedures negotiated between employers and unions for dealing with these issues appear to be working

According to ALA, the sectors most affected by strikes so far in 1984 in terms of man-days lost were retail and commerce, metals, food, mining and the automobile industry. The five most strike-prone unions in 1984 were the Commercial, Catering and Allied Workers' Union, Metal and Allied Workers' Union, the National Union of Mineworkers (NUM), National Automobile and Allied Workers' Union, and the SA Allied Workers' Union

Federation of SA Trade Unions (Fosatu) members account for 37,6% of man-days lost in 1984 (compared to 65,1% in the five years 1979-1983). This decline is probably a function of Fosatu's greater use of the Industrial Court and other Labour Relations Act channels in resolving disputes

The Council of Unions of SA (Cusa) contributed 20,9% (7,7%) of the lost days. The increase is almost entirely due to the activities of the NUM. Of the remainder, 41,5% (27,1%) of man-days lost involved non-affiliated unions

There is no change in the long-term trend whereby nearly half of the strikes (47,5%)

which occurred during 1984 were over in less than a day. However, ALA's statistics show that if strikes were not resolved on the first day they were likely to last three to five days. Few lasted longer than this. In most cases the lengthier strikes involved Fosatu unions

According to the IIR, 48,7% of 1984's strikes occurred in the PWV area (75,5 in 1983) and 27,7% (11,7%) in Natal. There was a substantial increase in strikes in parts of the Transvaal away from the main centres — 11,4% in 1984 compared to 2,6% in 1983. The Cape and the OFS remain relatively free of industrial action, with about 12% of strikes occurring in these areas in both years

□ The FM was unable to obtain statistics from the Department of Manpower

POLITICS

A year that turned sour

304A FM 28/12/84

For the first seven months, 1984 looked as if it was going to be a golden year for SA. A year of peace and reform. Then suddenly it all turned ugly, and 1984 ended on a note of near desperation, with indications that 1985 would be even worse.

The year started with the euphoria of the November referendum result still in the air. Early in January came the SA troop withdrawal from Angola after Operation Askari and the acceptance by President Jose Eduardo dos Santos of a surprise 30-day truce offer made by Pretoria. Also in January, senior representatives of SA and its Marxist neighbour Mozambique met for peace talks.

February saw SA-Angolan ministerial talks in Lusaka and, on February 17, the signing of the Lusaka Agreement. This made provision for a Joint Monitoring Commission (JMC) to monitor SA's total withdrawal from southern Angola after years of occupation.

In a colourful ceremony on March 16 that surprised the world, SA PM P W Botha and Mozambique President Samora Machel shook hands cordially and signed the historic Nkomati Accord. In the same month, SA released the "father of Namibian liberation," Swapo founder member Herman Toivo ja Toivo, after 16 years on Robben Island. This was followed by the release of several other Swapo detainees and was accepted as a sign of SA's sincerity in looking for a Namibian solution.

In April, SA and Swaziland announced that they had earlier signed a pact similar to Nkomati. In May, the Administrator General of Namibia, the Multi-Party Conference of internal parties, and Swapo met in Lusaka. Peace was breaking out all over the region, P W Botha the Hawk became P W the Dove.

In June, the Dove further added to his achievements with a highly successful seven-nation tour of Europe. "Botha leads SA out of isolation," screamed the headlines.

July saw more progress on the Namibian/Angolan front with a Lusaka meeting between Foreign Minister P W Botha and Angolan Interior Minister Kito Rodrigues, and Cape Verde talks between Namibian AG Willie van Niekerk and Swapo leader Sam Nujoma.

That was the end of the good news. For seven months, Law and Order Minister Louis le Grange stayed in the background. But, in the last five months of the year, he came to the fore with detentions, bannings and bans on meetings. In August, scores of activists campaigning against the new constitution elections, mostly from the United Democratic Front (UDF), were detained.

The coloured and Indian elections for the new tricameral Parliament were disasters, with a percentage poll of around 20%. The elections themselves were marred by violence and tough police action at the polls. September was the most traumatic.



P W Botha ... a year that turned sour

month of all. Violence erupted in Sharpeville and other townships in the Vaal Triangle and soon spread to the East Rand, Soweto and other areas. The unrest lasted well into November, with scores of black schools closed and many people shot dead by police.

P W Botha's inauguration as first Executive State President, and the opening of the first tricameral Parliament, was therefore overshadowed by the township unrest and countrywide detentions.

September was also the month of the worst government bungling. It started with the six UDF leaders who sought refuge in the British Consulate in Durban to escape detention orders. Foreign Minister Botha reacted with near hysteria — on TV almost every night — and ended up by abrogating an undertaking to a British court to send back four South Africans to stand trial on arms smuggling charges.

Botha further stunned SA with his daily media encounters with publicity-seeking British MP Donald Anderson. His and President Botha's total silence when Bishop Desmond Tutu was awarded the Nobel Peace Prize was also not regarded as the height of diplomacy.

Much more seriously, September and October were the months in which government sent thousands of soldiers into the townships to help police quell the unrest. This was one of the factors in the Progressive Federal Party's controversial decision to call for an end to military conscription.

SA saw the potential power of its black labour force in a successful two-day stayaway in November. It was accompanied by more township violence and, predictably, a wave of new detentions. Organised business and industry strongly criticised the detention of trade union leaders, but Le Grange's only reaction was one of indignation.

The ailing economic climate was one of the factors that nearly lost the government the important parliamentary by-election in Primrose. Political analysts believe the Conservative Party's near miss in an urban constituency shows that up to 50 other National Party seats could be in danger.

On the regional front, the Mozambique National Resistance (MNR) movement stepped up its guerrilla war, and the Nkomati Accord came under severe strain. The MNR walked out of peace talks with SA and Mozambique early in November, and the talks have not been resumed. Angolan President Dos Santos's proposals for a Cuban withdrawal coupled with Namibian independence were made public, and P W Botha made it clear the proposals could be devil future negotiations.

Nothing came of the proposed ministerial meetings with Angola or of the final withdrawal of SA troops from Angola predicted by Botha.

Then, in December, there was sudden US public interest in SA, with Bishop Tutu meeting President Ronald Reagan. Scores of public figures were arrested while picketing SA diplomatic missions, the pressure for disinvestment increased and Reagan "turned up the volume" of his criticism of SA's apartheid policies. Next year could see more stick in the carrot-and-stick approach to "constructive engagement."

**CONSUMER BOYCOTTS
Union faces action**

The Industrial Court may soon be asked to determine whether a consumer boycott constitutes an unfair labour practice. The Dairymaid Ice-cream Corporation is considering taking legal action against the Council of Unions of SA (Cusa), and possibly the Food and Beverage Workers' Union (FBWU), as a result of a call to boycott the

RDM 20/12/84

Spar to meet union over dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Spar retail chain has agreed to meet the Commercial, Catering and Allied Workers' Union (Ccawusa) for talks on an eight-day-old strike at eight Spar Natal stores, the union's general secretary, Mrs Emma Mashinini, said yesterday.

Mrs Mashinini said the strike was continuing — but complained Spar was only willing to meet Ccawusa on January 3.

But Mr Bevan Ratchffe, Durban manager of the Brown Group, which owns the Natal Spar stores, yesterday denied the strike was continuing. He said it had ended after "a couple of days" and said stores had returned to normal.

Questioned on the proposed meeting, he would only say "We talk to the union all the time."

The strikes were prompted by union recognition demands and charges that management was "harassing" union members. About 150 workers in at least three Natal towns and cities — Durban, Maritzburg and Hammarsdale — took part.

Mrs Mashinini said strikers had been picketing the homes of company directors and the affected stores. They had been arrested twice, but later released, she said.

"The strike is continuing and we want to settle it — but the fact management will only meet us in two weeks' time will obviously delay this. We cannot understand why they won't meet us earlier," she said.

Meanwhile, 130 workers at a Chamdor company, Betta Sanitary Ware, were fired this week after striking in protest at a company decision not to award them bonuses as it is in provisional liquidation. They were told they could apply for re-employment on January 7.

A worker source said yesterday this was the second consecutive year workers would not receive a bonus.

A company spokesman confirmed the worker source's statement but refused to comment on whether the plant would re-open under new management next year.

Mercury 28/12/84
**Store protest — 7
freed after arrest**

Labour Reporter

SEVEN people were arrested by police following demonstrations outside Spar stores in Durban and Westville, but they were later released without being charged, a senior police spokesman in Pretoria confirmed yesterday

Mr Jay Naidoo, local organiser of the Commer-

cial, Catering and Allied Workers' Union of South Africa, said the protest was against the dismissal of 150 workers from eight Spar stores in Natal following a strike over a wage dispute.

The strikers also asked that the company recognise the union

Mr Naidoo said all seven were released after the union lawyers got in touch with the police. No charges were laid against them.

The protesters were arrested outside the Dayton Spar Foodliner at the beachfront and at the Westville Foodliner. Placard demonstrators at the Bluff branch of Spar were ordered by police to move

Dismissals

The demonstrations were aimed at focussing public attention on recent dismissals from the Spar chain stores.

Mr Dennis Love, personnel manager of the Browns group whose Browns Retail runs the Spar stores, declined to comment yesterday, but last night Mr Naidoo said the company had offered to meet the union on January 3 to resolve the dispute

Col J Venter, of police headquarters in Pretoria, told the Mercury yesterday that the seven had been released immediately after their arrest and no charges had been laid against them

Action threat on boycott

By STEVEN FRIEDMAN
Labour Correspondent

ICECREAM company Dairy Maid, part of the giant Barlow Rand group, seems set to take legal action to stop a union-backed boycott of its products

But the Food, Beverage Workers Union (FBWU), which is backing the boycott, said in a statement yesterday boycott efforts would continue. It charged that attempts to use the courts to curb boycotts would be a clamp on human rights.

In a significant step-up of the dispute, it said shop steward committees would be approaching managements throughout the Transvaal to ask them to cancel all Dairy Maid orders.

One major chain store had already been approached, it added

Recently, the Rand Daily Mail reported the Council of Unions of SA — to which FBWU is affiliated — had endorsed a national consumer boycott of Dairy Maid in protest at the firing of about 90 union members at its Pretoria plant after a strike in February

It said it would ask other union groups to back the boycott. FBWU also launched industrial court action against the company, alleging it was guilty of a wide range of "unfair labour practices"

The union alleged assaults on workers by managerial employees, the use of racially abusive language, that the company refused to negotiate "in good faith", and that many workers fired after the strike had long service with the company.

The company will contest these charges.

In a statement yesterday, FBWU revealed that Dairy Maid's lawyers had written to Cusa's lawyers, asking them to confirm the Mail's report.

In the letter — a copy of which was released — Dairy Maid's lawyers said if Cusa confirmed the report, "our client shall take such action as might be appropriate in the circumstances"

FBWU said "the purpose of the letter was obviously to set up Cusa for legal proceedings, intended to prohibit the boycott"

If the company acted to stop a boycott in the courts it would "play a direct role in further diminishing one of the few human rights left in South Africa," the union said.

It "wished to draw this to the attention" of Barlow Rand chairman, Mr Mike Rosholt, chancellor of Wits University

FBWU said the boycott had not been launched by Cusa but by the Dairy Maid Workers Committee. It said "the boycott was gathering ground fast"

The store, which had been approached to cancel Dairy Maid orders — OK Bazaars — was a "major purchaser" of the company's products, it added.

FBWU said "consultations between the committee and businessmen at various levels were taking place" in an attempt to strengthen the boycott.

1912/184

Factory engages white pupils after dispute

Pietermaritzburg
Bureau

ABOUT 50 white school-boys have been employed temporarily by a Howick factory, following a refusal by 111 employees to work during the company's annual Christmas shut-down.

This follows recent unrest at the BTR Sarmcol Rubber factory when about 800 workers downed tools as a result of a dispute with the management

The Industrial Conciliation Board has been asked to resolve the dispute between the workers, represented by the Metal and Allied Workers' Union and the management.

In the meantime, it was confirmed in a statement issued by Sarmcol that 111 union members working in the engineering department had advised last week that they would not work during the annual close-down in 'an attempt to disrupt operations further'.

The factory is closed from December 14 to January 9 next year

During this period the engineering department is responsible for an intensive programme of maintenance, repair and servicing of plant and equipment in preparation for the new year

As a result of the refusal of the workers to work, the management has made alternative arrangements including temporarily employing schoolboys to assist them

A spokesman said the factory had advertised by word of mouth and soon had more applications than they could handle

'The response has been very good. We had to turn many boys away, since this is an ideal opportunity for them to earn some money,' he said.

About 50 boys, most of them pupils at the Howick High School, were employed

He said the work required of the boys was that of untrained and unskilled labour

Soweto 19/12/84 (152)

Azapo congress told:

Stayaways can harm the cause

By SELLO RABOTHATA

SCHOOL BOYCOTTS, hunger strikes and work stayaways all contained the potential to seriously harm the very people they intended to help, the fifth annual congress of Azapo was told in Cape Town yesterday.

Rev Joe Seoka, in a paper on Stayaways and Work Stoppages — a Critique, said that far from enhancing the people's efforts towards liberation, stayaways may alienate the people from a process dependent for success on their participation.

Rev Seoka said hunger strikes are a weapon accompanied by limitations. The same can be said about school boycotts against Bantu Education. For it is only when people begin to understand that Bantu Education must be transformed into a struggle against the political situation that they begin to appreciate the shortcomings of a fight against Bantu Education.

He said: "Stayaways, like the other weapons, are not immune from possible perversion. The two-day stayaway of the past month is a case in point. There are two diametrically opposed interpretations attached to it.

"The one sees the stayaway as having been a colossal success by virtue of the overwhelming support it commanded. The other views it as a creation of an adventurous and glory seeking mind. There is only one correct and objective interpretation and this is derived from a dispassionate assessment."

Thus, said Rev Seoka, thousands of workers learnt a bitter lesson — never again to heed calls for stayaways, for only distress and suffering flows therefrom. The two-day stayaway, far from advancing the working class struggle in the country, had antagonised and alienated a sizeable portion of the working class.

That the workers' salaries were pruned by employers without the committee responsible for the stayaway raising its fingers was a worse indictment.

Potent weapon

Rev Seoka said the concept of boycotts or stayaways can become a very potent weapon in the hands of the oppressed or powerless people. In almost all instances where the boycott tactics have been successful, the following aspects have been observed:

- The careful selection of the target,
 - The methods to be used;
 - The time duration,
 - Full knowledge of the consequences by the participants, and
 - The leaders of such boycotts cannot and must not rely on attempting to enforce the boycotts.
- At the time of going to press the Azapo congress was due to hold elections for national office bearers. Hot favourite for Azapo president appeared to be Soweto's Ishmael Mkhabela with keen competition from Mandla Nkosi, also from Soweto.

Stayaway 'did not advance the struggle'

Cape Town 18/12/84 152

By ANTHONY JOHNSON
Political Correspondent

WORK staways, school boycotts and hunger strikes all contain the potential to seriously harm the very people they are intended to help, according to a paper drafted by Azapo's central committee

The paper, delivered by the Rev Joe Seoka at Azapo's fifth national congress in Cape Town yesterday, notes that these three weapons of struggle, "far from enhancing the people's efforts towards liberation, may alienate the people from a process wholly dependent for success on their participation".

Mr Seoka said stayaways or work stoppages were bargaining tools that had to be used with much care, as they

are not immune from possible perversion"

He said the recent two-day stayaway on the Reef had not advanced the working-class struggle in South Africa but had rather antagonized and alienated a sizeable portion of this class

While some saw the stayaway as a colossal success by virtue of the overwhelming "support" it commanded, others viewed it as "a creation of adventurous and glory-seeking people"

He said the originators of the stayaway were so caught up in the "passion for self-glorification" that they had not considered the possibility that about 7 000 workers could be dismissed from Sasol

"And thus 7 000 workers had learnt a very bit-

ter lesson never again to heed the calls for stayaways, for only distress and suffering flows from them"

The two-day stayaway, he said, came at time of economic depression when management wanted an excuse to retrench or dismiss workers without giving full benefits

"Thus management gained an upper hand in a situation where it was supposed to have suffered

"The stayaway therefore militated against the short-term interests of the black working class and as a result it will be very difficult in the future for any organization or group to call the masses into concrete action"

Mr Seoka said the boycott or stayaway was basically a weak weapon

More unrest next year?

EMERGING trade unions are set to become "a major vehicle for political aspirations" resulting in an upsurge in labour unrest next year.

Trade unions are to become more politicised and will begin to rely less on the courts and agreements with employers and more on their numerical powers, according to an annual report released by Industrial Relations Consultants, Andrew Levy and Associates

In the 21-page report, Mr Levy says political grievances in the new year will be increasingly articulate through industrial action at the workplace, and employers will be faced with losses caused by issues outside their control

However, the report entitled "Industrial Relations 1984 and the Year Ahead," says there will be white resentment that will result in race relations deteriorating, especially in the workplace

"At the same time a distinct politicisation has and is occurring at an accelerating pace, and the movement is becoming far more of a political vehicle than has been the case in the past," he says

Leadership

He adds "This is in part the response to the emergence of a black leadership cadre, tensions between them and the white organisers, as well as the heightened level of political awareness and activity that has typified the year of the introduction of the new constitution

"There is reason to believe that this pattern will continue into the future, with major distinctions being the ANC supporting unions, and those that see themselves as being more inclined to the UDF in their orientation."

Mr Levy also says the political strike, or at least the stayaway, will be expected to continue to be used on strategic occasions and issues, and active intimidation will be a factor that needs to be taken into

account

He argues that Government response to the growing union politicisation will be a "crucial factor" in the make up of the quality of labour relations in the period ahead

"In the past Government has not been slow to stifle union political affiliations and involvements in a draconian manner, using detentions and bannings as an effective method of decimating the leadership

"This pattern has to some extent already manifested itself as a result of the November stayaways, although there is no doubt that the Government will justify the position by arguing that the detentions were primarily because of activities in organising stayaways, rather than activity of trade unionists

Academic

This point seems to be academic and is unlikely to satisfy trade union members. It is likely that such disturbance and unrest is likely to culminate around any Government dispensation for urban blacks," the report says

Mr Levy contends that if the recent wave of unrest results in sustained attack on the black union movement, then far greater pressure from overseas interests is to be expected

He adds, any major and sustained anti-union drive will inevitably accelerate and add to South Africa's alienation internationally

Referring to the courts and the law, he says there are indications of union dissatisfaction with the Industrial Court. It appears that the channel for the settlement of labour disputes will become less prominent

He predicts that this trend will be speeded up as leadership positions in the emerging unions are transferred from white intellectuals to union members who have come up through the ranks.

"The ability, training and patience which are a prerequisite for the successful deployment of such tactics will be lessened, says the reports

Companies which take a tough stand against unions are not likely to find a long term solution to the problems of racial polarisation and political unionisation

Escaping

The report says possibly the only companies which have a chance of escaping these developments, are those which recognised unions at an early stage and have since formed

"good relations" with unions and their employees

In these situations, the parties have experienced the advantages of orderly collective bargaining. Employers would therefore be unwise to rely too heavily on the existence of procedures or agreements to bring predictability and stability to their labour relations

Referring to individual trade unions, he says Fosatu/Cusa rivalry continued in industries such as chemical and food, and it still remains possible that the unity moves may prompt splits within Cusa and amalgama-

tions with Fosatu

He says the year has not been distinctive in any sense for Cusa, growth largely been attained through the National Union of Mineworkers. The confederation lacks the tight organising discipline and shop floor strength so typical of Fosatu, but has during the period under review taken a higher public profile than has been noted in the past

Fosatu has depth, density and concentration of organisation

(The report is available from Andrew Levy and Associates (Pty) Ltd at 17 Baker Street, Rosebank 7700)

Checkers re-hires sacked workers

THE GIANT SUPERMARKET, Checkers, has agreed to re-employ members of the Commercial Catering and Allied Workers' Union (Ccawusa) dismissed at two plants.

Ccawusa's general secretary, Mrs Emma Mashimani said management has finally agreed to re-employ the workers after what she termed "hard negotiations between the union and the company"

In Tzaneen about 50 workers and

13 in Waterkloof were dismissed following industrial actions over wages

She refuted reports that the union had declared a dispute with the supermarket over wages

"We are pleased that management is prepared to reinstate our members. It is not a healthy thing for people to lose jobs at this time of high unemployment, escalating cost of living and recession"

Saweta 17/12/84

152

~~128~~ ~~287~~

15/12/84 *(152)* *(287)* *(138)*

Sacked workers backed

Labour Reporter

REPRESENTATIVES of a number of community bodies met in Durban yesterday to offer assistance to about 150 employees of Spar who were dismissed following a strike at some of its chain stores

Mr Important Mkhize, branch organiser of the Commercial Catering and Allied Workers' Union of South Africa, CCAWUSA, said afterwards that the meeting expressed sympathy with the sacked workers and pledged its support to fight for their reinstatement

The union had since declared a dispute with the company

Workers from four Spar stores in Natal went on strike last Saturday in support of more pay and recognition of their union

A company spokesman said the firm had urged the strikers to return to work while their grievances were being considered, but they refused

Mercury 15/12/84 (152) (11)

700 strikers go back to work

Pietermaritzburg Bureau

THE 700 workers who downed tools on Thursday at the Pietermaritzburg branch of Corobrik after a misunderstanding over the payment of their annual bonuses returned to work yesterday morning

The managing director

of Corobrik in Durban, Mr B K Waberski, confirmed yesterday that the problem had been resolved and said workers had received their bonuses

'They were upset over the timing of the bonus payments,' Mr Waberski said 'By Friday morning the matter had been sorted

out and all the workers were back at work'

According to reports, workers had been under the impression that they would receive their annual bonuses on Thursday. Later they were told they would be paid their bonuses only on Monday next week.

Since many workers are migrants who have only the weekends to give money to their families, they were unhappy about the situation

A spokesman for the General Workers' Union said yesterday that as a result of the work stoppage on Thursday, the workers concerned had not been

paid for that day

Since they felt that the misunderstanding over the bonuses had arisen as a result of having been misinformed by the management, they ought not to be penalised for the stoppage

This matter would have to be resolved next year, he said

U I C U I

Rm 11/12/84

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Assocom cautions against stayaways

By PAUL BELL

ASSOCOM, while condemning the recent demonstrations of trade union leaders, surmises that further stayaways may cause employers to lose their tolerance.

In its fourth quarter review, Assocom said the recent township disturbances were of deep concern to business and it was accepted there were grounds for restlessness.

"They were excluded from any meaningful participation in the new constitution and were not consulted about the form of representation they have been given. "They have no understanding of

the causes of the present deep recession; they only experience the results of the downturn, which have left many without jobs in an overcrowded labour market and with others working on short time.

"All the necessities of life are costing more — food, clothing, fuel and transport. Even the cost of accommodation.

"A groundswell of unhappiness and dissatisfaction is mounting in the townships and there are limited channels for expressing their feelings and their views.

"The stayaway was in part, as it were, a voting with the feet, a silent protest."

This was understandable, but the "senseless violence and brutal hooliganism" was not and the Govern-

ment was justified in acting against the mobs.

Assocom reiterated its concern over the detention of trade union leaders, saying freedom to associate was a fundamental democratic principle. During this recession, however, it was more important than ever to keep lines of communication open — to explain that the slump was neither the fault of business, nor simply that of Government.

"If this message could be got through to trade union leadership, sooner or later it would seep through to the rank and file movement."

It was accepted that industrial disputes often had little to do with actual working conditions, but were

influenced by wider — often nakedly political — considerations.

But business was hostage to a system which discouraged communication between races.

Businessmen often bore the brunt of black unrest because of the lack of other contact, but accepted this because they realised everybody would suffer if production and the flow of goods were not kept rolling.

"It is for this reason that most employers have shown a tolerance and an understanding that would not be present in a more open society in which there would be lines of communication through which grievances... would flow. "However, this is not likely to continue if further stayaways occur."

A GROUNDSWELL of unhappiness and dissatisfaction is mounting in the townships and there are limited channels for blacks to express their feelings and views, says Assocom.

Union action solves stoppage

Cape Times Own Correspondent
12/12/84

EAST LONDON — Swift union action at the car distributors' assembly plant here yesterday solved a 90-minute work stoppage over the proposed re-trenchment of 280 workers

This was confirmed yesterday by the Port Elizabeth-based regional secretary for the 21 000-strong National Automobile and Allied Workers' Union (NAAWU), Mr Les Kettleidas, and a spokesman for Mercedes Benz South Africa, Mr Richerd Wagner

The brief stoppage by about 500 day-shift workers took place during negotiations between the management and the union yesterday following the re-trenchments on Friday

They reached a compromise agreement that the 280 retrenchments will not be final. The workers will be laid off for two months and if there is an improvement for the badly-hurt motor industry following the severe hire-purchase restrictions and the new fringe-benefit tax, the workers will be re-hired

Mr Wagner said tough conditions in the economy had led directly to the proposed retrenchments

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Rajbansi

Cape Times

opposes cabinet

12/12/84

By ANTHONY JOHNSON Political Correspondent

THE sole Indian member of the cabinet, Mr Amchand Rajbansi, leader of the National People's Party, has spoken out against the government's policy of detention without trial.

Mr Rajbansi said that all remaining detainees in South African prisons should either be charged or released

He was reacting to the government's decision this week to release detainees under Section 28 of the Internal Security Act

Mr Rajbansi is a member of the cabinet by virtue of his chairmanship of the Indian Minister's Council

'Encouraging'

The minister welcomed the latest move as "very encouraging" but emphasized that he stood by the policy of his party rather than that of the government

"The policy of my party opposes detention without trial and even though I am a member of the cabinet, I cannot deviate from this policy"

In taking this stand, Mr Rajbansi becomes the

first person of colour in the cabinet to differ openly with government policy on a significant issue

The leader of the Labour Party, the Rev Allan Hendrickse, who is also a cabinet minister, has not been available for comment on this issue for the past two days

He and Mr Rajbansi have been criticized recently for their "deafening silence" on controversial issues like forced removals and detentions, which significantly affect their communities

Although strongly critical of the government in the run-up to the August elections, both are now effectively part of the government

Both are also bound by the principle of joint cabinet responsibility and are obliged to get the consent of the State President, Mr P W Botha before publicly differing with government policy

This has routinely produced some awkward silences in the face of controversial government actions that extra-parliamentary political groups have been at pains to highlight



Congressman Mick Adam DeBaugh, a loner yesterday for pointing against the South African government that "Black people have

Sadie warns

Cape Times
On 12/12/84
wages

Staff Reporter

THE migrant labour system, as well as influx control and the coloured labour preference policy in the Western Cape, had kept wages for unskilled labourers artificially high, Professor J L Sadie, a professor of economics, told an industrial court hearing yesterday

He was giving evidence in the hearing to arbitrate on the wage dispute between the Cape Town Municipal Workers Association and the Cape Town Municipality, in which the 11 000-member association is demanding a "living wage"

Euphemism

Professor Sadie, a former director of the Bureau for Economic Research told the court that additional forces which caused the "contrived scarcity" of unskilled labour and higher wages in the Western Cape were trade unions who catered for the interests of their members only

He said it made "absolute economic nonsense" to raise wages according to increases in the cost of living. This would perpetuate the spiral of "senseless inflation"

Open beach — MPC

Municipal Reporter

THE whole of Kleinmond's west beach should be opened to all races to prevent "the further bedevilling of race relations" in the village, according to the opposition spokesman in the Provincial Council on

private resorts Mr Jan van Eck

Mr Van Eck said yesterday that South Africa could not afford to let "racist pressure groups" like the white Kleinmond Ratepayers' Association "bedevil race relations by being allowed to get away with blatant racism"

Sapa reports that the Kleinmond Town Council paid back an amount of R100 000 with interest to the provincial administration after agreement could not be reached about the development of a picnic site and the white camping area at the Palmiet River for coloured people

The town council decided that the white camping site should provisionally remain for the use of whites only

The Town Clerk of Kleinmond, Mr Kobus du Plessis, confirmed yesterday that the money had been repaid and that

TODAY

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Issued April 1982

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hit by

strike

Mercury Reporter

A SPOKESMAN for Spar stores said yesterday it was incorrect to say that Spar as a whole had labour problems or striking staff

The spokesman was referring to a strike in four Spar stores during the weekend when about 100 employees stopped work in support of more pay and recognition of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA)

The spokesman said the firm had urged the employees to return to work while their grievances were being considered. They had refused to comply and had been dismissed following warnings

Illegal

He said there were more than 100 Spar member stores in Natal and the labour difficulties had been restricted to a group of stores owned by Brown's Retail

The spokesman alleged that the strike was illegal. The company had appointed works councils in many of the stores to air grievances

'In this case we have had no communication at all through these channels from our staff of any grievances,' he said

The spokesman said workers who had not gone back to work in spite of adequate warning had been dismissed

He said discussions had been held with the union in the past but the union had not yet provided proof of union membership as repeatedly requested by the company

This statement deals primarily with disclosure and is issued as an interim step in the development of a generally accepted accounting practice. Further consideration is being given to whether or not capitalisation of finance leases could be made mandatory rather than optional. mandatory capitalisation is considered appropriate, a further statement will be issued in due course

DISCLOSURE OF LEASES IN THE FINANCIAL STATEMENTS OF LESSEES

Sowetan 11/12/84

152

333

260

Cusa threatens national strike

THE COUNCIL of Unions of South Africa and its affiliates have threatened to call a national strike if the sacked 6 000 workers at Sasol are not reinstated.

The decision to call a strike was taken by the union's joint executive council at a meeting held in Johannesburg at the weekend.

In a statement Cusa said it supported the struggle of the dismissed workers at Sasol and appealed to management to reinstate the workers without any loss of benefits.

It urged Sasol management to continue to discuss with the Chemical Workers' Industrial Union over the dismissed workers.

The workers were sacked after the two-day stayaway from work organised by several trade unions, including Cusa and the Federation of South African Trade Unions (Fosatu).

In the statement Cusa said that it supported a boycott of Dairymaid Ice Cream Corporation products following the dismissal of workers at

the plant near Pretoria.

The boycott was called by Cusa-affiliate, Food and Beverage Workers' Union, in an attempt to pressurise management to reinstate the workers dismissed early this year.

Cusa has made it clear that it will take all necessary steps to ensure that the Sasol workers were reinstated even if it means a national strike which will be arranged through a national strike committee.

Cusa also endorsed the present unity talks aimed at forming a giant trade union federation in the country. The talks have been going on for over two years and it is hoped that they will be completed next year.

Assocom

talk to black trade unions

By Michael Chester

Big business today urged moves to ensure that all lines of communication stay open with black trade unions to allow a flow of grievances — “imagined and real, political and economic”.

But the Association of Chambers of Commerce (Assocom) warned that the attitude of “tolerance and understanding” shown by most employers in the recent wave of black unrest would be ended if there was a repeat of the mass stayaways

In a quarterly review released today, Assocom said: “One accepts without hesitation that there are grounds for restlessness among urban blacks. They are excluded from any meaningful participation in the new constitution and were not consulted about the form of representation they have been given.

“A groundswell of unhappiness and dissatisfaction is engulfing the townships. There are limited channels for blacks to express their feelings and their views and the stayaway was in part, as it were, a voting with the feet, a silent protest.

“For this, one has un-

derstanding. But there can be no understanding for the senseless violence and the brutal hooliganism which swept through the townships

“Nothing can justify the burning of homes and facilities, the looting of shops, the killing and the destruction.

“This was mob rule, senseless and without motive — a development which antagonises instead of winning and understanding.

“It is necessary, however, to distinguish between the youth-led violence and the stayaway which followed, although there is a link — that of intimidation and the fear of further violence if the call for a stayaway were ignored.

“There is a case to be made for the steps which the authorities took to stem the hooliganism. There is no time for talk and debate when a mob runs amok. That is the time for action.”

But it was imperative that lines of communication were kept open, at least in the economic field. “If a society is to progress”, says the review, “people should speak to each other, frankly and freely. They should not be silenced”

Jan 11/12/84

152

Sasol dismissals: Cusa set for sympathy strike

Skos 11/12/84 By Eugene Saldanha 152 ~~152~~

One of the country's largest trade union federations has announced it will launch a national strike unless Sasol reinstates the 5 500 workers who took part in the recent two-day stayaway.

The joint executive of the 160 000-member Council of Unions of South Africa (Cusa) decided at a meeting held in Johannesburg at the weekend to call on Sasol to start negotiations with the Chemical Industrial Workers' Union (CIWU) to which the Sasol employees belong.

"We are considering calling on members at all our plants to stage a one-hour work stoppage unless Sasol agrees to appoint a conciliation board to negotiate the reinstatements," said Cusa's acting general secretary Mr A Skosana.

Last week the Federation of South African Trade Unions (Fosatu) announced it was drafting a "programme of action" to protest against the arrest of community and trade union leaders and the dismissal of the Sasol employees.

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Cusa threatens national strike

Own Correspondent

JOHANNESBURG — The 165 000-member Council of Unions of SA (Cusa) says it will launch a national strike unless Sasol reinstates 5 500 workers fired for taking part in the recent Transvaal stay-away and agrees to negotiate with their union

Cusa also announced yesterday that it had launched a consumer boycott of Dairy Maid Ice Cream in support of 90 members of its Food, Beverage Workers' Union who were fired by the company after a stoppage in Pretoria in February

These decisions were taken at a meeting of Cusa's joint executive council in Johannesburg at the weekend

The meeting also decided that Cusa would continue to take part in talks aimed at uniting major emerging unions in a new federation

It has been suggested that some Cusa unions were unhappy about continuing to take part in the talks

Cusa's decision to support a national strike in support of the fired Sasol workers comes a week after the Federation of SA Trade Unions (Fosatu) decided on "action plans" to protest against the arrest of union leaders and dismissal of Sasol workers

It said it would seek support of other

unions before releasing details. Most of the workers fired during the dispute belong to Fosatu's Chemical Workers' Industrial Union (CWIU)

The Cusa decision is given added significance by the fact that there has been tension of late between the CWIU and Cusa's SA Chemical Workers Union

In a statement released after the meeting, Cusa said it had agreed "to support the struggle" of the dismissed Sasol workers

If Sasol did not reinstate the workers and agree to negotiate with CWIU over the firings, Cusa and its affiliates would "take all necessary steps to ensure the reinstatement of all dismissed workers, even if this means a national strike," it said

On Dairy Maid, the statement said the meeting had heard a report on the dispute from the Food, Beverage Workers' Union (FBWU) and had agreed to support the union's call for a national boycott

It said it would seek support for this from other unions

The FBWU has already taken industrial court action against Dairy Maid which is part of the Barlow Rand group, alleging that it is guilty of a wide range of "unfair labour practices"

Probes into unrest deaths

PRETORIA — Police investigations would be launched into all the deaths that resulted from police action in township unrest during the past three months, according to a police spokesman in Pretoria

He was reacting yesterday to weekend reports of two police investigations into the shooting of a Sebokeng youth and the alleged rape by two policemen of two teenage girls

Both incidents were dealt with in a booklet on township violence published last week by the South African Catholic Bishops' Conference (SACBC)

The SAP spokesman said the police investigations had not resulted from the SACBC survey

The official death toll in townships following police action this year had reached 96 by the middle of November. Injuries totalled 195

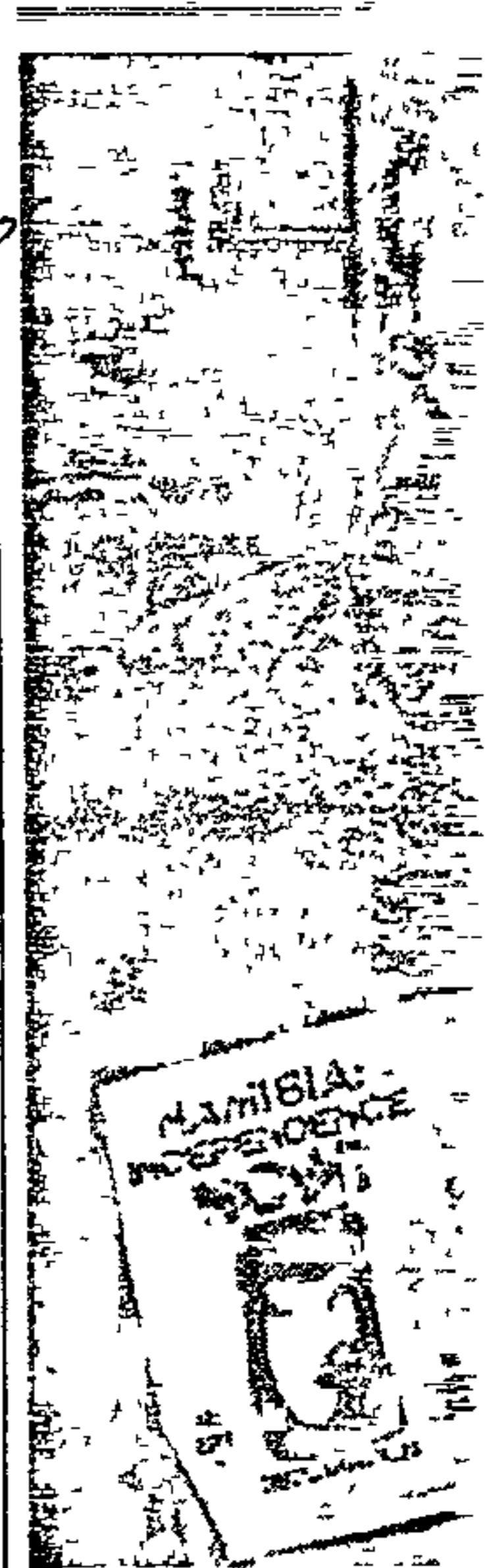
Police killed

According to figures released by the Minister of Law and Order, Mr Louis le Grange, during a speech in Virginia last month, another 34 deaths and 215 injuries were not related to police action. Two police members were killed and a further 84 injured during the same period

The police spokesman said investigations would not be launched into cases of injury "unless people charged that they had been injured illegally"

The spokesman confirmed that a member of the SAP had been temporarily suspended after the police investigation into the alleged murder of Mr Jacob Moleleki who was arrested at an Evaton funeral in September. According to the SACBC report, the policeman shot Mr Moleleki through the forehead at point-blank range

The spokesman also confirmed that police were investigating allegations that two black girls, aged 15 and 16 had been raped by two white policemen in Sharpeville in September — Sapa



The Bishop of St. Downing Street ye list of 400 orga.

SWA

From JOUBERT MALHERBE

LONDON — The British Government was yesterday urged to adopt a new line on the quest of SWA/Namibian independence and to do all its power to help end the end of "South African illegal and inhuman cupation" of the territory

A "Declaration to British Government Namibia", signed by influential group of

We will decide says Pik

DECISIONS on reform and security in Southern Africa are taken by government on the basis of what it considers to be in the interest of the country, the Foreign Minister Mr Pik Botha said last night

Reacting on inquiry from the SABC in Cape Town to reports on President Reagan's claim that the United States is using quiet diplomacy

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Too late for classification DEATHS

DREYER — Doreen Beatrice, passed away peacefully on December 9 1984. Lovingly remembered by Harry, Mary, John, David, Peter, Alan and Michael

LOST

LABRADOR, chocolate brown called Coco, lost in vicinity of Campground Road, Rondebosch. Large reward. Ph 65 5070

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Business Day/LABOUR

Union Crackdown reaction still to come

THE full effect of union reaction to the Government's crackdown after the recent Transvaal stay-away is still to be felt.

Last week, Fosatu announced plans to act, possibly with other unions, in protest against the arrest of union leaders and the firing of Sasol workers after the stay-away.

This follows attempts to persuade employers to act

Fosatu says employers have failed to budge the Government — and attacks some for helping police inquiries aimed at framing charges against the arrested unionists. It says it is now forced to take action itself.

It has not revealed its plans, but one aspect is an attempt to muster foreign support — three Fosatu unionists are now in the US seeking backing on this issue.

Both the US union movement, the AFL-CIO, and the International Confederation of Free Trade Unions, which represents national union bodies in the West, have toughened their stance on South Africa in the past week.

But Fosatu sources say local action will also form part of the campaign.

Last week also saw the Chemical Workers Industrial Union (CWIU), whose members were fired by Sasol, quickly re-estab-

lishing itself there in a way which seems to have taken the company by surprise.

CWIU said it had recruited most of the 9 000-plus miners at four Sasol coal shafts in Secunda and had asked the company for "stop order" facilities.

(CWIU claims recruitment at the mines rose sharply after the firings).

If Sasol refuses the request, it risks charges that "union-bashing" was the motive behind the firings.

This has clearly strengthened CWIU's position at Sasol.

It has taken only weeks to re-establish itself as a force there and the fact that it represents most workers in a key Sasol operation may well strengthen its campaign for reinstatement of the fired workers.

LABOUR WEEK BY Steve Friedman

... have students taken on a tour of the Operational Area in South v

10/12/84

Union calls off Durban strike

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 400 Metal and Allied Workers' Union (Mawu) members have called off a four-week legal strike at a Durban company, Wispeco — but have decided to take other action against the company and the Dorbyl-Metcor group, which owns it.

The workers have decided not to work overtime at Wispeco and to begin a work-to-rule after they return, the union said in a statement issued last week.

Mawu also announced plans for a campaign against Dorbyl-Metcor next year that would include an attempt to block loans to it from the Metal Industries Group Pension Fund. The union sits on the board of the fund, which covers black workers in

the metal industries

The Wispeco strike was prompted by the company's refusal to negotiate severance pay for retrenched workers with the union.

The company says this should be discussed at the metal industrial council, but Mawu rejects this.

It says the Steel and Engineering Industries Federation (Seifsa), which represents metal employers, has said that severance pay should be negotiated between unions and individual companies.

Mawu is taking industrial court action against Wispeco on this issue.

A motion the group be refused loans from the pension fund was "strongly endorsed" by the meeting.

Employees at Spar stores halt work

Labour Reporter

FOUR Spar stores in Natal were hit by labour problems on Saturday after about 100 workers stopped work in support of their demand for more pay and recognition of their union

Mr Jay Naidoo, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa, CCAWUSA, said yesterday that the union was seeking an urgent meeting with the management today to help resolve the impasse

Originally six Spar stores were affected, but workers from the Spar Store at St George's Street and the Westville Foodliner returned to work on Saturday

According to Mr Naidoo, workers of Kloof Spar Foodliner, City Square Foodliner in Pietermaritzburg, Hammersdale Foodliner and Daytona Foodliner on Durban's beachfront

were still out on Saturday

He said police had been called to some of the stores on Saturday and had dispersed the employees

The workers were demanding a salary in-

crease of R80 a month and recognition of their union. They were also asking for the reinstatement of two employees who were dismissed recently

Management of Spar could not be reached for comment yesterday.

Morning
Union dues dispute goes on

Labour Reporter

THE strike by about 200 Sylko Paper company workers entered its second day yesterday with no agreement being reached over the workers' demand for a refund of their union contributions.

Mr David Cox, a spokesman for the Jacobs company, said yesterday that the strike involved a majority of the black workers, formerly members of the South African Typographical Union, by virtue of a closed shop agreement.

'Over the past month they have expressed unhappiness at having to belong to this union and Sylko has now successfully negotiated an exemption from union membership for these employees

Calm

'We therefore no longer deduct union dues. However, the strikers have demanded that all dues ever paid by them into the union must be refunded. This is clearly not possible as Sylko, merely collects dues according to gazetted laws on behalf of the union

'At the present moment, no agreement has been reached but the situation is calm,' he added.

Mr Isaac Ngcobo, national treasurer of the South African Allied Workers' Union, said the workers had resigned from SATU and had since joined the SAAWU affiliate, Printing and Allied Workers' Union.

He claimed that the workers had informed both the company and SATU of their decision many months ago

400 back after five-week strike

152

Labour Reporter

THE five-week legal strike by 400 employees of Wispeco ended yesterday. But, according to a spokesman for the workers, they would refuse to work overtime until their grievances had been resolved.

The work stoppage, which seriously disrupted the company's production of window frames, started on November 2 after the company embarked on a retrenchment programme and dismissed 95 workers.

According to Mr Bobby Marie, a spokesman for the Metal and Allied Workers' Union, the dispute was over the company's refusal to negotiate severance pay with the union.

After a lengthy meeting this week the workers decided to return to work with immediate effect and instructed the union to refer the dispute to the Industrial Court.

In the meantime, they would be registering their protest by banning

overtime work and imposing a work-to-rule attitude, he said.

Mr Marie said the meeting also discussed the use of 'scab' labour during the strike. 'It was noted that these employees were paid far in excess of what black workers earned for the same jobs and that their presence on the premises could have seriously inflamed racial tension.'

Mr James Milburn, regional manager of the company in Natal, yesterday confirmed that 238 strikers arrived at the company's premises and indicated that they were prepared to return unconditionally.

'At a meeting held with shop stewards this morning, management were advised that the workers wished to return to work as normal and that the strike action had now been terminated.'

'Discussions will continue with representatives of the union in an attempt to resolve outstanding matters,' he added.

Stayaway: Five appear in court

Own Correspondent

JOHANNESBURG — In a sequel to last month's stayaway, five men, including the full Transvaal Regional Stayaway Committee (TRSC), were charged yesterday with subversion

After a brief appearance in the Johannesburg Magistrate's Court, the men were warned to appear again on January

31 and granted bail of R2 000 each

The four members of the TRSC who appeared in court were Mr Thami Mahi, 26, chairman of the Soweto Area Committee of the United Democratic Front, Mr Mayekiso, 36, of the Metal and Allied Workers' Union, Mr Themba Montlantlane, 30, of the Municipal and General Workers' Union of SA, and Mr Oupa Mon-

areng, 26, of the Soweto Youth Congress

Appearing with them was Mr Peter Makgoba, 21, of the Congress of SA Students

Detention

All have been in detention since the week of the stayaway

They were charged with subversion in terms of Section 54 (2) of the Internal Security Act, in connection with activities during October and November in the Transvaal.

Among other things, Section 54 deems it illegal to cripple, prejudice or interrupt any industry or undertaking or the production, supply or distribution of commodities or foodstuffs for political ends

Conditions

The maximum sentence is 20 years, or 25 years if the crime led to violence

Mr J C Oberholzer, appearing for the State, did not oppose the granting of bail, but ordered the five men to report weekly to their nearest police station, not to leave their magisterial districts without permission and to surrender all travel documents

The magistrate was Mr DJ du Plessis van der Walt

81.12.84

Three detained trade union leaders released

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By MAURITZ MOOLMAN

AT LEAST three union leaders were released from police custody yesterday in the wake of an increasing international outcry against what South African unionists describe as "union bashing" by the Government

The three are Mr Chris Dhlamini, president of the Federation of South African Trade Unions (Fosatu), Mr Jethro Dlalisa of the Transport and General Workers Union and Mr Bangilizwe Solo of the National Union of Textile Workers

A police spokesman said yesterday that he could only verify their release today

A spokesman for Fosatu, however, said he had spoken to the three after their release

They were among a number of union leaders arrested a week after the two-day work stayaway last month

Mr Dhlamini was arrested on November 10 while at work. He was held under Section 29 of the Internal Security Act

The police swoop also included a leader of the Council of Unions of South Africa

(Cusa), Mr Phiroshaw Camay

The trio's release follows on the recent row between the Minister of Law and Order, Mr Louis le Grange, and South African businessmen over the detention of union leaders

They asked that the unionists be released or charged as soon as possible

The Free South Africa Movement, formed two weeks ago by the black foreign policy group TransAfrica, has staged protests outside the South African Embassy in Washington since November 21 over the detentions

It widened the protests this week to South African consulates in New York, Los Angeles and Boston

In a Washington protest early this week, three union leaders were arrested, bringing to 22 the number of Congressmen, labour leaders and black activists arrested since the protest began

Three Fosatu members held a Press conference in the United States this week in an effort to muster foreign support against Government action on its members

Monday 7/12/74
152
Paper
company
hit by
strike

Labour Reporter

ABOUT 200 workers at Sylko Paper Company in Jacobs went on strike yesterday, on the eve of the company's closure for the year-end holidays, and demanded a refund of money deducted from their pay for union dues

According to Mr Isaac Ngcobo, a spokesman for the workers, the entire black workforce had resigned from the South African Typographical Union and joined another union but deductions were still being made in favour of the SATU

They claimed that they were no longer members of SATU and had since joined the Printing and Allied Workers' Union, an affiliate of the South African Allied Workers' Union.

Refunded

Mr Ngcobo, who is national treasurer of SAAWU, said the workers downed tools yesterday and requested that their money be refunded before 3 p m today when the factory shuts down for the December holidays.

He said the SATU had a stop order with the company for deductions from its members' wages.

'The workers petitioned both the union and the company to cancel the stop order, but to this day there has been no response from either the company or the union,' he said, adding that workers were angry and went on strike

Officials of the SATU were not available for comment yesterday

A spokesman for the company confirmed that the workers had downed tools and added that the management were at a meeting trying to resolve the problem

7/12/84
Legal

strike
152 24
over at
43
colliery

Own Correspondent

JOHANNESBURG —
The legal strike by members of the National Union of Mineworkers at Rietspruit Colliery near Witbank has ended — but the NUM says its members will continue to press their wage claims at the mine

The strike began on Tuesday and followed a wage deadlock between the NUM and Rietspruit in September. The union demanded a 25 percent increase, while the company offered 11,3 percent. It was the second legal strike ever by black mineworkers.

The mine did not threaten to fire strikers, but refused to pay them while they did not work. It also refused to change its wage offer.

CAPE Times 5/12/84
#3 152

Rand coal miners begin legal strike

Own Correspondent

JOHANNESBURG. — Members of the National Union of Mineworkers at Rand Mines' Rietspruit Colliery yesterday began a legal strike in support of wage demands — but management and union accounts of the number of workers involved conflict sharply

According to the NUM's general secre-

tary, Mr Cyril Ramaphosa, all but 40 of the mine's 1 000-plus black workers are on strike. But Rand Mines said yesterday that less than half the nearly 600 day-shift workers had joined the stoppage yesterday morning.

The company says it will not pay strikers, although it concedes that they are legally entitled to stop work.

The strike is only the second legal stoppage by black mine workers. It follows a wage deadlock between the NUM and Rietspruit in September after the union demanded a 25 percent rise.

The company offered 11.3 percent, and the NUM held a strike ballot in which 59 percent of workers voted to down tools.

In another development yesterday, the Chamber of Mines and NUM settled their wage dispute at the Chamber's Rand Mutual Hospital.

Cape Times 5/12/84
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Rand coal miners begin legal strike

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S

Rent issue may lead to Vaal strikes

MORE VAAL Triangle industries are threatened with strikes following a ruling by the Oranje-Vaal Development Board and the Lekoa Council ordering employers to deduct rents from their employees' wages.

This warning comes from several trade unionists who told **The SOWETAN** that workers have expressed anger and indicated that they rejected the order and may take industrial action.

Workers at two institutions — Pilkington Tilng, and the entire staff, including nurses, at Sebokeng Hospital — have gone on strike in recent days in protest against the deductions.

Prosecuted

Employers have indicated that they will not do the "donkey job" of the council and board by making such deductions. However some have expressed views that they will be prosecuted if they do not do so.

Angry Vaal residents

By JOSHUA RABOROKO

have not been paying house rents since September 3.

The unions, which include the Council of Unions of South Africa, Federation of South African Trade Unions, and Oranje-Vaal General Workers' Union, said that they have already talked to their legal advisers on the aspect.

"We have received reports from workers that their monies have been deducted for rents. They are unhappy. Others have indicated that they will take action," a spokesman for Cusa said.

OVGWU's spokesman said that they have approached several employers who "sympathised with us," and promised to look into

the problems. But, he added, others have been "very rude" and "chased us out of offices."

Mr Fezile Dabi, of Cusa's Legal Unit, said they have approached legal experts in this regard and the matter might be taken to court within the next two weeks.

The Sharpeville Civic Association was due to meet the officials of the council to discuss the controversial issue.

Clerk

The Lekoa Town Council clerk, Mr P N Louw, said that the response has been "very good" from employers who deducted rents from wages. It was important that essential services be paid, he said.

ROOM 4/12/84 (182)

Workers continue 4-week-old strike

Mail Correspondent

DURBAN — About 400 striking employees of Wispeco, a window frame factory at Moberi, unammously resolved to continue their four-week-old legal strike.

Mr Bobby Marie, a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, said the workers were protesting against the company's refusal to negotiate severance pay for employees who were retrenched recently.

"The union has made repeated efforts to resolve the dispute and had put forward a number of options, but these have all been rejected by the company," he said.

Mr James Milburn, regional manager of the company in Natal, said in statement that his company urged the union to take the matter to the Industrial Court to seek a peaceful and orderly solution.

"To date Mawu has refused to follow this option," he said.

ROM 4/12/84

~~152~~ 152 ~~152~~

Unions launch 2-month protest over arrests

By STEVEN FRIEDMAN
Labour Correspondent

THE Federation of SA Trade Unions is to launch a "far-ranging" campaign in the next two months to protest at the detention of several of its leaders and the sacking of union members by Sasol, a Fosatu statement said yesterday.

It says the campaign, which may be backed by other unions, is a result of the "inability" of employers to persuade the Government to release detained unionists. It also attacked employer "involvement" in police investigations into the detainees' role in the recent Transvaal stay-away.

Fosatu said it had decided at a special central committee meeting over the weekend on "certain actions" in response to the detentions and firings, and added that these would be put to other unions to seek their support. They would be implemented over the next two months.

It declined to give details until other unions had been consulted. But the latest issue of Fosatu's newspaper, Fosatu Worker News, suggests that "international solidarity action" will play a part in the planned campaign.

Several key Fosatu officials, including its president Mr Chris Dlamini, have been detained in the wake of the recent stay-away by hundreds of thousands of Transvaal workers.

Police have been gathering information from employers and journalists — a

move which is believed to precede a trial of the stay-away's alleged organisers.

In its statement, Fosatu said its central committee had heard reports from all regions on meetings between shop stewards and their employers over the detentions and the recent firing of 6 000 workers by Sasol, as well as reports on recent meetings between Fosatu and major employer bodies.

"It is our view that employers are unable to influence a stubborn, misguided and misinformed Government," Fosatu said.

It was "also convinced" that "employer involvement in the charges to be laid under section 54 of the Internal Security Act (against the detainees) will be disastrous to future industrial relations".

Fosatu believed the government and "certain major employers were not fully aware of the implications of charging union leaders".

It added that current protests by civil rights activists in the United States "are indeed justified morale support to detained union leaders".

On the call for a Christmas shopping boycott, Fosatu said an effective national campaign could not be organised "at such short notice" as factories were now closing and workers were returning home with their purchases.

It suggested its members "make a symbolic gesture over Christmas of showing black on their clothing or houses as a sign of mourning".

DOM 4/12/84
CHIEF Gatsha Buthelezi's plea on behalf of the dismissed Sasol workers last week was yet another sign of Inkatha's willingness to get involved in labour relations

152

Chief Buthelezi has made constant references to the muscle and power of the black worker and this year the National Sugar and Refining and Allied Industries Employees Union affiliated to Inkatha

Inkatha, like other black organisations in this country, realises the added power which would come from having the support of organised black workers

At Sasol, Chief Buthelezi was rebuffed by the Chemical Workers' Industrial Union, which has rejected attempts by Sasol to negotiate with homeland leaders, community councillors and other non-union groups

Chief Buthelezi has hardly endeared himself to the larger unions lately

He vociferously condemned the stayaway — the most successful in decades — and accused the fiercely independent union groupings which supported it — such as Fosatu and Cusa — of being misled by political groupings such as the Congress of South African Students and the UDF

400 SATS

workers
Slaw 4/12/84
on strike

By Michael Tissong

About 400 railway workers at the SA Transport Services (SATS) Kazerne offices went on strike today over what they said was the introduction of a six-day work week without compensation.

The SATS immediately suspended them.

A SATS spokesman, Mr. Andre Thomas, said the workers had worked a 48-hour week over a five-day period. The change meant the workers would work a 48-hour week over a six-day period.

But some workers claimed white workers affected by the new six-day week, introduced about two weeks ago, were being paid for working on Saturdays.

The black workers, who said they were forklift drivers and labourers, claimed they were not being paid for working on Saturdays.

Mr Thomas said both black and white workers were not being paid extra for the change.

Twenty SATS policemen positioned themselves between the mass of striking workers and the concrete office block.

Union action on detentions soon

Own Correspondent
JOHANNESBURG. — The Federation of South African Trade Unions (Fosatu) will launch a "far-ranging" campaign in the next two months in protest at the detention of several of its leaders and the sacking of union members by Sasol

A Fosatu statement yesterday said the campaign, which might be backed by other unions was a result of the "in-

ability" of employers to persuade the government to release detained unionists

It attacked "employer involvement" in police investigations into the detainees' roles in the recent stay-away

At the same time, Fosatu said it could not support a planned boycott of shops over the Christmas period and asked its members to make a "symbolic" gesture of mourning

Fosatu said the current protests by American activists were "justified morale support to detained union leaders"

"Certain actions" in response to the detentions and firings, had been decided on at a special central committee meeting over the weekend. These would be put to other unions to seek their support, and would be implemented over the next two months

Fosatu declined to give details until other unions had been consulted. But the latest issue of Fosatu's newspaper, Fosatu Worker News, suggests that "international solidarity action" will play a part in the campaign

Several key Fosatu officials, including its president, Mr Chris Dlamini, have been detained in the wake of the recent stay-away by hundreds of thousands of Transvaal workers

Police have been gathering information from employers and journalists — a move which is believed to precede a trial of the stay-away's alleged organizers

Meetings

Fosatu said its central committee had heard reports from all regions on meetings between shop stewards and their employers over the detentions and the recent firing of 6 000 Sasol workers, and reports on meetings between Fosatu and major employer bodies

"It is our view that employers are unable to influence a stubborn, misguided and misinformed government," Fosatu said

It was also convinced that "employer involvement" in the charges to be laid under section 54 of the Internal Security Act (against the detainees) would be "disastrous to future industrial relations"

Fosatu believed the government and "certain major employers" were not fully aware of the implications of charging union leaders.

It warned that the course of labour relations could be "irreversibly altered"

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PERSONAL GIFTS FOR HER

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- ★ FREE cosmetic bag given with every 3 pairs of "so soft, so sheer" pantihose purchased
- ★ Bags to suit all occasions

GIFTS FOR THE HOME

- ★ Silk screen print miniatures with calendars
- ★ Protea fibreglass trays
- ★ FREE pillowcase with every Sheraton Duvet purchased
- ★ Novelty, velvet and neck cushions
- ★ Table cloths, tray cloths, novelty drying up cloths

GIFTS HE WILL APPRECIATE

- ★ Hang Ten trunks, baggies and cotton knit shirts and tops

~~W~~
Factory

3/12/94

workers

~~188~~
continue

~~152~~
~~188~~
strike

~~188~~ Labour Reporter

ABOUT 400 striking employees of Wispeco, a window frame factory at Mobeni unanimously resolved to continue their legal strike which entered its fourth week yesterday

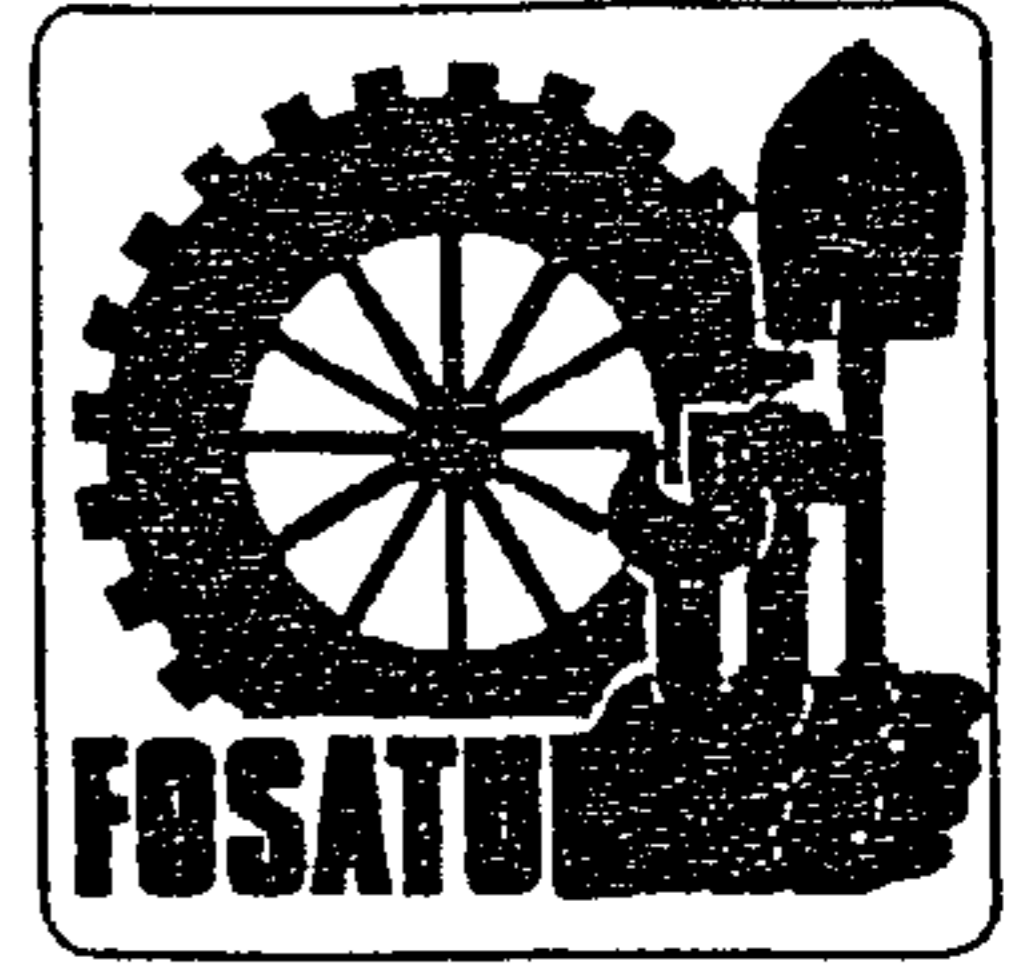
Mr Bobby Marie, a spokesman for the Fosatu affiliated Metal and Allied Workers' Union, said the workers were protesting against the company's refusal to negotiate severance pay for employees who were retrenched recently

'The union has made repeated efforts to resolve the dispute and had put forward a number of options but these have all been rejected by the company,' he said

At a meeting this week, workers unanimously resolved to continue their strike action and instructed union officials to refer various other disputes to the regional Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, he said

Mr James Milburn regional manager of the company in Natal, said in statement to the Mercury that the 'dispute settling procedure' of the Industrial Council failed to resolve the dispute and the company urged the union to take the matter to the Industrial Court to seek a peaceful and orderly solution

PRESS STATEMENTS



~~152~~ 152 ~~152~~

FOSATU PRESS STATEMENT

A Special FOSATU Central Committee received reports from all regions on the outcome of shop steward meetings with their employers. It also received reports from a delegation that met a number of major employer organisations. It is our view that employers are unable to influence a stubborn, misguided and misinformed government

FOSATU has therefore decided on certain actions. It will put these proposals to other unions seeking their support. These actions will be far ranging and implemented in the next two months. The actions will be a response to the detentions, the attack on unions and the SASOL dismissals.

FOSATU is also convinced that employer involvement in the charges to be laid under Section 54 of the Internal Security Act will be disastrous to future industrial relations. The quality of industrial relations in the future will be irreversibly altered. We believe that certain government and certain major employers are not fully aware of the implications of charging union leaders. FOSATU believes that the government's actions are good cause for the protest being carried out in the United States of America. These protests are indeed justified moral support to detained union leaders.

FOSATU also received report-backs from all regions and locals on the proposed black christmas. It was agreed that at present an effective national campaign could not be organised at such short notice as factories are now closing and many workers have already returned home with their purchases. In view of this a call for a campaign could be divisive rather than unite people. FOSATU will therefore not campaign for a black christmas. However, we believe that the present circumstances leave little to be happy with. We therefore call on all members to make a symbolic gesture over christmas of showing black on their clothing or houses as a sign of mourning.

2.12.84

Stayaway planners face sabotage trial

C Herald

1/12/84

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ORGANISERS of the wave of black unrest that reached a peak with the mass stayaways on the Reef three weeks ago may be tried for economic sabotage or subversion.

A senior officer of the Security Police confirmed last week that dossiers had been opened on several of the scores of activists — including 19 trade union leaders — held in detention

Investigations were still in progress. He did not rule out the possibility of more arrests in the wake of the November 5 and 6 stayaways that cost tens of millions of rands in industrial production losses

The probe appears to be intended to ascertain whether ardent trade unionism and political protest crossed the border line into what the Internal Security Act defines as terrorism or subversion

the production, supply and distribution of commodities or foodstuffs

● Interrupts, impedes or endangers the manufacture, storage, generation, distribution or supply of fuel, petroleum products, energy, light, power or water, or sanitary, medical, health, educational, police, fire-fighting, ambulance, postal or telecommunication services, or radio or television broadcasts

CHARGE

Confirmation of the investigations follows an appeal by big business to the Minister of Law and Order, Mr Louis le Grange, to charge the detainees — or release them

The appeal was first made by the Association of Chambers of Commerce at talks with the Minister and is likely to be supported by both the Federated Chamber of Industries and the Afrikaanse Handelsinstituut.

All three organisations have warned the Minister that detentions without trial had jeopardised industrial peace

Observers forecast that if extremists are put on public trial it will draw the most intense international attention since the Rivonia trials of the 1960s

Police preparing dossiers are known to be concentrating on Section 54 of the Internal Security Act, which spells out the legal interpretation of terrorism and related offences

SUBVERSIVE

It is understood that under particular scrutiny are offences regarded as subversive and carrying a maximum penalty of 20 years in jail — or 25 years if violence was used

A sub-section classifies a subversive as anyone who.

● Causes or promotes general dislocation or disorder, or attempts to do so

● Cripples, prejudices or interrupts any industry or undertaking, or

152

280

1000

Sacking: Sasol thinks again

SASOL yesterday announced it would consider applications for re-employment by the 5 400 Secunda workers dismissed earlier this month after participating in the two-day regional stay-away.

A spokesman for the oil-from-coal corporation said the re-employment of the dismissed workers would be subject to certain conditions, but membership of a union would not have any relevance in the matter.

"It has been decided that these applications will be sympathetically

considered together with other applications, provided such ex-employees can satisfy Sasol that they were not guilty of intimidation or incitement to participate in the stayaway, and that they were the victims of such intimidation or intimidation," he said.

Appointments will be based on merit, factors such as reliability, loyalty, competence, a stable record of service and other attributes, which normally play a part in the selection of staff, will obviously be taken into account.

"Whether or not an applicant belongs to a trade union will not have any relevance in considering his suitability for appointment."

Altogether more than 1 000 new workers have been recruited for the Sasol 2 and 3 plants, and both plants have been operating normally and at full production, since the stayaway on November 5.

"After 15 days of continuous operation, nothing has happened to change Sasol's view that they can continue to operate at full production — albeit with extraordinary efforts."

Sasol has denied claims by the Chemical Workers' Industrial Union that the army is being used to fulfil functions at the two plants normally carried out by Sasol security staff.

There are still a handful of dismissed employees in the Sasol hostel in Embalenhle Township, and about half of the 250 Sasol houses are occupied by the ex-employees.

The CWIU has notified the International Federation of Chemical and General Workers' Unions in Geneva of the sackings, and the IFCU has undertaken to mount protest action overseas over the Sasol dismissals.

(152) ~~152~~

90 dismissed Sasol workers stage protest

By Carolyn Dempster,
Labour Reporter

A peaceful placard protest by about 90 of the 6 000 Sasol workers who were recently dismissed was mounted outside the corporation's head office in Rosebank yesterday afternoon.

Bearing banners reading "We demand our jobs back" and "Our pension funds are running Sasol", the group of workers, bused in from Secunda, marched on the Baker Street headquarters.

Passers-by gawked at the phalanx of black workers in the middle of the exclusive suburb and a contingent of police and traffic officers maintained a low presence.

A shop-steward of the Chemical Workers' Industrial Union (CWIU) then requested that all of the demonstrators be permitted to see Sasol's share register. In terms of the law, any member of the public is allowed to see the register.

However, the demonstrators only reached the offices at 4:30 pm and

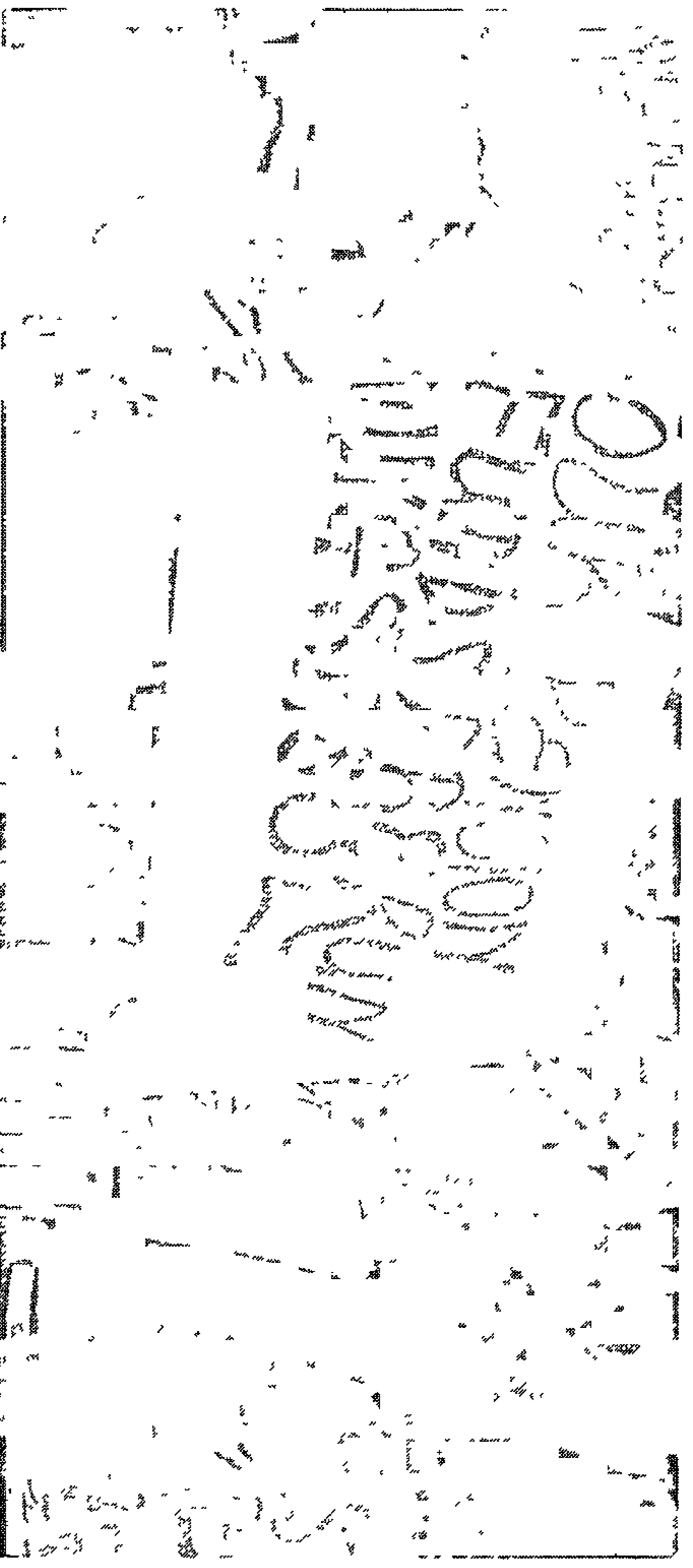
were told that they could not see the register as it was after office hours.

The bus was delayed for about half an hour when it was inspected by police and traffic officers in Leandra township en route from Secunda to Johannesburg. Mr Tshidisa Mochupi, a union member, was also searched before the bus was allowed to proceed.

After standing outside the offices for about half an hour, the workers returned to the bus to go back to eMbalenhle township in Secunda.

Most of the dismissed workers interviewed by *The Star* were skilled or semi-skilled operators who said they thought they might get their jobs back. "We want re-employment, not re-employment," said one Sasol worker.

In spite of an announcement made by Sasol yesterday that applications for re-employment would be considered, it is not known whether any of the dismissed workers have been reinstated.



Crowding the entrance to Sasol's headquarters in central Rosebank, 90 workers who were among the 6 000 dismissed en masse earlier this month displayed their anger in a poster protest.

A spokesman for the corporation said he had no comment to make on the demonstration.

He said that Sasol would stand by its statement, but that no definite procedure had been agreed upon whereby in-

timidators and instigators could be distinguished among those re-applying for jobs.

He said applications would be considered on a "fair and equitable" basis.

If Sasol was considering intimidation as a criterion for re-employment, then this must mean the re-employment of all of the 6 000 dismissed workers — as they had all been subject to massive intimidation by the army and police, said Mr Rod Crompton, general secretary of the Chemical Workers' Industrial Union today.

The CWIU would find it difficult to end local and international pressure on the corporation unless a settlement was reached through negotiation with the union.

Any attempts to circumvent the process of negotiation was liable to end in an unworkable settlement, he added.

RDM 22/11/84 (152) (146) (147)

Fired Sasol men hold demo outside firm's HQ

By PHILLIP VAN NIEKERK
ABOUT 100 former Sasol workers, fired for participating in the recent two-day stayaway, yesterday demonstrated outside the company's headquarters at Rosebank, in Johannesburg's northern suburbs

A spokesman for the workers said they had intended to inspect Sasol's share register, but had been held up by police searching their bus en route and had arrived from Secunda at 4.20 pm, 10 minutes before closing time

Barred entrance to the building, the workers stood outside holding placards saying "We demand our jobs back", "A hungry man is an angry man" and "Our pension money was used to deport us"

White employees leaving the building sidled nervously past them and police eyed the situation warily ... but after about 15 minutes the workers returned peacefully to their bus

In a clear change from their earlier policy of not re-employing any of the 5 400 workers sacked after the stayaway, Sasol announced this week that they would take back some of the workers under certain conditions

A statement, by Sasol's public relations officer, Mr R Hugo, said workers would be re-employed if they could satisfy the company that they were victims of intimidation and incitement.

Worker leaders have interpreted this shift in the

company's policy as a sign that Sasol is having difficulty finding replacement labour for the workers

Following the demonstration Mr Hugo refused to comment other than to say the company had "taken note" of it and that they would be re-employing workers on a "fair and equitable" basis

Yesterday, Mr Rod Crompton, general secretary of the Chemical Workers' Industrial Union, said any settlement had to be negotiated with the union and if the company was considering intimidation as a criterion for re-employment, all union members should be re-employed as they were all subject to massive intimidation — by the army and police



Army's Goldenhuys ... calling for a ministerial meeting

JMC and that technical experts of the two countries should meet to discuss the future of the Ruacana-Calueque hydro-electrical scheme

The Angolans were asked to propose a date and place for the meeting, but the FM understands it will take place very soon and will probably be held at Cape Verde. However, the Angolans may decide to await SA's reply to their Cuban withdrawal proposals before setting up the meeting. A tripartite SA/US/Angolan meeting is then expected to be held to negotiate the Cuban withdrawal.

STAYAWAYS
Unions reject call

Major union organisations have rejected taking part in stayaways in the near future. Reports have been circulating among businessmen and in the townships recently that a five-day stayaway is planned from November 26.

Some unions believe the rumours come from sources wishing to harm the trade union movement. They fear a stayaway now would cause a hardening of employer attitudes.

The Federation of SA Trade Unions (Fosatu) says the organisation's executive "wishes to state quite clearly that Fosatu has not called for, nor will it participate in, any stayaway called for November 26." It says Fosatu believes those calling the stayaway are attempting to create chaos, and calls on government to give an assurance that the "security services" are not spreading the rumours.

Commercial, Catering and Allied Workers Union of SA (Cawusa) president Jonas

Ledwaba says his union has not been consulted about any future stayaway call and "as far as Cawusa is concerned there is no stayaway planned." A spokesman for the United Metal, Mining and Allied Workers of SA also says the union does not support the call.

Council of Unions of SA (Cusa) acting general secretary Mahlomola Skhosana tells the FM that Cusa is not party to any such a call "and will not participate." He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

CUSA

A show of unity

After its failure to get through the agenda for its bi-annual conference some weeks ago because of inter-union dissent, the Council of Unions of SA (Cusa) emerged from its reconvened conference last weekend proclaiming that unity had been achieved.

Hanging over the conference was the detention of Cusa general secretary Phiroshaw Camay, who was picked up by security police in the wake of the Transvaal stayaway on November 5 and 6.

According to a Cusa spokesman, the conference was primarily taken up with discussion on three issues:

- Camay's detention and that of other unionists connected with the stayaway;
- The election of office-bearers, and
- Participation in talks with the Federation of SA Trade Unions (Fosatu) and four independent unions aimed at forming a new "super" federation.

Cusa said the conference had unanimously confirmed Camay's position as general secretary and condemned his detention as well as that of all other detainees. Cusa's participation in the unity talks was also confirmed.

On the surface, this is a remarkable turnabout from the disunity of recent months. The Cusa conference was initially scheduled for October 6 and 7, but was postponed. At the time, Camay said a postponement had been made necessary because most of the council's 12 unions were in arrears with their affiliation payments which would have made them ineligible to participate.

Then, at the Hammanskraal gathering on October 27 and 28, the cohesion of Cusa was placed under severe pressure as a result of the walkout by its most powerful affiliate, the National Union of Mineworkers (NUM).

Uncertainty clouds much of what happened at the abortive Hammanskraal conference and officials of Cusa affiliates have been tight-lipped. Nevertheless, the FM understands that several council unions — those in the building, automobile and metal industries — failed to attend. The FM also understands that conflict over relationships

with the Urban Training Project (UTP), a body providing educational services for Cusa union members as well as for several other unions, also marred the conference. According to one source, NUM, which does not use UTP's services, attacked the educational body for being "ineffectual." At one point, some delegates are said to have physically attacked others.

In contrast to Hammanskraal, the Cusa spokesman said all the council's affiliates had been present at last weekend's conference. However, a NUM spokesman told the FM the union had only sent observers to the conference, since its executive had had to travel to Namaqualand, where the union has formed a new branch. The FM has also received an unsubstantiated report that the Cusa-affiliated SA Black Municipality and Allied Workers' Union was not present.

According to the Cusa spokesman, the UTP and other issues will be discussed at a meeting in December.

Meanwhile, Cusa has elected Mahlomola Skhosana, an organiser, as its acting general secretary; James Mndwaweni, president of the Food, Beverage and Allied Workers' Union, as its president, and Amos Mabuza, president of the Transport and Allied Workers' Union, as its vice-president.

For the present, it seems that Cusa has managed to overcome much of its internal dissent. However, only time will tell if the cracks have merely been papered over.

DETENTIONS

Business's dilemma

Events in the past week have highlighted differing perceptions among employers and government on how to deal with political labour unrest.

Forthcoming meetings between Law and Order Minister Louis le Grange and major employer organisations are likely to focus on whether trade unionists should be treated as legitimate worker representatives or as subversive elements best handled through the machinery of the Internal Security Act.

Following the detention of at least seven trade unionists and several other community leaders, apparently in connection with the stayaway of two weeks ago, Assocom, the Afrikaanse Handelsinstituut (AHI) and the Federated Chamber of Industries (FCI) last week called on the government "to enter into top-level discussions with key industrial, commercial and labour organisations as soon as possible."

In their unusual joint statement, the three organisations strongly question the wisdom of the detentions which are described as a "precipitous step" which can "only exacerbate a very delicate situation."

It adds that "like the government, the private sector is anxious to preserve stability in the economy. That, though, is where employers and government part company

STAYAWAYS
Unions reject call
FM 23/11/84

Major union organisations have rejected taking part in stayaways in the near future. Reports have been circulating among businessmen and in the townships recently that a five-day stayaway is planned from November 26.

Some unions believe the rumours come from sources wishing to harm the trade union movement. They fear a stayaway now would cause a hardening of employer attitudes.

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Commercial, Catering and Allied Workers' Union of SA (Ccawusa) president Jonas

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Council of Unions of SA (Cusa) acting general secretary Mahlomola Skhosana tells the FM that Cusa is not party to any such a call "and will not participate." He says a stayaway now will negate the achievements of the November 5 and 6 stayaway.

Stayaway is OFF

By SYD KHUMALO

THE CONTROVERSIAL stayaway which was due to start on Monday is definitely OFF.

This decision was taken in a meeting held by representatives of the Azanian People's Organisation (Azapo), Inter-denominational Association of South Africa (Idamasa) and the Azanian Students' Organisation (Azaso).

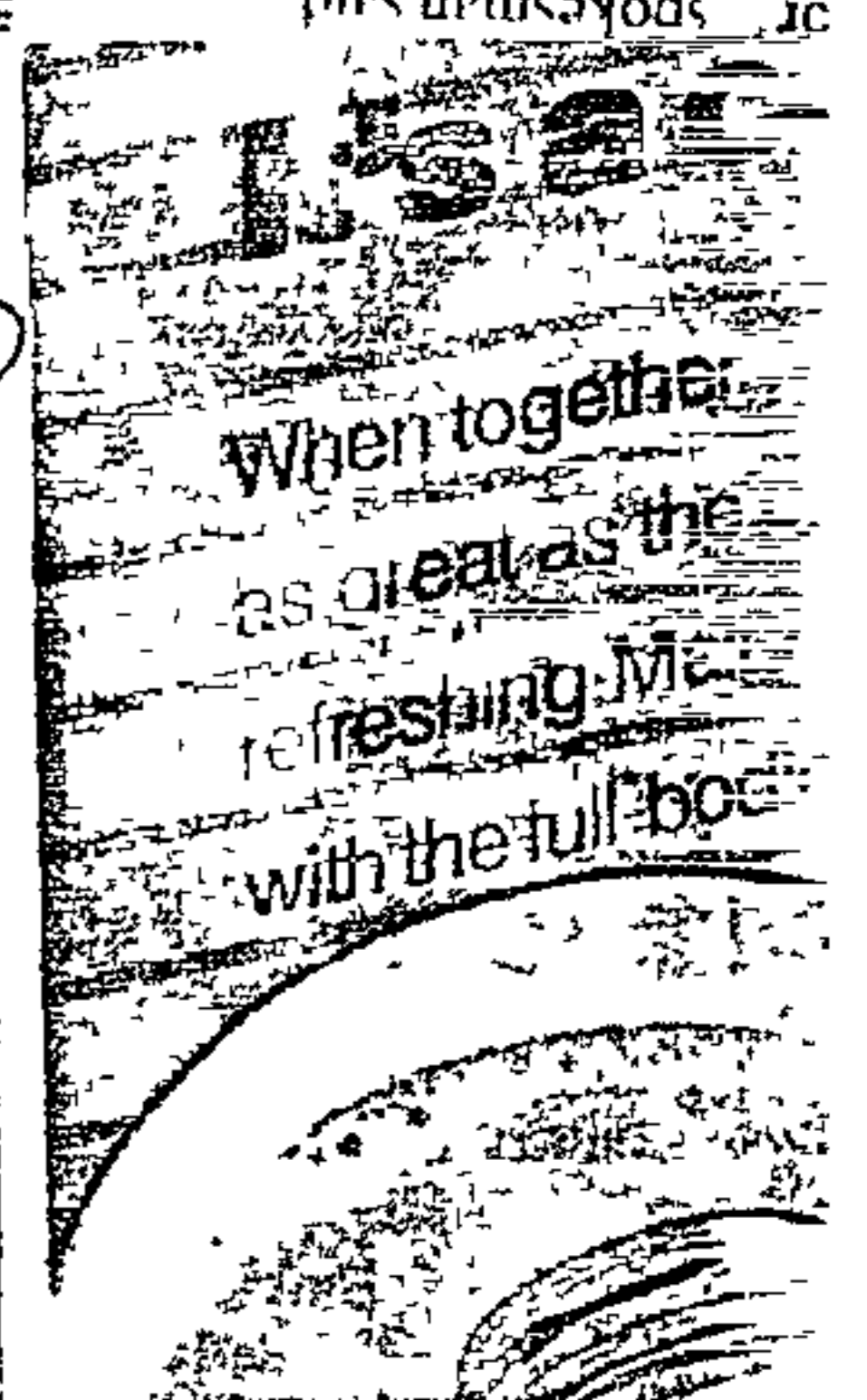
The stayaway was supposed to have started on

Monday the 26th up to Friday the 30th — five days.

Rev Stephen Mbande of the Anglican parish at Emnden and Rev Mncedisi Madlwabinga of the Congregational parish of Orlando East said that one of the reasons why the meeting was called with these organisations was that "nobody has come out with a logical reason for a stayaway."

They gave an assurance that the people should go to work as usual on Monday "whether there are pamphlets, threats or not"

Biko's



Seweter 23/11/84

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CAPE TIMES • 24/11/84

Police action upsets director

1977 152
Own Correspondent

DURBAN — Police used truncheons, teargas and rubber bullets to disperse a crowd of workers at a Toyota plant in Prospecton, Durban, yesterday

Mr Bob Devlin, personnel director of Toyota Manufacturing, slammed the police action which he described as "totally unnecessary"

He said factory workers had become upset when police had arrested black women hawkers outside the premises but he had calmed them down

"Our blokes didn't do a thing They just stood there while the Indian policemen arrested the women and put them into their vehicle

"Suddenly three riot vans raced up and armed white policemen with dogs spilled out As soon as the Indian policemen saw them they ran back to their van and grabbed long rubber truncheons They started beating everyone in sight The workers scattered in panic and ran in all directions" he said

"Then someone threw a can or a stone and the white policemen started firing rubber bullets and teargas It was total confusion and panic I've never seen anything like it The attack was completely unprovoked"

Mr Devlin said 25 people were hurt, three of them seriously The incident had been reported to Toyota's head office and it was being taken up with the Commissioner of Police General Johan Coetzee

A police spokesman said that when the workers started throwing bottles and stones at the policemen the Durban Reaction Unit had been called in The policemen fired rubber bullets and teargas to disperse the crowd Fifteen blacks were arrested There were no reports of injuries

Two police vehicles were damaged during the unrest, the spokesman said

A senior police spokesman in Pretoria said it would be untimely to comment now

Report 24/11/84 152

Leaders reject stayaway reports

REPORTS of a stayaway among black workers in the Transvaal for the whole of next week appear unfounded

No organisations have publically called for the stayaway.

Instead, various groups involved in the two-day stay-at-home campaign a fortnight ago have dissociated themselves from next any action next week.

Mr Saths Cooper, deputy-president of the Azanian People's Organisation, said no stayaway organiser could be found in spite of thorough investigations

"No credible organisation throughout the country is aware of any organised stayaway," he said

"No community can afford such uncertainty, especially at a time of worsening economic and social

crisis."
If a stayaway did take place it was unlikely many people would take part, a union organiser said

Both the United Democratic Front and the Federation of South African Trade Unions (Fosatu), two of the main movers behind the last stayaway, have issued statements saying they would not support a stayaway next week.

The Transvaal Regional Stayaway Committee, representing several student and union organisations that initiated the Transvaal stay-at-home campaign two weeks ago, disbanded shortly after the action

Opinion among the organisations over the wisdom of staging stayaways appeared to be divided, observers said. — Sapa

SUN. TIMES 25/11/82

AMID the turmoil of union organisation and disorganisation precipitated by the events of recent months there remains at least one person whose optimism is undiminished.

Professor Nic Wiehahn, father of the country's new labour dispensation, believes the country has endured worse before and has survived.

Now head of Unisa's Business Leadership School, the man whose name is synonymous with the dramatic changes in industrial relations since 1979, took time out to share some views on the state of the country's industrial relations.

For one thing he is optimistic about the future. And secondly, he does not regret the pioneering moves he initiated in 1979 which led to the recognition of black trade unions.

Move to moderation

His response to the significant decision of the Federation of South African Trade Unions to take part in this month's two-day stay-away "My sense is that this should not be seen as a growing trend towards politicisation of the unions."

"One must accept development in the unions and the fact that some will become more radical. It is known all over the world that trade unions are

Stay-aways a futile war, says Nic Wiehahn

By BRIAN POTTINGER



used for many purposes and that one can expect them to be used for political motives and movements."

But, Professor Wiehahn claims, there is a discernible movement towards moderation among most of the unions and a generally better situation between employers and employees.

The political stay-away — he argues — is a futile war "To aim at the employers is to hit at the wrong target. If the stay-away is political there is very little the employers can do.

"It is fighting a war in an arena where the other party can do nothing. In the end, employers can be expected to respond."

Unlike a number of others, Professor Wiehahn does not believe the new constitution itself has forced a deterioration in industrial relations in the country. The labour dispensation had developed its own momentum.

Choice of dangers

Has he created a monster which is now difficult to control?

"Had we not taken the steps we did we would most certainly have created a monster," he says. The position at which the country had arrived in 1979 was no longer a simple

choice between what was safe and what was dangerous. "It had become a choice between what was more dangerous and what was less dangerous."

At least six major factors underlie the need to change the laws, the lack of immigrants, decline in white birth-rate, the multinationals' pressure for change, the slow internationalisation of the trade union movement, the dangers of exploitation of the situation by radicals and, lastly, the political developments around South Africa.

"We are no longer Robinson Crusoe living on an island. We are part of a world which is getting smaller and smaller. Had we not changed the laws, we would have had a monster even more vicious."

Professor Wiehahn sketched a situation in which the entire black work force would have turned against the country. "We would not have had a single, intelligent, thinking



Professor Wiehahn — Still optimistic

black person with the desire to preserve the system — not one."

But he admits there are certain areas of concern. In the first instance there appears to be a growing internationalisation of the black trade union movement rather than the development of an indigenous South African character which the commission advocated.

Unfortunate amendments

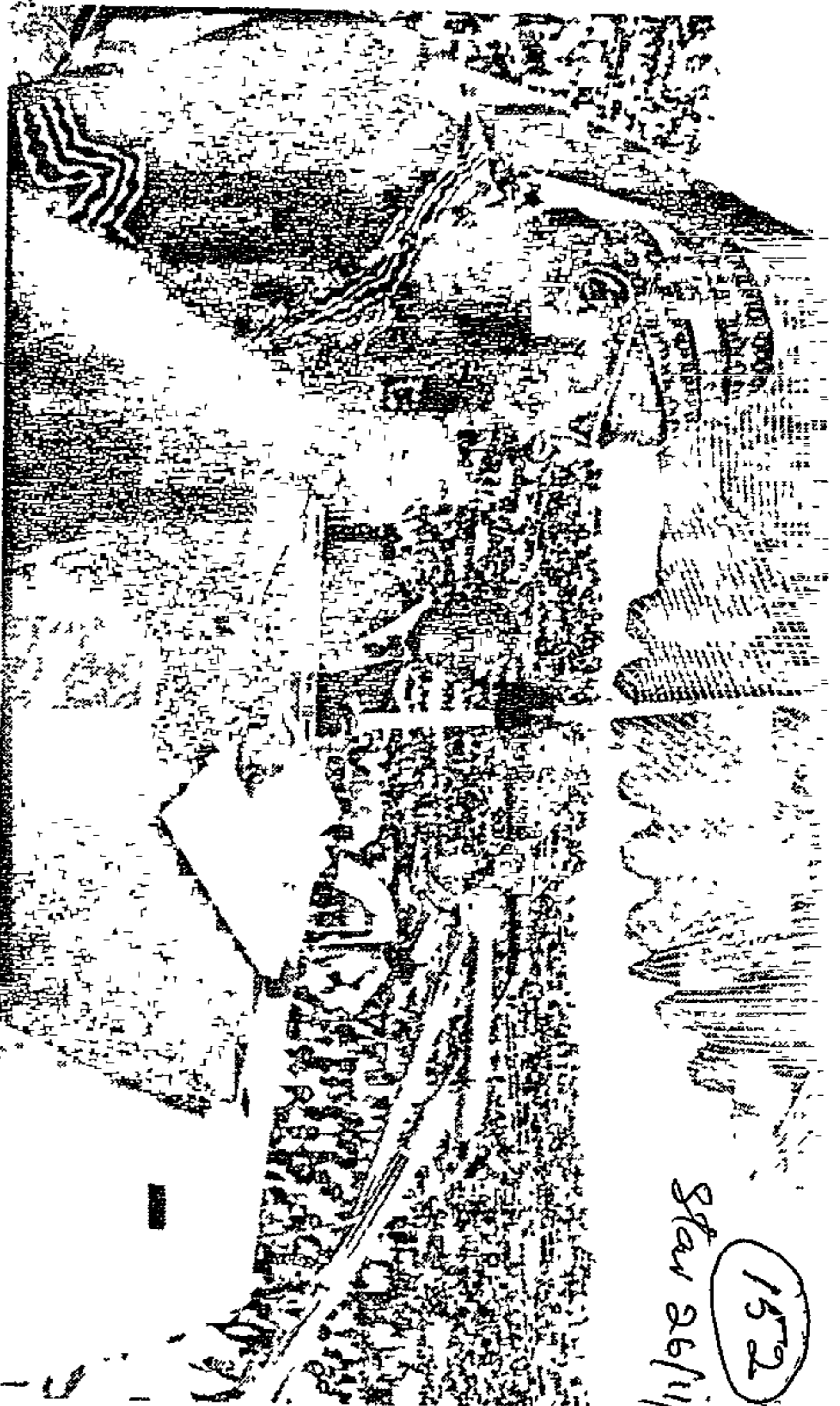
The second was the indications of Government re-entry in the industrial relations set-up. The legislative amendments to the scope of the Industrial Court recently were "unfortunate".

Government attempts to define an "unfair labour practice" — the subject of an ongoing debate inside the Industrial Court — were also unfortunate.

"The court should be allowed on the basis of equity to develop its concept and in that way stimulate the development of the labour law system."

Professor Wiehahn was cautious about commenting on detentions of trade union members.

"The bottom of the balance sheet must show one is either in the red or in the black. Again it is very much a question of not what is safe and what is dangerous, but what is more dangerous and what is less dangerous."



Chief Gatsha Buthelezi addresses about 15 000 people who gathered at the Jabulani amphitheatre in Soweto yesterday for a prayer meeting

Buthelezi attacks Cosas and UDF

By Langa Skosana

The Chief Minister of KwaZulu, Chief Gatsha Buthelezi, yesterday said the recent unrest in South Africa's black townships was a cumulative effect of the anger of blacks against the system of apartheid.

He told about 15 000 people gathered in Soweto for a prayer meeting that the best strategy against apartheid was the unity of blacks against those who enforce apartheid.

"Our non-violent approach does not mean we are cowards. I say to you that if they burn your house you should burn their houses too," the Chief Minister said.

He said the Congress of South African Students (Cosas) was an organisation gone mad.

"Cosas works among your children exhorting them to lose their lives on township streets. Cosas will fail and in failing they will drag your children down with them, and destroy the things you strive for," said Chief Buthelezi.

"We are angry because we are politically oppressed, we are angry because we are made stateless, we are angry because our people are poor and because they suffer desperate hunger and want. And we are angry because all the strife is so needless

and so senseless," he said.

He said anger did not have to be violent to achieve anything. Anger could be cold, calculating and determined in effect.

"Anger must sustain efforts that will in the end bring about radical change," he added.

Sapa reports that Chief Buthelezi also attacked the United Democratic Front.

"The UDF national leadership, before the UDF threw its weight behind the national stayaway, used an underhand power-play to deceive the world that the stayaway was democratically decided."

Chief Buthelezi told the people "Black South Africa knows there is no easy victory in the struggle. They know that those who are power-hungry will seize on anything and make anybody pay any price for their own glorification."

"You, the ordinary people of South Africa, know full well that the South African Government cannot be toppled overnight. You know that when violence erupts in your townships, and when that violence becomes inward-directed and you yourselves are the victims of it, that Pretoria laughs at you. You know that those who say they can reduce this country to ungovernability tomorrow, are vain in their stupidity."



A Zulu in traditional dress who attended Chief Gatsha Buthelezi's prayer meeting in Soweto yesterday

Press



NOVEMBER 25, 1984

Please don't do it

RUMOURS of another impending stayaway — and this time a very long one — are irresponsible senseless and very dangerous

As reported today in this newspaper, leading trade unions have rejected calls for another stayaway and distanced themselves from the move in no uncertain terms

What we want to know is: Who is behind the rumour — and what are their intentions?

We live in very grim economic times. Unemployment figures around the country are a cause for alarm

While workers have fought a battle for a better deal in the last few years, in a very responsible and disciplined way, there is growing evidence that many of the major employer bodies have developed a welcome sensitivity to both these workers and their unions

The Eastern Cape, for example, has become a very depressed area where many people face a bleak future

The motor industry has laid off many workers. Rumours are also rife that many of the major employers are also considering shutting down

The situation in the PWV area doesn't instil any confidence, either. One has only to take a walk to the unemployment bureau to see the thousands of people queuing there for jobs that do not exist

It is against this background that there needs to be a national strategy — both from trade unions and the private sector — to deal with the situation. Urgently

Thus is why talk of stayaways right now is completely irresponsible. It will meet with massive resistance from our communities and can stoke violence

It is a situation we would hate to see developing, a situation that can only bring pleasure to the enemies of black unity.

Stayaway challenge t

Say no

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C.P.P.
25/11/84

SOUTH Africa's largest independent worker movement has challenged the State security services to distance themselves from mysterious calls for a stayaway next week.

The Federation of SA Trade Unions told City Press there were "persistent rumours" of security service

By ZB MOLEFE

involvement in the stayaway calls, and urged the Government to give a "categorical assurance" that its services were not involved

Fosatu general secretary Joe Forster said "We believe those calling for the stayaway are deliberately trying to provoke people in order to create a chaotic and undisciplined situation — and give the State a pretext for further bannings and detention

"In view of the persistent sources of these rumours, we call on the

DPSC calls protest day

THE Detamees' Parents' Support Committee has declared November 29 a day of protest against the repression and wide-scale detentions that have swept the country

Political organisations, civic associations, trade unions and other movements and individuals have been urged to observe this day

The call was endorsed

By KHULU SIBIYA

sed by World Alliance of Reformed Churches president Allan Boesak at a Press conference

The DPSC has also backed the call for a "black Christmas"

Details on how this year's Christmas is to be celebrated will be released later

'Pray for the Vaal'

METHODIST ministers in the unrest-torn Vaal and East Rand areas have called on all Christians to join them tomorrow in a 24-hour vigil to pray for peace

Regional Methodist

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Stayaway challenge to State:

Say it's not you

C. Press 25/11/84

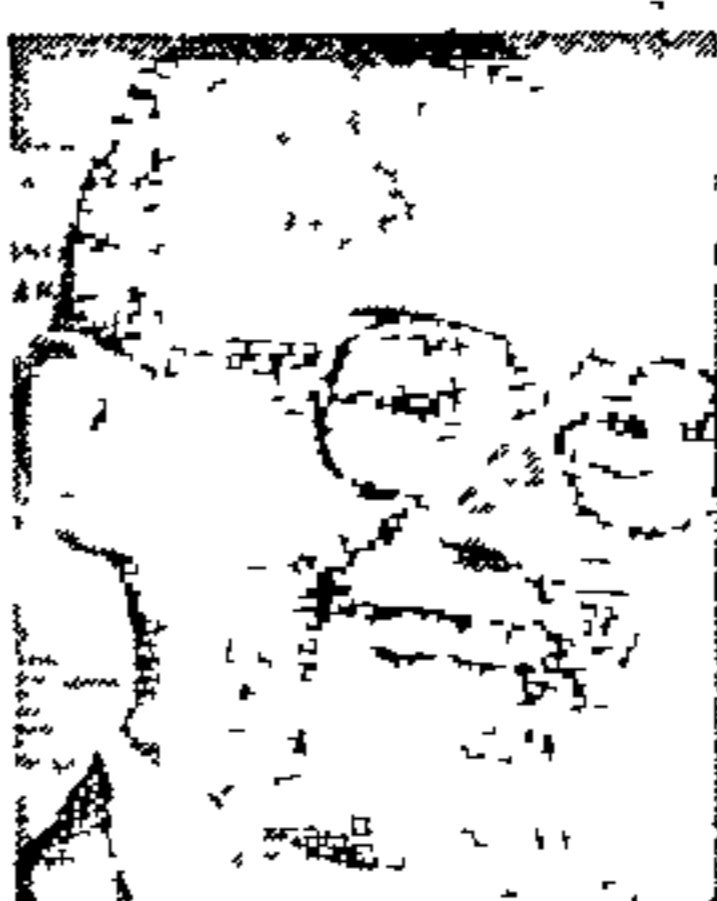
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By ZB MOLEFE

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Fosatu general secretary Joe Forster said "We believe those calling for the stayaway are deliberately trying to provoke people in order to create a chaotic and undisciplined situation — and give the State a pretext for further bannings and detention



JOE FORSTER. "We want a categorical assurance"

Government to give categorical assurance that its security services are in no way involved in the rumours.

Fosatu is one of several major worker organisations to have distanced itself from the mysterious calls for a week-long stayaway from Monday

The Council of Unions of SA and the SA Allied Workers' Union joined Fosatu in instructing its members not to heed the call

Saawu pointed out that its efforts were presently concentrated on the "black Christmas" campaign, and that it would not support the stayaway call

DPSC calls protest day

The Detainees' Parliament Support Committee has declared November 29 a day of protest against the repression and widespread detentions that have swept the country. Political organisations, civic associations, trade unions and other movements and individuals have been urged to observe this day. The call was endorsed

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'Pray for the Vaal'

METHODIST ministers in the unrest-torn Vaal and East Rand areas have called on all Christians to join them tomorrow in a 24-hour vigil to pray for peace

Regional Methodist

By TEBELLO RADEBE

chief Vivian Harris said "The pain and suffering experienced by people in recent weeks is all too apparent.

"We cannot stand by and watch the suffering continue"

Rev Harris released a statement after a meeting of the South Eastern Transvaal and Swaziland regional

'Get him back — or else!'

CP Correspondent

LAMONTVILLE High School students and some staff members are unhappy about the dismissal of a teacher and the temporary suspension of a clerk

The students claim to have the support of the teachers in their attempt to have the staff members permanently reinstated

South African Press Photo Agency

Row 28 H H 4
THE demonstration by dismissed Sasol workers outside the corporation's headquarters in Johannesburg last week is a sign that the outcry about the mass dismissal of most of Sasol 1 and 2's black workforce will not die down for some time.

The workers, who hired a bus in Secunda, wanted to see Sasol's share register to find out which private sector companies have bought into the mainly state-owned corporation.

The Chemical Workers' Industrial Union (CWIU) has not yet given up the fight to save the jobs of the thousands of workers who were fired for participating in the two-day stayaway.

Alerting shareholders — particularly if they are foreign multinationals — is seen as one possible means of putting pressure on Sasol.

At the same time, Sasol has changed its previous stance that it would not re-employ any of the dismissed workers and has agreed to take workers back under certain conditions.

These are that the workers prove they were not responsible for intimidation and incitement and that they were in fact victims of intimidation and incitement.

The CWIU replied that if the company was considering intimidation as a criterion for re-employment, all union members should be taken back as they were all

subjected to massive intimidation by the Army and police.

CHIEF

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Sowetan
26/11/84

SLAMS

Buthelezi on attack in Soweto

UDF

CHIEF GATSHA Buthelezi, president of Inkatha and Chief Minister of Kwa-Zulu, yesterday made a blistering attack on the United Democratic Front and the Congress of South African Students as those responsible for recent attacks by blacks on blacks.

Addressing thousands of followers at the Jabulani Amphitheatre, Soweto, he said he was not against strike and stay-at-home calls, but was "opposed to any tactics and strategies which are dictated to the masses by the few, and which are forced on the people by criminal acts of intimidation."

"I am opposed to all attempts to use Black Power in strategies which will fail. I am opposed to using Black Power which results in the suffering of the ordinary people, but which gains nothing for the ordinary people. I am opposed to the use of Black Power to boost the image of certain people and organisations in the eyes of the media."

"Do you want to suffer? Do you want to lose your jobs? Do you want to go hungry? Do you want your children to die so that these few can hit newspaper headlines?"

"We have had strife in our townships now for months. A great many people have died. Others have been brutally beaten up, and yet others have lost everything they possess as their homes have been attacked and their property destroyed," he said.

Chief Buthelezi made his visit to Soweto at a time when unrest has hit the entire Pretoria, Witwatersrand and Vaal complex, with scores of people in detention, more than 100 dead and many others injured.

Chief Buthelezi was welcomed

SOWETAN Reporter



CHIEF GATSHA Buthelezi at the Amphitheatre yesterday where he slammed the UDF and Cosas.
See page 2.

into Soweto by deputy mayor, Mr Isaac Buthelezi, who made the welcoming address. Mayor Mr Ephraim Tshabalala was also present.

In his speech Chief Buthelezi said many people preached black unity, but were engaged in black activities. He said this was his fourth visit to the Transvaal in which he had canvassed for black unity.

"This in itself should indicate to each and every one of you how

much I am committed to the unending quest for black unity. Throughout my political career, I have always regarded black unity a priority in the black struggle for freedom," he said.

Referring to the situation of confrontation he said: "Experience in black politics has taught me that whenever the flames of black anger are raging, and however justified they may be, there will always be those who, because of their political bankruptcy, would exploit this anger and misdirect it."

"Black people seem to have forgotten who their enemy is, and black people seem to be fighting their own shadows now, instead of directing their anger in such a way that we all reap its benefits."

He said the Government had given credibility to the UDF by detaining its leaders and Thami Mali. According to Chief Buthelezi, the UDF and some leaders were manipulating the situation for their own ends.

He also slammed the Congress of South African Students and blamed a lot of intimidation on it.

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SOWEJAN: Monday, November 20, 1984

Page 8

ORGANISERS of the mass work stayaways now face the possibility of a dramatic "show trial" on charges of economic sabotage or subversion.

Stayaway organisers could face charges

Dossiers have been opened on several of the scores of people — including 19 trade union leaders — held in detention, a senior officer of the Security Police has confirmed after enquiries by The SOWETAN.

Investigations were still in progress, he said. He did not rule out the possibility of more arrests in the wake of the stayaways on November 5 and 6, which caused losses in industrial production estimated in tens of millions of rands.

The authorities are trying to determine whether it can be proved that ardent trade unionism and political protest have crossed into what the Internal Security Act defines as terrorism or subversion.

Confirmation of the investigations follows an

appeal by big business to the Minister of Law and Order, Mr Louis Le Grange, to charge the detainees or release them.

The appeal was first made by the Association of Chambers of Commerce at talks with the Minister at midweek, and is likely to be supported by both the Federated Chamber of Industries and the Afrikaanse Handelsinstituut.

All three bodies have warned the Minister that detentions without trial have already jeopardised industrial peace. Observers predict that if extremists are put on public trial it would draw the most intense

international attention since the Rivonia trials of the 1960s.

Police preparing dossiers are known to be concentrating on Section 54 of the Internal Security Act, which provides a wide legal interpretation of terrorism and related offences.

Under particular scrutiny, it is understood, are offences regarded as subversive. These carry a maximum penalty of 20 years in jail — or 25 years if violence is involved. A sub-section of the Act classifies a "subversive" as anyone who, among other violations, causes or promotes general dislocation or disorder, or attempts to do so.

• Cripples, prejudices, or interrupts any industry or undertaking, or

the production, supply and distribution of commodities or foodstuffs

• Interrupts, impedes or endangers the manufacture, storage, generation, distribution or supply of fuel, petroleum products, energy, light, power or water, or sanitary, medical, health, educational, police, fire-fighting, ambulance, postal, or telecommunication services, or radio or television broadcasts

• Engenders, damages, destroys or renders useless or unserviceable any installation referred to above

• Prevents, hampers or deters anyone from assisting in the maintenance of law and order

• Causes, encourages or foments feelings of hostility between population groups.

• Conspires with any other person to commit or bring about any of the above disruptions

Wenny 27/11/84 (28) (152) (28) (152)

Buthlezi sees Sasol over firings

Mercury Correspondent

JOHANNESBURG—The Chief Minister of Kwa-Zulu, Chief Gatsha Buthlezi, appealed to Sasol yesterday to accept its recently fired workers for re-employment and to give them preference over outsiders. More than 6 000 workers were dismissed by Sasol at its two Secunda plants earlier this month after they supported the two-day work stayaway call. He made the plea at a special meeting here yes-

terday morning with the manager of Sasol, Mr Paul Kruger, and the manager of Sasol II, Mr W de Waal. Chief Buthlezi said he was interceding for workers who had appealed to him do so. But a statement released yesterday by the Chemical Workers' Industrial Union (CWIU) said that 800 Sasol workers, including dismissed employees as well as workers still employed at the plant, had rejected attempts by Sasol to negotiate with homeland leaders, community coun-

cillors and other non-union bodies and had reaffirmed their allegiance to the union. 'At no stage have union members requested this intervention. They called upon Sasol management to stop avoiding its responsibility and to negotiate with the mandated representative — the CWIU,' the statement said.

Proposed

Workers at the meeting also rejected Sasol's conditions of re-employment, which include that workers will have to show that they were not 'instigators' in the two-day work stoppage and that they had not 'intimidated' fellow workers. They will also lose all their previous service benefits.

Chief Buthlezi proposed that people who were prepared to sign a 'simple' declaration that they were not organisers or 'intimidators' in the stayaway should be re-employed.

He advised the company against trying to use its work force as part of a witch-hunt.

He said that if employees were to be forced to prove their 'innocence', they could do so only by dissociating themselves by name from those who were the 'intimidators'.

'While such naming may be of value to the company, I believe that it borders on using the work force as part of a witch-hunt and this is not really sound management.'

Sasol said yesterday it had explained to Chief Buthlezi that as Sasol operated a highly sophisticated chemical plant, a stable work force was imperative.

'Sasol explained the basis on which its recruitment was currently taking place, including the sympathetic consideration which would be accorded to ex-employees under certain conditions,' a statement said.

Buthelezi plea for sacked Sasol workers

By JEANETTE MINNIE

THE Chief Minister of KwaZulu, Chief Gatsha Buthelezi, yesterday appealed to Sasol to re-employ workers it had fired recently and to give them preference over other job seekers.

Sasol sacked more than 6 000 workers at its two Secunda plants earlier this month after they supported the two-day work stayaway.

Chief Buthelezi made the plea at a meeting with Sasol's managers, Mr Paul Kruger and Mr W de Waal, in Johannesburg yesterday.

He told them the workers had asked him to intercede on their behalf.

But the Chemical Workers' Industrial Union (CWIU) said in a statement yesterday that 800 Sasol workers, including dismissed employees as well those still employed at the plant, had rejected attempts by Sasol to negotiate with homeland leaders, community councillors and other non-union groups and had reaffirmed their allegiance to the union.

"At no stage have union members requested this intervention. They called upon Sasol management to stop avoiding its responsibility and to negotiate with the mandated representative — the CWIU," the statement said.

The workers had also rejected Sasol's conditions of re-employment, which include that workers should prove they were not "instigators" in the two-day work stoppage and that they had not "intimidated" fellow workers.

Another condition was that the workers would lose all their previous service benefits.

Chief Buthelezi proposed yesterday that workers who were prepared to sign a "simple" declaration that they were not organisers or "intimidators" in the stayaway should be re-employed.

But he advised the company against trying to initiate a witchhunt.

The CWIU statement called for all workers to return to Secunda to apply for their jobs to test the Sasol management's statement that union membership would not be a criteria in re-employing workers.

Chief Buthelezi asked that re-employed workers should be taken on with newcomer status — but that after a three-month probationary period they should be reviewed and have the benefits of their previous service restored to them.

He also told the Sasol managers that if anything came from yesterday's discussions "it would considerably strengthen the hand of leaders such as myself who have constantly urged people to accept that it is only the politics of negotiation which will salvage this country from ruin".

In a brief statement after the meeting with Chief Buthelezi, Sasol said because it operated a highly sophisticated chemical plant, a stable workforce was imperative to its operations. It had therefore been compelled to act firmly when employees failed to return to work.

It said it would consider re-employing workers under certain conditions

Industry fears stayaway show trial

By Carolyn Dempster, Labour Reporter

Apprehension is mounting in industry and union circles over a possible "show trial" of trade unionists detained after the recent two-day stayaway.

Several East Rand and Vaal Triangle companies have been approached by the police to disclose details of financial losses suffered as a result of the two-day stayaway earlier this month.

Other information which the companies have been asked to reveal includes the number of workers at the factory, the union to which they belong, the names of the shop stewards, and how many of the employees participated in the stayaway.

The Police Directorate of Public Relations in Pretoria told *The Star* that it could not comment on routine investigations.

Concern in industry

Most of the company spokesmen approached said they would have preferred to have handled the stayaway issue as a labour matter without the interference of the authorities.

Mr Bobby Godsell, industrial relations adviser to the Anglo American Corporation, confirmed that one of the corporation's subsidiaries had received "a casual request" from the police for information.

He said he believed the request was part of an investigation by the police prior to charging detained union leaders under section 54 of the Internal Security Act.

Spokesmen, who did not wish their companies to be identified, said they were worried about the implications of a show trial of detained union leaders under section 54.

A spokesman for the 115 000-member Federation of South African Trade Unions (Fosatu) said the federation intended to take definite action in response to the events.

Fosatu's president, Mr Chris Dlamini, was one of the union leaders detained after the stayaway.

Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa (Cusa), which also supported the stayaway, was one of the other union leaders detained.

A Cusa spokesman said the council was aware of the approaches being made by police.

"If companies assist by giving evidence, of whatever kind, it will nullify all of their discussions with the Minister of Law and Order," he said.

'Show trial' of unionists is feared

APPREHENSION over a show trial of trade unionists detained after the recent two-day stayaway is mounting in industry and union circles.

A number of East Rand and Vaal Triangle companies have been approached by the police to disclose details of financial losses suffered as a result of the two-day stayaway earlier this month

Other information which the companies are being asked to surrender includes

- The number of workers at the factory,
- Which union they belong to,
- Who the shop stewards are, and
- How many of the employees participated in the stayaway

The inquiries have evoked ripples of concern in industry. Most of the company spokesmen approached said they would have preferred

to handle the stayaway issue as a labour matter without the interference of the authorities

Mr Bobby Godsell, industrial relations advisor to the Anglo American Corporation, confirmed that one of the Corporation's subsidiaries had had "a very casual request" from the police for information

He said he believed the request was part of an investigation by the police prior to charging the union leaders currently in detention under Section 54 of the Internal Security Act

Worried

A number of company spokesmen, who wished their firms to remain unidentified, said they were worried about the implications of a show trial of detained union leaders under Section 54

However a spokesman for the SA Police Directorate of Public Relations in Pretoria said the police could not comment on routine investigations

Section 54 is extremely broad in its ambit and provides for a 20-year jail sentence if the person is found guilty and convicted on a charge of subversion

Offence

Any person who "causes or promotes or attempts to promote general dislocation or disorder in South Africa, or cripples, prejudices or interrupts any industry or undertaking, or the production, supply or distribution of commodities or food-stuffs," can be found guilty of an offence under the Act

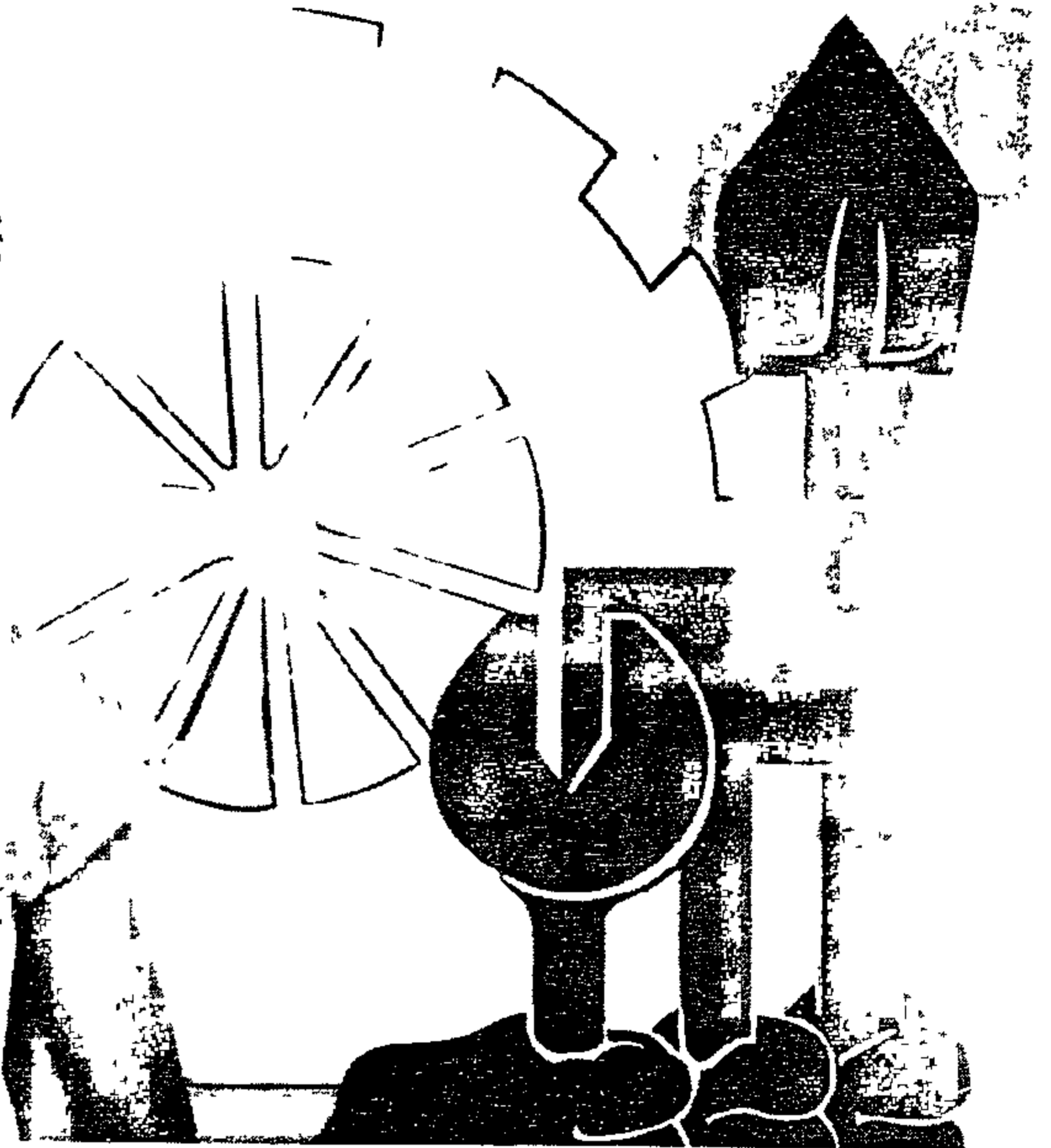
Mr Sam van Coller, executive director of the Steel Engineering Industries Federation of South Africa (Seifsa), the massive metal employers' association, said he had heard of the inquiries

In specific instances, the police were allegedly asking employers to sign affidavits detailing their losses as a result of the stayaway

(152) (83)

SASOL ORGANISER, TSIDISO MOTHUPI SPEAKS OUT

SALDRU
SCHOOL OF ECONOMICS
U. C. T.



How did you come to be an organiser?

I was working in SASOL II. I met with CWIU shop stewards and organisers. I became one of the secret recruiters for the Union.

In May 1984, the Union was looking for another organiser. The SASOL workers elected me to that position. The BEC accepted the SASOL workers' suggestion.

What are conditions like at SASOL?

Bad. The plant and hostels have an atmosphere like a military camp. Workers feel very oppressed.

Working conditions are bad, many accidents occur, we are treated badly by the foremen, the pay is very low, about R1,50 per hour. When you try to challenge management, you are told 'you can go back to the homelands, there are thousands of unemployed workers wanting to take your place'.

Why did workers participate in the stay away even though they had been given an exemption.

They believed it was right to support

WHAT IS SASOL?

SASOL is a giant company — the largest construction project carried out in South Africa.

It produces oil from coal. This makes it very important as South Africa does not have to rely on oil from overseas.

other workers in their struggle. The issues being protested were their issues — the treatment of the schoolchildren, the use of the police and army to harass people in the townships, rents, busfares etc. etc. etc.

They were feeling angry at many things at this time — the attitude of SASOL management, the United bus company which transports them to work.

You were detained — what exactly happened?

When the soldiers rushed, JJ (another CWIU organiser) and I jumped out of the window. We were on the 2nd floor. When I landed I injured myself, JJ got away.

They pointed machine guns at me and told me not to run.

I was put in a Hippo lying on my stomach so nobody could see me. At the police station they made sure no-one was looking when they took me out.

They told me they were holding me until they could get the situation under control — they would let me go once all the workers were out the hostels and had gone home.

I explained the legal position to them —

SASOL says it is a private enterprise company. In fact, it was built with government money; government money is still invested there; and seven out of the eleven directors are appointed by the Government. Government money comes

from the PAYE tax deducted from workers pay.

that our lawyers had had an undertaking from SASOL not to unlawfully evict the people from the hostels.

Then I was interrogated and asked many questions. The SB who interrogated me tried to win my confidence and pretended to be my friend. I could see he wanted me to tell him everything.

All the time they were phoning the township for a report on what was going on and telling me how the workers were taking their pay and getting on the buses.

They asked me if I was aware that other organisations were trying to infiltrate the unions.

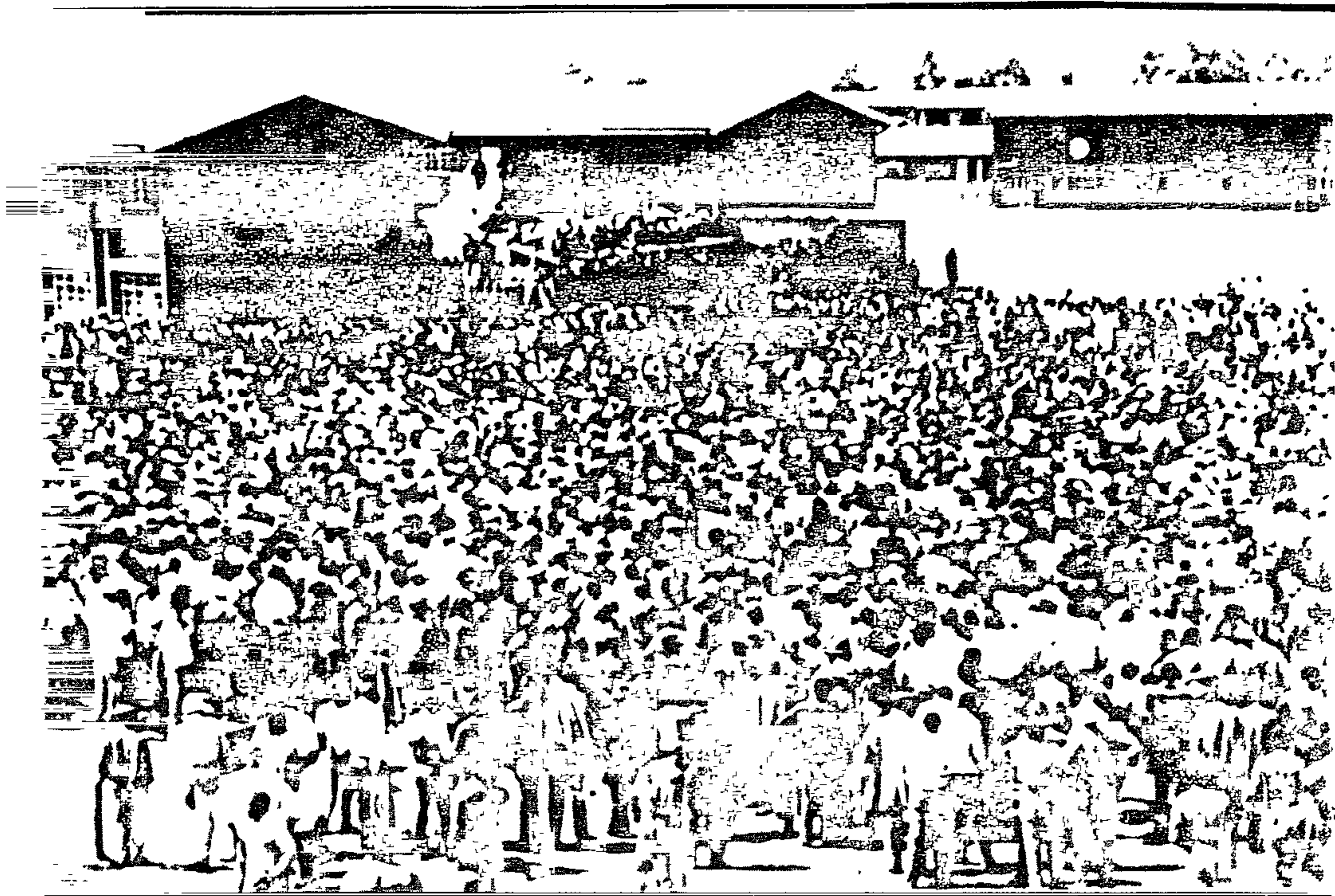
They asked what workers were doing being involved in student politics. I explained that those are our workers' children — also workers are trying to avoid confrontation and violence with students.

They asked if I got more pay in the union or when I worked at SASOL? They could not believe I left my job at SASOL for less pay in the union. These people could not understand commitment to the organisation.

Later when they were satisfied that most of the workers had been bussed back to the homelands they released me

from the PAYE tax deducted from workers pay.

SASOL is the pride and joy of white South Africa. How dare black workers challenge such an institution.



SASOL: THE REAL STORY

SASOL has dismissed 6 500 workers, most of them members of the Chemical Workers Industrial Union. This is over 90 per cent of SASOL's production workers.

SASOL workers decided to participate in the two day stay away in the Transvaal. The stay away in the hostels and surrounding township near Secunda was almost 100 per cent.

A large contingent of police were there, with 'hippos', and landrovers. Workers remained peacefully in the hostel grounds on Monday.

HELICOPTERS DROP PAMPHLETS

At 6 p.m. helicopters flew over the hostels and dropped thousands of pamphlets. The pamphlets threatened to dismiss workers if they did not return to work by 10 a.m. on Tuesday.

At an all night meeting shop stewards and organisers decided to advise workers to return to work.

A general meeting of 6 000 workers was held at 5 a.m. inside the hostel grounds to discuss SASOL's pamphlet. Workers stood firm with their decision.

As the meeting took a break for a shop steward caucus, two 'hippos' drove into the hostel grounds and towards the workers. Workers scattered. Now they were totally determined not to return to work.

At the deadline time of 10 a.m. and again at 11.30 a.m. buses drew up outside the hostels ready to take workers to the plant. They left empty.

Management announced over the hostel intercom that workers were now dismissed.

Early on Wednesday morning about 5000 workers marched to the plant. They were turned away. They were accompanied all the way by 'hippos' and police vehicles.

POLICE IN HIPPOS ARRIVE

Workers then held a general meeting to decide on strategy. They decided -

- * they would not collect their pay
- * they would not leave their hostel rooms or houses

However their decisions could not be carried out. Just as the meeting was coming to an end, a large contingent of police/army drove into the hostel grounds in 'hippos' and landrovers.

They circulated around the hostel complex. Workers say the soldiers were pointing their guns at them saying 'we'll be coming for you at 6 p.m. 6 o'clock was the time management had put in their pamphlet for workers to be out of the hostels. In the meantime the union lawyers had compelled SASOL to extend the time by 2 hours.

At about 10 a.m. shop stewards gathered in a 2nd floor room.

Hippos and landrovers charged at the hostel. Shop stewards and organisers fled for their lives, jumping out of windows and scattering. One organiser, T. Mothupi was captured and detained. He was released later that evening.

The word was put out that the police were looking for the shop stewards and union leaders and they had to go into hiding.

Workers decided they were not prepared to be massacred. They began to pack their belongings and collect their pay.

Special pay offices had been set up outside the hostels, and over 40 buses were waiting to take workers back to their various homelands.

By evening all but a few hundred were gone.

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sets, which has declined from 87.1% for the older sets to 66.8% for the new high-pressure 600 MW sets. While the improvement of thermal efficiency has stabilised the cost of coal per MW, De Villiers reckons the stage has been reached where marginal improvements in efficiency can only be achieved at an exponential increase in capex.

So it is time to put on the brakes. Escom is not only an electricity monopolist, it is close to a coal monopolist. It is the sole forecaster of power needs, but De Villiers suggests that its econometric methods ("forecast and build"), despite inordinately long lead times to commission new units,

are too risky in times of economic discontinuity. It should rather seek to emulate the US example of saving electricity. In 1981 electricity consumption in the US was 32% lower than had been estimated in 1974 the equivalent of 200 generating plants of 1 000 MW capacity, each costing about \$3 000m.

THE SILENT MAJORITY

Stirring the masses

Nobody in his right mind argues that SA's blacks do not have real and serious grievances. Or that these are raising the level of anger — particularly in the urban townships — to dangerous heights.

But it would be a mistake to see the bulk of urban blacks as potential militants. Like ordinary people around the world, they have natural human aspirations and seek (often under humiliating circumstances) to stay on the right side of the law. They want a better life for themselves and for their children. Instead, their grievances are being played upon by those who wish to see SA slide into a spiral of revolutionary violence aimed at increasing polarisation, and perhaps leading, in the end, to civil war. So the radicals hope

Perhaps fortunately, the difficulty of political organisation among the masses is one of the chief problems facing the radicals. People who want to get on with their lives, and are not anxious to face police bullets (even rubber ones) or to lose their jobs and their livelihoods, do not make easy political prey.

The anger they feel is largely the result of the irritants of daily life to most of which their white counterparts are not subjected. From overcrowded little houses — in which Natal University's Lawrence Schlemmer points out the average real occupancy is now about 10 — they set out for work through crime-ridden streets to shabby, often dirty, dangerous and over-crowded transport systems.

In addition they are harassed by constant police checks on their documentation, by constant harping from militants on their political and material wrongs, and, to top it all, to serious inter-generation tensions that pit parents against their radical older children.

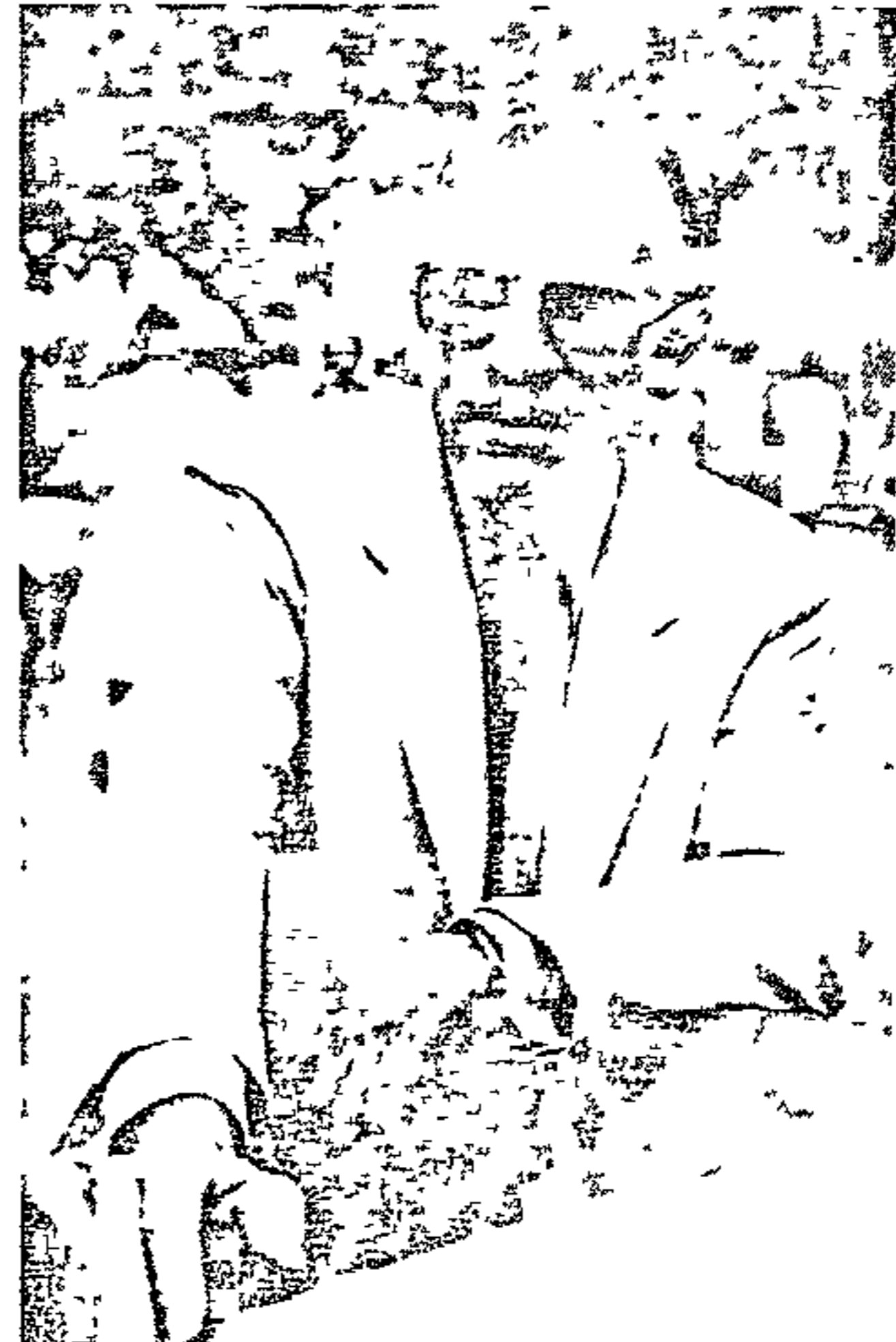
Then there is the climate of fear. SA's urban black townships are among the most criminally violent residential areas in the world — with Soweto alone having an average of 25 murders and 40 rapes each weekend. Many people count themselves fortunate to reach home safely in the evening and dare not go outdoors again until the next morning.

Even then they have to fear the crashing on the door that means political or criminal hoodlums have selected them for punish-

Government contends that the success of the recent worker stayaway — and the accompanying unrest — is largely a result of agitation, incitement and intimidation. This raises the question of whether there is a "silent majority" of urban blacks who want only to get on with their lives and their jobs, and who are being prevented from doing so by radicals.

ment, robbery, murder — or the settlement of some vendetta, political or otherwise.

Most areas have little social cohesion. The summary of the recent US-SA Leadership Exchange Programme (Ussalep) meeting on the causes of the current unrest (attended by representatives of private enterprise, foundations, universities and black business) puts it this way: "The proximity within which blacks of all classes must live their lives creates what was de-



Natal's Schlemmer ... political temperature rising

scribed as 'a lumpen proletariat'. "This factor relates to the quality of life in black townships (which was) described as 'physically insecure' and 'socially oppressive'."

That is the social background to the stayaway, the violence and the unrest. Small wonder that in past attitudinal surveys of urban blacks have put material and educational improvements higher on their lists of priorities than political reform.

But, now, that seems to have changed — largely as a result of frustrated hopes arising from government's weak reform programme. According to the Ussalep summary "It was suggested (that) the current intensity of civil unrest in black townships is a function of the political frustration, isolation and despair experienced by blacks as a result of historical, political and economic inequality. But particularly their exclusion from the new constitutional dispensation as compounded by a number of other coincidental factors."

Schlemmer agrees that black exclusion from the new constitution is a key factor in the frustrated expectations that led to the unrest and the stayaway. In addition, Professor D A Kotze, head of the Department of Development Administration and Politics at Unisa, has put it this way: "The dominant impression one has of black politics in the Twentieth Century is one of unceasing turbulence, the consistency of the black man's frustration, the increasing radicalisation of standpoints and the growing willingness to resort to violence."

The apathy of the early Seventies came across strongly in opinion surveys published at the time. The change to greater politicisation comes across clearly in three more recent surveys: those of Germany's Bergstrasse Institute in 1977, the survey conducted for the Buthelezi Commission in 1981, and that by Schlemmer conducted earlier this year.

Questions aimed at measuring degrees of political commitment put by the Bergstrasse survey and the Buthelezi survey suggested that, on the Witwatersrand, there was a 67% increase in support for a more politically militant line between 1977 and 1981. The Schlemmer survey suggests that the politicisation of both urban and rural areas has reached a plateau — but has done

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Township kids ... more attuned to violence

so at a very high level

Schlemmer notes "Violence, as an alternative, is fast becoming a respectable option and it is the implications of this that are worth considering. What we have identified is certainly not the precise proportion of people who are revolutionaries. We have, however, identified the scope of what appears to be a growing climate of revolutionary ideology."

The relative success of the recent stayaway was therefore no surprise to the sociologists. They point out that both the Buthelezi and Schlemmer surveys contained questions on what would happen if a stayaway were called by respected political leaders. In both cases a high number of respondents (in excess of 60%) expected many people to stay away from work. In the event the estimated stayaway was about 60% of the workforce.

It would not, however, be easy to call another successful stayaway in the near future — and probably impossible to make one work if it was scheduled to last longer than a few days.

Schlemmer notes that the two-day stayaway period was shrewdly chosen, enabling many workers to treat it as an unofficial holiday taken at little risk that they would lose their jobs. "Workers were prepared to co-operate providing there was little risk to their livelihoods," he comments.

A longer stayaway, however, would almost certainly have fizzled out because of worker recognition that their jobs would then be in jeopardy.

The question of intimidation is crucial. It certainly happens. However, as Schlemmer has found, the high migrant involvement in the stayaway tends to suggest that intimidation was not a key factor.

"If there was intimidation then workers gave into it too readily," he says. "The degree of intimidation radicals can organise is nothing to the counter-intimidation workers, particularly migrants, can exercise if they wish." Schlemmer adds that hostile migrant reaction to radical pressure has in the past brought political activity to an abrupt, if somewhat bloody, halt in certain areas.

So while there is a "silent majority" anxious to get on with their lives, the desire to live peaceably is not unconditional — and does not preclude support for political action.

Schlemmer notes of the Buthelezi survey that on the Witwatersrand virtually every respondent (just under 100%) said they would expect "either war, revolution, intervention from outside, military incursions by guerrilla forces or strikes, riots and boycotts" if there was no change in the lives of blacks within 10 years.

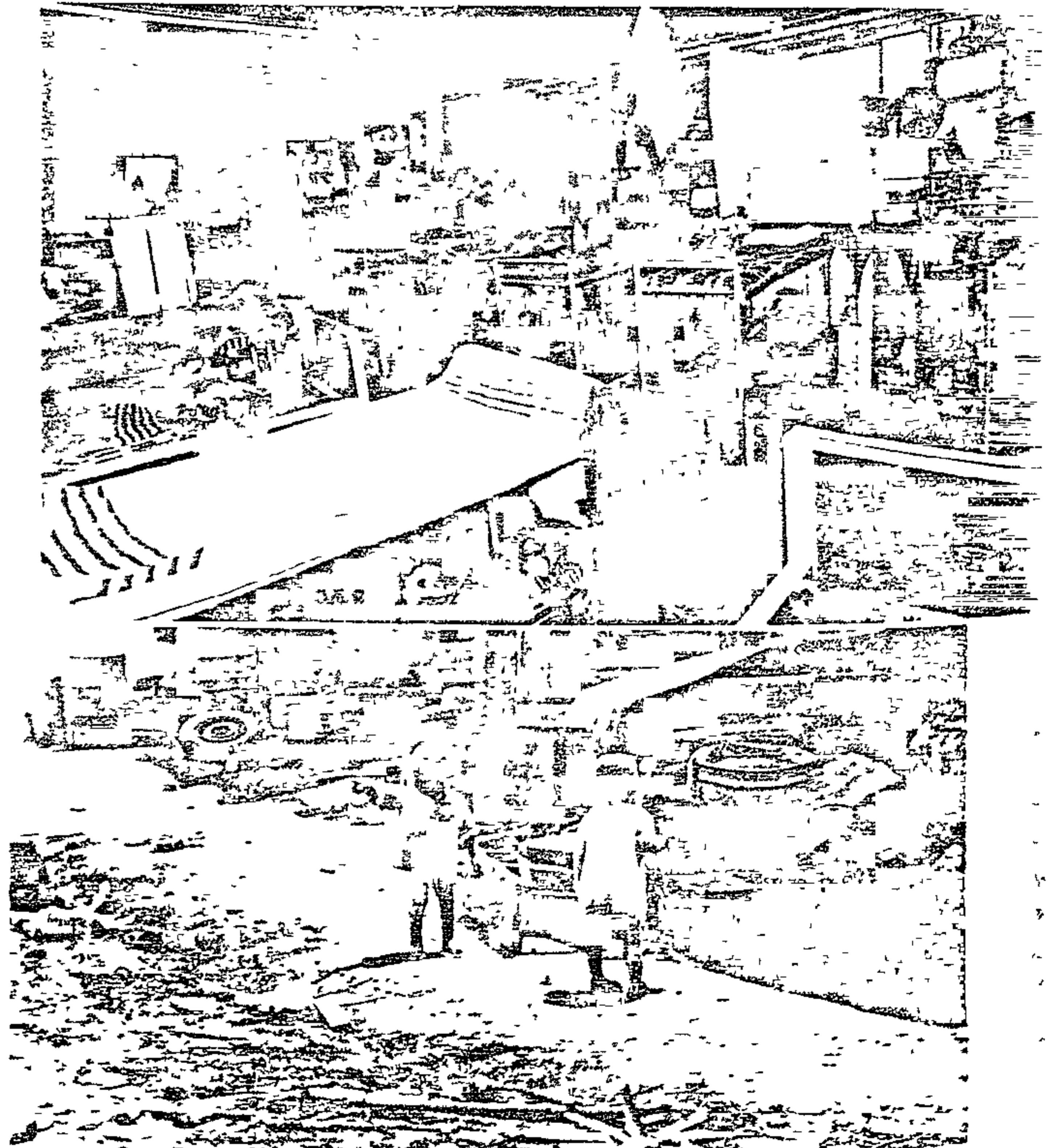
The Buthelezi survey also found that fully 64% of respondents on the Witwatersrand predicted mass strikes if government

did not introduce reasonable changes in the fairly near future. Neither government nor employers should, therefore, assume the recent stayaway, or the unrest, is primarily the work of agitators or of intimidation.

In the intention of some of its organisers it may have been a revolutionary type of action. In the intention of most participants it was probably no more than an expression of frustration and anger with no clear idea of where, if anywhere, it could or should lead.

But as a message of frustration it should carry a clear message to Chris Heunis's Cabinet committee on the political future of urban blacks.

Simply put, this is that the opportunity to live in peace, and make material progress, is a *sine qua non* if the silent majority is to remain silent. People simply don't wake up in the morning and think about politics — people are adaptable, even in SA. But when the harassments of daily living mount up and nothing is done about them the hope of betterment is stifled. That must not be allowed to happen.



Hostel and alley life ... a climate of fear

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SASOL SACKINGS
Conditional hiring

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Dismissal of more than 6,000 Sasol workers in the wake of the recent 48-hour stayaway has created problems for the corporation — despite protestations that normal production is being maintained

Last week Sasol announced that it had received numerous applications from former employees during its recruitment drive. It said their applications would be "sympathetically" considered provided they could satisfy the company that they were "not guilty of intimidation or incitement to participate in the stayaway and that they were victims of intimidation or incitement."

Mindful that discrimination against members of the Chemical Workers Industrial Union (CWIU) would bring charges of victimisation, Sasol was careful to state that union membership would not be taken into consideration.

Last Friday Sasol PRO Robin Hugo told the FM that nearly 2,000 workers who had not previously been employed by Sasol had started work in the Secunda plants and that

FM 30/11/84

a few thousand other return applications were being processed. He refused to divulge what methods Sasol would use to establish whether the dismissed workers complied with the company's criteria.

According to the CWIU's Chris Bonner, large numbers of workers have been streaming back to be interviewed, although it was not yet clear how many dismissed workers had been re-employed. She said former workers were being asked

- Why they stayed out on November 5 and 6,
 - Why they had not heeded management ultimatums to return to work,
 - Whether they could name people responsible for causing the stayaway. Some workers have been told that if they name just one person they will get their jobs back. Shop stewards who gave negative replies to questions about whether they had led the stayaway were being asked to name people who had.
 - Whether they would participate in further stayaways, and
 - About their work records and their relationship with their seniors.
- (171)

Mercury 30/11/84 (278) (329) (152)

AHI support for security laws for sake of 'order'

Mercury
Correspondent

JOHANNESBURG—The Afrikaanse Handels-instituut fully supports the Government's actions in terms of the country's security laws aimed at ensuring peace and good order, according to a joint statement by the Minister of Law and Order, Mr Louis le Grange, and the AHI after discussions yesterday.

The meeting followed the recent wave of detentions of trade union

leaders

After similar recent meetings with the minister, the South African Federated Chamber of Industries and the Association of Chambers of Commerce called on him to charge or release the detained trade unionists

In a joint statement two weeks ago the AHI, Asso-com and the FCI warned the Government that the detention of trade union leaders threatened labour peace

However, no demand to charge or release the leaders was made by the

AHI in last night's joint statement

The statement said the effect of the recent unrest and stay-aways on employee and employer relationship were discussed

The minister and the Government were assured by the AHI of its full support for actions taken in terms of the security legislation

The minister and the AHI agreed South Africa's internal security was a top priority for orderly development of the economy, race relations and

co-existence under a new constitutional order

There was also no difference of opinion, the statement said, on the prime importance of close collaboration and mutual understanding of the important role of the parties concerned in the maintenance of good order

During the discussions, the statement said, there was agreement on the importance of dialogue between the AHI and employee organisations as well as between the AHI and the Government.

No Sasol ^{STAR} 29/11/84 workers yet re-employed

Labour Reporter

Thousands of dismissed Sasol employees had applied for their jobs back but none had so far been re-employed, a spokesman for the corporation said yesterday.

Since the company had changed its policy and agreed to consider applications from nearly 6 000 employees dismissed from Sasol 2 and 3 after the two-day regional stayaway on November 5 and 6, there had been a "marked increase" in applications from these ex-employees, said the spokesman.

After the mass firing, nearly 2 000 new workers were recruited to work at the two oil-from-coal plants in Secunda.

Sasol maintains it can keep the two plants running at full production for as long as it takes to recruit a new workforce.

The 5 100 workers who lost their jobs for their participation in the stayaway constitute just under half of the total Secunda workforce.

Earlier this week Chief Gatsha Buthelezi, Chief Minister of kwaZulu, met Sasol managers to urge them to re-employ dismissed workers.

He asked that if former employees were prepared to sign a declaration that they were not organisers of the stayaway, and did not participate in intimidating fellow workers, they could be recruited.

He asked that workers' positions as new employees be reviewed after three months when management could decide whether to reinstate them in former positions.

Smoking row ends up in court

CAPE TOWN — A man who complained that a pipe smoker in a restaurant was bothering him was attacked by the man's companion, the Cape Town Magistrate's Court heard today.

Mr Henry van Embden was giving evidence in the trial of Americans Mr John Harvey Vidal (30), of Oakland in the US, and Mr Howard Richard Gordon, (49) of California.

They have pleaded not guilty to charges of assault with intent to do grievous bodily harm, common assault and crimen injuria after an incident last week.

It is alleged that they hit and kicked Mr van Embden, tried to gouge Mr Harold Leibowitz's eyes out and slapped and hit Mrs Gillian van Embden.

Mr van Embden said that when he complained to Mr Gordon for a second time, he (Mr Gordon) pushed the pipe under his nose and said it was unlit. Mr van Embden pushed the pipe away and was then attacked by Mr Vidal.

The hearing continues — Own Correspondent

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TRANSVAAL STAY AWAY

On 5 and 6 November more than half a million workers did not go to work. All over the Transvaal factories were closed and buses were empty.

WHY DID THE WORKERS TAKE THIS ACTION?

Suffering had been building up for a long time. Increased costs for transport, tax, food and rents could no longer be met by low wages. Jobs were scarce. Thousands of schoolchildren were refusing to go to school. Workers, township residents and schoolchildren had had enough.

In the townships people decided to make their grievances heard. The government's response was to send the army and police into the townships. During the resistance many people died.

In a tremendous show of strength workers decided to organise a two day stay away from work to protest about the attacks of the army and police and to show their solidarity with others in the community.



THE RESPONSE

OF THE GOVERNMENT AND THE BOSSES

For weeks the government used the police and the army in the townships. With the stay away, the government detained leaders of trade unions and community organisations - Chris Dlamini, the President of FOSATU, Piroshaw Camay, General Secretary of CUSA, Thami Mali of the UDF, amongst others. And at SASOL the government and the bosses tried to break the strength of organised workers.

WHAT HAPPENED AT SASOL?

Most of the workers at SASOL were members of the Chemical Workers Industrial Union which is affiliated to FOSATU (the Federation of South African Trade Unions). The bosses at SASOL had been forced to recognise the union because it represented the vast majority of the workers there.

When the Transvaal Region of FOSATU decided to support the call for a two day stay away, the SASOL workers were given exemption from the call because of the government's control and influence at the plant. But the SASOL workers felt strongly that they should support the stay away.

The stay away in the hostels and surrounding townships was almost 100%. But the SASOL bosses and the government were not prepared to accept this action. They threatened to dismiss the workers if they did not return to work by Tuesday.

While the workers were still discussing what to do, the army came into the hostel. This made the workers totally determined not to return to work.

When buses came to take workers to the plant they left empty. Management then announced that the workers were dismissed. Union representatives tried to talk to management. But they were not prepared to discuss anything with the union.

On Wednesday, again using the police and the army, the bosses saw to it that the workers left. By that evening all but a few hundred workers were gone.



SASOL workers attending a general meeting in the hostel

WHAT SASOL MEANS

BOSSSES

The dismissal of 6500 workers at SASOL is clearly meant to be a lesson to all workers. It suited the bosses to use the stay away as an excuse to fire the workers. The SASOL bosses want workers to understand that unions are not acceptable and they will use any excuse to crush unions. They are also encouraging other bosses to do the same when faced with workers' demands.

GOVERNMENT

Government action clearly favours the bosses. Besides the fact that the government partly owns SASOL, it allowed soldiers and police to be used against the workers, not only in SASOL, but also in the townships of the Transvaal. And in allowing SASOL to dismiss the workers, the government has shown how it expects other employers to respond to the demands of the workers.

SCABS

Bosses always rely on being able to get unemployed workers to take the place of workers on strike whom they can fire. So when workers take the difficult decision to strike, they have to consider the high rate of unemployment.

The workers at SASOL thought about high unemployment. But they also knew that the only way to make their voices heard, was to join the stay away. Nobody else would fight their struggle for them - a struggle which was not only for themselves and the people of the Transvaal, but for all those who would work at SASOL in the future.

LINKING UP WITH OTHER WORKERS

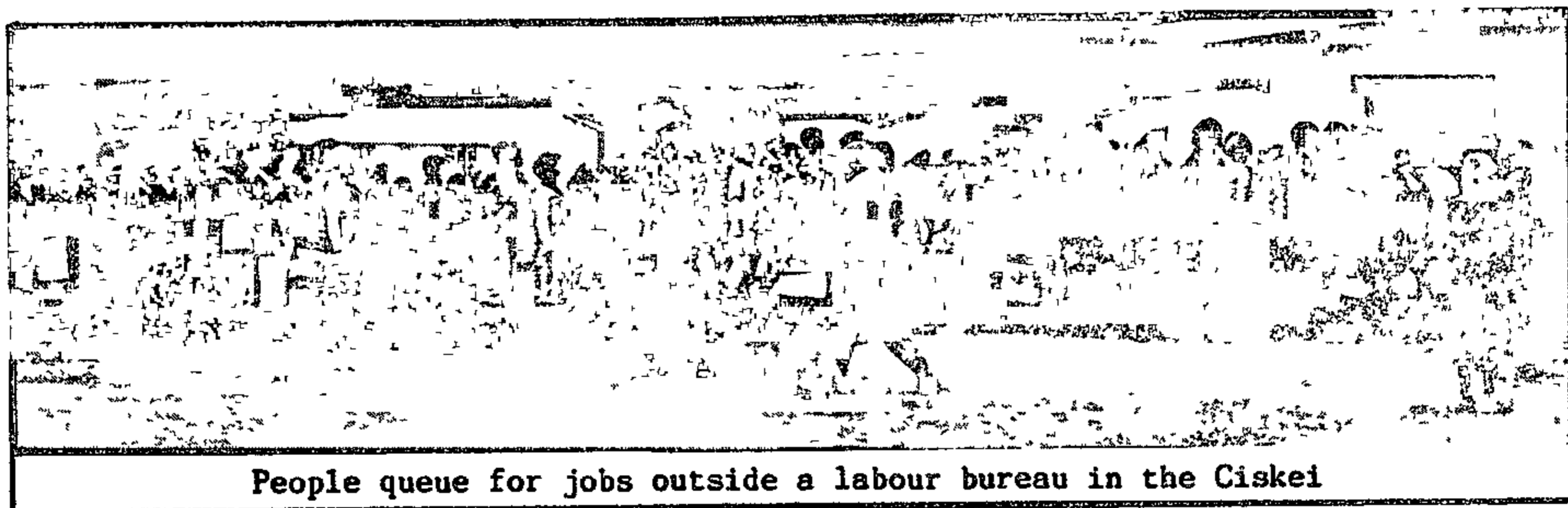
Most of the progressive unions in South Africa have discussed the events in the Transvaal with their members. In Cape Town shop stewards from the unions in this region met to rally support for the SASOL workers, their union, the Chemical Workers Industrial Union, and the people of the Transvaal.

The organised workers of Cape Town have experience of situations similar to what happened at SASOL. We know that the bosses rely on other workers taking the place of the fired SASOL workers. In this way they hope to delay having to negotiate with a union representing the majority of their workers. We also know that people who take those jobs will one day have to repeat what the 6500 SASOL workers did.



It is for these reasons that workers in organised factories are appealing to unemployed workers to think carefully before taking jobs at SASOL.

Organised workers also know that silencing the leadership of organisations will not silence the members. But it is important that we strengthen our organisations if we are to survive these attacks. The events at SASOL have shown us once again how important a strong federation of unions is. By showing solidarity with our fellow workers in the Transvaal, workers will be building the kind of organisation we need.



People queue for jobs outside a labour bureau in the Ciskei

Don't take the jobs of the SASOL workers

Issued by: Cape Town Municipal Workers' Association
Trade Union House, 8 Beverley Street, Athlone 7764

Milburn 20/11/84

Firm accuses strikers of assaulting staff

(152)

Labour Reporter

THE management of a strike-hit Durban window frame factory yesterday accused strikers of assaulting staff members who were helping maintain production

The allegation was made by Mr James Milburn, Natal regional manager of Wispeco, as the work stoppage by about 400 employees at the Mobeni factory entered its 19th day

The assaults have been reported to police for investigation, Mr Milburn said, adding that further reports of intimidation had also been received from employees who reported back to work

'It is believed the intimidation is being incited by certain retrenched employees who refuse to leave the company's premises,' he said

Almost the entire black workforce downed tools on November 2 after the retrenchment of 95 employees

Mr Bobby Marie, a spokesman for the Fosatu-affiliated Metal and Allied Workers' Union, said yesterday that the workers were

protesting at the company's refusal to negotiate severance pay

'The union has made repeated efforts to resolve the dispute with the company and has put forward a number of options, but all these have been rejected by the company'

Mr Milburn said the company had urged the union to take the matter to the Industrial Council to seek a peaceful and orderly solution, but it refused to follow this option

'Instead they have initiated strike action which will cause considerable hardship and suffering to employees of the company. The action is affecting not only Mawu members but also employees who are members of other unions which have not declared any dispute'

Management was led to believe by both the Engineering and Industrial Workers' Union and the SA Boilermakers' Society that their members were unwilling participants in the strike and that as a result of intimidation they were being prevented from resuming their duties, he said

By PHILLIP VAN NIEKERK
ABOUT 400 workers at a
Durban company, Wispeco,
have voted to continue their
legal strike over retrench-
ments which is now enter-
ing its fourth week.

Their union, the Metal
and Allied Workers' Union
(Mawu), has also announced
plans to launch a national
campaign against the ap-
proach to retrenchments of
the giant Dorbyl-Metcor
group, of which Wispeco is
part

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Durban strikers vote to continue

A statement by the Union
yesterday said it had made
"repeated" efforts to re-
solve the dispute with the
company and had put for-
ward a number of options,
all of which had been rejec-
ted.

Wispeco workers also
voted to refer various dis-
putes, such as the alleged

steward, to the industrial
council

The Rand Daily Mail was
unable to get comment
from Wispeco yesterday
but in a previous statement
Wispeco said that 95 work-
ers had been retrenched un-
der a procedure agreed on
by all parties

Black unrest will affect matric marks, says DET

By Susan Fleming

The unrest and school boycotts which have this year hit thousands of black pupils will affect the matriculation results, the director of auxiliary services at the Department of Education and Training in Pretoria, Dr H Mocke, said yesterday

Speaking at a Press conference Dr Mocke said the DET would be "stupid" if they did not realise that the matric examinations had been affected by school boycotts and unrest

Dr Mocke said that where classes had been disrupted, pupils would be allowed to re-write examinations next year

These candidates would be given special tuition by the DET before the exams next May

The exams were run on a "scientific and honest" basis and there was no truth in the allegation that the DET was keeping the standard of black education as low as possible, Dr Mocke said

He said the examinations were conducted in a "respectable, honest manner".

The DET has in the past used qualified teachers and third-year students to mark scripts, but no students would be among the examiners marking the 1 097 000 scripts this year, Dr Mocke said

After the results were computerised, the director-general and representatives from the Joint Matriculation Board would make the "necessary adjustments" to the papers

These adjustments are based on an average of the previous five years' results, said Dr Mocke

"There is nothing unlawful about the adjustments and we do not lower the marks. In fact, most of the adjustments involve increasing the marks," he said

Dr Mocke said matric results would be announced before Christmas

Sasol
in talks
with
Zulu
Chief

By JOSHUA
RABOROKO

THE KwaZulu Chief Minister, Chief Gatsha Buthelezi, yesterday held talks with Sasol management in an attempt to have 6 000 sacked workers re-employed amid protest calls by a trade union representing workers at Secunda.

The Chemical Workers' Industrial Union has rejected attempts by Sasol to negotiate the workers' plight with homeland leaders, community councillors and other non-union bodies.

The workers at Secunda were dismissed following a two-day stayaway from work organised by trade unions and community based organisations throughout the Transvaal recently.

Although management has offered to reinstate the workers, unions and other organisations have condemned the action by management. Last week some 90 workers staged a demonstration outside Sasol headquarters in Rosebank.

Problems

After the meeting with Sasol's management yesterday, Chief Buthelezi said that it was only through negotiations that the problems of this country would be solved.

He understood from management that instigators and intimidators caused the strike that led to the dismissal of the workers. He pleaded with Sasol management to accept and give preference to the previous workers rather than outsiders.

He believed that the workers should be given a three-month probation period and that they should prove that they were not intimidators. They should also gain their service benefits during the time. "The workers in South Africa must not be destroyed and used as political pawns in dangerous games," he said.

However, the CWIU said in a statement yesterday that it rejected the conditions laid down by management for re-employment and called for all workers to return to Secunda to apply for their jobs.

It also rejected attempts by Sasol to negotiate with homeland leaders, community councillors and other non-union bodies.

Sowetan 27/11/84 (152) (218)

Stayaway slammed at Azapo meeting

By LEN MASEKO
STAYAWAYS could not be described as a success if human life was lost in the process, 16 community organisations declared at the weekend.

And previous stayaway calls were an "uncalculated action" lacking political substance and direction, the organisations concluded at a meeting in Soweto called to review the current unrest situation in the country.

The meeting, convened by the Azanian People's Organisation (Azapo), took a critical view of the previous stayaway campaigns, describing them as "ill-timed".

Among organisations represented at the meeting — which was held at St Hilda's Anglican

Church, Senoane — were the Azanian Students Movement, Black Clergy Caucus, the Steve Biko Foundation, the Black Allied Mining and Construction Workers' Union, and Women Unite.

Slated

The organisations slated reports that previous stayaways had been successful, saying this raised a question as to what criteria were used to determine the success of such campaigns.

"Can stayaways be termed successful when lives are lost unnecessarily?" one representative asked.

Among points made at the meeting were

- The community was not consulted when such a call was made,
- The stayaway concept was taking ethnic lines, with the so-called coloureds, Indians and whites not participating. Ironically, there were whites among the stayaway organisers, and
- Stayaways helped unscrupulous employers to "get away with murder," by retrenching their workers to avoid paying bonuses to them.

Mr Saths Cooper, deputy president of Azapo, told the meeting "The community, imposed with the idea of a stayaway without consultation, appeared to stay away from work solely in fear of their safety rather than in solidarity with the cause."



SATHS COOPER ...
Azapo vice-president.

RBM 27/11/84 (152)

FICI urges Minister to charge labour detainees

By GERALD REILLY
Pretoria Bureau

ORGANISED commerce and industry has consolidated its demand on the Government that recently-detained trade union leaders be brought to court and charged

In Pretoria yesterday a delegation of the South African Federated Chamber of Industries told the Minister of Law and Order, Mr Louis le Grange, that the detainees should be charged as quickly as possible with the specific offences they were alleged to have committed against the State

This follows a similar demand made last week by the Association of Chambers of Commerce (Assocom) at a meeting with Mr Le Grange

Present at both meetings were the Minister of Manpower, Mr Pietie du Plessis, the Commissioner of Police, General Johan Coetzee, and the Director General of Manpower, Dr Piet van der Merwe.

The FCI delegation at yesterday's meeting was led by its president, Mr J R Wilson, and its chief executive, Dr Johan van Zyl.

"The Assocom and FCI meetings follow a recent joint statement by Assocom, the FCI and the Afrikaansehandelsinstituut which warned that the detention of trade union leaders threatened labour peace

The AHI is due to meet Mr Le Grange on Thursday

In a statement after yesterday's meeting the FCI said the Minister of Law and Order said the State only acted where individuals were involved in activities which threatened the security of the State, and not because of their political views or trade union activities

For this approach to be demonstrably clear, the FCI statement said, both inside and outside South Africa, and especially in the workplace, the detained unionists should be charged in court as soon as possible with the specific offences they were alleged to have committed.

Employer bodies and Govt at loggerheads

Business to meet Minister on arrests

STAR 16/11/84



Mr Louis le Grange

By Michael Chester

Big business today confirmed that talks would begin in the next few days with Mr Louis le Grange, Minister of Law and Order, about the wave of detentions that has followed the recent nationwide black stayaways.

The Minister and the three main employer organisations are at loggerheads in the heated controversy.

Tension was heightened in Virginia, Orange Free State, last night when the Minister used a public political platform to counter-attack the organisations over the combined protests they lodged about the detentions.

The row is expected to reach a peak when the Association of Chambers of Commerce, which claims to represent more than 20 000 companies, meets the Minister for talks on the handling of the stayaways.

Neither Assocom, the Afrikaanse Handels-instituut nor the Federated Chamber of Industries, who joined forces to send a telex to the Minister warning that the detentions could endanger labour peace, made any move to soften their protests today.

'Government saddened'

Mr le Grange told the Virginia meeting that the combined statement issued by the three organisations was an "extremely serious matter which had left the Government disappointed and saddened".

He said that when he had asked them for clarification of their stand they had replied that the motive was "to reconfirm their credibility" with two trade unions that had been named.

The Minister argued that if the three organisations had issued their protest without the backing of all their members, there had been abuse of the name of each organisation.

Mr Raymond Parsons, chief executive of Assocom, today issued a brief statement following a hurried telephone conversation with Dr Johan van Zyl, executive director of the FCI "The employer organisations do not wish to respond further on this matter to the Minister of Law and Order publicly.

"Assocom has an interview with Mr le Grange in Pretoria next week to discuss the whole question of the stayaways, intimidation and the role of the trade unionists"

SASOL ~~(S)~~ ~~(S)~~ (152) The big boot

FM. 16/11/84

The irony of last week's Sasol dismissals is that members of the Chemical Industrial Workers' Union (CWIU) — the bulk of the company's workers — had been exempted from participating by the stayaway organisers because Sasol was newly unionised.

That the workers nevertheless chose to show solidarity with the stayaway indicates the extent of black grievances. Sasol's response was uncompromising. The dismissals — of 6 500 workers, according to the union, and 5 400, according to the company — are in stark contrast to the tolerance shown by other Transvaal employers.

By the end of last week, the workers had been paid off and evicted from the company hostels under the watchful eye of a massive police contingent to face the journey back to the homelands.

In the aftermath, there have been dark whispers that the dismissals were ordered by State authorities to make an example of workers who "destabilise" the SA economy. Sasol has denied this. Says senior GM Dirk Mostert "Sasol is a public company in the private sector and the decision to dismiss workers was a Sasol management decision." He stresses that it was a business and not a political decision and that the company took the only action it could have after it had issued numerous warnings to the workers to return.

According to the company, the Sasol 2 and 3 plants at Secunda are dependent on "a very high degree of labour force reliability" for their safe operation. The plants need to be kept going continuously and the "non-availability of personnel could result in serious production losses and endanger the safety of the plant and employees."

Sasol claims that the two Secunda plants have not suffered any production losses and that "no production losses are foreseen." Mostert attributes the maintenance of production levels so far to "loyal Sasol workers who have made a tremendous effort."

The remaining workers, who represent 62% of the total original workforce, he says, have been pulled off non-essential

tasks and are working 12-hour shifts. But he denies union allegations that army personnel have been called in to take over security functions at the plant to allow guards to assist in production.

Sasol's claims are difficult to credit. Hundreds of the dismissed workers are skilled and semi-skilled. Even the company agrees that it will take up to eight months before new recruits, some of whom have

already been employed, are fully trained.

CWIU general secretary Rod Crompton says that some workers have been told they may reapply for their positions after a month. Mostert says only "At the moment, we have no intention to re-employ any of the dismissed workers."

At present, question marks hang over the fate of several hundred employees who were dismissed but who have not yet vacated their company accommodation. Some 250 live in company houses, while 300 others remain in the hostels. The company has not yet taken steps to evict them and it remains to be seen whether any, especially those skilled workers occupying the houses, will be re-employed.

Crompton tells the FM that the union is still considering taking legal action against Sasol. Regardless of whether Sasol's decision was legal or not, it was immoral.

Sasol's action has reverberated throughout the country and has drawn sharp criticism from overseas labour bodies. The Federation of SA Trade Unions (Fosatu), to which CWIU is affiliated, plans to mobilise further foreign support for its cause.

JOHANNESBURG—Organised business will meet Mr Louis le Grange, Minister of Law and Order, on Wednesday to discuss several 'sensitive' issues related to the recent unrest, and the reasons for its condemnation of the latest wave of detentions.

At a political meeting in the Orange Free State, the minister launched a public attack on three major business organisations who warned that the detention of trade union leaders was exacerbating a 'very delicate labour situation'

The Association of South African Chambers of Commerce (Assocom), the Federated Chamber of Industries (FCI) and the Afrikaanse Handelsinstituut (AHI) sent a joint telex to Mr le Grange warning that the wave of detentions of trade union leaders could endanger labour peace

Assocom confirmed yesterday that it would meet Mr le Grange and would probably be joined by the FCI.

Violence

An FCI spokesman said that Dr Johan van Zyl, executive director of FCI, had met Mr Raymond Parsons, chief executive of Assocom, to discuss Wednesday's meeting in Pretoria

Issues that would be discussed at the meeting would be stayaways, intimidation, violence in the townships and the role of trade unionists.

Yesterday, however, the president of the AHI, Mr Leon Bartel, said he did not think there was a possibility that the AHI would participate in the talks

Mr Parsons was not prepared to respond to Mr le Grange's statement which said that the statement issued by the three organisations was an 'extremely serious matter which had left the Gov-

ernment disappointed and saddened'

Assocom, however, issued a brief statement saying 'Organised business does not propose to respond further publicly to the Minister of Law and Order on this matter'

'Assocom will meet Mr le Grange in Pretoria next week. We hope this meeting will clear up any misunderstanding about the private sector's view'

All three organisations refused to discuss the row yesterday

When asked to comment on what indications there had been to business that labour peace could be endangered, Mr Bartel said that the situation was far too sensitive for any further comment.

'If one had to sit down and get to the bottom of

it, the reasons for thinking this way would be clear but it is not in anyone's interests to elaborate on the issues,' he said

The joint business statement was released soon after the detention on Wednesday of Mr Piroschaw Camay, general secretary of the Council of Unions of South Africa, and Mr Jethro Dlalisa, of the Federation of S A Trade Unions' Transport and General Workers' Union

Mr le Grange told the Free State meeting that when he had asked the three organisations for clarification of their stand their reply was that the motive was to 'reconfirm their credibility' with two trade unions that had been named

Mercury Correspondent

Face to face talks about detentions

Mercury
17/11/84
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FUNERAL: The man with the outstretched hands signifies the new mood at political funerals, where men and women, young and old, chant and run all the way from the bereaved family's home to the graveyard. This picture was taken in Kallehong at the funeral of people killed during the unrests, Keke Mahlatsi (20) and Samuel Morake (21). Pics MBUZENI ZULU

Unrest victims buried today

THREE of the four funerals of unrest victims that were to be held in Ratanda on Saturday, but were banned by the Chief Magistrate of Heidelberg, will now be conducted today.

Moses Mokoena (21) of 2753 Matlala Street Joseph "Section" Pooe (24) of 2097 Mamabolo Street and Matoto Mosikare (22) of Matlala Street, will be buried at the Ratanda cemetery between 12.30pm and 1.30pm.

The fourth victim, Gibson Twala, a Form IV pupil at the Ratanda High School, was buried yesterday at the Kwa-Thema cemetery.

All four died last week during violence between the police and groups of youths, following the two-day stayaway call on Monday and Tuesday.

The disturbances left 24 people dead, scores of houses, buildings and vehicles destroyed by fire.

Resigned

At least 10 members of town councils in the East Rand townships of Tembisa and Duduza also resigned from their seats last Thursday because of a call made by residents.

Strict conditions forbidding the weekend funeral services were contained in orders issued under the Internal Security Act by Heidelberg Chief Magistrate Mr P C Terblanche.

The four, the orders state, may only be buried between 10am and 4pm during the week.

By MZIKAYISE EDOM

Other conditions are:

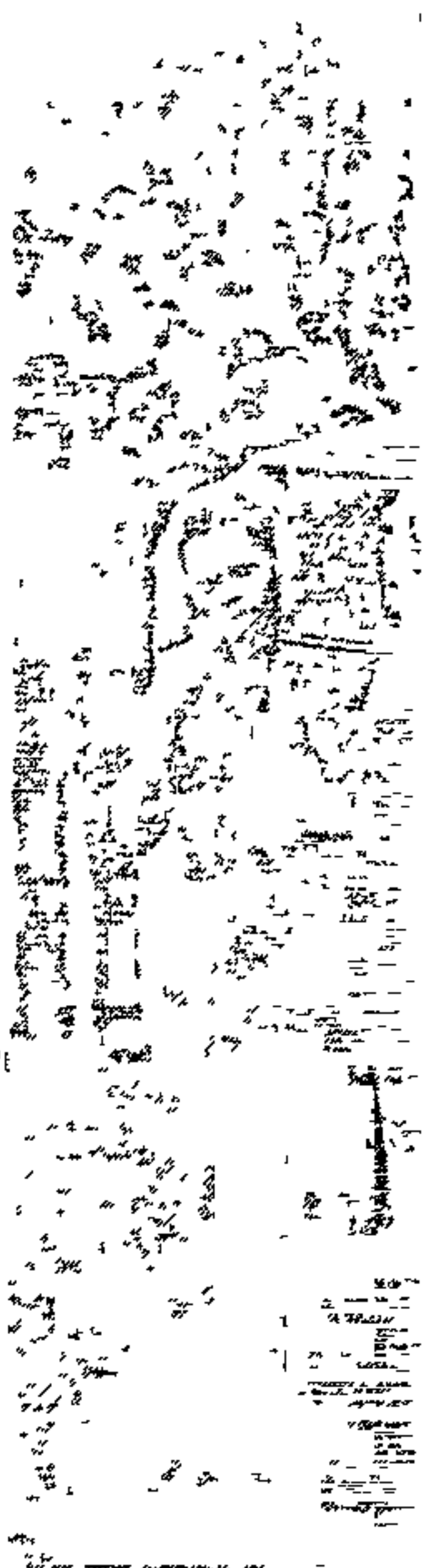
- Not more than 50 mourners should attend a funeral service.
- Corpses and mourners must travel only in motor vehicles from the church or home to the cemetery along the shortest route.
- No placards may be

displayed during the funeral procession, at the church or at the cemetery.

- No singing of freedom songs or political speeches should be made at the church, home or at the graveyard.
- The families may not

hold a mass funeral for the deceased, even if the funeral services are held during the week.

Scores of relatives who arrived at the weekend, with the hope that the four will be buried on Saturday as it was earlier planned, may miss today's funerals as most of them have to return back home as far as the Orange Free State, Lesotho and Swaziland.



SHOULDER-HIGH: C
fin of one of the
who was shot
during the stay

FOSATU EXPLAINS



WHY WE STAYED AWAY

~~1/10/84~~

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C. Press
18/11/84

A SPECIAL Federation of SA Trade Unions central committee meeting in Johannesburg last weekend spelt out the reasons why its members participated in last week's big worker stayaway.

"We believe it is necessary to do this because there has been too much focus on reports of violence and too little on the issues," said a statement after the meeting.

Fosatu said it took part in the stayaway be-

**By ZB
MOLEFE**

cause it wants

- The removal of the age limit in black schools
- Democratically constituted SRCs in black schools
- The removal of the army from townships and an end to police harassment of resi-

dents

"These factors directly affected our members as workers and parents and we took the action because of this," the statement said.

"We therefore totally condemn the detention of Fosatu office-bearers and officials who carried out Fosatu instructions."

'PAY US OUR SEVERANCE!'

A DURBAN Wispeco steel window-frame plant came under heavy fire this week from the Metal and Allied Workers' Union.

By ZB MOLEFE

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More than 300 workers have been on a legal strike since November 2 after recent retrenchments

In a statement yesterday Mawu said that the strike was called because the company refuses to negotiate any serious matters at plant level — particularly severance pay for retrenched workers

The Wispeco plant is part of the giant Metcor steel and aluminum group.

The union says the company's Jacobs plant has embarked on a massive retrenchment program involving 20 percent of the black workforce, "but refuses to negotiate any form of severance pay"

On November 2, 80 hourly-paid and 15 monthly-paid workers were retrenched

Mawu argued that Wispeco's action was unworkable, because collective

bargaining had to take place at different levels depending on the issues to be negotiated

"This is the pattern which has developed internationally," said the statement.

"The giant iron and steel employers' association, Seifsa, has suggested that matters such as severance pay could be handled at plant level

"The right to discuss wages and employment conditions directly with employers is fundamental. The refusal of such a right can only lead to substantial industrial unrest," Mawu's statement said

Similar union action was taken three months ago against Hart, also part of the Metcor group. Eventually the company agreed to negotiate with Mawu for long-service allowances for employees at plant level

Wispeco managing director S Savage told City Press that a retrenchment procedure had been agreed on by all the parties concerned

1978
18/11/78
C. Press

Cabinet hardliners smash labour truce



● Mr Tony Bloom
Premier chief

By JEAN LE MAY Political Correspondent

DELICATE negotiations between big business and black labour were shattered this week when hardliners in the Cabinet seized the initiative for strong-arm tactics to control township unrest

The wave of detentions and arrests came as rumours of impending unrest swept the white community although newspapers, besieged by callers, were unable to substantiate them

The detention of 12 trade union leaders and the arrest of more than 2 500 people coincided with the start of negotiations to avert another labour stayaway

Mr Piroshaw Camay, leader of the Council of Unions of South Africa (Cusa), was detained the morning after he had had informal discussions with executives of the Federated Chamber of Industries (FCI)

This has been confirmed by Dr Johan van Zyl, executive director of the FCI, who told foreign and local newspapers. "We were making good progress — until the detentions began"

Mr Tony Bloom, chairman of the Premier Group, said the FCI had been "in the middle of negotiations" when the trade unionists were detained.

"We attempt to play a low-key negotiating role," he said "I am sorry that Mr le Grange reacted the way he did because it upped the temperature on the government side — it was already pretty high on the other side"

The strong-arm tactics brought organised commerce and industry — which only a year ago gave Mr P W Botha, then Prime Minister solid support in the referendum — into open conflict with the government.

In an unprecedented public protest, the country's three major employer organisations — the FCI, the Afrikaanse Handelsinstituut and the Association of Chambers of Commerce (Assocom) — condemned the detentions

They warned the government that "harmonious and productive relations" with workers were at stake and urged it to hold top-level discussions with key industrial, commercial and labour organisations involved in the unrest as soon as possible

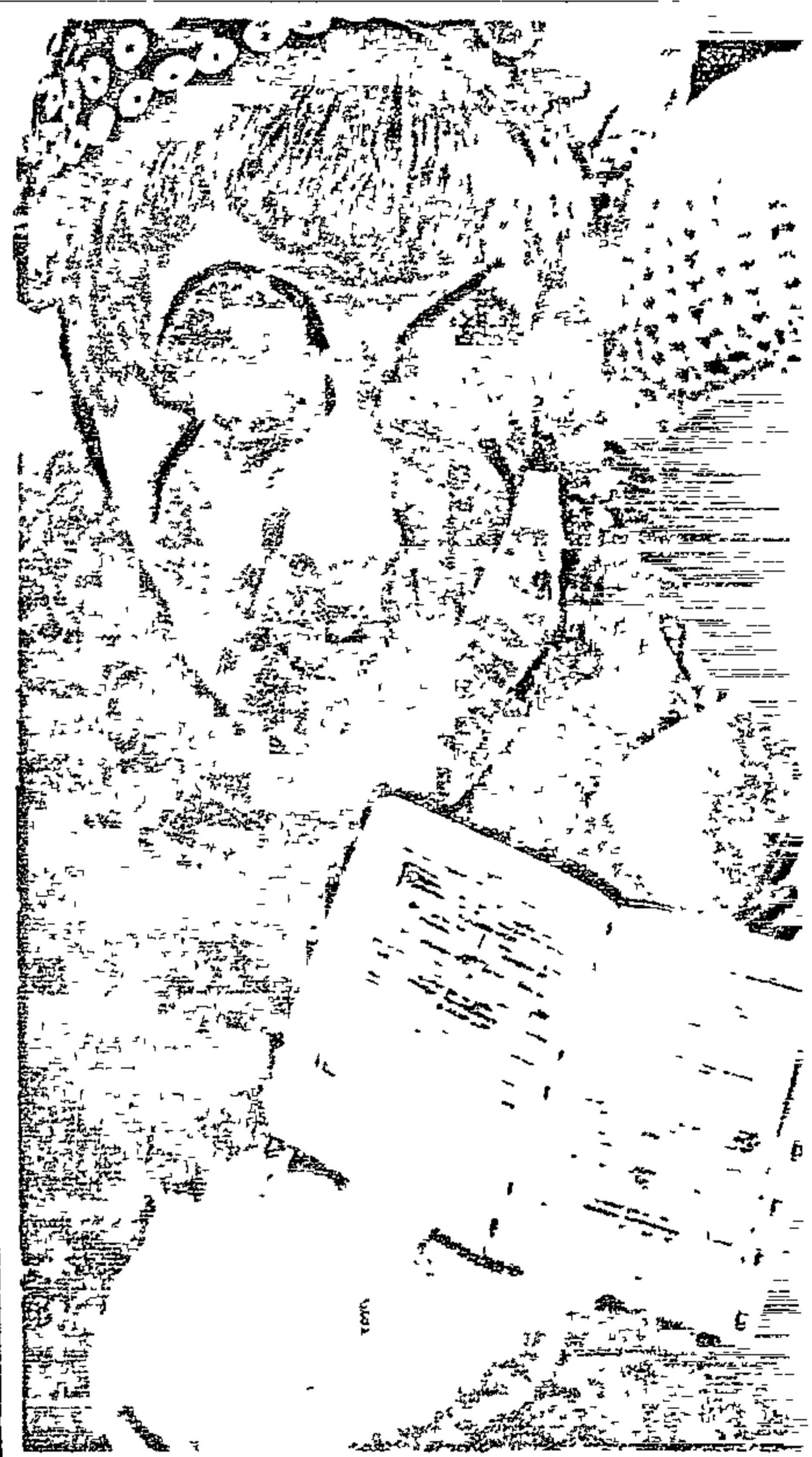
Prevailed

The Cabinet hardliners, identified by political sources as Mr Louis le Grange, Minister of Law and Order, General Magnus Malan, Minister of Defence, and Mr F W de Klerk, Minister of Home Affairs and National Education, were said by the same sources to have prevailed over protests from colleagues who urged consultation with blacks rather than police action.

All three men have taken hardline positions in public. Mr le Grange, justifying the detentions in a speech in Virginia this week, said some of the detained leaders had been on a "core committee" which organised the stayaway on November 5 and 6 when an estimated 800 000 blacks stayed away from work in the Pretoria/Witwatersrand/Vereeniging area.

Mr de Klerk, in a speech in Cape Town, said "certain elements" must be removed from trade unions, while Mr Malan, accepting the freedom of Edenvale on Friday, said unrest in the townships was proof of the total onslaught against South Africa,

● To PAGE 2



Clown in ring over pa

WHEN South Africa's White Face Clown, Mr Gilyan Francesco, stepped into the Roodeport magistrate's court on Friday, all the fanfare of a circus seemed to come to town. Two bomb scares in three hours had court officials and the public rushing in and out of the courts

Yet Francesco the clown was taking on a more serious role: to challenge the pass laws. He was appearing in court for employing an unregistered domestic, Mrs Eunice Mgaga.

He first tried to years ago After 11 Rand Administration Rand Development home by Mrs Mgaga her 'chief', Mr Francesco was charged with wrongfully having a ploy.

The magistrate

TED is set to school fees

152 124 128

Cabinet stand shatters truce

● From PAGE 1

which, he added, was now "a reality"

Dr Gerrit Viljoen, Minister of Co-operation and Development and at least one other Minister urged a more conciliatory approach, the sources said

Mr Pietie du Plessis, Minister of Manpower, said in an interview with the Sunday Express that police action was not directed against the trade unions, but against individuals

"There are still plenty of trade union leaders left to negotiate with employers," he said

Officials at director-general level in several government departments are deeply distressed by the detentions, according to the same sources

The position of the Reverend Allan Hendrickse, Minister without Portfolio from the (coloured) House of Representatives, appears to be ambivalent

He responded to requests for a telephone interview with the statement that he disapproved of detentions without trial except in cases where the Minister of Law and Order had "adequate reasons"

Mr Amichand Rajbansi, Minister without Portfolio from the (Indian) House of Delegates, was "unavailable"

Business sources said the government's ambivalent approach to trade unions had more than once been criticised at the highest level — within the Manpower Commission, a permanent commission of the Department of Manpower

The criticisms were to the effect that while the department itself maintained an "arm's length" approach to negotiations with trade unions, negotiations had been upset previously by precipitate police action against the people with whom negotiations were being conducted.

"The government tells us they have given us the machinery and that it is up to us to negotiate with the trade unions — then they step in and detain the very people we are negotiating with," said a source

A top-level company representative on one of the employers' bodies described the difficulty experienced by many employers in accepting that the stayaway had had a vast groundswell of support

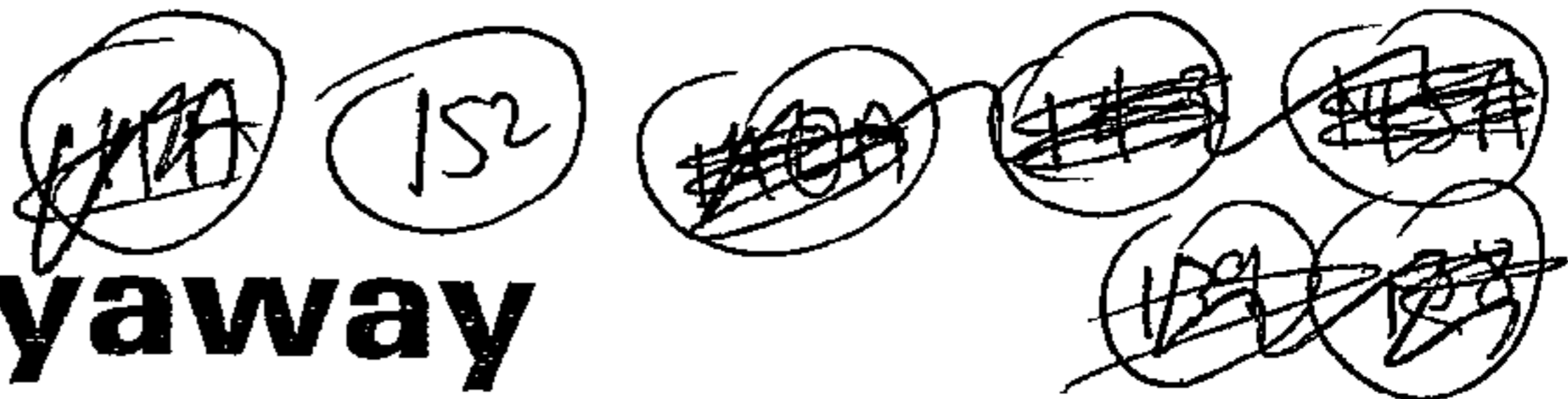
His interpretation was that they had fallen for the official line that the stayaway had been organised by a relatively small body of people and that intimidation — not grassroots support — was responsible for the extensive stayaway

Assocom and the FCI plan to discuss the issue with Mr le Grange this week

Mr Raymond Parsons of Assocom said that "organised commerce does not propose to respond publicly to Mr le Grange on this matter" Assocom would discuss "the whole question of stayaways, intimidation, violence in the townships and the role of trade unions" with Mr le Grange

"We hope that this meeting will clear up any misunderstandings about the views of the private sector," Mr Parsons said.

Behind the stayaway



Nothing that has happened in this highly traumatic year did as much to jolt white South Africa as last week's stayaway by the Transvaal's urban black community. And so it should have.

According to labour analysts, between 300 000 and 800 000 workers participated in the mass protest — making it the biggest in SA history.

It was not the violence which accompanied it that shocked. Sadly, most people have become accustomed to almost daily reports of death, mayhem and destruction. Nor was it the effective re-statement of how dependent this country is on the contribution of black workers — and how vulnerable commerce and industry are to the withdrawal of their labour. That is keenly recognised. The impact came from the realisation of exactly how deep the level of black discontent has become.

It was this factor which led union groupings like the Federation of SA Trade Unions (Fosatu) and the Council of Unions of SA (Cusa) as well as the independent Commercial, Catering and Allied Workers' Union (Ccawusa) to support the call for *azikhwelwa* ("we don't ride"). As the Labour Monitoring Group (see box) has pointed out, the stayaway marks a new phase in the history of protest against apartheid — the beginning of united and concerted action by organised labour, students and community groups. And the unions are playing a key role.

The prospect of a stayaway arose when the Congress of SA Students (Cosas), an affiliate of the United Democratic Front (UDF) which has been in the thick of the education protests, called on student, community and worker organisations to get together to discuss the education crisis and civic and labour problems.

Unrealistic demands

When it became apparent that a stayaway was on the cards it became certain that other UDF-affiliated trade unions and organisations would support it. Hence the participation of the SA Allied Workers' Union (Saawu) and the General and Allied Workers' Union (Gawu), both of which have long been associated with black community political issues, the Vaal Civic Association, the Federation of SA Women, the East Rand People's Organisation, the Release Mandela Committee — and other UDF organisations, although the UDF itself as a collective body was not involved. The United Mining, Metal and Allied Workers of SA (Ummawosa), which split from Fosatu's Metal and Allied Workers' Union in mid-

The effectiveness of last week's stayaway was largely attributable to the involvement of the black unions. This was the first large-scale involvement of organised labour in politics since the Wiehahn reforms — and presages new directions in black politics as a whole.

year (and is widely expected to join the UDF), also joined in.

The umbrella Transvaal Regional Stayaway Committee — which organised the protest — made demands which included the withdrawal of the army and police from the townships, and a halt to rent increases. In addition, all detainees and political prisoners were to be released, and all dismissed workers reinstated. "Unfair" gst and taxation were to be withdrawn, and there were some educational demands, too.

— that student representative councils be democratically elected in black schools, and the age restrictions on black pupils be abolished, along with corporal punishment.

It was obviously unrealistic to expect that all these demands would be met. Yet, given the disparate aims of the organisations involved, it is natural that they should have been articulated.

There is no doubt that without the contribution of Cusa, which is a UDF affiliate, Ccawusa and particularly of Fosatu, the stayaway would not have been as effective as it was. It has given rise to a perception that unions have crossed the Rubicon which divides purely union interests from political issues.

Why did Fosatu — whose almost exclusive concentration on shop-floor issues has accounted for its strength and success — become embroiled in the stayaway? Since its formation in 1979 the federation has avoided direct political action. The two notable exceptions were the one-hour nation-

WHERE IT HIT						
Stayaway Participation Rates by Sector						
% Participation	Metal	Chemical	Food	Auto, Building & Transport	Retail	Total
90-100	12	8	14	3	5	42
80-89	1	2	—	2	3	8
70-79	1	1	—	—	—	2
60-69	1	1	1	1	—	4
50-59	2	—	—	1	—	3
Below 50	7	—	5	—	—	12
Totals	24	12	20	7	8	71

Source: Labour Monitoring Group



Fosatu's Erwin ... articulating a need for 'clear protest action'

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wide work stoppage after the death in detention of trade unionist Neil Aggett in 1982, and the campaign this year against the coloured and Indian elections. Therein lies the answer.
Says Fosatu's education secretary Alec

Erwin "Our attitude is clear. If something affects our organisation and our members we will respond. This action was undertaken because the situation in the Transvaal is very serious — in our view close to civil war — and needed clear protest action

Cosas came up with the initial student demands. We chose to back them and added other issues like getting the army out of the townships. However, we will only undertake such action in serious situations and when our members feel it is appropriate."

Some labour observers have drawn attention to other factors. They point out that one of the issues underlying the Ummawosa/Metal and Allied Workers' Union (Mawu) split was a deep-rooted dissatisfaction with Fosatu's reticence about political involvement. This is hotly denied by Erwin, who told the FM: "There was division in the Mawu leadership, and corruption. But we are perfectly happy that the Ummawosa split did not relate to political issues. That was a rationalisation in hindsight on their part." Nonetheless, Erwin does acknowledge that there are tensions within Fosatu, although he says the federation does not regard these as being unhealthy.

What of the response of employers? Unions report that, barring Sasol, which in one of the biggest mass dismissals sacked 6 500 workers — decimating Fosatu's Chemical Workers' Industrial Union in the Transvaal — very few employers took action against their employees for participating in the stayaway.

According to Tony Ewer, chairman of the Transvaal Chamber of Industries' Labour Affairs Committee "A lot of soul-searching was done among employers. I think there was a lot of sympathy for the situation; many of their employees found themselves in, in view of the intimidation that took place preventing them from getting to work." Ewer stated unequivocally, however, that employer response would harden if there are any more stayaways, as has been rumoured.

In general, white reaction has been to blame it all on agitators. Then, in evaluat-

STAYAWAY PATTERNS

Saldm

Last Monday's and Tuesday's stayaway elicited an average 60% response in the PWV area — with anything up to 800 000, and not less than 300 000 people participating. It was most successful where strong trade union organisation and community and student organisation coincided. The numbers involved in the stayaway are considerably higher if the approximately 400 000 students who boycotted school on those two days are included.

These are the findings of the Labour Monitoring Group (LMG), an academic body which has produced a preliminary analysis of the stayaway. The group used the SA Labour and Development Research Unit's directory of trade unions as its data base and attempted to contact all firms in the PWV area which have a recognition agreement with an independent union. Responses were received from 71 firms. Six firms refused to divulge information.

Other findings of the group are:
□ Unionised factories gave overwhelming support to the stayaway with some 70% of the companies in their sample reporting a stayaway rate of over 80%.
□ The unionised factories were concentrated in the East Rand and the Vaal — the areas where the stayaway rates were highest.

The LMG points out that even though it could not canvass the Pretoria area, because of the limitations of its sample group, it is known that the stayaway in Atteridgeville township was almost total. However, commuters from Bophuthatswana went to work as usual. The pattern was similar in Brits with township dwellers supporting the stayaway and commuters working normally.

In the areas where the stayaway was most intense — the Vaal, East Rand and Atteridgeville — school attendance was also negligible. It seems, the LMG says, that workers readily identified the demands of the students for democratically elected student representative councils with their own struggle for independent representation in the factories.

□ All sectors where unions were present were equally affected. Mining was an exception, with lack of participation being attributed to isolation from the townships and the aftermath of the recent strike.

□ The stayaway did not weaken on the second day. 56% of establishments

maintained the same level of stayaway on both days, 20% weakened, and 24% actually intensified on Tuesday. This is seen as significant, as in the past extended stayaways have failed — such as the call for a five-day stayaway in November 1976 which simply petered out.

□ There was no significant difference in the response of migrants and township dwellers to the stayaway. The LMG says that migrants formed a significant proportion of the workforce in nine of 71 establishments surveyed. In five of these there was more than 90% participation. The high level of migrant worker involvement, the LMG comments, suggests a critical weakening of the influence of Inkatha on the Rand. Forced to choose between loyalty to Inkatha and to their unions, many supported the stayaway. Inkatha chief Gatsha Buthelezi's vocal opposition to the stayaway call distances him even further from the mainstream of opposition in SA, the LMG claims.

□ None of the employers interviewed envisaged disciplinary action. The most common response was to deduct wages for the two days' absence. Some employers treated it as paid leave, others, more sympathetic, accepted employees' accounts of intimidation and paid wages in full.

The LMG states that Sasol's hardline approach revealed the vulnerability of workers during a stayaway. "Most employers were taken by surprise by the success of the stayaway and were unsympathetic to what they saw as a political strike, unrelated to the workplace. Any future stayaways are likely to be met by a harsher management response. Already some employers are calling for a trimming down of the workforce, and could well use stayaways as a pretext for retrenchment."

The LMG concludes that the decision to resort to a stayaway reflects the absence of political rights for blacks, and that as long as blacks are refused access to political power the stayaway will re-emerge as a weapon. In the past the State has responded to such demonstrations of power in a repressive manner with the result that legitimate protest has been forced underground or into exile. A similar response in the present situation would have far-reaching international repercussions and further deepen the internal crisis.



Cusa's Camay ... stayaways highly selective

182 NA 165

face to face

PIETIE DU PLESSIS

The view from Pretoria



Pietie du Plessis is the Minister of Manpower. He spoke to the FM about the stayaway.

FM: What is government's view of the role of unions in politics?

Du Plessis: The legislator's intentions are clearly outlined. In this regard, the Act stipulates that no trade union shall affiliate with any political party nor shall it grant financial or other assistance or endeavour to influence its members with the object of assisting any political party. From the foregoing, it is clear that the obligation rests with trade unions to further the interests of their members as far as conditions of employment, safety at work and related matters are concerned.

Given that blacks have no representation in central government, is it not inevitable that unions will become involved in politics and that stayaways become a legitimate form of protest?

As you are aware, the political dispensation of urban blacks is presently the subject of an investigation by a special Cabinet committee which is giving priority attention to the matter and

which is hearing evidence from black leaders and other interested parties. In these circumstances, it is desirable to allow the committee full opportunity to consider the matter with due regard to all relevant factors.

For the present, blacks have the opportunity, through the governments of national states and black local authorities, to participate in the decision-making process in so far as it relates to matters affecting their interests. I should like to emphasise that, apart from the legal position as already outlined, I do not regard it desirable for trade unions to involve themselves in political matters. To encourage and participate in stayaways could in the long run only serve to destabilise labour relations, with all its concomitant effects for the workers and the community at large.

Does the Department of Manpower approve of the restraint most employers have displayed in not taking action against workers who failed to report for duty during the stayaway?

The department has always maintained the principle of non-interference in the private relationships of employers and employees. This attitude is emphasised by the impartial role the department is often called upon to play in cases where the utilisation of the dis-

pute-settling machinery of our labour legislation becomes an issue. In this regard, for example, I may mention that the department has already had more than 200 applications for the establishment of conciliation boards for the settlement of labour disputes this year where, in almost all instances, officials of the department preside as impartial chairmen.

If unions continue to involve themselves in political affairs, would government consider taking action against them, such as bannings or other measures? If so, please specify. The FM notes that several people involved in organising the stayaway have been detained by the security police. Could you comment?

The government is responsible for the maintenance of law and order, and although trade union personalities are not singled out in terms of the security legislation of our country, there should be no doubt that trade union personalities who become involved in actions where the security of the State is threatened would equally be dealt with in terms of the relevant legislation.

There should be no illusion in this regard, as the government has made it clear on a number of occasions that it would not tolerate destabilising activity in any sphere, including that of labour relations.

ing what it means, to question why the black masses indulged in an action obviously against their economic interests at a time of high unemployment. And there was alarm at revolutionary statements and threats of a general strike from the Transvaal Regional Stayaway Committee's Thami Mah (see page 56).

There was intimidation. But to focus on only that is to miss the point. Industrial sociologist Professor Eddie Webster of Wits has defined a stayaway as "a general withdrawal of labour which does not (usually) arise out of a specific work-place dispute but articulates broader political and sometimes economic demands."

Erwin states "This was action against certain government policies rather than against employers. Sasol? We expected to pay some costs. To have stood back and done nothing would have created serious problems between our members and their children."

In such a situation the fact that blacks cannot exercise their political rights in the central Parliament means that unions with black members inevitably come to articulate their grievances. This is a reality



Wits' Webster ... broad political issues involved

which no statute like the Labour Relations Act's prohibition on union affiliation to political parties can hope to quash. A basic problem is that the liberalism which has been so marked in the labour field since the Wiehahn Commission has not been matched in other spheres. "Unions everywhere in the world — but in SA in particular — are obliged to take up political issues," says Erwin.

The massive response to the stayaway has raised fears that emotions will run so high that someone will call for a general strike. But it does not follow that the large black union federations will indulge in stayaways at the drop of a hat. Says Erwin, "We don't entertain any illusions as to how difficult it is to pull off a stayaway — unlike other organisations which don't have membership on the factory floor." However, not all unions share Fosatu's sentiments. Ummawosa, for instance, told the FM that it would support any future stayaways.

What is pertinent is that union groupings like Fosatu and Cusa understand the limitations of stayaways. As Webster has stated, stayaways "remain demonstrations, not organised challenges. Clearly the danger

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of dismissal is considerably greater in periods of high unemployment. Finally, lacking co-ordinated organisation and the financial resources for a long strike, workers cannot stay out for long."

Cusa general secretary Phiroshaw Camay has stated. "Right now another stayaway would just weaken our position. We would just lose effect if we did that. Employer attitudes would be much tougher. We cannot pursue all our demands in a stayaway. We can only use it in some instances. One uses stayaways for issues of principle and core issues. Workers have been battered for a whole year retrench-

ments, unemployment, bad pay, gst, township rents increases — it's all cumulative. There are irretrievable forces acting in our community and we needed to react to them."

Unfortunately, while there has to be law enforcement, the police do not seem to have helped matters — and the presence of the army in townships is regarded as provocative. Law and Order Minister Louis le Grange would do well to reconsider the handling of the unrest. For example, the detention of the stayaway organisers and especially of Fosatu president Chris Dlamini has only added to an inflammatory

situation

"The stayaway was a very clear show of mass discontent with specific government policies. It was the clearest and most substantial message that has got across for many decades," says Erwin.

If government ignores what happened last week it threatens the future of all South Africans. It is clearly folly to believe that homeland leaders and community councillors are the real black leaders. Like it or not, it is organisations like the African National Congress and black trade unions that really count. It is to them that government should be talking.

FOSCHINI

First-names and efficiency

That Foschini deserves its blue-chip status is undemable. After all, how does one argue with a compounded earnings growth of 22% over five years? Edgars managed only 6% growth in the same period, and blue-chip Woolworths 18%. In addition, over the past two years, while the retailing recession was at its worst, Foschini has had the edge on both of these larger competitors.

As always, the reasons for the group's success are many. But among the most important must be its rare corporate culture, that combines the involvement of family ownership with the efficiency of professional, decentralised leadership in a diversified group. That chairman Stanley Lewis has been able to merge these seemingly incompatible styles is undoubtedly to his credit.

If there is one managerial quality that the clothing industry has always respected it's "gut-feel." The term describes an ability to predict — months in advance of a new season — what the fickle female public is likely to buy. But with the industry becoming more competitive, and the consumer more sophisticated, gut-feel alone can no longer ensure a successful season. The recessionary years have concentrated managements' attention on other skills.

Good marketing techniques, tight asset management and strict control over productivity have become essential adjuncts to the gut-feel quality — that, nevertheless, remains important. For companies like Foschini the computer has become an indispensable ally. The fashion world is risky, but by providing retailers with a constant flow of data, the computer has reduced some of the margin for error.

The hundreds of cashiers that staff the group's stores are, in effect, also computer operators. Each time they enter a sale, details of the garment's size, colour and style are recorded on a computer disc locked inside the cash register. At the end of each day, Foschini's central computer in Cape Town dials into the hundreds

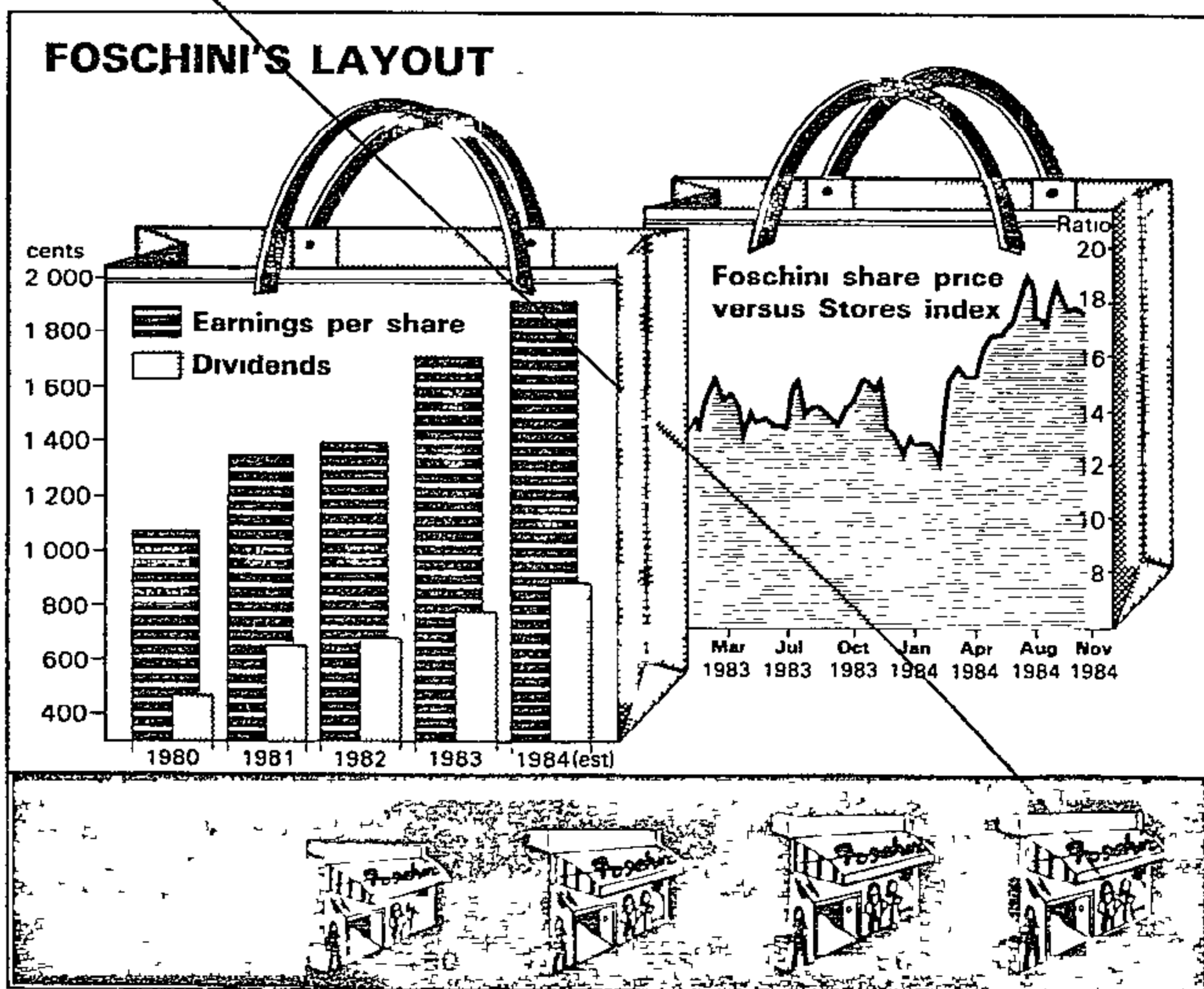
of cash registers located throughout the country, and transfers their recorded information into its own memory bank. The data is then collated, and a printed summary of the day's sales is produced, in time to be presented the next day to Lewis, with his morning coffee, so to speak.

"We have tried to remove some of the

guesswork from fashion retailing, and to replace it with effective market information," he says.

For Lewis and his executives, the daily report is an essential barometer of market taste. A style which is popular in the chain's Rosebank store may be a loser in Messina, and management must react quickly to this information. The unpopular styles in Messina may be removed or allocated elsewhere, while stocks of popular styles in Messina may be increased.

As the season advances, the merchandise mix in each store changes in response to local demand, and every store assumes its own identity. The system also enables each store to run at minimum stock levels, since styles which are about to run out can be



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Striker arrested after meeting

Labour Reporter

FOUR striking workers of a Durban shipbuilding yard, Dorbyl Marine, have been arrested by police since a work stoppage about a month ago.

Yesterday, one of the strikers, Mr Enoch Buthelezi, was arrested as he left a meeting of striking workers at a church hall in Congella shortly after 1 30 p m.

Mr Mike Morris, secretary of the General Workers' Union, said two other strikers were released on bail of R100 each and another was still in jail awaiting trial. All three were charged with intimidation, he said.

Since 250 workers went on strike and were subsequently dismissed from the company, they had been holding regular meetings at a church hall where union leaders reported back on their talks with the management.

'At the end of the meet-

ing yesterday as they got up to say prayers. Police arrived and told the workers they could not leave the premises,' he said, adding that some workers then telephoned the union offices to inform him.

When Mr Morris arrived at the hall he questioned the police on what authority they were holding the workers. 'But after I asked the police to sign a statement which I wrote to confirm that they were holding the workers against their will, the police allowed them to leave,' he said.

As the crowd moved out of the hall, police arrested Mr Buthelezi after he had been pointed out by an unknown man, Mr Morris said. The union lawyers were handling the matter.

A police spokesman said yesterday they arrested a worker following a complaint.

Traders in Tembisa to confront UDF

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TEMBISA businessmen are planning to confront the United Democratic Front (UDF) and the Congress of South African Students (Cosas) for compensation of lost property sustained during last week's two-day stayaway.

But businessmen in the township declined to confirm or deny the reports yesterday morning. The businessmen refused to have their names printed and promised to give details of the allegations after they have consulted as a group.

The township was tense yesterday morning as police backed by the army continued their operation to root out suspects involved in crimes allegedly related to last week's stayaway.

Residents said that the raids were based on information given to police by local businessmen who were victimised during the stayaway.

Hunted

The residents said the businessmen had grouped together and hunted people suspected of looting their shops which were damaged during the stayaway.

It is believed that most of the looted property was found in houses near the shops.

A resident who did not want to be named said: "Most of the goods were dug in the backyards of houses in the neighbourhood of the shops. But the businessmen had accurate information of the big culprits. They gave their names to the police."

Strikes sharply up 'but no cause for concern'

Ref 15/11/84 (152)

PRETORIA — The Director-General of Manpower, Dr Piet van der Merwe, today told top business leaders that although strikes had increased by 14% since last year there was no cause for concern.

Addressing the Financial Mail's investment conference he said the use of the "strike weapon" had increased over the past five years and that in the first 10 months of 1984 there had been 309 strikes involving 119 029 workers.

Last year's 270 stoppages over the same period had involved only 53 998 people.

While many people blamed the increase on the Government's reformed labour laws, he said the position was no worse now than in the mid-70s, when

blacks could not belong to statutorily recognised unions.

The strikes were generally of short duration and the situation in South Africa compared favourably with those in Britain and the United States.

"Strikes are a normal feature in a free market economy and serve as a safety valve for grievances," he said.

In the same five years there had been an increased use of the machinery provided for solving and preventing disputes and one can readily assume that the strike figures may have been even higher had it not been for the effective functioning of labour legislation" — Sapa

Textile strikers hope for solution

Post Reporter

A SOLUTION to the differences between Industex management and the strikers should be found by tomorrow, the leader of the National Union of Textile Workers, Mr Gairdonald Ngqawana said today.

Last week about 300 Industex workers downed tools after their demand that a fellow worker be fired was not met

They consequently lost their jobs.

Mr Ngqawana maintained none of the strikers had re-applied for jobs — "only the scabs".

The strikers were united in their standpoint not to back down, he said

Meanwhile a spokesman for Industex said crowds of job seekers were still queuing outside the factory and more would be taken on or re-hired today

Management has refused to fire the man the workers want dismissed because he "has done no wrong".

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Race bias blamed for Tvl unrest

THE turmoil, violence and "bloody repression" which has characterised protest action in black Transvaal communities over the past three months, has been slated as a direct result of the apartheid system by two major European trade union confederations.

The Confederation Francaise Democratique du Travail (CFDT) in France issued a public declaration on the situation this month, and has offered its support and solidarity to the Council of Unions of South Africa (Cusa).

In the declaration, the CFDT says the repressive response taken by the Government against workers and unionists

"shows the minimum of interest given to the life and dignity of black people".

The Unione Italiana Del Lavoro (UIL) has also denounced the actions of the State in a statement delivered to the South African Ambassador in Italy.

"The new explosions of violence indicate that the so-called Constitutional Reform promoted by President P W Botha is not meant to solve the real problems of the country

"On the contrary, it perpetuates the unacceptable oppression exerted by the white minority," said Mr Mauro Scarpellini, the UIL's confederal secretary

Inkatha youths slam stayaway

THE WEST Rand region of the Inkatha Youth Brigade has levelled a scathing attack against the organisers of last week's stayaway "which was imposed on thousands of people, some of whom have lost their jobs".

In a statement issued after its general meeting held at the Vulamazi-buko Higher Primary School, Diepkloof at the weekend, the Brigade singled out the United Democratic Front (UDF) and condemned it for "going it alone", without consulting other organisations.

Referring to the stayaway as a "dismal failure" the Brigade said.

"It was very unwise for the UDF to try to go it alone without consulting us and the people at large. We are tired of these people who claim to be fighting for unity while they depend on borrowed strategies they cannot bring to fruition.

"We wish to warn our brothers and sisters in trade unions that they must not allow themselves to be the playthings of political nobodies like the UDF," the statement said.

Reacting to the Youth Brigade's attack, the UDF said it found it a complete waste of time to respond to the statement as it was devoid of any facts.

"Even the most reactionary of analysts acknowledged the success of the stayaway," the acting secretary general of the front, Mr Trevor Manuel, said.

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'Stayaway unique'

LAST week's stayaway was unique in its scale and in the number of organisations that backed it.

This is according to the South African Institute of Management (SAIM) which has warned in a statement that companies, in the interest of the stability of their workforce, must enter into a process of consultation with workers to find out what political role was expected of the private sector

"Black spokesmen encouraged by the success of the stayaway, predict that similar tactics will become a common characteristic of the strategy of black resistance to racial political inequality," the SAIM says

The management body adds that the focus of this action is "the per-

ceived alliance' between the Government and the private sector and the lack of credibility of "free enterprise" in facilitating a redistribution of power and wealth

In the light of this, the SAIM says, clear understanding of the following issues must be developed

- An empathy for the social and economic environment in which employees live and work
- That an ongoing consultative procedure, between management and workers, in the areas of social responsibility and community involvement be maintained and
- The company then proceeds to clearly set out how it proposes to handle pay and related matters in the case of future stayaway action

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Union meets over strike issue

Post Reporter

THE National Union of Textile Workers was meeting again today in a bid to resolve the strike at Industex, in Port Elizabeth

A week ago about 300 Industex workers downed tools after their demand that a fellow worker be fired was not met

They consequently lost their jobs

Yesterday hundreds of work-seekers — including strikers — waited patiently outside the factory when they heard that jobs were available

On Friday strikers began to feel uneasy when it became known that Industex was hiring new workers

Violence erupted and some strikers beat up people trying to apply for jobs

The managing director of Industex, Mr Francois de Selhers, said he would be hiring more staff today.

Production had suffered and would continue to do so until new workers had been trained.

Any strikers wanting to return would have to reapply for work, he said. However, many of their jobs had already been filled.

The leader of the trade union, Mr Gaingondald Ngqawana, could not be contacted for comment

Argus 13/11/84

Unions may declare 'black Christmas'

Labour Reporter

THE largest black labour body in the country, the Federation of SA Trade Unions, is to consider a nation-wide campaign to declare a "black Christmas" this year to protest against Government action against trade unions

The 150 000-strong federation, which played a key role in the two-day stayaway in the Transvaal, condemned the detentions of its president, Mr Chris Dlamini, and officials Mr Moses Mayekiso of the Metal and Allied Workers' Union and Mr Agilizwe Solo of the National Union of Textile Workers.

At a specially convened Fosatu central committee meeting this weekend, the Transvaal region suggested that workers declare this a "black Christmas" and not celebrate the end-of-year holidays

AFFILIATES

"Fosatu is not prepared to stand by and watch its leadership being detained. We see this as a direct attack on unions and we will be contacting other unions to support us," said a federation spokesman

The Transvaal region's proposal for a "black Christmas" will be discussed by all Fosatu affiliates and regions

Fosatu also said it wished to "state clearly" why hundreds of thousands of Fosatu members in the Transvaal stayed away

"We believe this is necessary because there has been too much focus on reports of violence and too little on the issue"

AGE LIMIT

Fosatu said it supported the stayaway because it wanted

- A "clear announcement" on removing the age limit in schools

- Democratically constituted student representative councils in schools

- The army removed from Vaal Triangle townships "and a stop to police harassment of residents"

- The suspension of rent and bus fare increases

(Report by P. Green, 122 St George's Street, Cape Town)

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Another Fosatu man 'held'

By ANTON HARBER
and JEANETTE MINNIE

SECURITY POLICE are believed to have detained another leading figure in the Federation of SA Trade Unions (Fosatu), Mr Bangalizwe Solo, bringing to four the number of unionists in detention without trial.

At the same time, Fosatu, which represents about 110 000 workers, has hinted at action "to protect Fosatu and ensure the release of those detained".

Fosatu said in a statement that it was not prepared to stand by and see its leadership detained. A spokesman added that these were not just "empty words".

However, no further details were given, except

that decisions taken in this regard at a weekend meeting have been referred to the regions for approval.

According to Mr Solo's lawyers, he was detained on Saturday morning and is being held under Section 29 of the Internal Security Act.

Mr Solo is an East Rand organiser for the Fosatu-affiliated National Union of Textile Workers. He was also the information officer of a special Fosatu committee formed recently to monitor the unrest situation in Transvaal townships.

The police directorate of public relations said yesterday that it was unable to confirm the detention.

Last week, police de-

tained Mr Chris Dlamini, the Fosatu president, Mr Moses Mayekiso, the Fosatu representative on the Transvaal Regional Stayaway Committee, and Mr Themba Nontlanane, of the Municipal and General Workers' Union of SA.

They were held in a general swoop on people involved in last week's two-day work stayaway. Police are also holding Mr Jerry Kau, also of Fosatu.

In a statement yesterday, Fosatu said "Detailed and far ranging decisions have been taken by a specially formed central committee to protect Fosatu and to ensure the release of those detained".

Fosatu totally condemned the detention of its

office bearers and officials.

The detentions were a "direct attack on unions" and it would be asking other unions to support it in its actions, Fosatu said.

The Fosatu central committee will also ask other regions to consider implementing the proposal for a "Black Christmas" in the Transvaal as a national campaign urging all members not to celebrate and not to buy anything apart from essential goods.

And a number of Cape Town trade unions have said they consider the detention of Mr Dlamini as an attack on the trade union movement as a whole and the detention of members of the stayaway committee as "grossly provocative".

**Unions demands
to govt**
C. Times
13/11/84
Labour Reporter

TENSIONS between the government and the independent trade union movement mounted further yesterday with the Federation of South African Trade Unions (Fosatu) and seven Western Cape unions demanding the release of trade union leaders and others detained over the past week.

In a statement after a special central committee meeting at the weekend, Fosatu also announced that "detailed and far-reaching" decisions had been taken to "protect Fosatu and ensure the release of those detained"

These would be referred to all regions and affiliates for their approval and implementation, followed by a report-back to a Fosatu executive meeting

Fosatu would also contact other unions to support it in its actions "Fosatu is not prepared to stand by and watch its leadership being detained"

The Fosatu campaign follows the detention of Mr Chris Dlamini, its president, and two Transvaal union officials in the wake of last week's two-day stayaway

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Sawu

Workforce downs tools

THE ENTIRE black workforce of Continental China in Rosslyn near Pretoria downed tools on Monday after some 300 fellow workers were locked out of the factory, their union spokesman said yesterday.

A spokesman for the South African Allied Workers' Union (Saawu) said the 650-strong workforce went on strike after the dismissal of nearly 300 workers who had re-

fused to work overtime the day before

Their refusal followed a recent agreement with management that workers would accept a pay cut provided they did not work overtime, the spokesman said

When Saawu officials yesterday went to negotiate with Continental China, they were told the company had closed down and workers would be paid off today.

— Sapa

have a just society in South Africa. The people's demands are simple. The community is asking for a reasonable rent charge, the workers back them because they are part of the community, and they all

chaired the meeting, said he would like to ask the Minister of Police, and of Law and Order, what it is they have to hide by refusing detainees visits from their families, doctors or lawyers

Amnesty outcry

MEMBERS of Amnesty International and individuals from overseas countries have written letters to top South African Government officials demanding that people held under Section 29 of the Internal Security Act be charged or released.

The letters are addressed to the Minister of Law and Order, Mr Louis le Grange, the Minister of Co-operation, Development and Education, Dr Gerrit Viljoen, Major-General S H Schutte, head of Security Police, and to the State President, Mr P W Botha.

Most of the letters expressed concern at the detention without trial of Mr Gcina Petros Malindi, president of the Vaal branch of the Congress of South African Students (Cosas), his secretary Mr Simon Tseko Nkodi, and Thami Mcerwa and Siphon Ngwenya who are both members of the Azanian Students' Movement (Azasm).

Ummawusa deadlock

THE United Mining, Metal and Allied Workers' Union of South Africa has deadlocked with Marksal Tubes in Springs following the dismissal of more than 100 workers during a two-day strike at the plant.

The workers, all members of Ummawusa, stopped work last Friday after their shop steward was dismissed. They were dismissed on Monday when they refused to work.

Mr Enoch Gondongwana, the union's secretary, told The SOWETAN yesterday that they held talks with management on the issues, including the reinstatement of the sacked workers.

Workers' rights

"We reached a deadlock when management refused to accede to the workers' demands. We will continue to fight for the workers' rights in another round of talks to be held soon," he added.

A company spokesman said the workers were warned in August that if they resorted to industrial action they would be dismissed. On Friday 32 percent of the workforce remained in the canteen and did not return to work.

Meanwhile the union has declared a dispute with a British-owned company, Raleigh Cycles in Springs, following a deadlock in wage demands. The union is demanding a minimum of R2,50 per hour.

British Govt snubs Yacoob

LONDON — The blind lawyer representing the Durban Three has again been refused access to a British Minister.

Mr Zac Yacoob was due to see Mr John Johnston, the official in charge of the Foreign Office's Southern African Department yesterday, to ask for a change of policy on the visitors the three men still in the British Consulate in Durban are allowed to receive.

Initially, Mr Yacoob asked for an interview with one of the Foreign Office Ministers, but this was refused on the grounds that the British Government as such had no role to play in the affair.

When he was in Britain in September, Mr Yacoob tried to meet a Minister in the hope that he could persuade the Thatcher Government to intercede with the South African Government on behalf of the six men then taking refuge in the consulate.

He was refused — and he responded with vigorous statements criticising the British Government.

Since then the British Government has accused the men still in the consulate of "abusing" the consular premises by indulging in political activities and, on October 21, it announced that the

three fugitives from the South African Police would be denied all visitors, except doctors.

On Monday Mr Yacoob had meetings with British lawyers and with Mr Bob Hughes, the Labour MP who is chairman of the Anti-Apartheid Movement.

He said then he hoped that the situation in Durban could be resolved without recourse to the law.

An associate said that he believed the British Government now regretted its "rather silly decision" to prevent the men from seeing their lawyers or their families.

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Sentiment

Go to work say unions

21/11/84
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By JOSHUA
RABOROKO

LEADING trade unions and organisations have dissociated themselves from and strongly opposed another work stayaway next week.

Amid widespread but unfounded rumours of a call for a week-long stayaway starting from November 26, the Johannesburg Chamber of Commerce (JCC) has advised employers to

embark on a policy of no work no pay.

However, investigations by trade unions, organisations and industrialists, have been unable to determine the source of the rumour which has already sent fear in the hearts of many people, especially the fear of more violence.

The Council of Unions of South Africa (Cusa), Fosatu, Com-

mercial Catering and Allied Workers' Union, United Democratic Front and unions affiliated to it, the Transvaal Regional Stayaway Committee, Vaal Civic Association and Azaman People's Organisation, yesterday said they were "mystified" by the rumour for another stayaway.

All trade unions and organisations rejected the call for a stayaway and advised their members to ignore it.

In a statement, Cusa said "While we identify with the sentiments expressed by the callers of this campaign, we cannot respond positively to a call made by unknown parties.

"We believe that a campaign called for at this time will be destructive and diversify the unity of our people. We advise our people to be cautious of this call."

650 workers dismissed from company in Rosslyn

STAR 21/11/84 (152) (1000) (16/11/84)

By Andrew Beattie,
Pretoria Bureau

The entire workforce of 650 at the Continental China company in Rosslyn, Pretoria, was reported to have been dismissed yesterday after some had refused to work overtime and the rest downed tools.

The report came from the South African Allied Workers Union.

There had been an earlier stoppage by the workers when their wages were reduced from R2 an hour to R1,78 an hour while their daily working hours were also changed, resulting in an extra 2½ hours of work a week.

A SAAWU spokesman said that workers in three departments last week received instructions to work overtime on Saturday but refused.

On Monday an instruction to work overtime was repeated, and the work-

ers again refused.

When the workers arrived yesterday they were told they had all been dismissed and the other workers downed tools in support of their reinstatement, the spokesman said.

The company's management stated it had been operating at a substantial loss during the past 18 months due to increased employment costs without an increase in productivity.

The working hours had been reduced from 46 to 40 hours a week "without any reduction in the weekly take-home pay".

Staff were then asked to work a 45-hour week.

Since then, production has frequently been disrupted due to stoppages and the company has been forced to cease operations until further notice, said a management spokesman.

Academics predict that organised labour will tackle more political issues in future

Unions agitating for socio-political reform

The stay-aways crystallised the central contradiction of State policy — the "liberalisation" of the industrial relations system without meaningful political and social change.

Hitherto the major trade unions have focused on factory floor issues, avoiding involvement in more overtly political issues

The State's failure to adequately respond to the educational demands of the students and the growing crisis in the townships have propelled the trade unions beyond the factory floor

In spite of the recession, workers were willing to risk their jobs by taking part in the stay-away — even when faced by management threats, as at Sasol

The State's response — the sackings at Sasol — is forcing the trade unions to take further action, such as the proposed call for a black Christmas consumer boycott — leading to further politicalisation

According to a recent Fosatu Press release "The long-term implications of the stay-away could include more invol-

vement of the unions in political affairs"

The Government's failure to respond to the crises in education and in the townships undermines its own reform initiatives and in particular the industrial relations structures created in the post-Wreahahn period

The stay-away brought together the major opposition forces to apartheid in the Transvaal — groups which had not previously worked together

They share certain distinctive features. They are mass-based organisations drawing predominantly from the working class (unions, student organisations)

The stay-away was successful because it rested upon democratic

This is the second in a two-part analysis of the Transvaal stay-away mounted by organised labour, civic associations and student bodies on November 5 and 6. The stay-away was monitored by the Labour Monitoring Group, a committee of six labour academics who here draw conclusions and comment on implications of the political protest action.

grassroots support and organisation

It was because of the deep roots of the unions in working-class communities that they responded so rapidly to the requests of the students

And it was their highly organised and democratic structures which made it possible to mobilise at such short notice for the stay-away

One important implication of these new forms of trade union organisa-

tion is that any policy of repression, of attempting to "behead" these organisations by detaining leaders, is much less likely to be successful

This new alignment has involved a further polarisation of extraparliamentary oppositional politics

Chief Gatscha Buthelezi's vocal opposition to the stay-away call distances him even further from the mainstream of opposition in South Afr-

ca. The high level of involvement of contract workers in the stay-away suggests a critical weakening of Inkatha influence on the Rand

Forced to choose between loyalty to Inkatha and to their unions, many supported the stay-away

Indeed subsequent interviews point to a systematic mobilisation of migrants in support of the stay-away by student and community organisations and the trade unions

The hostel dwellers were to play no small part in advocating the stay-away

Where strong trade union organisation and community/student organisation coincided, the stay-away was most successful. It may be that

the relatively weaker response in Soweto reflects less correspondence between working class and community organisation, and the class profile of the area is more varied

Similarly, the non-participation of commuters in Brits and Pretoria indicates the absence of community organisation among commuters

Where the stay-away was most intense (the Vaal, East Rand and Atteridgeville), school attendance was also negligible and student organisation was strong

As Diamini put it, workers readily identified the demands of the SRCs with their own struggles for independent representation in the factories

In previous stay-aways a central tactic of the authorities has been to try to undermine the action by forcing workers out of their homes and back to work

The earlier house-to-house searches associated with Operation Palmiet were singularly unsuccessful in capturing "subversives" and did not discourage stay-aways

Sasol's headline approach revealed the vulnerability of workers during a stay-away

Most employers were taken by surprise by the success of the stay-away and were unsympathetic towards what they saw as a political strike, unrelated to the workplace

Any future stay-aways are likely to be met by a harsher management response. Already some employers are calling for a trimming down of the workforce, and they could well use stay-aways as a pretext for retrenchments

WEAPON

The decision to resort to stay-aways reflects the absence of political rights for blacks — the vote, freedom of speech and association

For as long as blacks are refused access to political power, the stay-away will re-emerge as a weapon

Nonetheless, stay-aways remain essentially demonstrations of power

In the past the State has responded to such demonstrations of power in a repressive manner with the result that legitimate protest has been forced underground or into exile

By members of the Labour Monitoring Group: Dr Bill Freund, African Studies Institute, Wits University; Mr Stephen Gekh, African Studies Institute, Wits University; Dr Jon Lewis, South African Labour Bulletin; Mr Mark Swilling, Department of Political Studies, Wits University; Mr Graeme Simpson, Department of His-

DDM 20/11/84

Union might strike

Mail Reporter

THE United Mining, Metal and Allied Workers' Union of South Africa (UMMAWOSA) is considering calling a legal strike against Raleigh Cycles in Springs.

Raleigh Cycles is owned by a United Kingdom firm — Tube Investments

An UMMAWOSA spokesman said yesterday the dispute arose when the company refused to negotiate wages with the union at plant level and insisted that all negotiations take place at industrial council level.

A company spokesman

confirmed yesterday that deadlock had been reached and said the matter would now be referred to the Minister of Manpower.

● In another development yesterday 121 members of UMMAWOSA were dismissed by the Maksal Tubes company in Springs after downing tools on Friday in support of a dismissed shop steward.

The company said the shop steward was dismissed because he was found asleep on duty and had already received a final warning after other complaints

He reported:

Estimated:

By order (011)

or

He reported:

Estimated:

Estimated: 20/11/84

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Sweeta 20/11/24



TRADE unions in the Vaal Triangle have threatened to take legal action against several managements that sacked and victimised workers during the recent two-day stay-away from work.

The threat has been made by the Food Beverage Workers Union, Orange-Vaal, General

Workers Union and the Commercial Catering and Allied Workers Union following reports that over 20 workers were dismissed and others threatened with dismissal in the area.

At Creamline Dairies Company near Vereeniging, over 10 workers, members of the FBWU, were sacked after they failed to report for work on September 5-6, the union's general secretary, Mr Frank Mohlala, said yesterday.

The workers had earlier indicated to management that they would have difficulty in getting transport to work and that they might become victims of "intimidators" when returning home.

Mr Mohlala said that he approached management on the issue, but was told that "the management that they would have difficulty in getting transport to work and that they might become victims of 'intimidators' when returning home."

Mr Mohlala said that he approached management on the issue, but was told that "the management that they would have difficulty in getting transport to work and that they might become victims of 'intimidators' when returning home."

The company's general manager, Mr Abram Flock, declined to comment on the dismissal.

The general secretary of OVGWU, Mr Phillip Masia, told The SOWETAN that they managed to seek reinstatement of several workers who were fired at Iscor Steel Company in Vanderbijlpark.

Unions quash rumours of 2nd stayaway

By Carolyn Dempster,
Labour Reporter

Three leading trade union organisations have come out in strong opposition to another work stayaway

There are widespread but unfounded rumours of a call for another stayaway towards the end of this month. Unions as well as industrialists have been unable to determine the source of the rumour.

The executive of the Federation of South African Trade Unions (Fosatu) yesterday stated that it had not called for, nor would it participate in any stayaway.

The Council of Unions of South Africa (Cusa) has also taken a stand against the call.

Cusa's general secretary Mr Piroshaw Camay was involved in delicate discussions with the Federated Chamber of Industries concerning the rumours of a repeat stayaway when he was detained last week. The aim of the talks was to allay widespread fears in industry of a second stayaway.

The Commercial Catering and Allied Workers' Union (CCAWUSA) has also made it clear that its members will not support another stayaway call.

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No pay if employees are absent, says JCC

STAR 20/11/84 Labour Reporter

In a brief to its members, the Johannesburg Chamber of Commerce has advised that in the event of any possible future stayaways employers should embrace the policy of no work, no pay

Other guidelines which the JCC has offered to its members in the light of the successful stayaway by some 500 000 black Transvaal workers on November 5 and 6 are:

- In the interests of both workers and employers there should be no disruption of business.
- Members should formulate their own policy with regard to dismissals and communicate this to employees — as well as the company policy on absenteeism.
- In the event of a stayaway, employers should examine individual circumstances before taking action.
- It should be clearly explained to employees that there could be no remuneration for work not performed.

The brief went out amid widespread rumours of a call for another stayaway within the next couple of weeks. The rumours are unfounded, and the organisations who lent their support to the November 5/6 action have declared themselves opposed to another stayaway.

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Le Grange pulls trade unions into political arena

By PHILLIP VAN NIEKERK

IF Mr Louis Le Grange had set out to draw black trade unions further into the political arena he could not have done better than detain their leaders under security legislation.

At least 17 unionists — including Mr Piroshaw Camay, general secretary of the Council of Unions of South Africa (Cusa) and Mr Chris Dlamini, president of the Federation of South African Trade Unions (Fosatu) — are now being held without being charged.

Several of them have been held since June — months before the two-day stay-away.

Mr Le Grange made it clear last week that some form of trial connected with the stay-away is envisaged by the Government.

But — as even business leaders have pointed out, in quite strong terms — the Minister of Law and Order's way of going about things is remarkably short-sighted.

For business, the arrest of Mr Camay came just as negotiations had begun with him and other union leaders to stave off a second stay-away, which (at present, unsubstantiated) rumour has it is due to happen in the next few weeks.

In a time of deepening protest by the black community, there is immense pressure on the residents of the townships to use every available way open to them to express their political frustration. There is pressure on the unions to act as vehicles for these grievances.

The Government has been warned for years that politics could surface on the shop floor if labour reform was not accompanied by genuine political reform.

The massive show of support for the stay-away was more than a sign of the new-found clout of the emerging unions: It left one in little doubt of the political sentiments of South Africa's black workers.

Thus, until there is real movement on the political front, it seems likely that expressions of black political grievances will increasingly be seen in the labour field.

Mindful of the damaging effect a week-long stayaway could have on the economy, the private sector has been treading a delicate path in acting to prevent one.

It is becoming commonplace to add that locking away responsible union leaders — such as Mr Camay and Mr Dlamini — will not solve any prob-

lems but probably escalate the situation.

Sasol terms for taking staff back

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Labour Reporter

Sasol today announced it would consider applications for re-employment by the 5 400 Secunda workers dismissed earlier this month after participating in the two-day regional stayaway.

A spokesman for the oil-from-coal corporation said the re-employment of the dismissed workers would be subject to certain conditions, but membership of a union would not have any relevance in the matter.

"It has been decided that these applications will be sympathetically considered together with other applications, provided such ex-employees can satisfy Sasol that they were not guilty of intimidation or incitement to participate in the stay-away and that they were victims of such intimidation or incitement," he said.

"Appointments will be based on merit. Factors such as reliability, loyalty, competence and other attributes which normally play a part in the selection of staff will obviously be taken into account.

TRADE UNION

"Whether or not an applicant belongs to a trade union will not have any relevance in considering his suitability for appointment."

Altogether more than 1 000 new workers have been recruited for the Sasol 2 and 3 plants and both plants have been operating normally and at full production since the stay-away on November 5.

"After 15 days of continuous operation, nothing has happened to change Sasol's view that they can continue to operate at full production — albeit with extraordinary efforts."

Sasol has denied claims by the Chemical Workers' Industrial Union (CWIU) that the army is being used to fulfil functions at the two plants.

There are still a handful of the dismissed employees in the Sasol hostel accommodation in eMbalenhle township, and about half of the 250 Sasol houses are occupied by the ex-employees.

The CWIU has notified the International Federation of Chemical and General Workers' Unions in Geneva of the sackings, and the IFCU has undertaken to mount protest action over the Sasol dismissals.

AS A regular reader of your newspaper I feel I cannot let your leader of November 12 on Sasol's dismissal of the black strikers go unchallenged. This very indignant, one-sided and emotional diatribe, leaves a bad taste in one's mouth. Incidentally, I am by no means a CP supporter in disguise.

It is of course your right to state your point of view, but one would expect of a newspaper espousing the liberal cause, to at least try to give a more balanced view. I believe you are doing your own cause a lot of damage through the reaction you are creating.

I believe the two-day stayaway was uncalled for and extremely counter-productive. Channels exist to deal with labour grievances and even on the educational front the authorities are bending over backwards to accommodate the dissatisfied. But the fact that nothing seems to be able to satisfy a section of our black community, points to some ulterior motives.

People who have been working for many years to bring about a more just dispensation for our black community, get extremely frustrated when we see how

a band of militants, for their own gains, wreck all the goodwill that has been built up over a long time.

Sasol, as an employer of a large workforce in a very sensitive industry, gave the workers ample warning that they would be fired if they did not return to work. It in fact gave the strikers an opportunity to resume work. This appeal was not heeded.

What else would you want the company (or any other company for that matter) to do? You can't allow yourself to be held to ransom indefinitely. Sometime or another one has to say "So far and no further."

You come up with a string of emotional phrases such as "tough, ruthless and uncaring", or "unsavoury image" or "harshness" or "embittering its internal labour relations", but not a word about what prompted this action in the first place.

And not a word about Mr Thami Mali, chairman of the Transvaal Regional Stayaway Committee, reportedly saying their intention was "to make this coun-

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Intimidation and thuggery aptly describe stay-away

LEADER'S SPECIAL

PAUL MAREE, of Fairland, Johannesburg, writes on the recent stayaway by black workers

try ungovernable"

He also proudly boasts the fact that he is a "revolutionary". Need one say more?

If these people try to wreck the South African economy and do destabilise the whole community, not only the whites will suffer. So many blacks stayed away not because they were in sympathy with the stayaway call, but because they feared for the safety of their families. Intimidation and thuggery are two good English words to describe this situation.

Of course the black community must do everything in its power to better its situation, but whites who are too scared to criticise any black action in case some blacks may take umbrage, are closet liberals not worth anything

One often finds that those people are always apologising for their white skins.

Every time there is a slight increase in rentals for black housing, you have a near riot on your hands. What would happen if the whites should the same every time the building societies increase the bond rates?

Every time there is a slight increase in black bus fares you have stoning and arson incidents. I believe the last little lot cost Putco more than R1-million. Who has to pay for this wanton action?

The authorities are at present begging and pleading with black pupils — many of them grown men — to come back to school and to write exams.

In the meantime black kids who do heed this call

get assaulted by black youth mobs roaming from school to school. Is it any wonder that one's patience runs out? And is this reaction that is setting in — across the board — not beautifully playing into the hands of the Far Right in the country?

Those of us who believe that all of us in this country, irrespective of what colour we are, have no choice but to learn to live side by side, must appeal to the black moderates, the so-called "silent majority," to stand up and be counted.

They cannot leave the fight against black radicalism to a handful of whites.

And to the many white "apologists" You have become part of Africa, but remain proud of your white heritage. I do not for once believe our black friends would want us to renounce our "roots."

It is equally absurd to equate wanting to protect one's own culture with racism. This is a home truth many closet liberals apparently haven't learnt yet.

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The stayaway... a new phase

The two-day regional stayaway mounted by trade unions, civic associations and student groups on November 5 and 6 in the Transvaal ushered in a new era in protest politics. The Labour Monitoring Group, comprising six top Johannesburg academics, compiled an analysis of the stayaway, its impact and implications. This is the first of a two-part series on the analysis.

The successful two-day stayaway of black workers in the Transvaal is not simply the re-emergence of past forms of opposition

It marks a new phase in the history of protest against apartheid, the beginnings of united action among organised labour, students and community groups with unions taking a leading role

In comparison with past stayaways this was by far the largest. Precise calculations are extremely difficult. Adopting the figure of an average 60 percent stayaway in the PWV area (this being the consensus figure of employers and the media), then anything up to 800 000 and certainly not fewer than 300 000 took part. The numbers are considerably more when one

includes about 400 000 students who stayed away from school. The significance of this stayaway in comparison with the student-led stayaways of 1976 was the active involvement and leading role of organised labour. Most unions over the last 10 years have been preoccupied with building organisation on the shop floor and have es-

chewed overt involvement in issues beyond the factory. It is a measure of the extent of the crisis in the townships that these unions responded so rapidly to the students' call for support. Three localised stayaways have already taken place in the Transvaal since September. During this period the beginnings of a working-

such as the call for a five-day stayaway in November 1976 which simply petered out. There seems to have been no significant difference in the participation of migrants and township dwellers. In nine of the 71 establishments surveyed, migrants were a significant proportion of the workforce. In five of these there was a 90 percent-plus participation in the stayaway.

with an independent union

We spoke to 71 of these, with only six refusing to talk to us

Our findings were

- Unionised factories gave overwhelming support to the stayaway, 70 percent of our sample had a stayaway rate of over 80 percent

- These unionised factories were concentrated on the East Rand and the Vaal, the areas where the stayaway rates (as indicated by management groups) were highest.

The poor showing in Pretoria reflects the limitations of our sample group.

★ ★ ★ We know from other sources that the stayaway in Atteridgeville was almost total

However, commuters from the neighbouring homeland came to work in Pretoria as normal. A similar situation occurred in Brits with location dwellers supporting the stayaway and commuters working normally.

- All sectors where unions were present were equally affected

Mining was an exception where lack of participation was probably due to their isolation from the townships and the aftermath of the recent strike

- There was no weakening of the stayaway on day two as had been anticipated by some observers. 56 percent of establishments maintained the same level of stayaway for two days, 20 percent weakened and 24 percent actually intensified on day two

In the past, extended stayaways have failed,

way for a larger regional action

The Transvaal Regional Stayaway Committee was formed on October 27 following approaches made by the Congress of South African Students to the trade unions

The committee included members from political, community and youth organisations and from the trade unions

It was this committee which called for a two-day stayaway in support of the following demands

- Democratically-elected Student Representative Committees
- No age limit on secondary education
- Abolition of corporal punishment
- An end to sexual harassment of female students
- Security forces to be withdrawn from the townships
- Release of all detainees.
- No increases in rents, service charges and bus fares.
- Reinstatement of sacked workers from Simba Quix

The last demand, a work-place demand, shows the continuity with the previous period

In the event the Simba workers achieved their goal before the two-day stayaway began

★ ★ ★ In our attempts to monitor the the stayaway we sought to investigate the relationship of trade union organisation to the size of the stayaway

Using the Saldru Directory of Trade Unions as our data base, we phoned every firm in the PWV area which had a recognition agreement

TOMORROW: Conclusions and future implications.

- Labour Monitoring Group, Dr Bill Freund, African Studies Institute, Wits University, Stephen Gelb, African Studies Institute, Wits University, Dr Jon Lewis, South African Labour Bulletin, Mark Swilling, Department of Political Studies, Wits University, Graehame Simpson, Department of History, Wits University, Professor Eddie Webster, Department of Sociology, Wits University

Secondary evidence and interviews later confirmed these findings. None of the employers interviewed envisaged disciplinary action. The most common response was to deduct wages for the two days' absence. Some employers treated it as paid leave. Others, more sympathetic, accepted employees' accounts of intimidation and paid wages in full. There is later evidence of dismissals in smaller unorganised factories.

relationship between community and student organisations and the trade unions were formed in the Vaal and East Rand townships.

The elements of this relationship first came together during the Simba Quix boycott campaign launched from Tembisa in August

On September 3 a successful one-day stayaway took place in the Vaal to protest against rent increases

By contrast the stayaway called by the Release Mandela Committee in Soweto for September 17 ended in confusion

As unrest spread and the education crisis intensified, the Congress of South African Students initiated a series of parent-student meetings on October 10 to elicit support from workers and the wider community.

★ ★ ★ This was followed on October 14 by a meeting of 4 000 people in kwaThema to establish the kwaThema Parent-Student Committee

This consisted of 10 students and 10 parents

Many of the parents are active trade unionists, including Chris Dlamini, President of the Federation of South African Trade Unions now in detention.

It was this committee which organised the highly successful stayaway in kwaThema on October 22

A further local stayaway was envisaged for October 29 if student demands were not met

This action, however, was to be overtaken by events.

The momentum built up in the kwaThema stayaway prepared the

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Industex refuses to hire workers fired after strike

Post Reporter
MANAGEMENT at Industex is refusing to rehire former employees who went on strike

This was confirmed today by the managing director of Industex, Mr Francois de Selliers.

Just over a week ago workers at Industex downed tools and refused to return to work unless a colleague was fired.

This original demand that a colleague be fired was no longer the main issue in negotiations between management and the National Union of Textile Workers, Mr De Selliers said today

He said management was now making a few demands.

Mr De Selliers confirmed that no strikers would be re-hired

He said legal advisors had cautioned him about rehiring strikers who wanted their jobs back because the process of re-employing on a selective basis might be considered unfair labour practice

The factory was still taking on new staff, but not at such a rapid rate He was hoping negotiations with the union would succeed so that part of the original labour force could be taken on again He said there had been considerable production losses during the past few weeks

He confirmed that job seekers were still queuing outside the factory today

The leader of the the National Union of Textile Workers, Mr Gandonald Ngqawana, could not be contacted for comment today

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DETENTIONS BEDE INDUSTRY PEACE

By Deon Delpont

SECRET talks between top trade unionists and businessmen were interrupted by the detention this week of Piroshaw Camay, general secretary of the Council of Unions of South Africa (Cusa)

Mr Camay was detained on Wednesday — "right in the middle of consultations", the industrialists said angrily.

The leader of the 150 000-strong union council was a top negotiator at the talks

"Now we have no one to talk to," said Dr Johan van Zyl, executive director of the SA Federated Chamber of Industries

He said informal discussions opened with Cusa and the Federation of South African Trade Unions (Fosatu) after rumours persisted that a second, longer stayaway was being planned. The discussions were directed at preventing the occurrence of more unrest

"At the best of times it is not all that easy to talk to the trade unions, but we were making considerable progress in getting our viewpoint across that a second, longer stayaway would be very bad for all concerned," Dr van Zyl said

"Then, right in the middle of the consultations, Mr Camay was held. Suddenly the whole issue becomes very emotional and the danger exists that people won't behave rationally"

The arrest of Chris Dlamini, president of Fosatu was "almost the final straw", Dr van Zyl said

"He is president of a national labour federation that is the equivalent of our own organisation"

Unionists and employers were united in anger this week at the police action against union leaders. Grave fears were expressed that the detentions placed at risk the labour relations built up after the reforms of the Wiehahn Commission

"Normally there is not much trade unions and employers agree on, but now the entire framework of labour relations is in danger," said Dr van Zyl

A top businessman agreed "Union leaders should be back in their own communities trying to calm the people down. They would be doing a lot more good there"

This week, as the country's major employer bodies prepared to meet the Minister of Law and Order, Louis le Grange, to discuss the wave of detentions, businessmen expressed fears that a second stayaway supported by the unions would be disastrous

"Employers will simply not be as sympathetic during a second stayaway, especially after what happened at Sasol," an industrialist said

"People will be fired in their thousands or ten thousands and this could lead to a bloodbath. Other people will get in on the act, the criminal elements and the thugs, then the police will get involved and we will have a very ugly situation"

Members of the Afrikaanse Handelsinstituut (AHI), the federated Chamber of Industries (FCI) and Association of South African Chambers of Commerce (Assocom) are "very upset" at the "bad overreaction" of Minister of Law and Order Louis le Grange to a warning from the three bodies that the detentions threatened labour peace.

A top-ranking labour expert said the detentions of "very senior officials of the two black trade union federations has created a climate of high conflict for the unions in which to decide whether or not to join a second stayaway and has bedevilled our relationship with them"

The three organisations said in a statement the detention of the trade union leaders was a "precipitous step that can only exacerbate a very delicate situation"

"What is fundamentally at stake are the harmonious and productive relations between employers and a large portion of their workforce"

Throughout Thursday, office bearers of the three organisations were swamped with calls from members, very supportive of the statement, and less friendly calls from Mr le Grange's office

In his response on Thursday night at a public meeting in Virginia, Mr le Grange said the combined statement was an "extremely serious matter which left the Government disappointed and saddened"

Mr le Grange also argued that if the three organisations had issued their protest without the backing of all their members then there had been abuse of the name of each organisation

"This was a bad overreaction on his part," said one top figure in the industrial world

"His argument is crazy. He was in a spot"

"The normal policy is one of divide and rule but he cannot do that with the Afrikaanse Handelsinstituut on the scene — that was our bullet-proof vest"

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Trade unions slam dismissals at Sasol

Labour Reporter

EIGHT Western Cape trade unions today condemned the detention of leading South African trade unionists and Sasol's dismissal of 6 500 workers following last week's work stayaway in the Transvaal

The Food and Canning Workers' Union, the General Workers' Union, the Clothing Workers' Union, the Plastic and Allied Workers' Union, the Retail and Allied Workers' Union, the Cape Town Municipal Workers' Association, two Fosatu affiliates, the National Union of Textile Workers and the Paper, Wood and Allied Workers' Union, described the detention of trade union officials as "grossly provocative"

Fosatu president, Mr Chris Dlamini, and other union office-bearers and officials were detained in a security-police swoop following the two-day stayaway

The unions demanded the reinstatement of the Sasol workers, who had been dismissed and said they were prepared to back their demand "with appropriate action"

A union spokesman said he could not say what "appropriate action" the unions would take

(Report by P Green, 122 St George's Street, Cape Town)

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Disturbance outside factory ends quietly

Post Reporter

THERE was anger, but no violence, outside a factory in Neave Township today when a crowd of between 700 and 800 people started shouting at one another, according to the managing director of the firm

Mr Francios de Selliers, managing director of Industex, where there was violence between dismissed workers and job seekers last week, said he believed there were more problems between the two groups

On Friday about 300 striking workers were dis-

missed by Industex for repudiating the terms of their contract when they refused to return to work on Friday. They then reportedly attempted to prevent job seekers from entering the factory premises

The workers, led by the National Union of Textile Workers, refused to return to work unless a security official was dismissed

Mr De Selliers said that when the police arrived today he asked them to keep a low profile, which they did

He said the crowd later

calmed down and all was quiet

Mr De Selliers said he had hired some new workers on Friday and was busy training them

He said he was not re-hiring dismissed workers "at this stage"

Mr De Selliers said he might hire more people in the course of the week, but was not doing so today

Mr De Selliers said some of the people outside his factory were ex-workers who were waiting to be paid

11/11/87 (152) S. Times

Sasol union accuses Govt

By Angus Macmillan

THE firing of 6 000 black workers at Sasol 2 and Sasol 3 could spark a new confrontation between labour unions and the Government.

The workers were dismissed on Wednesday after taking part in the campaign organised by the Transvaal Regional Stayaway Committee

Sasol denies any Government involvement in the wholesale dismissals, but the Chemical Workers Industrial Union (CWIU) and some industrial relations consultants suspect a Cabinet hand in the decision.

CWIU general secretary Rod Crompton says: "We know the decision

came from high places. A company without strong Government connections could not fire so many workers just like that. The recruiting, screening and training costs would be prohibitive."

He claims there was collusion between Sasol and the army to disturb worker meetings and give ultimatums to return to work.

Insisted

CWIU representatives arranged exemption for its 4 000 Secunda members not to take part in the stayaway, but Mr Crompton says they insisted on joining

Sasol assistant general manager Robin Hugo calls accusations of Government involvement in the dismissals a gross and malicious untruth.

"We are a private company listed on the Johannesburg Stock Exchange. The Government had absolutely nothing to do with our decision to dismiss the workers.

"We first warned workers on the Thursday before the stayaway was called not to take part."

An industrial relations consultant says Government involvement in the firings is likely, especially after Mr F W de Klerk's comment on the campaign.

Interview by GRAHAM WATTS, Political Reporter

THAMI Mali leaned forward and looked over the top of his glasses. He wasn't being hesitant. He just wanted to make sure he was understood.

It was a simple thing he wanted to say. "Exactly."

I had just accused him, if I based my judgment purely on what he had said to me, of being a revolutionary

"Exactly," he repeated. "And we make no excuses for it."

I recalled that, as with all interviews, I had offered to turn off the tape recorder at any stage should he ask me to go "off the record"

As it turned out, nothing was said off the record

Thami Mali — and his "comrade", Siphwe Thusi — had agreed to an interview on the second day of a two-day work stayaway in the Transvaal this week which had seen industry and commerce wracked by 65% to 90% absenteeism.

Mr Mali is chairman of the Transvaal Regional Stayaway Committee, a hastily elected group of four men representing more than 30 trade unions and 'community' organisations affiliated to the United Democratic Front.

Mr Thusi is an organiser for the General and Allied Workers Union, one of the participating unions

Outside, as we spoke, the country was torn by conflict. The police and army were in the townships. Seventeen people had died already and the financial cost was still being estimated. Railway coaches smouldered, Putco buses stood wrecked at the sides of the roads they had dared to enter

If Messrs Mali and Thusi had helped to organise the stayaway, what were they doing with me on its second day drinking coffee in the centre of Johannesburg and talking revolution?

They explained it quite simply: the "people" run their own stayaways. Messrs Mali, Thusi and others just do the organising groundwork. Though later, when they left, they told me with a youthful enthusiasm that they were "returning to the people"

Who are these men who admit, even claim, to be revolutionaries?

Infiltrated

Mr Mali has the credentials, and very African they are too. Five years on The Island for harbouring terrorists. He gave shelter to two ANC men who had infiltrated the South African Police in the Seventies and he was put away for it. They got 20 years

Mr Thusi has been in and out of detention — once after helping organise a service to erect a commemoration stone at the grave of executed ANC guerrilla Solomon Mahlangu

Mr Mali says it quite frankly "Our intention is to make this country ungovernable"

It was like undergraduate bravado. Mr Mali sometimes sounded like a bad movie script, all that talk of the masses and the will of the people and bringing Mr Louis le Grange, Minister of Law and Order, "to his senses"

But I had to take these two men seriously. Mr Mali in his blue track suit with the natty red trimmings and his trendy glasses, Mr Thusi in his simple checked Cassidy shirt that looked borrowed. South African revolutionaries don't wear fatigues and

LATE FLASH
A day after giving this interview, Thami Mali was detained under Section 29 of the Internal Security Act which permits the police to hold him indefinitely for interrogation. His picture, which may not be published, has been blanked out.

I AM

● Stayaway leader Thami Mali,

A REVOLUTION

Our people have learned to suffer and to sacrifice. Even from the poorest areas, the resistance of the people is non-stop

I asked (my interrogators) who they were defending. They were also members of the working class. I am also fighting to liberate them

We as oppressed power. We want government that respects the will of the people

THE WORDS OF THAMI MALI, ONE OF THE MEN WHO...

of an appeal against conviction and a five-year sentence for furthering the aims of the ANC

These are formidable men. But anyone who wishes to see here the agitator, the instigator, the intimidator, forget it. I'm sorry, but the Thami Mali and Siphwe Thusi I met this week couldn't, no matter how much they might want to, agitate, instigate or intimidate 6 000 Sasol workers to make the sacrifice they did this week.

The Sasol workers are mostly mi-

grants, live in hostels and therefore control their own "picket line". These two city men are disqualified by their dress and accents from telling them what to do.

And that goes for their relationship with tens of thousands of other workers on the East Rand and in the Vaal Triangle who stayed away on Monday and Tuesday in the biggest political strike since the weapon was first used by Nelson Mandela in 1950.

Something else is going on out

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WINNERS OR LOSERS? WHAT STAYAWAY TACTICS SPELL FOR THE FUTURE

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Economists say this is not far off the mark. They warned, however, that in different circumstances the consequences could be more serious.

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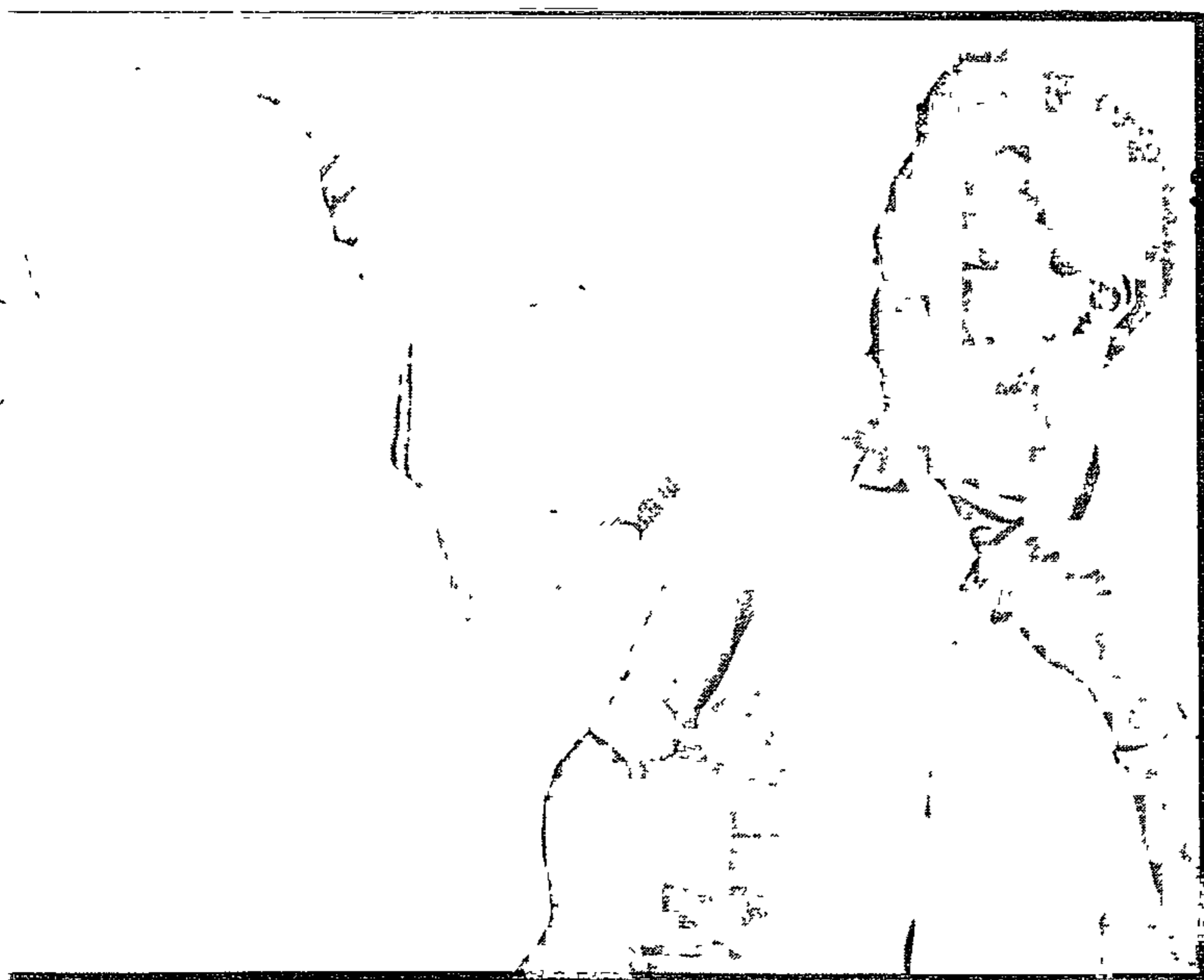
"Many have serious financial problems and are looking for shortened working weeks," he said.

Dr van Zyl warned, however, that now that the organisers of the stayaway had demonstrated their ability to do it, "they could repeat it during an upswing in the economy which would have much more serious consequences".

The consensus is that it is common cause and academics that the economy is sufficiently depressed for its use as a political effective.

Dr Charles Simkins, Cape Town's deputy mayor, depended on how the tactic would be wielded.

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● Stayaway leader Thami Mahli, left and union organiser Sipiwe Thusi

These demands were sent in telegrams before the stayaway to Mr le Grange and the Minister of Co-operation and Development and of Education and Training, Dr Gerrit Viljoen

They included the astonishing call to scrap GST and "unfair taxation" One is prepared to concede that this government might one day somehow find its way clear to meet one of the other demands, to release all political prisoners for instance, but scrap taxes?

There is no compromise, said Mr Mahli

"We can determine the future of this country's economy And the economy of a country is its backbone, no matter how powerful it might be politically

"It depends on the working class which comes predominantly from the African areas in which the stayaway was called."

Can a stayaway be sustained?

Suffer

Mr Mahli again "Our people have learned to suffer and to sacrifice. Look at the poverty of our people. Even from the poorest areas, such as White City (Soweto) where I come from, the resistance of the people is non-stop, even without the participation of us activists

"The most poverty-stricken man is the man who understands"

Mr Thusi "What is two days' pay? The people don't even see it It goes on transport to get to work, on school fees and uniforms for their children in inferior schools They are used to having no money"

Mr Mahli "We are aware that a longer stayaway will cause suffering But if that shortens our moment of sorrow and which we already experience then it is accepted, as it has been a tradition of the liberation struggle all over Africa"

This country's history, I tell them, is littered with the lives and imprisonment of people who say what you are saying

Mr Mahli "We are determined more than ever before that we will be free"

Not once during the interview did either man use the word "whites" The enemy, they said when asked why, was "the state"

When he was last inside, Mr Thusi tried to persuade his interrogators that they were oppressed

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REVOLUTIONARY

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It's all about how "the people shall govern" and how the land "shall belong to all those who work it"

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He referred to the co-operation between trade union groups such as the powerful Federation of South African Trade Unions (Fosatu) and the Council of Unions of South Africa (Cusa) on the one hand and United Democratic Front affiliated organisations on the other

Professor Mike Hough of the University of Pretoria's Institute for Strategic Studies, said stayaway such as this week's served a variety of po- al functions

a sustained general strike "They have little funding, there are organisational problems and, in the light of existing unemployment, dismissal is a real fear "There are also none of the social welfare benefits enjoyed by unemployed and strikers alike in countries such as Britain," said Prof Hough Economists said one of the root causes of the politically-related industrial unrest was the dire economic circumstances in the black community This allowed radical appeals to

understood.

It was a simple thing he wanted to say "Exactly."

I had just accused him, if I based my judgment purely on what he had said to me, of being a revolutionary

"Exactly," he repeated "And we make no excuses for it."

I recalled that, as with all interviews, I had offered to turn off the tape recorder at any stage should he ask me to go "off the record"

As it turned out, nothing was said off the record

Thami Mali — and his "comrade", Siphwe Thusi — had agreed to an interview on the second day of a two-day work stayaway in the Transvaal this week which had seen industry and commerce wracked by 65% to 90% absenteeism

Mr Mali is chairman of the Transvaal Regional Stayaway Committee, a hastily elected group of four men representing more than 30 trade unions and 'community' organisations affiliated to the United Democratic Front.

Mr Thusi is an organiser for the General and Allied Workers Union, one of the participating unions

Outside, as we spoke, the country was torn by conflict. The police and army were in the townships. Seventeen people had died already and the financial cost was still being estimated. Railway coaches smouldered. Putco buses stood wrecked at the sides of the roads they had dared to enter

If Messrs Mali and Thusi had helped to organise the stayaway, what were they doing with me on its second day drinking coffee in the centre of Johannesburg and talking revolution?

They explained it quite simply: the "people" run their own stayaways. Messrs Mali, Thusi and others just do the organising groundwork. Though later, when they left, they told me with a youthful enthusiasm that they were "returning to the people".

Who are these men who admit, even claim, to be revolutionaries?

Infiltrated

Mr Mali has the credentials, and very African they are too. Five years on the Island for harbouring terrorists. He gave shelter to two ANC men who had infiltrated the South African Police in the Seventies and he was put away for it. They got 20 years.

Mr Thusi has been in and out of detention — once after helping organise a service to erect a commemorative stone at the grave of executed ANC guerrilla Solomon Mahlangu

Mr Mali says it quite frankly "Our intention is to make this country ungovernable"

It was like undergraduate bravado. Mr Mali sometimes sounded like a bad movie script, all that talk of the masses and the will of the people and bringing Mr Louis le Grange, Minister of Law and Order, "to his senses"

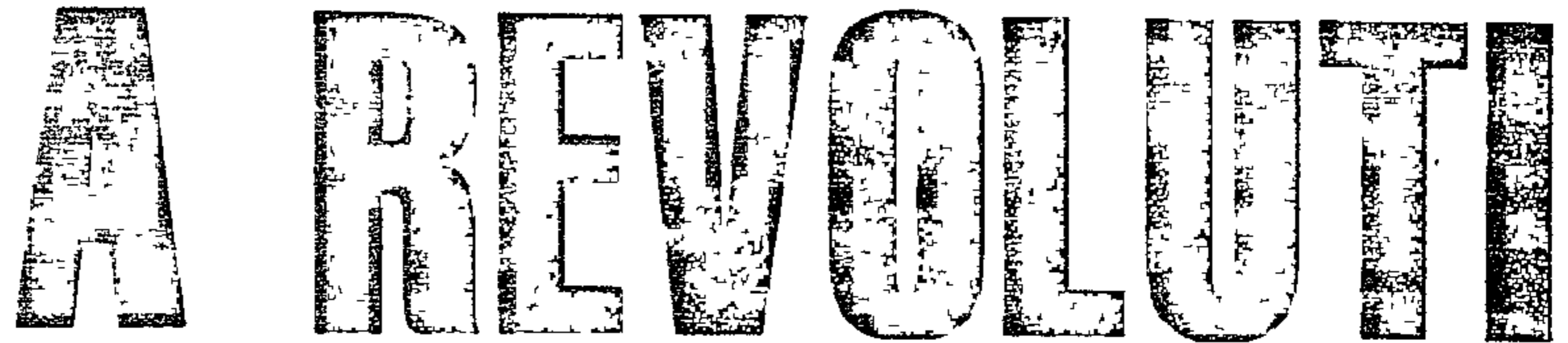
But I had to take these two men seriously, Mr Mali in his blue track suit with the natty red trummings and his trendy glasses, Mr Thusi in his simple checked Cassidy shirt that looked borrowed. South African revolutionaries don't wear fatigues and berets nor do they smoke cigars (Mr Mali smokes Perillys. Mr Thusi smokes other people's)

Mr Mali has a matric and a teacher's certificate though his politics makes him, as he puts it, "unemployed and highly unemployable". Mr Thusi has the same problem, made worse by his limited education

They live off handouts from 'their comrades' and friends



● Stayaway leader Thami Mali,



Our people have learned to suffer and to sacrifice. Even from the poorest areas, the resistance of the people is non-stop

I asked (my interrogators) who they were defending. They were also members of the working class. I am also fighting to liberate them

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THE WORDS OF THAMI MALI, ONE OF THE MEN WHO

of an appeal against conviction and a five-year sentence for furthering the aims of the ANC

These are formidable men. But anyone who wishes to see here the agitator, the instigator, the intimidator, forget it. I'm sorry, but the Thami Mali and Siphwe Thusi I met this week couldn't, no matter how much they might want to, agitate, instigate or intimidate 6 000 Sasol workers to make the sacrifice they did this week

The Sasol workers are mostly mi-

grants, live in hostels and therefore control their own "picket line". These two city men are disqualified by their dress and accents from telling them what to do

And that goes for their relationship with tens of thousands of other workers on the East Rand and in the Vaal Triangle who stayed away on Monday and Tuesday in the biggest political strike since the weapon was first used by Nelson Mandela in 1950

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Economists say this is not far off the mark. They warned, however, that in different circumstances the consequences could be more serious.

Not that the organisers of the stayaway intended it to make a substantial impression on the country's economy. But as a show of strength it was founded on the premise that the withdrawal of labour can be a powerful political weapon because of the damage it can cause.

It was the first time in South Africa that trade unions and militant organisations have acted in such dramatic concert

But, says Dr Johan van Zyl, director of the Federated Chamber of Industries (FCI), "in view of the recessionary circumstances in which it came it is possible that some industri-

alists may even have welcomed the stay-away"

"Many have serious financial problems and are looking for shortened working weeks," he said.

Dr van Zyl warned, however, that how that the organisers of the stayaway had demonstrated their ability to do it, "they could repeat it during an upswing in the economy which would have much more serious consequences"

Damage

"The stayaway organisers intended to make a political point, which is to say they can cause damage to the South African economy — and they can," said Dr van Zyl.

The question arises whether, during a recession or upswing, a politically-motivated strike of the proportions seen this week could force the country into a political crisis

The consensus is that it is common cause and academics that the economy is sufficiently strong for its use as a effective.

Dr Charles Simkins, Cape Town's departmental, depended on how long it be wielded

"If there was a three weeks it would be a system and could bring sis," said Dr Simkins.

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Stayaway leader Thami Mali, left and union organiser Sipiwe Thusi

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Dr Charles-Simkins of the University of Cape Town's department of economics said it depended on how long the strike weapon could be wielded.

"If there was a national stayaway for two to three weeks it would be a massive shock to the system and could bring about a political crisis," said Dr Simkins.

"But there are few reserves in the black community to sustain such a stayaway. The question is the extent of organisational power of the black working class

"What is important about this week's stayaway is the extent to which groups that have not worked together before were involved in its organisation," said Dr Simkins

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Professor Mike Hough of the University of Pretoria's Institute for Strategic Studies, said stayaways such as this week's served a variety of political functions

Weakened

"There is the intended breakdown in external confidence in the country's economy, resultant disinvestment and weakened production, all of which are emphasised in revolutionary literature," said Prof Hough

This was coupled with widespread intimidation, "a variation of the picket line"

Prof Hough doubted however whether the black community had the resources to pursue

a sustained general strike

"They have little funding, there are organisational problems and, in the light of existing unemployment, dismissal is a real fear

"There are also none of the social welfare benefits enjoyed by unemployed and strikers alike in countries such as Britain," said Prof Hough

Economists said one of the root causes of the politically-related industrial unrest was the dire economic circumstances in the black community. This allowed radical appeals to fall on more willing ears

But the unrest could, in a vicious circle, exacerbate the causes of hard times amongst both employed and unemployed by fuelling the increasing tendency amongst industrialists to go for capital rather than labour intensive investment

One of the chief reasons for this was the wage demands of the workers themselves, particularly since the early 70s

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Union tells of worker anger at Sasol

By JEANETTE MINNIE

THE Chemical Workers' Industrial Union (CWIU) said yesterday that unlike the "gleaming futuristic" image most whites had of Sasol, for workers the plant meant "danger, arduous working conditions, barrack-like hostels, racial oppression, rumours of men killed in accidents during the night and whisked away and, generally, a very repressive environment"

The general secretary of the CWIU, Mr Rod Crompton, said the union told workers they were exempt from the two-day work stayaway call, but that the workers insisted on supporting the call

At a Federation of South African Trade Unions (Fosatu) Press conference yesterday, Mr Crompton said Sasol workers were given exemption because of the nature of the Sasol plant as a "State project" and because the union had only recently organised itself at the plant.

"However, given the pent-up anger and frustration of Sasol workers at this stage, they insisted on observing the stayaway and decided to follow it with a bus boycott on their return to work".

He said the workers had intended to stage a bus boycott from Monday this week because the bus company, United Transport, had refused to negotiate with the union about workers' grievances over transport.

When they heard of the Fosatu work stayaway call for Monday and Tuesday, they decided to join that instead and to hold the bus boycott afterwards.

Mr Crompton sketched the following events from Monday:

● On Monday more than 90% of the workforce stayed away. In the hostel complex the stayaway was 100%. A large contingent of army and police vehicles stationed themselves at the hostel gates and the township.

● At 6pm on Monday helicopters dropped thousands of pamphlets on the hostels threatening them with dismissal if they did not return to work by 10am the next day, and this "angered" workers.

● Shop stewards and organisers held an all-night meeting and it was agreed that a general meeting would be held early in the morning and that the union would recommend a return to work.

● On Tuesday a meeting of 6 000 workers took place in the hostel grounds at 6am. The unions had persuaded the management to allow the meeting and to keep the police and the army out of it. But during a break in the meeting, while shop stewards were meeting, two "hippos" drove into the crowd of assembled workers. The stewards managed to prevent violence but the meeting broke up and workers were now determined to stay away.

● A meeting between the union and management was arranged and while union representatives were waiting for management, the build-up of army and police presence increased substantially and a sneeze machine also made its appearance.

● About noon, management said it was no longer prepared to have any dealings with the union since the employees had been dismissed

Union federation issues call for 'Black Christmas'

by
Carolyn Dempster

Sasol was "morally right" in its decision to dismiss 5 400 workers who took part in the 3 day stayaway this week, would not tolerate the interference of its operation by related actions, the corporation's senior general manager, Dirk Mostert, said last night. The dismissed workers — up 38 percent of the workforce at the two oil-from-coal plants at Secunda

Dr Mostert denied claims the mass dismissal was carried out on the orders or behest of the Government, or that it was a political decision — despite the fact that seven of Sasol's board directors are Government

Christmas 1984 has been declared a "Black Christmas" by the 115 000-member Federation of South African Trade Unions (Fosatu)

The call has gone out to all affiliates and union members not to buy anything other than essentials over Christmas in protest at the police detention of Fosatu president Mr Chris Dlamini and Transvaal organiser Mr Moses Mayekiso, and the mass dismissal of 6 500 Sasol workers

"As a trade union movement, we feel we have nothing to celebrate," Mr J Naidoo, general secretary of the Fosatu-affiliated Sweet Food and Allied Workers' Union (SFAWU) told a press conference in Johannesburg yesterday

Other steps the federation has taken in response to the detentions and mass dismissal of Sasol workers, 4 000 of whom belong to Fosatu's Chemical Workers' Industrial Union, are

- Fosatu general secretary Mr Joe Foster has raised both issues with international union federations currently attending the conference of the International Confederation of Free Trade Unions (ICFTU) in West Germany

- The German trade union federation DGB has been asked to raise the issue of the detentions and dismissals with the German Government and urge that the matter be raised with the South African Minister of Foreign Affairs Mr Pik Botha, who is visiting West Germany

- A possible boycott of all Sasol products is being discussed by Fosatu regional committees

- All affiliates are contacting their respective International Trade Union Secretariats to inform them of the detentions and mass dismissal

- A special edition of *Fosatu Worker News*, mouthpiece of

by
Carolyn Dempster,
Labour Reporter

the federation, is being published this weekend and it will concentrate on the events which led up to the Sasol dismissals and the stayaway.

In addition to these actions, a special Fosatu executive committee meeting has been called for next week to discuss further possible action

Other unions involved in the stayaway action — including the 150 000-member Council of Unions of South Africa (Cusa), the 100 000-member South African Allied Workers' Union (SAAWU), General and Allied Workers' Union, Commercial Catering and Allied Workers' Union (CCAWUSA) — will also be consulted on their possible participation in the "Black Christmas"

A meeting of the union groupings involved in the union unity talks has also been scheduled for mid-November and the action taken against Fosatu officials and members will be high on the agenda, said Mr Naidoo



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by Carolyn Dempster

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Sasol firings morally right'

Sasol was "morally right" in its decision to dismiss 5400 workers who took part in the two-day stayaway this week, and would not tolerate the interference of its operation by unrelated actions, the corporation's senior general manager, Dr Dirk Mostert, said last night.

The dismissed workers made up 38 percent of the workforce at the two oil-from-coal plants at Secunda

Dr Mostert denied claims that the mass dismissal was carried out on the orders or behest of the Government, or that it was a political decision despite the fact that seven of Sasol's 11 board directors are Government

appointees or have direct State links,

He said the dismissal decision was carried out by the corporation's senior management, and the action was "unavoidable" because of the sophisticated nature of the plants, which depend for their safe operation on a high labour force reliability

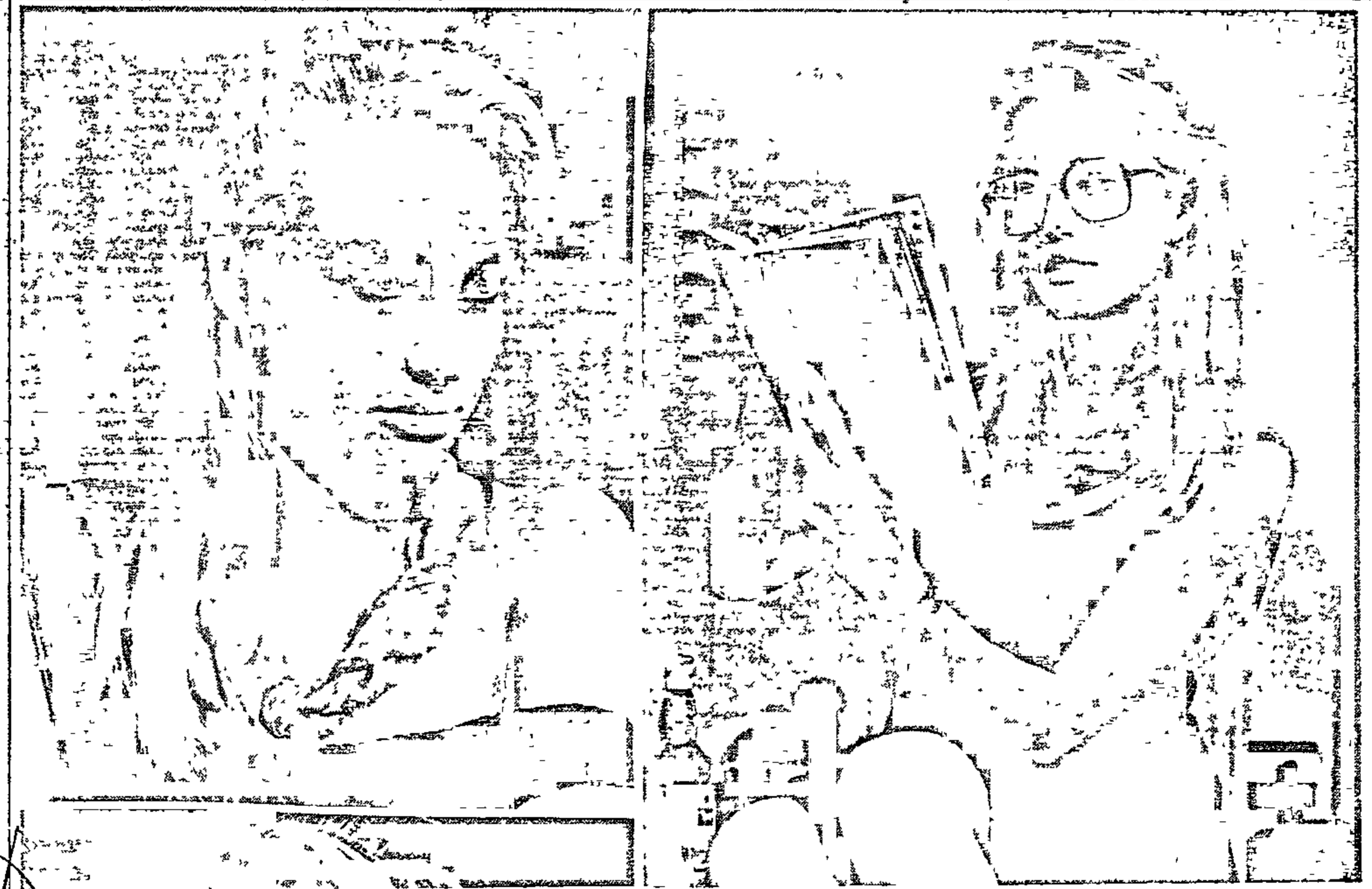
Dr Mostert said that because of the extraordinary measures and precautions taken by the company, there had been no loss of production so far.

In response to claims that Sasol utilised the heavy police and army presence to oust the dismissed workers from their hostels, Dr Mostert said it had not called in the police.

But it would have been "highly irresponsible" not to have requested protection for employees subject to intimidation, and the company communicated with the police regarding protection during the paying-off process

He said the company was not answerable for the action of police in Hippos during a mass union meeting during the stayaway

Dr Mostert denied that the army had been called in to assist with the running of the plant



STAR 10/11/84

(152)

The final wish of a loving mother who died during stayaway

— by —
Phil Mtshkulu

A Soweto mother of three young children lost her life during the two-day Transvaal stayaway when a petrol bomb was thrown at a Putco bus

Mrs Sarah Ntswaki Motsumi, of Naledi, is the only known Soweto victim of the unrest. Her death brings to 24 the number of people who died as a result of the stayaway.

Her mother-in-law, Mrs Lydia Tsamaisi, said Mrs Motsumi did not go to work on Monday — the first day of the stayaway. But she decided to go the following day.

"We had warned her against using a bus and told her to use a train. She did that in the morning, but in the afternoon she decided to use a bus.

PETROL BOMBED

"We were at home at about 6 30 pm when we saw a woman who stays nearby running past in great pain. She told us that a bus in which she was a passenger was petrol bombed. She said Ntswaki was also in that bus.

"Together with her (Ntswaki's) husband we rushed to the scene where we found her already in the ambulance. She had burns on her face and other parts of the body.

"She spoke to her husband and said he must look after their children.

"She died in hospital at about midnight."

Putco spokesman Mr Pat Rogers confirmed a bus had been petrol bombed at Naledi on Tuesday and three passengers were severely burnt in the incident. Mrs Motsumi, who was also injured, had died in hospital.

Mrs Motsumi leaves her husband, Joseph, and three children, aged nine, eight and 18 months. She will be buried next Saturday.

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Sasol 'morally right' to fire 5 400

Weekend Argus
Correspondent

JOHANNESBURG — Sasol was "morally right" in its decision to dismiss the 5 400 workers who participated in the two-day stayaway, and would not tolerate the interference of its operation by unrelated actions, the corporation's senior general manager Dr Dirk Mostert has said.

Those dismissed constituted 38 percent of the total workforce of 12 015 at the corporation's two Secunda plants. Dr Mostert refuted allegations that the mass dismissal was carried out on the orders or the behest of the Government in spite of the fact that seven of Sasol's directors are government appointees or have direct state links.

'Unavoidable'

He said last night the decision to dismiss them was carried out by the senior management of the company, and the action was "unavoidable" owing to the sophisticated nature of the plants which depend for their safe operation on high labour force reliability.

Dr Mostert said that owing to the extraordinary measures taken by the company, there had been no loss of production so far.

He added there was not likely to be any loss of production in the period that it took to recruit and re-train a replacement black workforce, which had already begun.

Dr Mostert denied the army had been called in to assist with the running of the plant, and said the remaining Sasol workers, including 1 600 black workers, were keeping the two plants going.

Sasol is the only company to have dismissed workers for participation in the stayaway, while other companies who traditionally have adopted a hard approach for a "no work, no pay" approach.

The Chemical Workers' Industrial Union, of which 4 000 members, has claimed that Sasol, aware of its symbolic importance in South Africa, could not tolerate the concept of its workers participating in a politically motivated stayaway and let it pass unpunished.

POLITICAL comment in this article by M van Schoor, I.A.J. Bell and H Robertson. Headlines and sub-editing by M Clarke. All of 122 St George's Street, Cape Town.

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STAR 10/11/84. 151

The answer to SA problems?

It's so simple!

UNDERCURRENT AFFAIRS BY HARVEY TYSON



This week may provide a footnote in history, one that can be assessed accurately only after years of hindsight

It was the week in which black labour deliberately tested its strength as a racial political force.

The test was limited, for it involved mainly semi-skilled, exclusively black (ie African) workers, mostly in organised unions, and was confined to the Witwatersrand, with emphasis on the East Rand

The efficacy of the stayaway, in terms of organisation, control, political protest or pressure on production will be argued, but the result hardly matters. History will remember only that it happened

And history will probably condense events to the point where it will be remembered (wrongly) that "troops were used by the white regime for the first time in an attempt to contain the pressure" (I paraphrase more than parody the style of historians)

What matters today is that political theory about the strength of the masses became, momentarily, a reality

What matters is that the white population, instead of learning any lessons, shrugged them off. In general, whites suppressed their irritation and looked the other way. Or, as history changed gear before their eyes, they rationalised the situation to avoid reality, and so managed to ignore some significant omissions

Conversely, black organisers of the campaign lost touch with reality to the point where one was quoted as saying "We now have power in our hands and we can use it any way we like. Our duty is to create an ungovernable situa-

tion and actually force the State to declare some of the area as liberated zones"

Good grief! The European revolutionaries of 1848 demonstrated by default that timing was the essence of success for revolution. If you lose your grip on reality, you may miss out — not just by a decade but, as in the case of Russia, by as much as 69 years (And even then, in 1917, revolution came almost by accident to Petrograd — and certainly as a surprise to the Marxists and bolsheviks)

No, the South African issue of the 1980s is not revolution, despite the impression given in news bulletins to the rest of the world. The issue, as I said in this column last week, is whether South Africans will sit down and talk to each other, or whether they will blindly follow the usual route through decades of destruction and bloody feuding, before they sit among the ruins to talk to each other

★ ★ ★

The priorities lie as much in economics as in politics. The two are interdependent, though an eminent banker suggested to me this week that inflation — and the threat of its rampant growth — was the sin-

gle most important priority facing all interests in the country

Well, if you cannot solve the nation's other problems, how do you solve inflation?
Sadly, there is no simple answer to this single problem
To beat inflation (and so bring benefits to everyone, particularly the poor) ALL people have to make willing sacrifices. A whole series of measures has to be applied by government, private enterprise, organised labour and individuals

As a first step it is necessary to make the entire population understand that they have a common interest in the economy. It is necessary to educate all people, and provide them with jobs. It is necessary to ensure equal opportunity at every level
Thus, even to combat inflation we have to get back onto the old political treadmill

★ ★ ★

This week happened to be one in which I was present at discussions with military generals, politicians white and black, businessmen at various functions, some bankers and some economists. All seem to have the same yearning. "Why

doesn't some-one spell out clearly the priorities?" they ask
Yet all seem to come to the same conclusion. There are no simple answers

Indeed there are no answers at all until the nation sits down together and agrees on what the problems are

So the first priority is that South Africans must talk to each other (not at each other). That is blindingly obvious — yet everyone shies away from it.

Another obvious priority is to ensure that the black population is allowed to understand the capitalist system — let alone have a share in it — if the system is to survive. Yet nothing is done in this regard

The Government itself never even talks to the black communities about its budget proposals. Official explanations are reserved exclusively for white voters

It is no wonder so many black citizens believe that they can own a mansion in Houghton tomorrow if only they can take over the Government.

Another priority, then is for the Government to start treating black citizens as people — even if they are not voters

The "reformists" have their priorities wrong. There is no need for them to give anything away. For whatever they dispense will be rejected by the unconsulted blacks. Instead of soft give-aways, there needs to be real, hard bargaining.

Thus there remains just one, basic, simple answer: sit down and talk

Any concessions arising out of talks between representative groups of voters and of blacks will have reality.

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Fosatu chief detained in police swoop

By ANTON HARBER
- Political Reporter

POLICE yesterday detained Mr Chris Dhlamini, the president of the Federation of SA Trade Unions (Fosatu) and one of the leading figures in the trade union movement.

Mr Dhlamini was held under Section 29 of the Internal Security Act while at work at the Kelloggs factory in Springs yesterday morning.

His detention is likely to have major repercussions both locally and internationally, and particularly among the 110 000 members of Fosatu's affiliates.

Mr Dhlamini is also president of the Fosatu-affiliated Sweet, Food and Allied Workers' Union (SFAWU).

It is believed his detention is part of the police clampdown on those responsible for the organisation of this week's two-day work stayaway.

Earlier, Security Police raided and searched the re-

gional offices of Fosatu and a number of its affiliates in Germiston.

They also took photographs and details of all the union's officials who were present.

Meanwhile, the police division of public relations has confirmed the detention earlier this week of six people, including four members of the committee that organised the stayaway.

They are Mr Thami Mah, Mr Themba Nontlantane, Mr Moses Mayekiso and Mr Oupa Monareng, of the Transvaal Regional Stayaway Committee, and Mr Obed Bopela and Mr Peter Mkgaba, all held under Section 29.

However, police said they were unable to confirm the detention of Mr Dhlamini.

JEANETTE MINNIE reports that Fosatu has begun informing overseas trade unions of developments surrounding the stayaway, including the detention of Fosatu officials and others,

the township unrest and the recent dismissal of 6 000 Sasol workers.

At a Press conference in Johannesburg yesterday, Mr Jay Naidoo, the general secretary of the SFAWU, said the aim was for these unions to take the issues up with their government and for these governments to in turn take up the issue with the South African Government.

Mr Joe Foster, the general secretary of Fosatu, is presently in Europe attending the convention of the International Confederation of Free Trade Unions and he has already urged major international union representatives to take up the issues.

Fosatu has also decided to declare the coming festive season a "Black Christmas" and will urge all its members not to celebrate and not to buy anything special other than essential goods.

And at the next round of unity talks this month between the major trade union federations, which include Fosatu and the Council of Unions of South Africa (Cusa) and major independent unions, the issue of unified trade union response to the recent events will be high on the agenda.

Mr Naidoo condemned the police raids on Mawu and Fosatu's Germiston offices as an "invasion of our legitimate rights without any reason".

Cusa, the second major trade union federation who supported the stayaway call, yesterday released a statement declaring its unconditional support for all unions and unionists who were presently under "State attack".



Fosatu officials at yesterday's Press conference, from left Mr Clement Mbuyisa, vice-president of the Paper, Wood and Allied Workers' Union; Mr Rod Crompton, general secretary of the Chemical Workers' Industrial Union; Mr Jay Naidoo, general secretary of the Sweet, Food and Allied Workers' Union, and Ms Chris Bonner, branch secretary of the Chemical Workers' Industrial Union.

Picture: TLADI KHUELE

An estimated 1/2m stayed away

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Political Staff

ABOUT half-a-million workers stayed away from work in the Transvaal this week, Professor Edward Webster, of the University of the Witwatersrand, said yesterday.

"My preliminary estimate is that 500 000 workers stayed away

"In terms of man-hours lost, this is the biggest strike we have had in South Africa," Professor Webster said in an interview.

The two-day stay-away strike on Monday and Tuesday was

also the most successful stay-away strike in the 35 years that it has been used as a political weapon, he said.

Professor Webster, who has made a detailed study of 18 stay-away strikes since the launching of the first one in May 1950, said of the most recent "It was highly successful."

It was difficult to compare national with regional stay-aways — the 1961 stay-away initiated by Nelson Mandela was national whereas the one launched on Monday was confined to the Transvaal — but,

in terms of the numbers involved, the latest was also the most successful, he said.

Professor Webster highlighted a key difference between the six stay-aways of 1976-77 and the one launched on Monday by the Transvaal Regional Stay-Away Committee. Trade unions remained uncommitted in 1976-77 but gave their support to the latest.

He offered two reasons for the involvement of unions in the latest stay-away strike. ● In 1976-77 the unions were still concentrating on securing

their position on the factory floor, whereas they now felt that their organizational base in the factories was more substantial.

● There was greater polarization in South African society and therefore greater pressure on the unions to choose sides rather than stand aloof.

Professor Webster cited the condemnation of this week's stay-away by Chief Gatscha Buthelezi, of KwaZulu and Inkatha, as a sign of the sharper division of South Africa into two camps.

Another difference between the stay-aways of 1976-77 and this week's is that those of 1976-77 were concentrated in Soweto whereas the latest drew most support from townships on the East Rand and in the Vaal Triangle.

Referring to the stay-aways launched by the now outlawed Soweto Student Representative Council in the 1970s, Professor Webster said: "Ultimately the SSRC failed because its organizational base was too narrow and it failed to link up with the interests of the workers."

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Orchestrating the black stay-away

THE Transvaal Regional Stayaway Committee has shot to prominence because of its pivotal role in organising the stayaway strike on Monday and Tuesday, rated by Professor Edward Webster, of the University of the Witwatersrand, as the most successful stayaway in 35 years.

The committee members were largely unknown until its formation barely a week ago.

To a degree they may be described as second-tier leaders forced to assume a more conspicuous role by the detention of many of the more visible leaders in the UDF since the crackdown on the eve of the August elections for coloured and Indian chambers in the new Parliament.

The chairman of the committee is Mr Thami Mali, who is also chairman of the UDF in Soweto.

Like his fellow committee members, he is of the new generation of young blacks who were blooded — politically-speaking —

PATRICK LAURENCE, Political Editor

in the upheavals of 1976-77

Committee members are Mr Themba Nontlatane, of the Municipal and General Workers Union of South Africa, Mr Moses Mayegiso, Transvaal secretary of the Metal and Allied Workers Union, and Mr Ephraim "Oupa" Monareng, president of the Soweto Youth Congress.

Mr Monareng, however, "disappeared" last Friday and a new man — Mr Zola Skele — was co-opted to replace him. Mr Monareng's political confidants fear that he has been detained.

The committee was formed after the Congress of South African Students called a meeting of black organisations to discuss the educational, civic and labour "crises" confronting blacks.

The committee's composition is significant because it includes two trade unionists, which, in turn, reflects the backing for the stayaway of key trade union movements, a fac-

tor critical to its success, according to Prof Webster.

Unions which supported the stayaway included the Federation of SA Unions, with nine affiliated unions and a membership of nearly 110 000; the Council of Unions of SA, with 12 affiliates and a membership of more than 140 500; the Commercial, Catering and Allied Workers Union of SA, with a membership of 40 500; and the SA Allied Workers Union, with an estimated membership of between 100 000 and 130 000.

An interesting point about the committee is the absence from its ranks of representatives of the Congress of SA Students (Cosas), which was the catalyst behind the decision to launch a stayaway in Transvaal.

Mr Mali said an explanation of their absence "They have serious problems in the townships organising the boycott of schools and exams."

"Committee members had

to be released by the organisations to serve on it. Cosas could not afford to release its men."

Seen in the context of a long tradition of stayaway campaigns in support of political demands, the latest stayaway represents — in the view of Prof Webster — a return to the tradition of the 1950s, when stayaways were based on an alliance between community leaders, students and workers.

It stands in contrast to the stayaways of the 1976-77, which were largely student initiated and student led.

While the six stayaways of the mid-1970s were not totally unsuccessful, they suffered from an in-built, structural weakness: their organisational basis, the Soweto Student Representative Council, was "too narrow" and failed to "link up with the interests of the workers" (Prof Webster).

But, even in optimal conditions, the stayaway as a demonstration of power

in support of demands has inherent, structural weaknesses.

They cannot go on for too long — two or three days at the most — before the cost in lost wages and even lost jobs becomes too high for most workers.

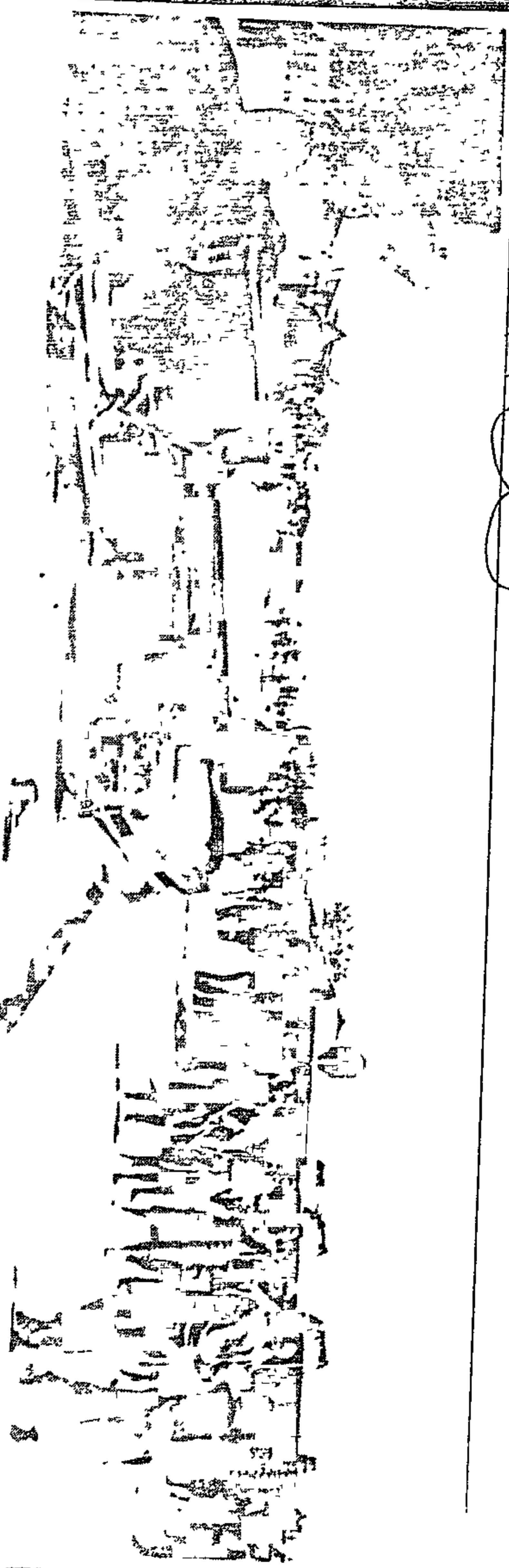
As far as the state is concerned, forewarned is forearmed, and the lesson of the past is that crippling pre-emptive action by the state is on always on the cards, as in the case of the 1961 stayaway called by Nelson Mandela.

But, against that, if stayaways fail because of draconian reaction from employers and the state, the organisers and even some of strikers may conclude that the level of resistance must be raised.

It is significant that the failure of the 1961 stayaway was followed by the formation of the African National Congress fighting unit, Umkhonto we Sizwe, in December 1961.

and that the stayaway failures 1976-77 helped to feed the exodus of young blacks to ANC training camps in neighbouring states.

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The politics behind the worker stayaway

Weekend Argus special correspondent
JOANNE COLLINGE reports

THE headlines sound familiar
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away from work — factories at
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strength but nothing to do"

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The destructive consequences of unrest

timatum to stay home
The strategy this time was one
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mobilisation helped secure high
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The areas of 'treated' 51 7 700-

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THE headlines sound familiar "Many thousands of natives stay away from work — factories at a standstill" and "Police out in strength but nothing to do"

They are 27 years old, appearing in The Star on June 26 1957 when support for the Congress Alliance's call for a one-day stay-home crippled industry in Johannesburg and Port Elizabeth

This week's massive stayaway is only the latest chapter in a 34-year tradition of political protest by widescale withdrawal of labour

Many observers regard it as the most effective of these actions — involving the largest number of workers in a wide range of townships clustered at South Africa's industrial heart

They also tend to find similarities — not with the more recent wave of stay-homes associated with student grievances of 1976 and 1980 — but with the earlier demonstrations

The first of these was on May Day 1950 when the ANC called its first stay-home in protest against low wages and the banning of Communist Party leaders

The death toll on that first one-day stay-home was 18 in Alexandra, Sophiatown, Orlando and Benoni

Five more major stayaways took place in the '50s — most of them achieving solid support in at least the main centres of Port Elizabeth, Johannesburg and Durban They constituted protests at the laws of the Nationalist Government and in 1957 formed part of the "pound a day" wage campaign

But the last stay-home of the decade — the three-day 1958 pro-

test which co-incided with the white general election in April — was a failure And it was the contrast between this event and the earlier successes that led analysts to draw tentative conclusions for effective stay-home organisation

Firstly they proposed that an effective link between trade unions and political groups was crucial to organising a stayaway

In 1957 much of the preparation was done on the factory floor while in 1958 there was greater reliance on door-to-door organisation which proved effective only where political organisation was already strong

Secondly, it became clear that stayaways were essentially concerted protest action, an effort to persuade rather than coerce as a general strike would do South African workers could simply not hold out for many days away from work

Political scientist Tom Lodge emphasises that the stayaways were "intended as demonstrations of strength — they were not in themselves direct attacks on the power of the State"

Wits sociologist Professor Eddie Webster has elaborated on the impact of this demonstration of popular power, saying that it forces the ruling group to consider the question of reform more seriously

It also has an impact on participants "in a way that leads to further organisation and action"

The lessons of the '50s appear to have carried weight in the latest stay-home Interestingly, the initiators of the action — as in 1976 — were school children But this time round they were not content to organise for the workers and present them with an ul-



The destructive consequences of unrest

timatum to stay home

The strategy this time was one of co-operation and joint planning — and they achieved unheard-of co-operation between unions which have stood aloof from community-based action and political groups

In the process unionists and politicians have declared an overlap of interests

One union official stated workers had a plain "duty to support the democratic demands of the students"

He also said workers paid for education and wanted a say over it and drew attention to the links between educational policy and unemployment

He attacked the council structure created by the Black Local Authorities Act — one of the main targets of the township civic associations and of the United Democratic Front

"We know these councils have no funding except rents and our (wage) demands (won in negotiation) will be drained away through higher rents"

A UDF spokesman, on the other hand, insisted that the stayaway was fundamentally a demand for political rights

But he added the protest was also a signal to the private sector "As long as the private sector takes capital as more important than justice people will see it as the enemy"

This attitude was reinforced when the police shot people to protect property — property to which the people had no access

The pattern of support for the stayaway suggests that both union organisation and political

mobilisation helped secure high absenteeism

The areas of greatest support were in Ratanda (Heidelberg) where virtually the whole township stayed home, the Vaal where an estimated 90 percent joined the stayaway and the East Rand where an estimated 80 percent shunned work

The East Rand solidarity has been claimed as a trade union achievement, as Fosatu has strong representation in the area and used its shop steward structure to promote the stay-home

The Vaal, on the other hand, is not a union stronghold Its support can be due only to political consciousness, which appears to have been sharpened by the events since the September 3 rent protest Last week's work stayaway drew noticeably greater support than the action two months earlier — despite over 70 deaths and Operation Palmiet

Likewise, Ratanda — where residents have forced the resignation of the entire community council — appears to be a civic association action

During the stayaway State counter-measures varied In some townships police maintained a low profile In others there were repeated and violent clashes between residents and police The death toll was 23

In the aftermath key organisations have been raided by Security Police and leading figures taken into custody

But history suggests this will not stem the use of the general stayaway — which Lodge describes as "the most important political weapon of black protest politics"

Fosatu's chief detained in stayaway raids

By Jo-Anne Collinge and Carolyn Dempster

In the latest crackdown on people involved in the Transvaal two-day stayaway, police today detained Mr Chris Dlamini, president of the 115 000-member Federation of South African Trade Unions (Fosatu)

Mr Dlamini was arrested by police early today at his Springs workplace, a company spokesman said

Fosatu has contacted international trade union secretariats to get their support in protest at the detention of Mr Dlamini.

Several key Transvaal Regional Stayaway Committee members were also detained yesterday in separate raids

These are committee chairman Mr Thami Mali, who also represents the Soweto Area Committee of the United Democratic Front, Mr Moses Mayekiso, Transvaal organiser of the Metal and Allied Workers' Union and a Fosatu member, and Mr Themba Nonhlantane of the Municipal and General Workers' Union of South Africa

Others being held are Mr Peter Makgopa, regional chairman of the Congress of South African Students (Cosas), Mr Obed Bapela, a co-ordinator with the Media and Research Services (Mars), and a youth.

SOLITARY

Mr Mali, Mr Mayekiso, Mr Nonhlantane, Mr Makgopa and Mr Bapela are being held in terms of section 29 of the Internal Security Act, which provides for indefinite solitary confinement

A fourth committee member, Soweto Youth Congress president Mr Oupa Monareng, is also reported to be in custody but his detention has yet to be confirmed.

Fosatu's general secretary, M. Joe Foster, said "This action will serve only to further inflame and polarise the situation"

UDF spokesman Mr Trevor Manuel said it would prove ineffective in the present climate

● Police have not yet confirmed the detention of Mr Tshidiso Mothupi, branch chairman of the Chemical Workers' Industrial Union, who was held in Secunda on Wednesday

● See Pages 3 and 9, World section.

Sasol workers confused

9/11/84
By Carolyn Dempster
and Chris More

Only a trickle of the 6 000 dismissed Sasol workers remained in the township of eMbalenhle yesterday, as the last of the hostel dwellers were paid off and bused home.

Confusion surrounded the position of skilled and semi-skilled workers in Sasol houses in Extension 4 of the township.

Some of the dismissed workers believed they had been given until the end of the month to get out, while others were told they would have to report back on Monday morning.

But a spokesman for Sasol said no notice had been given to those who occupied the houses, nor would any action be taken against them. He said there were 517 workers who resided in the houses.

MALICIOUS

In response to a query by the Federation of South African Trade Unions (Fosatu) that Sasol's action in firing the workers who participated in the two-day stayaway had been carried out on the instruction of the Government, the spokesman said this was a "malicious, gross untruth".

"Any intimation that the Government or any other governmental agency either instructed or expressed a wish in this regard is a gross untruth."

The bulk of the workers had been paid off and only a few had not yet collected their wages, he added.

Massive withdrawal of labour shows that the lessons of the '50s have been learned

Latest stayaway is new chapter in 34-year history of black protest

The headlines sound familiar "Many thousands of natives stay away from work — factories at a standstill" and "Police out in strength but nothing to do"

They are 27 years old, appearing in *The Star* on June 26 1957 when support for the Congress Alliance's call for a one-day stay-home crippled industry in Johannesburg and Port Elizabeth

This week's massive stayaway is only the latest chapter in a 34-year tradition of political protest by widespread withdrawal of labour

EFFECTIVE

Many observers regard it as the most effective of these actions, involving the largest number of workers in a wide range of townships clustered at South Africa's industrial heart

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By Jo-Anne Collinge

Five more major stayaways took place in the '50s, most of them achieving solid support in at least the main centres of Port Elizabeth, Johannesburg and Durban

They constituted protests at the laws of the Nationalist Government and in 1957 formed part of the pound-a-day wage campaign

But the last stay-home of the decade was a failure

It was the three-day 1958 protest which coincided with the white general election in April

And it was the contrast between this event and the earlier successes that led analysts to draw tentative ground rules for effective stay-home organisation

First they proposed that an effective link between trade unions and political groups was

effort to persuade rather than coerce as a general strike would do

South African workers could simply not hold out for many days away from work

Political scientist Mr Tom Lodge emphasises that the stayaways were intended as demonstrations of strength, they were not in themselves direct attacks on the power of the State

Witwatersrand University sociologist Professor Eddie Webster has elaborated on the impact of this demonstration of popular power, saying it forces the ruling group to consider the question of reform more seriously.

WEIGHT

It also has an impact on participants in a way that leads to further organisation and action.

The lessons of the '50s appear to have carried weight in



Westbury Station, Johannesburg, on the peaceful Freedom Day stay-home in 1957. There were only 15 people in the city, kept faces to the fire and backs to the winter sun. A force of thousands was

of 1976 and 1980 but with the earlier demonstrations

The first of these was on May Day 1950 when the ANC called its first stay-home in protest against low wages and the banning of Communist Party leaders

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the latest stay-home

Interestingly, the initiators of the action, as in 1976, were schoolchildren

But this time they were not content to organise for the workers and present them with an ultimatum to stay home

The strategy this time was one of co-operation and joint planning and they achieved unheard-of co-operation between unions which have stood

aloof from community-based action and political groups

In the process unionists and politicians have declared an overlap of interests

The president of the Federation of Trade Unions of South Africa, Mr Chris Dlamini, stated that workers had a plain duty to support the democratic

christian tactics that can be used to make people subscribe to your particular political view."

The Minister said there was adequate provision in existing labour legislation for all workers of every race to improve their working conditions. Illegal strikes served only to cause unnecessary hardship, he said. — Political Correspondent.

demands of the students'

He also said workers paid for education and wanted a say over it. He drew attention to the links between educational policy and unemployment.

Further, Mr Dlamini attacked the council structure created by the Black Local Authorities Act, one of the main targets of the township civic associations and of the United Democratic Front.

"We know these councils have no funding except rents, and our (wage) demands (won in negotiation) will be drained away through higher rents," he said

In turn, the United Democratic Front's Transvaal vice-president, the Rev Frank Chikane, insisted that the stayaway was fundamentally a demand for political rights

But, he added, the protest was also a signal to the private sector "As long as the private sector takes capital as more important than justice people will see it as the enemy"

PROPERTY

This attitude was reinforced when the police shot people to protect property property to which the people had no access

The pattern of support for the stayaway suggests that both union organisation and political mobilisation helped secure high absenteeism

The areas of greatest support were in Ratanda (Heidelberg), where virtually the whole township stayed home, the Vaal, where an estimated 90 percent joined the stayaway,

and the East Rand, where an estimated 80 percent shunned work

The East Rand solidarity has been claimed as a trade union achievement, as the Federation of Trade Unions of South Africa has strong representation in the area and used its shop steward structure to promote the stay-home.

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Its support can be due only to political consciousness, which appears to have been sharpened by the events since the September 3 rent protest

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residents have forced the resignation of the entire community council, appears to be a civic association action

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CLASHES

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In others there were repeated and violent clashes between residents and police

The death toll was 23

In the aftermath key organisations have been raided by Security Police and leading figures taken into custody

But history suggests this will not stem the use of the general stayaway, which Mr Lodge describes as the most important political weapon of black protest politics

Stayaway hailed as highly successful

By Susan Fleming

The two-day stayaway by workers in protest at the Government's failure to deal with black grievances has been hailed as an "absolute success" by the United Democratic Front (UDF), the Johannesburg Democratic Action Committee (Jodac) and the Federation of South African Trade Unions (Fosatu)

Mr Frank Chikane, Transvaal vice-president of the UDF, and Mr Chris

Dlamini, Fosatu president, told a meeting at the University of the Witwatersrand this week that the organisations which called for the stayaway would not have done so if they had not been entirely confident of success

Ms Joanné Yawitch, chairman of Jodac, also labelled the stayaway highly successful, estimating that 90 per cent of workers in the Vaal triangle, 80 to 85 percent on the East Rand and large numbers on the West Rand had stayed in the townships for the two days

"The people's protest against the Government was ignored so they decided to move into a situation of crisis," said Mr Chikane

"This crisis is not accidental but a historical reality. Also, it is not just another June 16 1976 but a permanent on-going crisis which cannot be wiped out by any army or police force"

He stressed that the Government could continue arresting the leaders of the UDF and the people but the crisis would only deepen

"This is because the people are determined to govern themselves — and they cannot all be put in jail"

Referring to Chief Gatsha Buthelezi's condemnation of the stayaway call, Mr Chikane said "History will prove that Chief Buthelezi has no support among the people. And when history has taken its course the people will govern"

22 people arrested in townships

Police today arrested 22 people in townships on the East Rand and in the Western Transvaal

A police spokesman in Pretoria said about 100 youths petrol-bombed a truck at Ikageng near Potchefstroom last night

Police used birdshot to disperse the crowd

Two men and two women were arrested on charges of public violence, after being treated for slight injuries

At kwaThema near Springs, 18 people have been arrested in connection with the looting of several shops during re-

cent unrest.

Goods valued at R4 000 were recovered

At Kagiso near Krugersdorp a post office and a bus were stoned. There was no police action

● In Grahamstown, an attempt was made to set fire to the St Phillips Primary School but damage was minimal, said the police spokesman

A group of about 50 youths stoned police vehicles near Grahamstown and were dispersed with birdshot and rubber bullets

East Rand councillors quit in wake of unrest

By Langa Skosana
and Abel Mabelane

At least 11 community councillors on the East Rand yesterday quit their posts in the wake of unrest in the area

Among reasons given for resignations were that the Government's new dispensation for blacks in urban areas had failed and that councillors feared for their lives

Eight councillors in Duduza township near Nigel and three from Tembisa, near Kempton Park, resigned

The mayor of Duduza, Mr Kebane Moloi, said residents had called on councillors to resign

"Because of the recent situation and lack of progress in implementing the resolutions of the council, the council decided to resign"

The three Tembisa councillors issued a joint statement, saying "We resigned because we did not have protection"

Boy ordered to wash cells

PORT ELIZABETH — A 12-year-old boy found guilty of throwing stones at a police vehicle during recent unrest has been told to wash police vehicles and cells once a week until sentence is passed on January 4

The boy appeared in the Grahamstown Magistrate's Court yesterday.
— Own Correspondent

Inkatha's call to reinstate fired workers

THE East Rand branch of Inkatha has send a telegram to the management of Sasol 2 and 3 at Secunda, asking it to reinstate the 6 000 workers who were dismissed for taking part in the two-day stayaway strike, an Inkatha official disclosed yesterday.

"We feel they were victims of a situation not of their own making,"

By PATRICK LAURENCE

Mr Steve Mbatha, assistant secretary of Inkatha on the East Rand, said yesterday

"Some of the Sasol workers are members of Inkatha as well as of the trade unions. They had ex-

pressed concern that the stayaway might lead to violence. The stayaway committee can create violence but it can't stop it

"We in Inkatha believe in boycott as a strategy but we don't be-

lieve in violence. The stayaway was ill-timed. A large number of people are unemployed. It is not the time for people to lose jobs."

Mr Mbatha accused the stayaway campaign organisers of being indifferent to violence, asserting that their attitude was that the victims of violence were the inevitable "casualties of the strug-

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9/14/84

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Workers stay away in G'town in response to call

152 E. Post
9/11/84

Post Reporter

THERE was about a 70% stayaway from work by black employees in Grahamstown today

Yesterday pamphlets were distributed in the townships urging workers to boycott work today

The stayaway was apparently intended to coincide with the funeral of Patrick Ndyagolo, 15, a victim of unrest in the township last week

The authorities have ruled that the funeral must take place between 8am and 2pm and have prohibited placards.

The funeral was to be held tomorrow, but this has been prohibited in terms of the Internal Security Act

The former secretary of the Chamber of Commerce, Mr Anton Pienaar, said the stayaway had adversely affected businesses, especially the building industry, and had severely inconvenienced shops, hotels and Rhodes University.

The general manager of Corobrik Eastern Cape, Mr Davé Osborne, said there was an almost total stayaway among employees at the plant in Grahamstown today

All 330 employees who did not arrive for work today would be considered to have been absent without permission

Although contingency plans had been put into operation and essential production processes maintained by staff members who worked as normal, an entire day's production had been lost

Mr Osborne said he expected the situation to return to normal tomorrow

Mr Pienaar said the building industry had been severely hit by the loss of production

Students at Rhodes University had to cook their own meals when kitchen staff failed to arrive at work, he said

Hotels and restaurants experienced similar problems. When he had breakfast in a hotel today, he had been obliged to go into the kitchen to collect his own meal

He said there had been an "uproar" in the townships last night with people chanting, singing and moving closer into Grahamstown

Grahamstown has an unemployment level of about 50% and about 15 000 people will be affected by the stayaway

Only two incidents of unrest were reported in the Eastern Cape last night and last yesterday

There was an attempt to set fire to St Phillip's Primary School in the Grahamstown black township. This attempt was not successful. There was no police action

Police fired birdshot and rubber bullets when a group of about 50 youths threw stones at police vehicles. No injuries were reported

Bleak future awaits fired Sasol 6 000

HUNDREDS of grim-faced workers at the Sasol plant in Secunda, in the Eastern Transvaal, reluctantly vacated their hostels on Wednesday night after being ordered to leave the premises following their participation in a politically motivated two-day work stoppage.

The workers told touching stories of the bleak future they faced when they reached their homelands after repatriation.

About 30 buses laid on by Sasol ferried the workers, some of whom were confused and near tears, to their homes.

Police

Police in riot gear kept a watchful eye as the workers were paid off and taken away.

One of the workers from Keiskamahoek in the Ciskei, Mr Mzwenkosi Dantsy, said he had been without a job for almost two years before he got a job at Sasol.

"Just when I thought I have found a job this is what happens," he said.

His wife and child and some of his relatives sometimes went without food because of lack of

employment and the drought that ravaged the area, he said.

Without a job, he said, his situation was going to be worse.

Influx control, he said, added to his miseries. He said the law requires that he gets permission from local authorities to reside and work in any area in South Africa. This would be difficult because prospective employers would not want to employ a striker.

He said he joined the strike because he did not want to be the odd-man-out when the majority of the people voted for staying out. He felt scabbing would be risky so he decided to join.

Protest

He understood the purpose of the stayaway was to protest against an increase in bus fares in Secunda and also in sympathy with students who were boycotting classes on those days.

Mr Patrick Lethbela from Herschel in the Transkei said although he believed that the workers were right to participate in the strike, he was shocked

and dismayed at the action of the Sasol management.

"I think the company should have just docked our pay for the days we were absent from work," he said.

He said he had two small children who had to be fed. He did not know what he was going to do.

• The East Rand region of Inkatha has sent a telegram to the management of Sasol 2 and 3, asking them to reinstate the 6 000 workers who were fired.

Unions lauded for stayaway campaign

THE overwhelming support for the work stayaway on the East Rand and in the Vaal Triangle has been attributed in part to the major role played by the Federation of South African Trade Unions together with other unions organised in the areas.

A spokesman for the Fosatu Sub-committee on the Vaal Unrest, and members of the Transvaal Stayaway Committee, said yesterday that in highly organised factories in the Springs, Benoni, Katlehong and Kempton Park locals, a 100 percent stayaway had been recorded.

This was as a result of the industrial action being fully discussed at shop floor level. At least 80 percent of the factories in these areas are organised by Fosatu unions.

Among the unorganised factories, no more than 10 to 20 percent of the labour force had arrived for work for the second day.

A Fosatu national spokesman said in the federation's view, the solidarity shown by workers had shown how important it was to consult organised workers before taking such action.

"It also quite clearly shows willingness to protest against Government policy on these issues," he added.

Presence

Police maintained a high presence in Kwa-Thema, Springs, Daveyton and Benoni, and sources in the township claimed that armed police had attempted to pressurise workers to board Putco buses and return to work.

In Daveyton, police were also reported to have gone on house-to-house searches telling workers to report at the factories, but with little success.

In Alexandra and Soweto, worker resolve seemed to be weakening as increasing numbers of people caught public

transport into urban and industrial areas during the course of the day.

Putco has reported decreased passenger loads in most parts of the PWV. At Tembisa it transported a mere 100 people yesterday and is "sending in only an occasional bus escorted by a police hippo", public relations executive Mr Pat Rogers said.

The proportions of normal loads being carried yesterday were KwaThema 7 to 10 percent, Vosloorus 30 to 40 percent, Alexandra 80 percent, Soweto 60 and 90 percent, Mamelodi normal, Ekangala (Bronkhorstspuit) 70 to 90 percent.

Damaged

He added that 60 buses had been damaged, mainly in areas where the stayaway was not strongly observed.

In Soweto and on the routes south to the coloured townships and Evaton drivers have

continued a stayaway, ranging from 10 percent to 40 percent of staff complement.

Tense

The situation in both townships was reported as quiet but tense as police patrolled the streets.

A spokesman for the Transvaal Chamber of Industries said the stayaway seemed to be concentrated on the East Rand and in the Vaal Triangle, and in these areas it was quite widespread.

Major retail chains continued operations in spite of the stayaway, and a spokesman for the OK Bazaars said none of the stores outlets had been closed. It was incorrectly reported that some of the branches had closed down operations.

"In most cases our black staff constituted only 50 percent of the total workforce, so we are able to continue operations as normal," said the spokesman.

POLITICAL ACTION

Union role was crucial

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A major factor in the success of the politically motivated stayaway from work by urban blacks this week was the involvement of trade unions — including some that have previously fought shy of political issues

United action on this scale has seldom occurred before. When it did it usually resulted in something close to a national emergency School and university boycotts, the introduction of the new constitution, appalling economic conditions and continuing unrest in the townships all contribute to the high level of black dissatisfaction

This week's stayaway was the fourth, the most widespread and effective action called this year. A stayaway in the Vaal Triangle on September 3 had fair support and resulted in the worst rioting since 1976. A Soweto stayaway on September 17, called by the Release Mandela Committee, got a poor response. On a local level, the October 22 stayaway, called in the Springs township of Kwa Thema, had 90% support

There was also strong union involvement in the Kwa Thema stayaway and there is little doubt that union participation added to the clout of this week's action, which was initiated by the Congress of SA Students (Cosas)

Unions which responded to Cosas's plea for united action were: the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the Commercial, Catering and Allied Workers' Union, the United Mining, Metal and Allied Workers' of SA, and several United Democratic Front affiliates such as the SA Allied Workers'

Union, the General and Allied Workers' Union and the Municipal and General Workers' Union

The stayaway was called to support demands for

- The withdrawal of the army and police from the townships,
- The resignation of community councillors,
- A stop to rent and bus fare increases,
- The release of detainees and political prisoners,
- The reinstatement of all dismissed workers,
- The withdrawal of "unfair" gst and other taxes, and
- Democratically elected Student Representative Councils at black schools and the abolition of educational age restrictions

The stayaway was preceded by a massive pamphlet campaign exhorting people to stay in the townships. This was countered by other pamphlets, widely assumed to be the work of security agencies, which questioned the value of the action

It is impossible to gauge the full extent of the stayaway. Most accounts agree that the greatest response came from the Vaal Triangle area, where it is estimated that more than 90% of the township residents stayed at home, and on the East Rand, where the boycott was 80% to 90% effective

It was in these areas that most of the violence occurred. According to police, 15 people had been killed by the time the FM went to press. Reports were received of

STAY AWAY!!!

MONDAY AND TUESDAY THE 5TH AND 6TH NOVEMBER 1984

Your sweat and toil has brought guns and hippos. It has invited the police and the army to be in our houses, hostels and compounds. It has made masters to be proud and arrogant. It has made the Government undermine our integrity, dignity and respect as People of South Africa.

Your sweat, toil and energy has been abused for ages and centuries. For your children's blood has been shed in vain.

STAY AWAY???

MONDAY AND TUESDAY THE 5TH AND 6TH NOVEMBER 1984

The UDF and the RMC have brought guns and hippos. They have invited the police and the army to our townships. Where were the UDF and the RMC then? Where were they when the mobs attacked us, stoned us and burned our houses?

Maybe our sweat, toil and energy have been abused? Yes and no. Our children's blood has been shed in vain. When? When? When? Let us encourage them to riot.

Competing pamphlets ... the State involved?

buses being stoned and set alight, while several homes were petrol-bombed

The stayaway was less effective in the Johannesburg area. Bus windows were shattered by stonethrowers in Soweto on Tuesday morning, but in general there was a low level of violence. The West Rand was hardly affected at all. In Pretoria, companies drawing their labour from townships in Bophuthatswana were barely affected, although most residents of Atteridgeville stayed home

Some employers reported greater attendance on Tuesday, although substantial increases were mainly confined to Johannesburg. Union sources, however, claim more people stayed away on Tuesday

No doubt intimidation played a role, but it would be short-sighted to view the result as anything but highly significant. A Fosatu spokesman hailed the stayaway as "massively successful". He said workers had shown remarkable restraint and discipline and blamed the violence on the police presence

At the time the FM went to press the big question from the union side was how employers were going to respond when their workers returned. Fosatu's line is unequivocal. A spokesman says "This was a protest against State policies and employers should keep out of it. If they involve themselves in disciplinary action the implications now and in the long run will be serious for them"

Most employers canvassed by the FM said they had no intention of taking action other than withholding payment for the two days. Employer organisations and industri-



Police act ... but workers stayed away

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DESERTED CITY

Soweto looked deserted on Monday and Tuesday as many residents kept off the streets in response to the call by activist groups and trade unions to stay away from work.

The usual heavy crowds at railway stations and bus and taxi ranks were absent, even at peak periods. Police stood by at railway stations and at bus-stops, but there was little violence. Even traffic officers were nowhere to be seen.

Shops, including banks and most garages, were closed. Most schools were also closed, although a few opened on Monday morning, but later the pupils were sent home.

In neighbouring Kliptown, all shops and garages were open and traders did a roaring business. By 10 am on Monday, the entire Kliptown shopping complex had run out of bread.

Many hostel residents in Soweto heed-

ed the stayaway call. At Jabulani, one of several hostels in Soweto, many workers spent Monday drinking and playing games under the trees.

The response to the call to stay away appeared to have increased on Tuesday. From 5.30 am to 7.30 am, only a sprinkling of passengers waited at bus-stops throughout the townships, and many buses were empty when they left the terminal.

A Soweto trader who had apparently stocked bread for the two days but decided not to open his shop loaded his bread in a van and tried to sell it outside Dobsonville Police Station on Tuesday.

A Barclays Bank branch in Mahalefele Street, Dube Village, was petrol-bombed at about 4 am on Monday. By Tuesday morning, someone had scrawled on the wall "Next time we kill."

al relations consultants were unanimous that great sensitivity should be shown.

But some employers had already adopted a hard line. Sasol, for example, dismissed the entire morning shift which forms the bulk of its 6 500-strong workforce at Sasol II and III on Tuesday morning and had issued an ultimatum to the remainder of the workers to return to work in the course of the day.

The long-term implications of the stayaway still have to be evaluated. But according to industrial relations consultant Gavin Brown, it may well mark the beginning of higher-level union involvement in political affairs. He argues that given the heated political feelings in the current climate among union members, unions had no choice but to get involved.

Despite the sporadic violence during the two days he believes that union involvement may well have provided for more control and discipline in the communities.

Sender 9/11/84 (152)

Sasol comes under attack

THE Federation of South African Trade Unions yesterday condemned the decision by Sasol's management to sack its entire workforce following the two-day Transvaal stayaway this week.

In a statement released by the general secretary of the federation, Mr Joe Foster, Fosatu said "The workers were prepared to return to work on Wednesday but were kept out by management — an action which is seen as being deliberately provocative"

The statement added that Fosatu supported and participated in the stayaway as an act of protest against specific Government policies and against the state of civil war that has been created in the Transvaal townships. Employers should not have intruded in this act of protest as Fosatu believes to do so would only direct the anger towards themselves.

Senseless

"Yet Sasol — a State linked company — has chosen to provoke a massive industrial relations confrontation. If this mass dismissal has been carried out on the instruction of the Gov-

By SELLO RABOTHATA

ernment then it is just this kind of senseless and insensitive provocation that gave rise to the stayaway protest.

"If as our affiliates believe Sasol is merely using this stayaway as a convenient excuse to rid itself of the union then the company is making a major mistake. It cannot hope to replace 6 000 workers, a large propor-

tion of whom are skilled, without sustaining major losses. Who will pay for all these losses — the taxpayer and the consumer?" Fosatu added.

Fosatu also believes Sasol management has made a gross error and unless they review their decision, the cost in terms of production and future relations will be extremely high.

~~FOIA~~

~~180~~

FM 9/11/84

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SIMBA SURRENDERS

The Sweet, Food and Allied Workers' Union (Sfawu) has called off its boycott of Simba products and the company has agreed to reinstate more than 400 workers dismissed in August for striking over the sacking of three of their colleagues. It is still not clear whether the workers, whose sacking led to the strike, will be re-employed.

In terms of the settlement, the strikers will resume work at the beginning of January in order to give the company time to lay off workers who were hired to replace them. All strikers will receive a payment to tide them over to January, but management refuses to reveal precise amounts.

The settlement has raised questions whether the month-long boycott had any effect in bringing the company to terms. Simba MD Jan du Toit says "it is impossible to quantify the effect of the boycott" but it appears that adverse publicity was a prime consideration.

Du Toit says Simba did not suffer financially except for a few isolated instances in which company salesmen reported they were unable to sell their goods to a number of black-owned shops. He admits that the effect the boycott was having on the company's image was far more disturbing.

The *FM* was unable to contact Sfawu for comment.

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Star
8/11/84

Stayaway death toll rises to 23

The death toll in unrest since Sunday evening has risen to at least 23 with the discovery of the body of a man in Tembisa late yesterday

A police spokesman in Pretoria said the body was found near a men's hostel. The cause of death was not known, he said

At New Brighton, near Port Elizabeth, 30 youths stoned police vehicles and were dispersed with rubber bullets. Two men were arrested on charges of public violence

Two more men were arrested on charges of public violence yesterday one at Ratanda near Heidelberg and another at Port Alfred

Apart from the 6 000 Sasol workers, few employees appear to have been dismissed because they stayed away from work. Many employers have adopted a "no work, no pay" attitude

The situation at black schools had improved, said a spokesman for the Department of Education and Training, and matric examinations proceeded.

DWILCETIING DERTIC... 8/11/84

Stayaway: 55 buses damaged

At least 55 Putco buses were damaged by rioters in six Witwatersrand townships during the two-day stayaway called by various organisations on Monday and Tuesday this week, said Putco's public relations officer, Mr Pat Rogers.

He said statistics of bus damage from different areas were still pouring in so it was difficult to estimate the total damage caused.

Buses were stoned in Tembisa, Vosloorus, Alexandra, Atteridgeville, Soweto and kwaThema.

A spokesman for Putco last month estimated damage caused to the buses during unrest in townships around the Witwatersrand at more than R1 million.

The Director-General of Transport, Mr A B Eksteen, has blamed the destruction on the criminal actions of a small percentage of dissatisfied people who air every thinkable and unthinkable grievance in the form of bus boycotts, stone-throwing and intimidation of law-abiding citizens.

He said heavy losses suffered by bus companies, damage to property and lowered income often resulted in bus tariff increases.

The Government would not continue to bear the brunt of this financial burden, Mr Eksteen said.

go home — union



27c 3c GST



(152)

Spur

JOHANNESBURG THURSDAY NOVEMBER 8 1984



Massive show of force made workers

By Carolyn Dempster,
Labour Reporter

A massive show of force by police and army units at Sasol hotels in Secunda yesterday forced many of the 6 000 dismissed workers to return home, the Chemical Workers' Industrial Union's general secretary said today.

Mr Rod Crompton said that in one incident four Hippos and four Land-Rovers containing South African Defence Force personnel surrounded the hostel block in eMbalenhle where the CWTU's shop stewards' committee was meeting.

"Stewards ran for their lives, some jumping from second-floor windows and balconies. One union official was caught and detained," he said. Police said the claims could not be confirmed and the situation in Secunda had been reported as quiet.

By late last night more than 2 800 of the workers had been paid off and 43 buses dispatched to various homelands. The employees were told they had "dismissed themselves" after failing to report for work on Monday and refusing to heed management deadlines to return to work.

A Sasol spokesman said production had not been affected and the recruitment of new employees was in full swing. He conceded the situation could not go on "indefinitely" and said work usually done by skilled employees would be contracted out.

Union allegations that the mass dismissal constituted an unfair labour practice were dismissed. "We would not fire that number of people without taking expert legal advice," the spokesman said.

"We cannot allow grievances which have nothing to do with our labour relations to affect the running of the plant," he said.

The 150 000-member Federation of South African Trade Unions (Fosatu) today lashed Sasol for its "deliberately provocative" action.

"If the mass dismissal was carried out on the instruction of the Government, then it is that kind of insensitive provocation that gave rise to the stayaway," Fosatu's general secretary, Mr Joe Foster, said.

Fosatu's central committee fully supported the stayaway "as an act of protest against specific Government policies and against the state of civil war that has been created in the Transvaal townships".

Sasol had now chosen to provoke a massive industrial relations confrontation by responding to the stayaway with mass firings, Mr Foster said.

"Sasol has made a gross error and unless its decision is reviewed, the cost in terms of production and future industrial relations will be extremely high."

See Pages 3 and 13, World section.

Report 8/11/84 (152)

Calm returns to townships

Mall Reporters

DEFENCE FORCE troops were seen pulling out of the troubled East Rand township of Tembisa yesterday as thousands of workers returned to work after a massive two-day stayaway during which at least 22 people died violently.

Relative calm returned to the Reef's tense townships after clashes and bloodshed continued on Tuesday night — even in a the previously-subdued Soweto, where a woman died from burns after a Putco bus under police escort was petrol-bombed.

Lieutenant Tom Jefferson of the SA Police Public

Relations Division said yesterday that "as far as the SAP knows" 22 people had died in the widespread unrest since the weekend.

Police yesterday released details of several violent clashes around the country on Tuesday night.

No deaths were reported yesterday, although there were sporadic incidents at Tembisa, New Brighton near Port Elizabeth, and Hillcrest in Natal.

A number of Defence Force vehicles were yesterday seen leaving Tembisa, scene of violent clashes between rioters and police in the past few days, but police continued patrolling,

SAPA reports

Two youths have died in hospital after violent clashes in Atteridgeville, near Pretoria, on Monday and another man has died in a Tembisa hospital.

Police said John Sello, 16, of Masemola Street, Atteridgeville, died on Monday, and Wallace Ramskin, 13, of Ramoshopa Street, died on Tuesday.

Police are investigating the deaths.

In Hillcrest, near Durban, 40 men were arrested yesterday after a mob hurled stones at buses and police vehicles.

A bus was stoned yesterday

afternoon in New Brighton, near Port Elizabeth, where violence also flared. Police took no action, a police spokesman said.

In Port Alfred in the Eastern Cape, a man was fatally wounded and a policeman slightly injured when police fired birdshot at about 20 stone-throwing youths on Tuesday.

Meanwhile, Assocom says between 50 and 60% of workers in Johannesburg appear to have heeded the stayaway call.

Firms on the East Rand were hardest hit.

'Biggest stayaway in 35 years'

By PATRICK LAURENCE
Political Editor

THE two-day stayaway strike on Monday and Tuesday was the most successful stayaway strike in the 35 years that it has been used as political weapon, Professor Edward Webster, of the University of the Witwatersrand, said yesterday.

Prof Webster, who has made a detailed study of 18 stayaway strikes since the launching of the first one in May 1950, said of the most recent. "It was highly successful"

It was difficult to compare national with regional stayaways — the 1961 stayaway initiated by Nelson Mandela was national

whereas the one launched on Monday was confined to the Transvaal — but in terms of the numbers involved the latest was also the most successful, he said.

Prof Webster highlighted a key difference between the six stayaways of 1976-77 and the one launched on Monday by the Transvaal Regional Stayaway Committee: trade unions remained uncommitted in 76-77 but gave their support to the latest.

He offered two reasons for the involvement of unions in the latest stayaway strike.

● In 1976-77 the unions were still concentrating on

securing their position on the factory floor, whereas they now felt that their organisational base in the factories was more substantial, and

● There was greater polarisation of South African society and therefore greater pressure on the unions to choose sides rather than stand aloof.

Prof Webster cited the condemnation of this week's stayaway by Chief Gatsha Buthelezi, of Kwa-Zulu and Inkatha, as a sign of the sharper division of South Africa into two camps.

Another difference between the stayaways of 1976-77 and this week's is

that those of 1976-77 were concentrated in Soweto whereas the latest drew most support from townships on the East Rand and in the Vaal Triangle.

"There is a strong correlation between the degree of organised labour in an area and the success of the stayaway," he said of the most recent stayaway.

Prof Webster, who closely monitored the latest stayaway, sees the November 1984 strike as a resurgence of the patterns of the 1950s when the stayaway was the product of an alliance between community organisations and trade unions rather than the work of students alone.

Cross 8/11/84 (152)

Stayaway: Organisers and business differ on effects

JOHANNESBURG — The organisers of the two-day Transvaal stayaway have claimed that it was an effective method to bring about change

But the labour adviser of the Johannesburg Chamber of Commerce, Mr André Malherbe, said such action was counter-productive because it would harden the attitudes of employers, who might be forced to replace men with machines

Mr Thami Mali, chairman of the Transvaal Regional Stayaway Committee (TRSC), expects employers to be influenced by the work stoppage into forcing the Government into acting on black grievances

The TRSC, which consists of several trade unions, student organisations and affiliates of the United Democratic Front, warned that future action would follow Government intransigence

He said a meeting on Saturday would discuss the effect of the stayaway and decide on future action

Mr Mali described the stayaway as "successful"

"THE BEST JUDGES"

"It was not our intention to antagonise employers. If they are really concerned about workers, they should influence the Government to solve Government-created problems

"We, as residents and workers, are the best judges

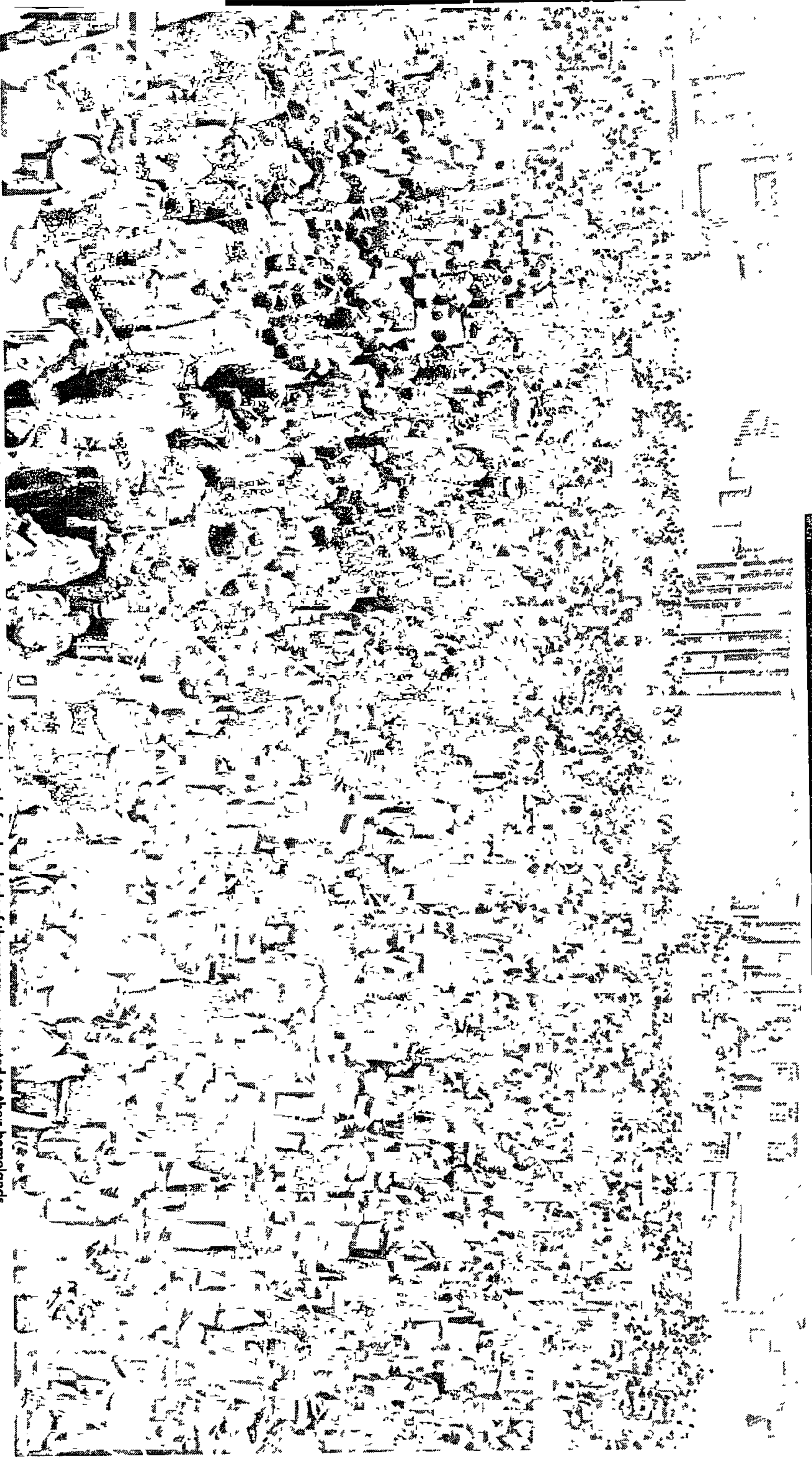
of our problems and we know how to solve them," he said "We don't expect people who do not have our interests at heart to be supportive of our actions"

Mr Malherbe said "It is a counter-effective way of raising grievances. It is not a conciliatory measure. It hardens attitudes and I believe it hasn't done the black man's cause any good. He has been denied the democratic right to go to work because of intimidation

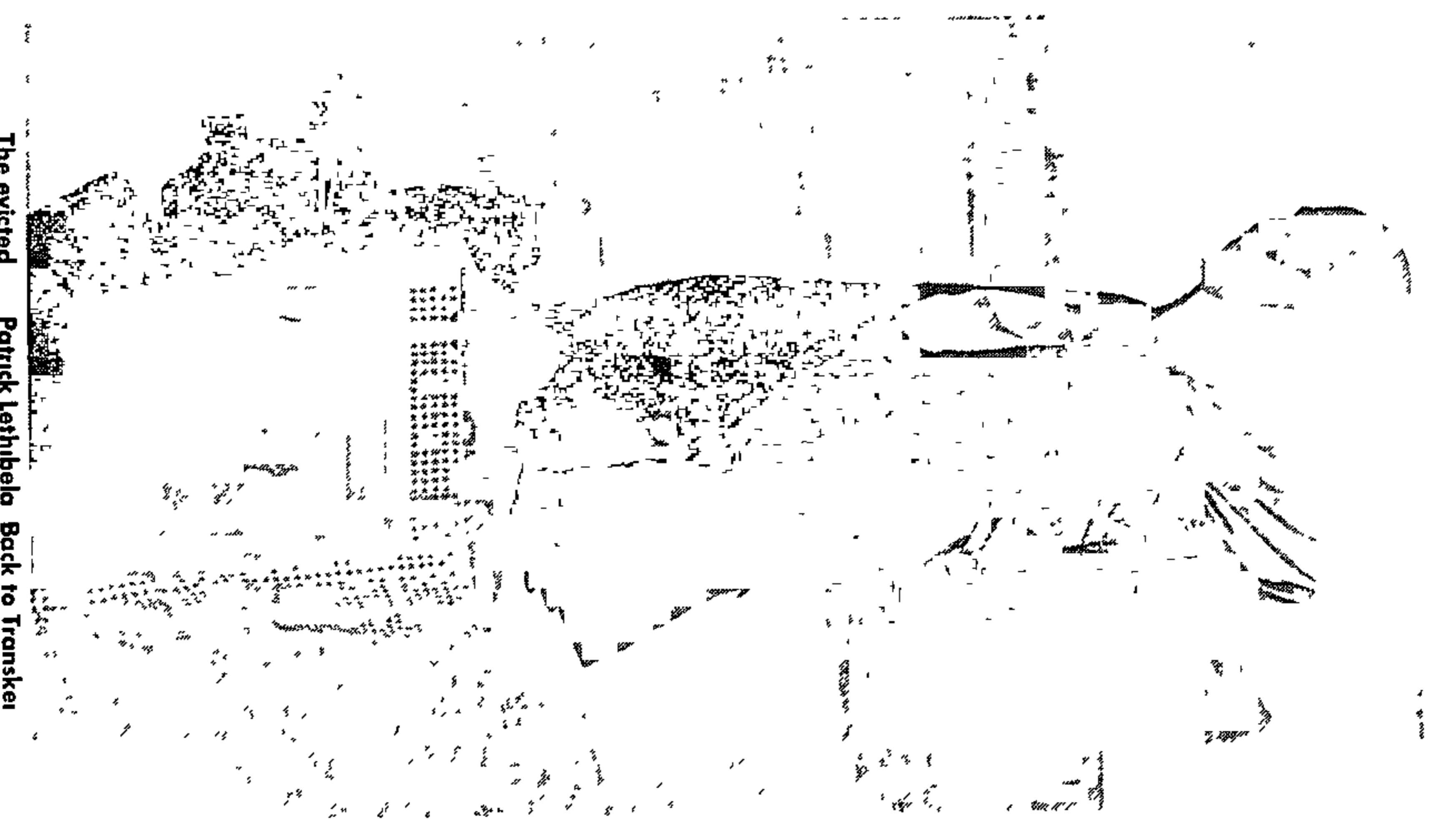
"This kind of action is harmful to the cause of change because business is doing quite a bit for blacks"

Sapa

The day hundreds were told to get out of their hostels



The workers . thousands of Sasel emiclo/rees gather outside their hostels just before hundreds of them were evicted to their homelands



The evicted Patrick Lethibela Back to Transkei

Pay-off . . . and

a grim future for Sasol workers



Hundreds of grim-faced workers at the Sasol plant in Secunda in the Eastern Transvaal reluctantly vacated their homes last night

They had been ordered to leave after taking part in a politically motivated two-day work stoppage

The workers told touching stories of the bleak future they faced when they reached their homelands after repatriation

About 30 buses laden by Sasol ferried the workers to their homes

Some workers were confused and near tears

Police got ear

By Langa Skosana

a watchful eye as the workers were paid off and taken away.

A worker from Keiskammahoek in the Ciskei, Mr Mzwenkosi Dantsy said he had been without work for almost two years before he got a job at Sasol

WORK
"Just when I thought I had found a job this is what happens," he added

His wife and child and some of his relatives sometimes went without food because of lack of employment and the drought that ravaged the area, he said

Without a job he went

on, his situation was going to be worse

Influx control, said Mr Dantsy, added to his miseries.

He said the law required that he got permission from local authorities to reside and work in any area in South Africa

This would be difficult because prospective employers would not want to employ a striker

He said he joined the strike because he did not want to be the odd-man-out when the majority voted for staying out

He felt that scabbing would be risky so he decided to join

He understood the purpose of the stayaway was

to protest against an increase in bus fares in Secunda and also in sympathy with students who were boycotting classes on those days.

"I did not expect the company to take such drastic action and dismiss us without consultation with our union leaders," he said

ACTION

"I believe there is something wrong and the authorities will have to put this right"

Mr Patrick Lethebela, from Herschel in the Transkei, said that although he believed the workers were right to take part in the strike, he was shocked and dis-

mayed at the action of the Sasol management

"I think the company should have just docked our pay for the days we were absent from work," he added

He said he had two small children who had to be fed

He did not know what he was going to do

Mr Thomas Chauke, an electrical operator from Gazankulu, is one of

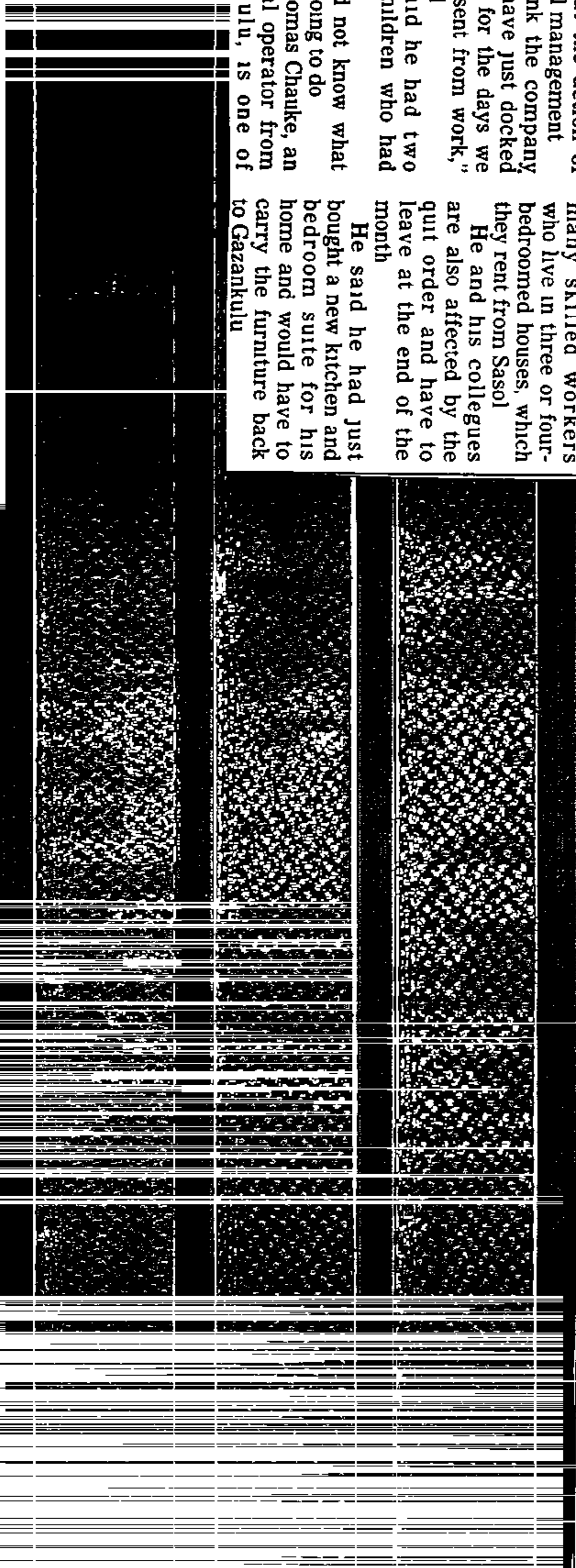
many skilled workers who live in three or four-bedroomed houses, which they rent from Sasol

He and his colleagues are also affected by the quit order and have to leave at the end of the month

He said he had just bought a new kitchen and bedroom suite for his home and would have to carry the furniture back to Gazankulu

The money

kombis with cash for the dismissed workers park ready for the big pay-off



When black workers strike back, industry trembles

The mass stayaway of up to 95 percent of black workers in certain industries for two days this week caused much concern in several quarters.

For employers there was the loss of production and the worry of future similar campaigns at a critical phase of the economic cycle.

The Government is faced with its long-held

By David Braun
Political Correspondent

18) fear that the successful collective boycott of black labour can strike effectively at the soft underbelly of the South African state... the economy so dependent on its unskilled labour.

And for the workers involved there is the real threat that if they stay away again they face losing jobs, pensions and other employment benefits, at a time of high unemployment in most economic sectors.

The sacking of 6 000 Sasol workers who failed to yield to demands to defy the stay-away demand underscores this danger.

For the country as a whole the stay-away with its accompanying violence, arson, looting and death of more than 20 people heralds a further dangerous move towards the destabilisation of society.

The boycott was coordinated mainly by the Transvaal Regional Stayaway Committee representing a number of trade unions, the United Democratic Front and the Congress of South African Students.

Its aim was to protest against government response to recent student, civic and worker grievances, to shake the government into answering student and worker demands.

Committee chairman Mr Thami Mali said the boycott was an overwhelming success. "Our duty is to step

up resistance and create an ungovernable situation and actually force the state to declare some of the area as liberated zones," he is reported to have said.

Strong language of this kind is certain to provoke tough reaction from the authorities, but privately senior government sources are worried.

ROOM 8/11/72

Thousands of workers paid off at Sasol

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By JEANETTE
MINNIE and
SIPHO NGCOBO

AS thousands of Sasol workers who heeded the stayaway call were paid off yesterday, Fosatu charged that "Sasol, a State-linked company, had chosen to provide massive industrial relations confrontation" and said the union organisation was looking for the support of other unions to take action against Sasol.

A Sasol spokesman said yesterday 2 500 had been paid off yesterday and Sasol had begun recruiting from the homelands

Sasol replied accusing the Chemical Workers Industrial Union, a Fosatu affiliate, of "surreptitiously organising a secret walk out" which could have seriously harmed the industry

Sapa reports the Minister of Home Affairs and National Education, Mr F W de Klerk, yesterday warned that the Government would not tolerate destabilising activity in any sphere, including that of labour relations

Mr De Klerk said the principle of South African labour legislation — keeping politics out of em-

ployer/employee relations — was under pressure and trade unions were being seen by some as a launching pad towards political power that bypassed the normal political democratic process

Speaking at the annual congress of the Motor Industry Employers' Union in Cape Town, Mr De Klerk said. "Political rights will be achieved by everyone through evolutionary constitutional development

South Africa cannot afford to allow its labour and economic spheres to become a political battlefield."

Sasol's workers were paid off at a field near Secunda's eMbalenhle Township

A contingent of armed police in camouflage uniform sealed off the field and some manned roadblocks at the entrance of the township, scrutinising every vehicle entering the township

Workers were getting their wages from about 11 security vehicles with the guards standing by.

The eMbalenhle hostel which housed thousands of

Page 2

P.T.O.

From Page 152

Thousands of workers paid off

Sasol employees was almost an half-empty by 4pm as many had either already left or were still waiting for at a nearby field for transport to fetch them

Hundreds of buses and private vehicles were packed with employees leaving Secunda.

Fosatu said it believed Sasol had made a "gross er-

ror" and unless the company reviewed its decision the cost in terms of production and future industrial relations would be "extremely high".

A Fosatu spokesman said last night it intended to approach other federations and unions as well as progressive organisations to join Fosatu in "action"

against Sasol. The Chemical Workers Industrial Union (CWIU), a Fosatu affiliate, meanwhile accused Sasol of using the two-day work staway "as an excuse to rid itself of the union at its Secunda plants

Concerning the police presence, the union statement said. "The ease with

which Sasol has been able to direct and control the heavily armed police and army contingents has allowed management to intervene at critical moments

"For example, hippos were driven through a huge meeting of workers inside the Sasol hostel.

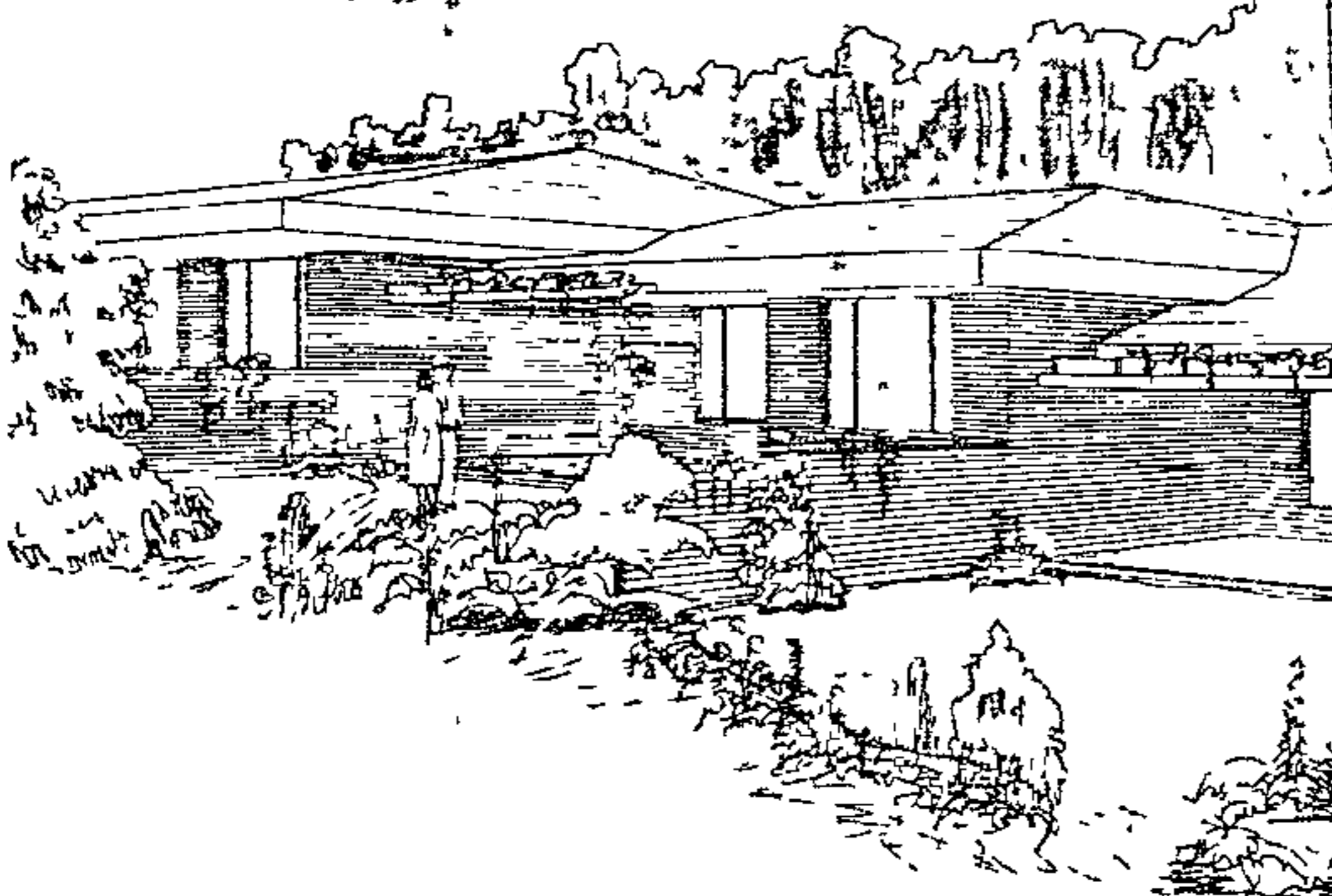
"Despite this extreme

provocation union stewards have so far succeeded in preventing any violence erupting"

A Sasol spokesman said "at this stage" the company would not reconsider re-employing dismissed workers.

He said Sasol had threaten to evict all hostel dwellers and people in company housing by 6pm last night but the union had threatened to challenge that in court.

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RBM 8/11/84 152

Wits workers end strike

A MASS meeting of black University of Witwatersrand workers yesterday morning resolved to end their week-long strike, after the university administration agreed to independent mediation.

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G R Bozzoli Sports Hall to hear the outcome of the most recent discussions between the union and Wits administration

It was decided that the strikers would return to work, pending the outcome of negotiations through in-

dependent mediator Mr Arthur Chaskalson of the Legal Resources Centre

The staff went on strike last week over the alleged victimisation of workers by three black managers at the Glynn Thomas House residence in Soweto

A fact-finding committee was established to investigate the allegations, but found "no basis for the dismissal of any of the managers"

In the interim, black students at Glynn Thomas House have physically removed the managers cited as responsible for the victimisation

Sasol's sacked 6 000 will wait to be evicted

By Carolyn Dempster and Langa Skosana

Buses were waiting and a makeshift pay-out point had been erected in the Secunda township of eMbalenhle to prepare for the removal of the 6 000 Sasol workers who were dismissed yesterday for taking part in the two-day regional stayaway.

Quiet return to work after stayaway

By Staff Reporters

Normality returned to Transvaal townships today as workers streamed to work after observing a two-day stayaway in protest at the Government's intransigence in attending to black people's grievances.

The stayaway was accompanied by violence in which at least 22 people, including one policeman, have died since Sunday.

The army was deployed to help police in the townships, but this has not been confirmed or denied by police spokesmen.

Workers in townships of the East Rand, Vaal Triangle, Johannesburg and Pretoria went to work today without incident.

In Tembisa, the scene of intense violence over the two days, thousands of residents flocked to work.

Several people who had managed to sneak to work yesterday were severely assaulted when

● To Page 3, Col 7

While a mass meeting of dismissed workers at the eMbalenhle township hostel this morning resolved to wait to be evicted, police with dogs patrolled the township in hippos and vans with dogs.

More than 6 000 workers at Sasol's two Secunda plants — Sasol 2 and 3 — were told yesterday that they had "dismissed themselves" by observing the stayaway and failing to meet return-to-work deadlines.

Arrangements have been made to pay out the workers and send them home by 6 pm tonight, a spokesman for Sasol said.

But the company has given a verbal undertaking to the Chemical Workers' Industrial Union (CWIU) that the workers will not be unlawfully evicted from the hostels.

Workers who arrived at the gates of Sasol 2 and 3 this morning were turned away by security and told they were no longer employees.

Mr Michak Ravuku, branch chairman of the CWIU, said the workers would not voluntarily be sent back to the homelands to starve.

● To Page 3, Col 7

Workers urged to unite

The Minister of Manpower, Mr Pietie du Plessis, today called on workers involved in the mass stayaway of the last two days to stand together and not allow themselves to be exploited for purposes which were not in their interests.

"The fact that there had to be such widespread victimisation and intimidation to force people to stay away from work proves that certain revolutionary and political cowboys do not have the popular support they claim," he said.

"Intimidation is one of the lowest, most undemocratic and unchristian tactics that can be used to make people subscribe to your particular political view."

The Minister said there was adequate provision in existing labour legislation for all workers of every race to improve their working conditions. Illegal strikes served only to cause unnecessary hardship, he said. — Political Correspondent

Wits workers end strike after talks

Labour Reporter

At a mass meeting this morning, University of Witwatersrand workers resolved to end their one-week strike after the university administration agreed to independent mediation

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G R Bozzoli sports hall to hear the outcome of the discussions

It was decided the strikers would return to

work pending negotiations through Mr Arthur Chaskalson of the Legal Resources Centre

Staff went on strike over the alleged victimisation of workers by three managers at the Glynn Thomas House residence in Soweto

A fact-finding committee had found "no basis for the dismissal of any of the managers"

Students at the residence have physically removed the managers

SADF involvement 'should be quite clear'

The police will not issue statements on future joint South African Police-Defence Force operations.

"The State President himself as well as prominent members of the Government have already spelled out the situation clearly," said a spokesman for the Police Division for Public Relations in Pretoria today.

"The Defence Force assisted us in the past and will do so in future whenever it is required," the spokesman said.

"When members of the Defence Force are seen taking part in a police operation, their involvement should be quite clear and the issuing of state-

ments unnecessary"

● Some vehicles of the Defence Force which moved into Tembisa on Monday to help quell fierce rioting during the two-day stayaway, were seen pulling out of the area today.

Police however continued to patrol the township and armed soldiers in a Casspir stood guard near the shop of Tembisa mayor Mr Lucas Mothiba, one of the few shops to escape being stoned and set alight during the riots.

A road grader of the East Rand Development Board started removing debris which had been used to barricade the streets.

Dismissed Sasol workers will wait to be evicted

● From Page 1.

But most of them wished to avoid bloodshed and would not resist management attempts to get them out of the hostels.

The CWIU has sent a telex to Sasol advising it that any attempts to remove the workers from the hostels will be regarded as unlawful action.

In a statement released today, Mr Rod Crompton, general secretary of the CWIU, accused Sasol of using the stayaway as a means of getting rid of the union.

By refusing to allow the workers to return to work, the corporation was sustaining massive losses "which, with its access to taxpayers' money, it seems prepared to sustain to an extent not possible in the private sector", he said.

Unofficial estimates are that Sasol has lost about R12 million due to the stayaway.

But a spokesman for Sasol said production had not been unduly affected over the two days and recruitment of a new labour force would begin immediately.

Stayaway ends quietly

● From Page 1.

they returned in the afternoon despite the presence of troops and police in Casspirs.

At Kalafong Hospital outside Pretoria, at least 17 people from Atteridgeville — including two youths who died — were treated for bullet wounds, superintendent Dr G Joubert confirmed.

John Phefo (17) of 44 Masemulo Street and Wallace Ramskin (13) — died during confrontations with police. Both were shot in the neck.

The police public relations officer in Pretoria, Major Quinton Papenfus, said policemen had used only rubber bullets "which could not cause death".

"If people feel the deaths in Atteridgeville were caused by police, I strongly deny this because we did not use sharp ammunition but only rubber bullets and teargas to disperse mobs."

The allegation that the youths were killed by police would be investigated, he added.

Only 24,6 percent of the 2 832 East Rand pupils scheduled to write biology and physical science matric examinations yesterday turned up.

No pupils attended any of the East Rand's 53 schools and all pupils in the Vaal Triangle and Atteridgeville continued to boycott classes yesterday.

Star

Stayaway ¹⁵² Even hit Hyde Park

By Harvey Thomas

Yesterday was hell in Hyde Park.

I knew the stayaway was serious but I didn't realise quite to what degree until I had to wash my own socks.

After all, what's the point in living in a snooty suburb which is part of an even snootier Sandton if you have to wash your own socks?

Here I must hasten to add that the black stayaway workers had, and still have, my full sympathy. If it was hell in Hyde Park it must have been surrealistic to watch those nor-

mally crowded but yesterday empty highways from Soweto.

But that didn't change the plight of a chap who overslept because the daily maid suddenly wasn't daily any more and who, to top it all, couldn't find out where she kept the sugar so he could gulp his morning coffee.

Yesterday was laundry day in the Thomas household in Hyde Park. Except that, as it turned out, yesterday was not destined to be washing day.

Fortunately I have enough inexpensive made-in-Hong Kong custom-tailored shirts to last me about four

months, but they don't tailor-make socks in Hong Kong.

Which is why I was reading the instructions about how to use cold water Ormo after finishing the late night stint at *The Star*.

It seemed a trifle extravagant to activate the washing machine at midnight for a few pairs of socks and so I hand-washed them. And this was the first time in my life I have ever hand-washed anything.

Fellow white male South Africans may nod in agreement. We're a pam-

pered lot.

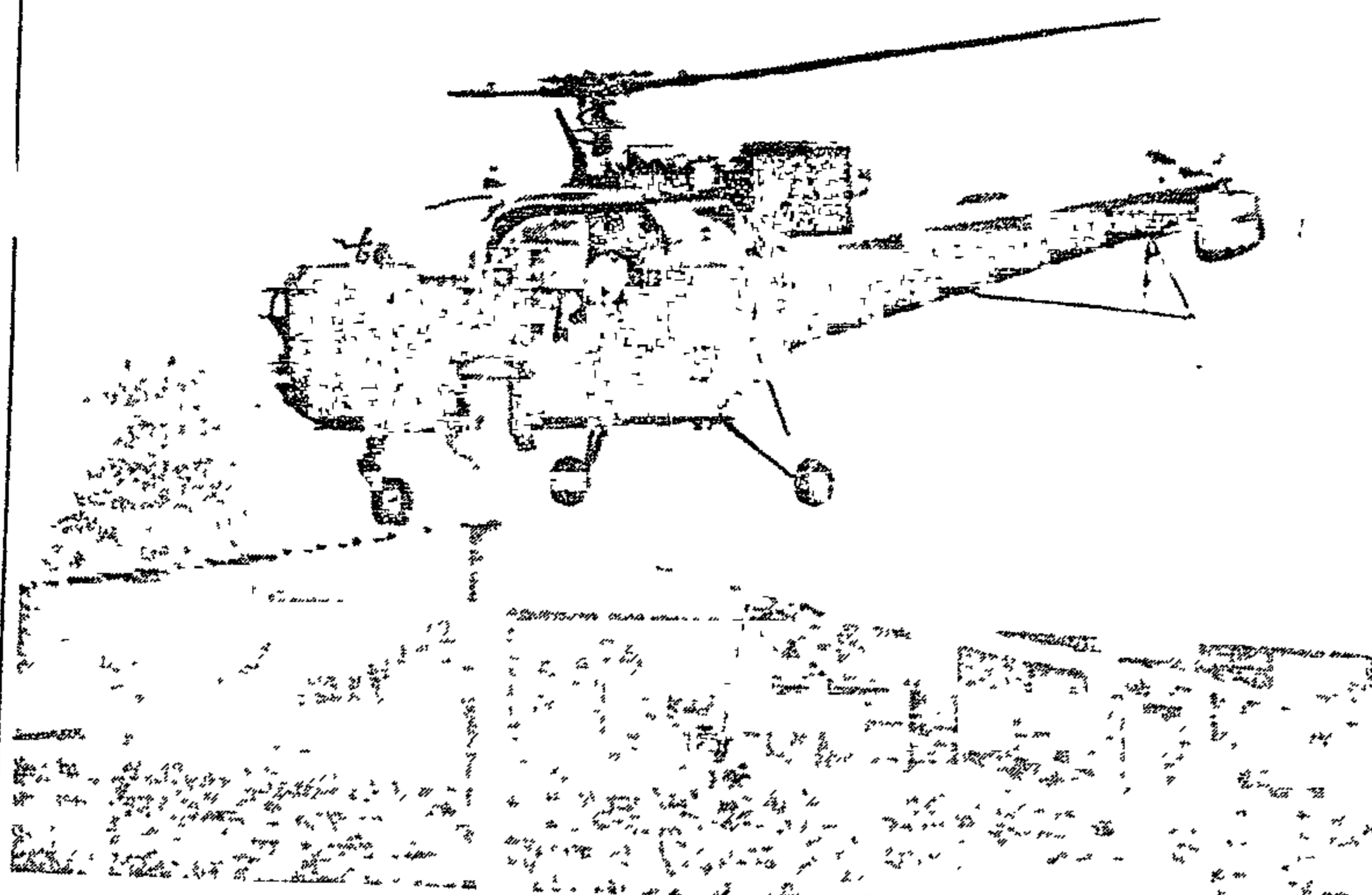
I am now preparing for a siege. I have bought a dozen pairs of new socks and lots of fresh underwear.

Happily I have a handy supply of unused hankies.

But my message to my maid somewhere in Soweto is simple. Please come back.

You have made your point!

But what a damning commentary on the social affairs of South Africa that it took a pair of socks to do it and not all these lives so tragically lost trying to prove their point.



ONE OF THE TWO helicopters that were assisting ground army patrol staff in Tembisa takes off to another trouble spot yesterday

Pic MBUZENI ZULU

Govt warned of more stayaways

By NKOPANE MAKOBANE

TWO GOVERNMENT Ministers have themselves to blame for the past two-day stayaway because they have refused to listen to the demands of the people, Mr Thamu Mali, chairman of the Transvaal Stayaway Committee, said yesterday.

In a statement released to The SOWETAN yesterday he said the committee would like to warn the Minister of Law and Order Mr Louis le Grange and the Minister of Co-operation, Education and Training Mr Gernt Viljoen that such events would become 'our daily activities if the demands that led to the stayaway are not met'.

"The committee on behalf of all the organisations that it represented, thanks the

Transvaal people shopkeepers and taxi-owners for observing the call to stay away from work.

'We have proved to the Government that we have power in our hands and we can use it the way we like. No amount of intimidation from the State can stop the people on their way to liberation.'

'We cannot go back anymore now and our duty as oppressed people is to step up resistance,' he said.

According to the committee's assessment, all areas that received posters and pamphlets had at least 75 percent of people heeding the call, with some areas in the Vaal Triangle and the East Rand register-

ing a 95 percent stay-away.

We are happy that anonymous pamphlets that called the people to defy the call and the utterances of Chief Gatsha Buthelezi did nothing to sway the people. Trade unions, student organisations and relevant community organisations enjoy the support of the people and not Inkatha and Government media.

'We are now going to call on the people to boycott all the councillors, shops and businesses until they resign from the Government created body,' he said.

SA pleading with us says Mugabe

US

LL-ON

Cobalt

Results of 2-day Stayaway Hits East Rand and Vaal predicted

By Jo-Anne Collinge

The massive two-day stayaway in the Pretoria-Witwatersrand-Vereeniging area would have long-term political results, the Release Mandela Committee believes.

More immediate and concrete achievements, such as rent or education concessions, might not materialise or become apparent for several weeks, it added.

But even without concrete pay-offs the political advance was worth it, spokesmen said yesterday. The stayaway made them confident that bigger action, better co-ordinated and on a national scale, was possible.

LINKS FORGED

They listed the following gains

- Unity had been achieved among a substantial portion of township dwellers at South Africa's industrial heart. Workers and middle class tradesmen, parents and students, had forged links

- New ground was broken in joint action by community groups

and key trade union groupings, some of which have previously stood aloof

- Rhetoric had been converted into concerted action, mostly disciplined
- Vast numbers of people had shown they had seen for themselves the real face of the Government that it was a farce to say Pretoria was committed to change

The two-day protest stayaway left industry on the East Rand and Vaal Triangle reeling while businesses in other centres felt the side-effects of a 20 to 60 per cent absentee rate.

The widespread support for the stayaway — called by unions, civic associations and student bodies — demonstrated effectively and for the first time the economic muscle wielded by organised black workers.

Hardest hit were the labour-intensive steel, engineering and manufacturing companies on the East Rand.

Unionised workers stayed away en masse on both Monday and yesterday and unorganised factories reported

Staff Reporters

a five to 10 percent attendance.

Mr Sam van Coller, president of the Steel, Engineering Industries Federation of South Africa, said companies might have been able to make short-term arrangements, but production would still have been affected.

"There is no doubt that there is very serious concern in industry about the situation, particularly in a severe recession which limits the extent to which employers can play a constructive role," he added.

Federation members had indicated they would not dismiss em-

ployees who had joined the stayaway, said Mr Coller.

In the event of similar stayaways in future, some employers might take a hard line, he said.

Mr Andre Malherbe of the Johannesburg Chamber of Commerce said it was possible that firms with a high sales volume would ask employees to work overtime, but one had to consider the bad economic climate.

An Assoccom spokesman said industries had effectively lost two days' production because of the high percentage of workers who had stayed away on the East Rand and Vaal Triangle.

In Soweto, Alexandra

and Pretoria townships the stayaway eased slightly yesterday as more workers trickled into industrial and urban areas.

For the retail industry, the beginning of the week is traditionally a slow period, so the stayaway did not unduly affect turnover.

Mr R P de Wet, personnel director for Pick'n Pay, said preparations had been made over the weekend, and only in isolated cases were services noticeably slowed.

He said staff had been told they would not be paid for the days they did not report, but the company had adopted a lenient attitude in view of the difficult situation.

Ms Petra Lomborg, public relations manager for Checkers, said stores had remained open and, in spite of a fairly high absentee rate, there had been a normal trade.

A spokesman for Johannesburg City Council said about eight percent of the black staff had stayed away on Monday but the situation was back to normal yesterday.

Hotel operations were minimally affected by the stayaway, with most staff turning up for work on both days, said spokesmen for the Carlton Hotel and the Southern Sun hotel chain.

Holiday Inns reported a 100 percent stayaway by black staff at its Braamfontein hotel on Monday.

rom 7/11/84

Sasol fires 90% of workforce

Mali Reporter

SASOL yesterday dismissed 90% of its workforce — believed to be 6 000 — for not coming to work despite warnings that failure to do so would constitute a breach of their employment contract

In a statement last night Sasol said workers were repeatedly requested to resume duties yesterday

They were told that those who had not reported for duty by 10am yesterday would automatically be regarded as having been dismissed

Thousands of workers stayed home yesterday — especially on the East Rand — on the final day of the two-day stayaway called by the Transvaal Stayaway Committee

Stayaway figures released by Federated Chamber of Industries members were

Kempton Park 100%, Springs 90%, Germiston 85%, Wadeville 95%, Industria between five and 50%, Boksburg up to 98%, Denver 20%, Vanderbijlpark 90%, Benoni 50%, Benrose 60%, Elandsfontein 20%, Randfontein 3% and Sandton 20%

RBM 7/11/84 (152)

Reef stayaway 'may be only the beginning'

By ANTON HARBER
and JEANNETTE MINNIE

THE Transvaal Regional Stayaway Committee (TRSC) has raised the possibility of further stay-at-home protests in the wake of what it described as the "overwhelming success" of this week's action.

Mr Thami Mali, chairman of the TRSC, said yesterday that such stay-at-home calls could be repeated — and possibly on a larger scale — if the Government continued to ignore the demands set out when the stayaway was called.

The TRSC will hold a "post-mortem" meeting in Johannesburg on Saturday to discuss the effects and consequences of this week's stayaway.

All the organisations who joined the stayaway call — including the two large black trade union federations, Fosatu and Cusa — have been invited. The meeting is likely to consider how to take the protest further.

Mr Mali said in a statement yesterday that the protest had proved to the Government "that we now have power in our hands and can use it in any way we like."

"We cannot go back any more now. Our duty is to step up resistance and create an ungovernable situation and actually force the State to declare some of the area as liberated zones," he said.

The TRSC said all the areas in which posters and pamphlets had been distributed achieved a stay-at-home total of not less than 75%, with some as high as 95%.

Mr Mali said the

stayaway had proved that trade unions and student and community organisations, rather than Chief Gatsha Buthelezi's Inkatha, enjoyed the support of the people.

Chief Buthelezi criticised the call for a stay-at-home.

A spokesman for Fosatu (the Federation of South African Trade Unions) said the trade union movement regarded the stayaway as having been "a very effective and major protest" against the "totally unacceptable" situation which had developed in Transvaal townships.

The Fosatu spokesman described worker involvement in the stayaway as a "significant" development.

The Release Mandela Committee (RMC) yesterday also warned of more effective protest action in the near future if the Government continued to ignore "popular demands".

It described the stayaway call as an "overwhelming success, despite underhand tactics by the Government and agents of reaction to break the call."

"In the eyes of the majority of our people the stayaway was the only effective action (by which) to draw the attention of the world and shake the South African Government to its senses about the grievances and demands of the oppressed and exploited South Africans," it said.

● Mr Mali said yesterday that he had received dozens of death threats at his Soweto home since the stayaway call had been issued.

The company that printed the TRSC pamphlets had also received many threats, he said.

Pay becomes his

Rioters, police in bloody clashes

Troops step in as death toll mounts

Mail Reporters

TROOPS moved into the townships of Tembisa, near Kempton Park and Tsakane, near Brakpan yesterday as the death toll in Reef townships rose to 17 after another day of bloody clashes between police and rioters and looters.

The final day of the stayaway call by the Transvaal Stayaway Committee was again marked by massive staff shortages at businesses on the East Rand and, to a lesser extent in Johannesburg and Pretoria

All streets in Tembisa were unpassable after they were barricaded with stones, old cars and burning tyres. The township was still smoking yesterday evening.

Cars trying to go through the barricaded streets were stoned and police and soldiers patrolled the township and guarded government buildings

As the unrest intensified, and police and soldiers moved in, a blanket ban on information on the use of troops was imposed

In a shock move, the SA Police public relations division refused to confirm that Defence Force troops had been deployed in the townships

In future, senior spokesman Colonel Jaap Venter told the Rand Daily Mail, the SAP would not comment or release any information concerning the army's role in combined police-army operations in South African townships

And the Defence Force reiterated its policy that all statements concerning the SADF's role "are the responsibility of the SA Police"

Since a policeman died early on Monday, seven people have died during unrest in Tembisa, five in Katlehong on the West Rand, and three in other Transvaal townships

The body of a woman was also found by police yesterday after unrest in a township in the Eastern Cape. The cause of her death was unknown, police said

At Tsakane, SADF units moved in with police to guard the health clinic, post office, shops and other buildings against possible arson after two beer halls had been burnt down during Monday's unrest

Lieutenant Tom Jefferson, of the SAP public relations division, said yesterday he could not deny or confirm the presence of army troops in Tsakane

Huge dustbins, old cars and big stones also barricaded the streets of Daveyton, Katlehong, Vosloorus and Tsakane and youths milled around, scrutinising all cars trying to get through. Police used tearsmoke and birdshot to disperse them on several occasions

Several people are believed to have been arrested in Tembisa, Katlehong and Vosloorus but police could not confirm the arrests

In yesterday's violence and bloodshed

- Two men were fatally wounded in Tembisa when police fired birdshot at mobs stoning bottlestores,

- In the West Rand township of Katlehong, two youths were killed when police used birdshot to disperse group of about 200 youths stoning the house of a council member,

- A post office vehicle and a private house were also set alight in the township, where numerous car-stoning incidents were reported during the day,

- In Boipatong a bus was extensively damaged when rioters used it as a road barricade and then set it alight, police said,

- In Daveyton, the body of a woman was found after police used tearsmoke to disperse a group of about 100 youths. Police are investigating the cause of her death and

- In another part of the township, some 500 youths stoned police and were dispersed with tearsmoke, rubber bullets and birdshot.

Police reported the following incidents in Tembisa and Katlehong yesterday afternoon

- Police trying to remove barricades in Tembisa fired birdshot at a mob of stonethrowing youths. One man was slightly injured, treated and arrested for public violence,

- Also in Tembisa, police fired birdshot at a group of 50 people looting a shop. A man, aged 28, was wounded, treated and held for theft,

- A youth slightly injured by birdshot was arrested with two others for public violence after police fired at a mob stoning a Tembisa shop and

- Police also used birdshot and rubber bullets to disperse a crowd at Makhulong B Section, Tembisa, at about 2 pm. An 18-year-old youth was injured

● See Page 2

Death toll rises after 2-day stayaway

20 DIE

THE DEATH toll stood at 20 yesterday while 6 500 workers were fired by Sasol as the two day stayaway ended.

In Daveyton the unrest continued, with youths stoning cars and erecting barricades. People returning from work were being molested.

Scores of people were injured during the stayaway. Hospitals have refused to give details, following instructions from the police.

We have received reports that some people have had their ears cut by youths for not heeding the call to stay at home. The reasoning behind this brutality is that the said people were not prepared to use their ears so they must be cut.

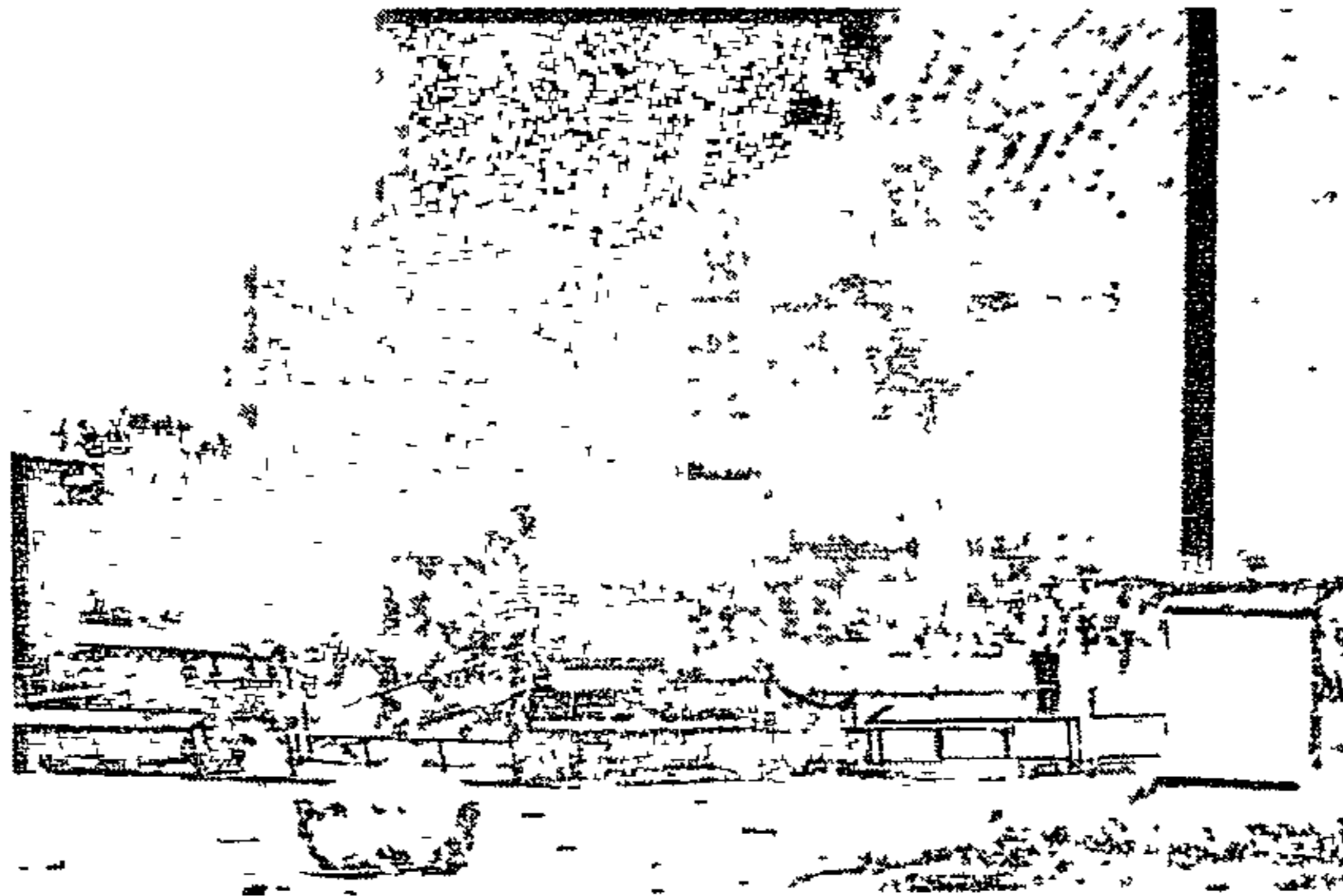
The violence was heaviest in Tembisa where at least seven people died. Several people died in Ratanda, Heidelberg. The rest of the deaths are spread in other East Rand townships, with two deaths in Pretoria and five in Katlehong.

Army

Police and army units were involved in clearing up operations after a large force entered Tembisa at the peak of the violence on Monday. Yesterday the violence still continued but on a smaller scale, with the police manning the township.

Lieutenant T. F. Jeff-

Reports from: Sello Rabothata and Robert Magwaza (East Rand); Joshua Raboroko and Len Kumalo (Vaal Triangle); Nkopane Makobane and Joe Molefe (Soweto); Elliot Tshingwala, Mojalefa Moseki and Mbuzeni Zulu (Alexandra and Tembisa); Monk Nkomo and Alinah Dube (Pretoria townships.)



SMOKE BILLOWS from one of the barricades set up by youths using beer bottle crates to fuel their fire. The scene was Tembisa yesterday.

Pic MBUZENI ZULU

shot to disperse the group and a man was slightly wounded. He is receiving medical treatment and is to face a public violence charge.

In two other incidents in Tembisa police used birdshot to disperse two groups, one looting a shop and the other stoning a store. Two men were wounded in the incidents.

The Katlehong policeman was injured during a confrontation with a group of youths. He is being treated in hospital and his condition is not serious.

Lt Jefferson said that

the three people who were shot dead during disturbances in Ratanda Heidelberg on Monday.

They are Mr Moses Mokoena (21) of 2753 Matlala Street, a relative of Mr Paul 'Sparks' Mokoena, the chairman of the Ratanda Civic Association.

The others are Mr Joseph Pooe (24) of 2097 Mamabolo Street, and the third is only known as Mr Mofokeng.

Stoned

A house and two cars belonging to a former member of the Ratanda

including trucks and tractors belonging to the East Rand Development Board (Eradebo), were also set alight by a rampaging mob in Ratanda. The bottle store and beerhall were set alight and the local office of Eradebo was stoned.

Two Attendgeville / Saulsville students, aged 13 and 16 years, have died at the Kalafong and H F Verwoerd hospitals after confrontations during the stayaway.

Wallace Rumskin (13) of 93 Ramokgopa Street, Saulsville died shortly after being ad-

ZAMBULE

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Army

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Lieutenant T F Jefferson, of the Police Public Relations Directorate in Pretoria, said yesterday two members of the South African Police were injured in separate incidents in Tembisa and Katlehong

The first policeman was stoned by a mob in Tembisa while trying to remove objects that had been used to barricade a road. Police fired bird-

shot to disperse the group and a man was slightly wounded. He is receiving medical treatment and is to face a public violence charge

In two other incidents in Tembisa, police used birdshot to disperse two groups, one looting a shop and the other stoning a store. Two men were wounded in the incidents

The Katlehong policeman was injured during a confrontation with a group of youths. He is being treated in hospital and his condition is not serious

Lt Jefferson said that by yesterday at 8 pm, the number of people who had died since Sunday night including the policeman in Duduza, stood at 20

He said Soweto and the Vaal Triangle had been quiet, but police would still patrol the areas to maintain law and order

The SOWETAN has established the names of

Reports from: Sello Rabothata and Robert Magwaza (East Rand); Joshua Raboroko and Len Kumalo (Vaal Triangle); Nkopane Makobane and Joe Molefe (Soweto); Elliot Tshingwala, Mojalefa Moseki and Mbuzeni Zulu (Alexandra and Tembisa); Monk Nkomo and Alinah Dube (Pretoria townships.)



SMOKE BILLOWS from one of the barricades set up by youths using beer bottle crates to fuel their fire. The scene was Tembisa yesterday.

PICTURE BY MBUZENI ZULU

the three people who were shot dead during disturbances in Ratanda Heidelberg on Monday

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The others are Mr Joseph Pooe (24) of 2097 Mamabolo Street and the third is only known as Mr Mofokeng

Stoned

A house and two cars belonging to a former member of the Ratanda Community Council, Mr George Sithole, were set alight on Monday night by a crowd of about 200 which attacked his home at 8 30 am. The crowd is said to have first stoned Mr Sithole's property before setting the cars and the house on fire. The cars were destroyed by the fire and the house was damaged

Several vehicles, in-

cluding trucks and tractors belonging to the East Rand Development Board (Eradebo), were also set alight by a rampaging mob in Ratanda. The bottle store and beerhall were set alight and the local office of Eradebo was stoned

Two Attendgeville / Saulsville students, aged 13 and 16 years, have died at the Kalafong and H F Verwoerd hospitals after confrontations during the stayaway

Wallace Rumskin (13) of 93 Ramokgopa Street, Saulsville, died shortly after being admitted to the Kalafong Hospital and transferred to the H F Verwoerd Hospital on Monday night

The other victim was 16-year-old John Phefo of 44 Masemola Street, a Form One student at the Tlidiyanong High School in Rustenburg

• A group of youths

152

Bloody clashes in Tembisa

From Page 1

chanting freedom songs and setting up barricades in the streets, went on the rampage on Monday night, partly damaging the Saulsville house belonging to Dr C T D Marivate, a senior lecturer at the University of South Africa

Although numbers of workers and school children in Mamelodi defied the stayaway call yesterday, local businesses remained closed

• In Katlehong police and SADF troops stood guard. The house of Mr Sidney Cheou, an assistant superintendent in the township, was gutted after an attack by youths

In Ratanda two cars belonging to an ex-civic leader and his daughter were burnt. Their homes and garages were also burnt. The home of another councillor, Mr J Z Mngqufeni, who resigned at a meeting on Sunday, was also gutted

Gutted

• Three shopping centres were gutted by fire after rampaging youths set them alight as violence continued in Tembisa yesterday

Yesterday a beerhall, two shops, a bus and several cars were burnt or stoned

Most of the streets were barricaded by youths using rubbish bins, stones and car wrecks to prevent transport entering or leaving the township to take workers to their place of employment

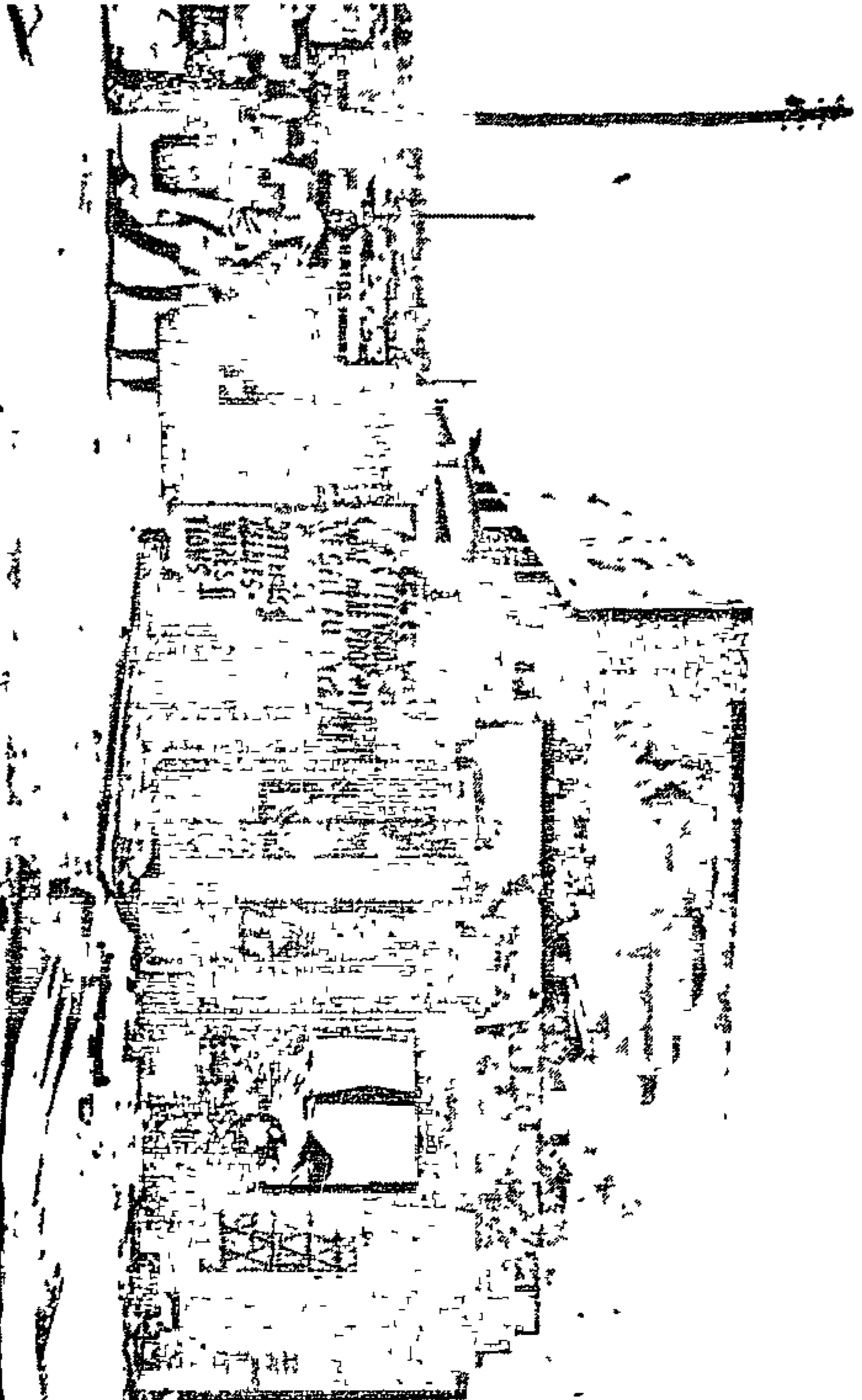
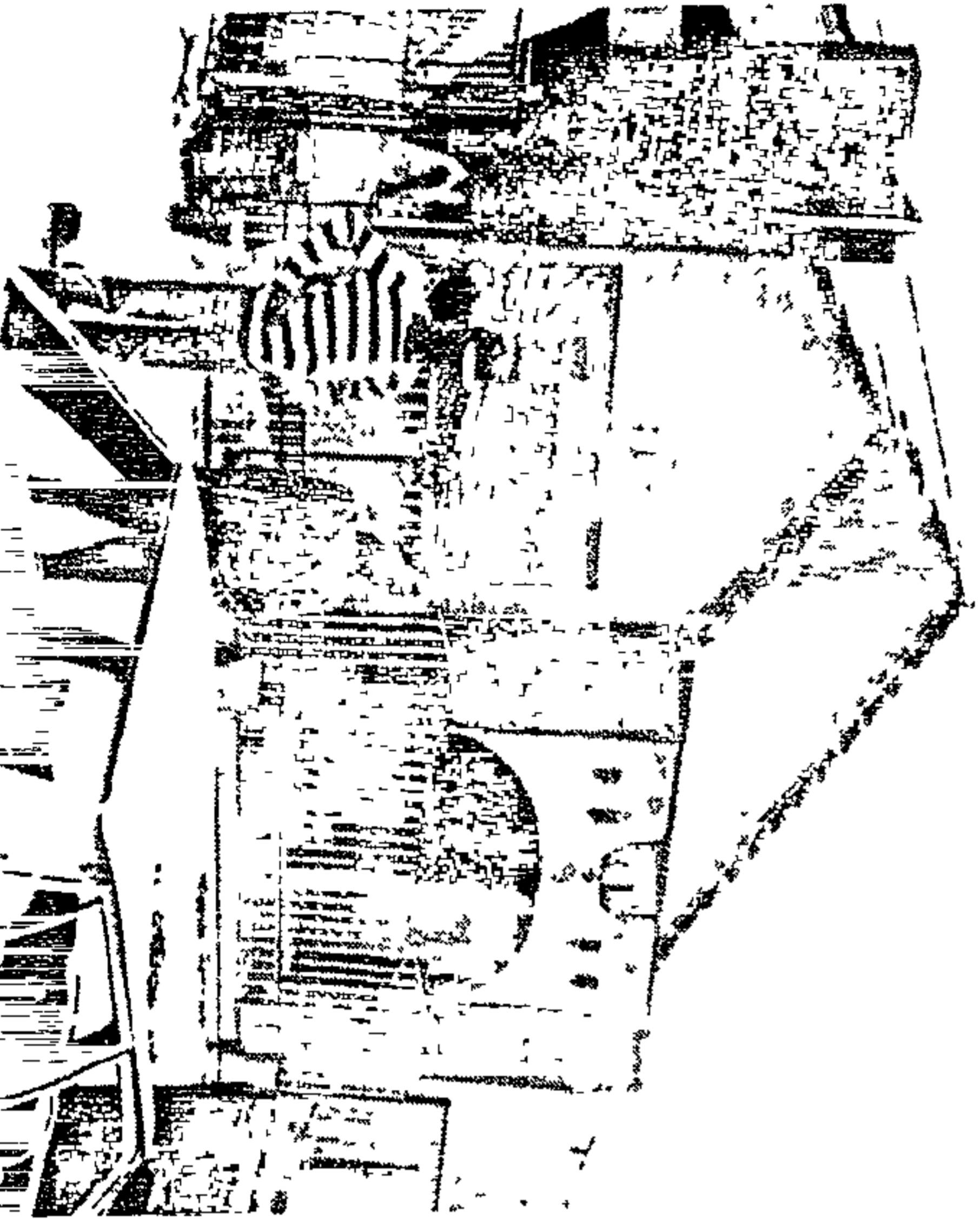
Scores of hippos, army jeeps and two helicopters were on patrol in the township yesterday. Railways policemen were also on the scene, protecting workers who removed drums, big cement blocks and stones which were placed across the rails to prevent the trains reaching the local station

At one place in Tembisa youths set fire to a stack of beer crates in the middle of the road to act as a barricade. The SOWETAN staffers who went to the scene were attacked by stone-throwing youths and forced to flee

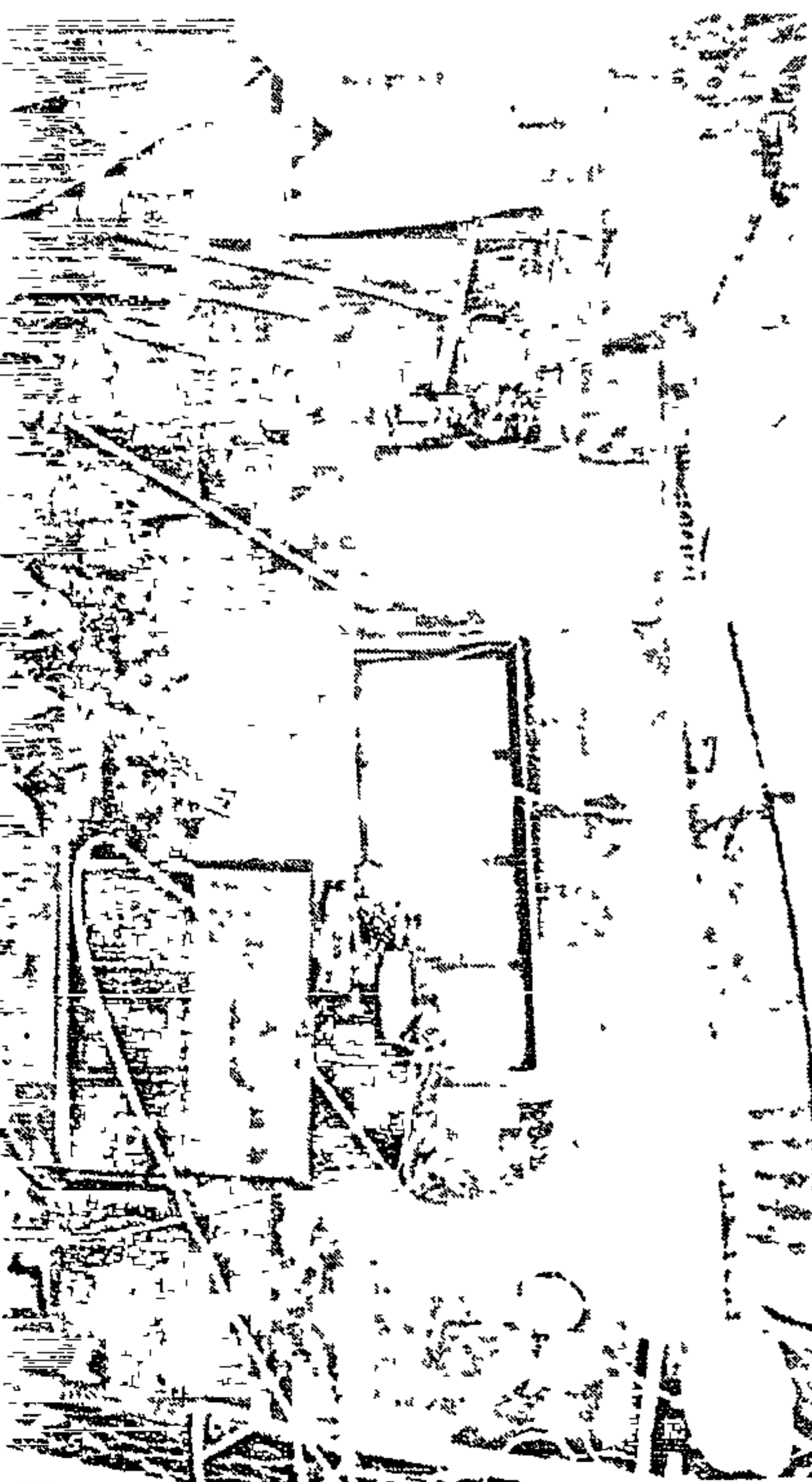
Hundreds of the township's residents were virtually without food yesterday. Bread trucks stopped deliveries on Monday

Last night two more people were reported to have died in Ratanda, one of them a ten-month-old baby. The other one is Matota Mosikani of 2767 Matlala Street

DAY NO. 2 OF THE STAYAWAY



BURNING: A shopping complex burns in Tembisa in an aftermath of the violence that gripped the area.
Pic: MBUZENI ZULU



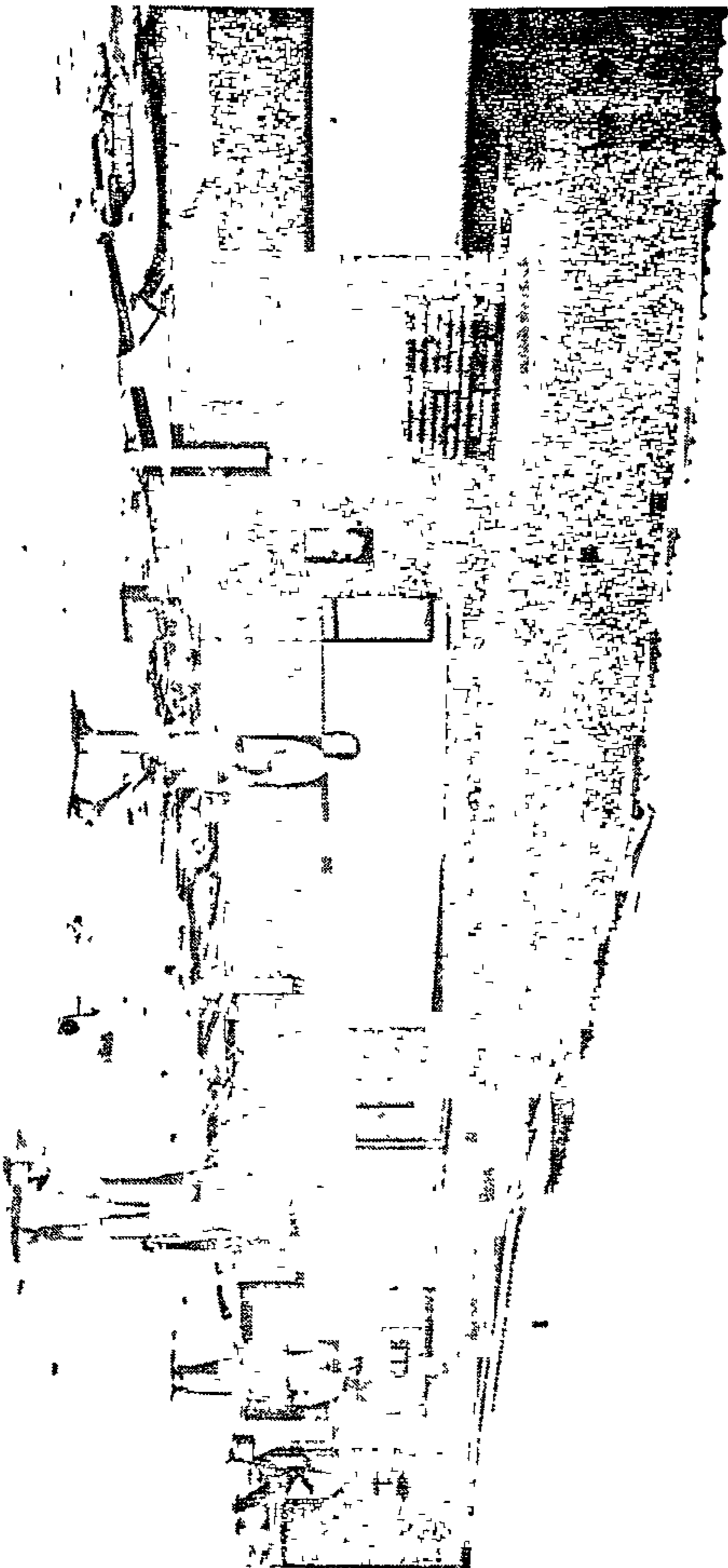


CAR Burnt out car in Ralanda is evidence of the violence in the area the past two days

pic ROBERT MAGWAZA

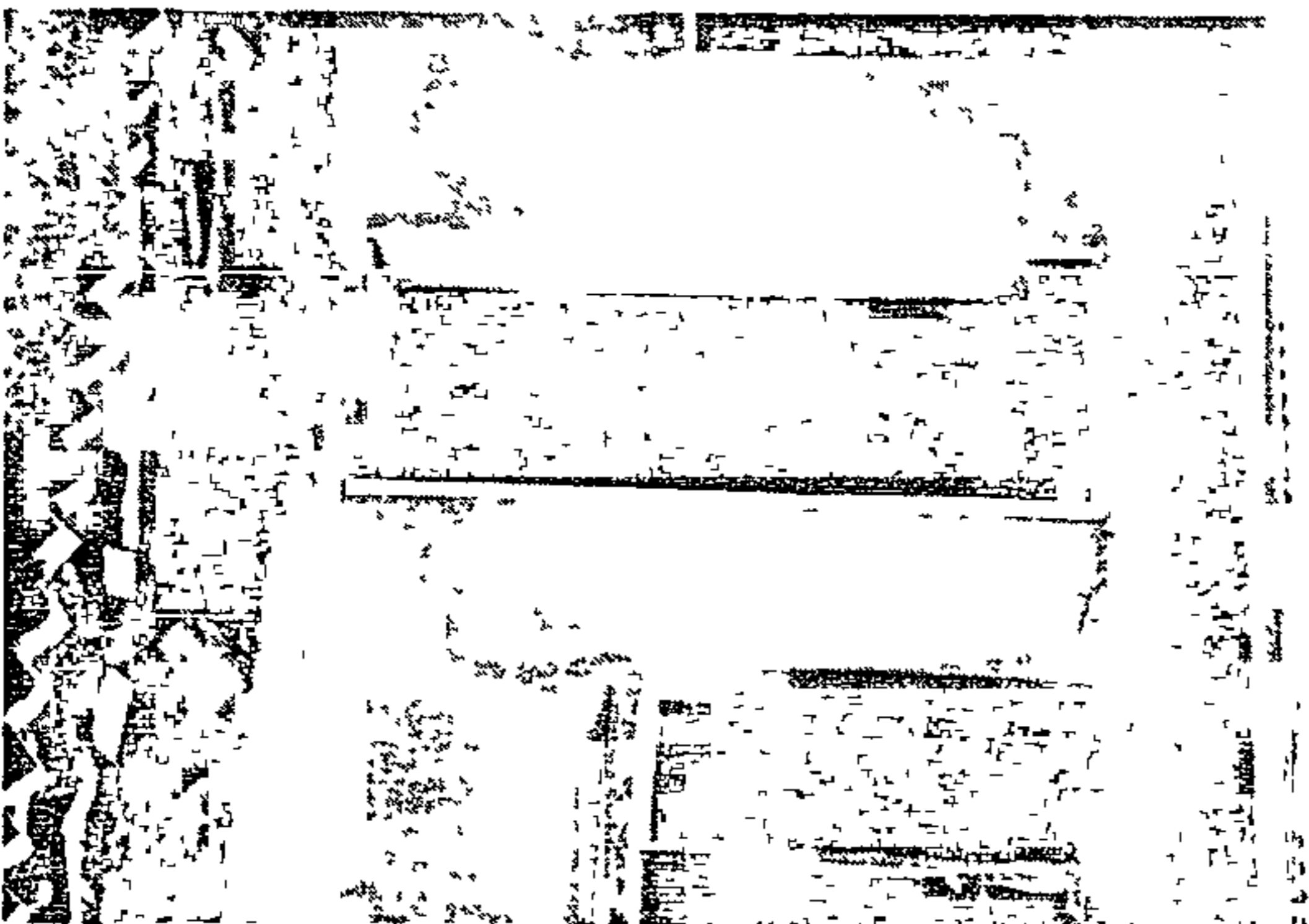


RUINED A house gutted in Ralanda yesterday during the massive stay-away call



A BEERHALL Stoned and set on fire by a mob in Ralanda as violence became the order of the day

pic ROBERT MAGWAZA



GUTTED A house in Ralanda after angry mobs went on the rampage

S

destruction

THE DEATH TOLL in the past 48 hours of unrest in black townships throughout the country rose from 10 to 16 as a call for a two-day work stoppage entered its final day yesterday.

Two women and four men died late Monday night and early Tuesday in countrywide unrest, the Police Directorate of Public Relations in Pretoria said yesterday.

A white policeman was seriously injured. The spokesman said seven men were injured while they were attacking the police, Railway Police and officials of the East Rand Development Board

At least 31 people have been arrested on several charges including public violence. The call for a work stoppage was made by various organisations and trade unions in protest against the Government's handling of township grievances.

The following is a diary of events in the unrest areas from 3 pm on Monday to 5 am yesterday.

1 New Brighton, (Port Elizabeth) Police used rubber bullets to disperse a group which had barricaded a road. No reports of any injuries.

2 Kwazakhele (near Port Elizabeth) Birdshot used to disperse stone-throwing crowd. A black woman was later found dead as the mob dispersed. Cause of death unknown, police investigating.

3 Kwazakhele Tear-smoke used after police vehicle stoned.

4 Boipatong (near Vereeniging) Roads barricaded. Bus set alight. Damage extensive.

5. Katlehong (near Germiston) Private house set alight. Private vehicle stoned and looted. Birdshot fired. No reports of any injuries.

6. Katlehong. A group of about 200 stoned the house of a council member. Police fired birdshot. Two men

dead. 7 Katlehong Group of about 100 stoned private vehicles. Tear-smoke, rubber bullets and birdshot used. No reports of any injuries.

8 Katlehong Post Office vehicle set alight.

9 Katlehong Private vehicle stoned and hijacked.

10 Atteridgeville Attempts made to set bus alight.

11 Ratanda Private vehicle set alight. No police action.

12 Daveyton Police patrol stoned. Tear-smoke, rubber bullets and birdshot used. No reports of any injuries.

13 Daveyton In Dungone Street, a group of about 100 dispersed by police. Body of black woman found dead in the street. Cause of death as yet unknown.

14 Daveyton Private vehicle gutted. Tear-smoke used to disperse stone-throwers.

15 Tembisa Guards at a bottle store attacked. Birdshot fired at the crowd. One man shot dead.

16 Relela Bottle store attacked. Guards fired birdshot. One man shot dead.

17. Two trucks set alight in the Felanuo Section.

• A youth died and nine other people, including a three-year-old toddler were treated for bullet

wounds at the Kalafong Hospital after unrest erupted in Atteridgeville near Pretoria during the massive stay-away campaign on Monday.

A Kalafong Hospital spokesman confirmed that 10 cases were treated for bullet wounds and one of the two patients who were admitted died at the HF Verwoerd Hospital in Pretoria after he was transferred from the Kalafong Hospital because of the seriousness of his condition.

Hundreds of residents in Tembisa East yesterday queued for food at the Oakmoor Station Shop — the only one which remained open during the unrest which started on Monday.

Some residents boarded trains to Olifantsfontein and Birchleigh to buy food there.

Bread

At Oakmoor residents paid 50 cents for a loaf of brown bread. All shops in the township remained closed during the two-day stayaway.

Many stores have been destroyed by rioters since the weekend. The violence which grew in the township continued yesterday as the Lerato shopping centre at Difateng Section was set alight by a group of youths at about 10 am.

Another shopping centre at Mpho Section was also destroyed by fire yesterday.

Men in police and army vehicles continued to patrol the township and the area was kept under surveillance from two army helicopters.

Residents have expressed fears that the surveillance from the air could be in preparation for a house to house search similar to that which took place in the Vaal area.

Now the unrest account of

Sowetan

7/11/84

152

CAR: Burnt

Don't miss

SOWETAN SUNDAY

MIRROR

The paper you can trust

Strike costs ¹⁵² knock Af Cable

6/11/84 C. Times
JOHANNESBURG — A gloomy picture of a combination of adverse conditions is painted by the chairman of African Cables to explain the group's loss in the year to July

In his chairman's review in the annual report released yesterday, Mr A Bosworth Smith says costs of a strike in January and of re-employment of over 360 dismissed workers in terms of a ruling by an industrial court caused a substantial part of the year's losses

In the financial year the group's after-tax loss was R3,5m, compared with an after-tax profit of

R2,98m in the previous year

The before-tax loss was R3,5m — a deterioration against the previous year of about R19m

Other factors contributing to the loss were

- Fierce competition among local producers of electric power cable, many of which had increased their production capacity substantially in spite of a shrinking market

- The continued holding down of price levels by the dumped price of imported cables, with no indication yet of further duty protection in spite of applications made to

the government for relief

- Application by the group of a conservative accounting policy which makes its results appear "relatively worse" than those of its competitors

Consequently Mr Bosworth Smith said the board was considering using a more conventional accounting policy

He adds that it is unlikely that the trading conditions in the industry will improve in the group's current financial year

"This view is reinforced by the recently announced deferment of capital expenditure by Escom, SATS, and government departments generally."

On the brighter side he states "Notwithstanding the results for the past year, it should be borne in mind, that the group's balance sheet remains strong

"In particular, gearing remains minimal and there are no foreign loans with attendant foreign exchange risks"

A number of new product developments had borne fruit and large orders for some of these had been received, but in the case of PVC cable which formed the largest part of the group's product range, a major portion of the business on offer was at extremely competitive price levels, he said. — Sapa

Most of 152
Secunda's
workers
dismissed

Labour Reporter 6/11/84

Sasol this morning told most of its 6 500 Secunda workers they had dismissed themselves by observing the two-day regional stayaway and asked them to collect their pay tomorrow

Ultimatums were issued to morning-shift workers by the management of Sasol 2 and 3 in Secunda last night and a return-to-work deadline of 10 30 am was set

The assistant general manager of Sasol, Mr Robin Hugo, today said notices had been distributed to all employees warning them the stay-away constituted a breach of their contracts

Most employees who participated in the stay-away live in hostels in the eMbalenhle township. The Chemical Workers' Industrial Union (CWIU), which claims a representative majority at the plants, held a meeting there at 4.30 am today but failed to persuade workers to return

They refused to enter buses laid on to transport them after the meeting, and in spite of an extension of the deadline to 11 30 am most failed to return to work

The afternoon and night-shift workers have been warned to return within two hours after the normal clock-in time

UDF welcomes success of the campaign

The United Democratic Front (UDF) said it was "overwhelmed by the success" of the first day of the stayaway and appealed to township residents to stand firm in observing the second day as peacefully as possible.

The UDF Soweto Committee is one of 37 organisations that launched the Transvaal Stayaway Committee a week ago.

UDF Transvaal vice-president, the Rev Frank Chikane, yesterday called attention to the demands "that gave rise to this drastic action by our people".

He said the demands included better education and reasonable rents.

"But the real issue is that people are no longer prepared to be ruled by other people

"The underlying demand is that the Government should listen to the voice of the people and get rid of apartheid."

He said the stayaway was a determined attempt to make those in power listen.

Tembisa Unisa students stranded in township

By Abel Mabelane

Several Unisa students from Tembisa were stranded and could not write examinations at Kempton Park after a group of youths sealed off the township yesterday.

Trouble started early on the first day of the stayaway when hundreds of workers on their way to work were turned back in different parts of the township by armed youths.

Unisa authorities said they

were aware of the problem and have asked the students to write to the university explaining the situation.

In other incidents in the township, police opened fire on a group of people who stoned the house of the Mayor, Mr Lucas Motlha, in Mashmong section.

Attempts were also made to set alight the house of the principal of the Tembisa High School, Mr Ralph Motlha, on Sunday night.

Beer halls at Makhulong, Tsepo and Sedibeng section

were set alight.

Unconfirmed reports said that three people were shot dead when they looted liquor from the Sedibeng Bottle Store owned by the East Rand Development Board (Eradebo).

A shop in Mashmong section extension belonging to Mr Jerry Morakile was stoned and looted by a group of youths.

The main road going to Olifantsfontein was barricaded with rocks, cars and huge rubbish containers.

Soweto calm during stayaway

By Phil Munkulu

Yesterday, the first of the two-day stayaway, went without incident in Soweto as the residents of the sprawling township stayed behind doors and left the streets deserted.

There were no clashes between youths and the police.

The few workers who had gone to work were not molested. Not a shot was fired in anger. Police drove round and some escorted empty buses.

The usual prediction "it is going to be bad in the evening when the workers return home" was proved wrong.

Buses offloaded passengers at the Baragwanath rank where they got taxis to take them home. But taxis were hard to find.

The few operating were overloaded. Workers who used trains warily walked in groups. But nothing happened to them.

By 6:30 pm the streets of Soweto were deserted. All was quiet, except for the distant sound of approaching thunder.

Water as usual but residents still not pay bills

Reports by Vaal Triangle residents that water supplies were being cut by Lekoa Town Council were untrue, the chief director of the Orange-Vaal Development Board, Mr D Ganz, said.

Residents began stocking up water because of the rumours that the council would cut water supplies yesterday.

Electricity to some areas was, however, cut at the weekend. Mr Ganz said 20 distribution boxes had been damaged in unrest since September.

"We cut off electricity supplies to safeguard people against being shocked. In other cases we cut supplies because people did not pay accounts."

Residents of Evaton, Sharpeville, Boppatong, Bophelong and Sebokeng have not been paying rent and rates since the demonstration began on September 3.

They have demanded that rents be lowered to R30 a month or else they will not pay what they say are exorbitant rentals.

Support for work boycott attributed to role of Fosatu

152 (1976) Star
6/11/84

The overwhelming support for the work stayaway on the East Rand and in the Vaal Triangle has been attributed in part to the major role played by the Federation of South African Trade Unions (Fosatu) together with other unions organised in these areas.

A spokesman for the Fosatu sub-committee on the Vaal unrest and a member of the Transvaal Stayaway Committee said today that in highly organised factories in the Springs, Benoni, Katlehong and Kempton Park areas, a 100 percent stayaway was recorded.

Among the unorganised factories, no more than 10 to 20 percent of the labour force had arrived for work for the second consecutive day today.

Police maintained a visible presence in kwaThema, Springs, Daveyton and Benoni, and sources claimed that armed police had tried to pressurise hostel workers to board Putco buses and return to work. Police had not commented at the time of going to Press

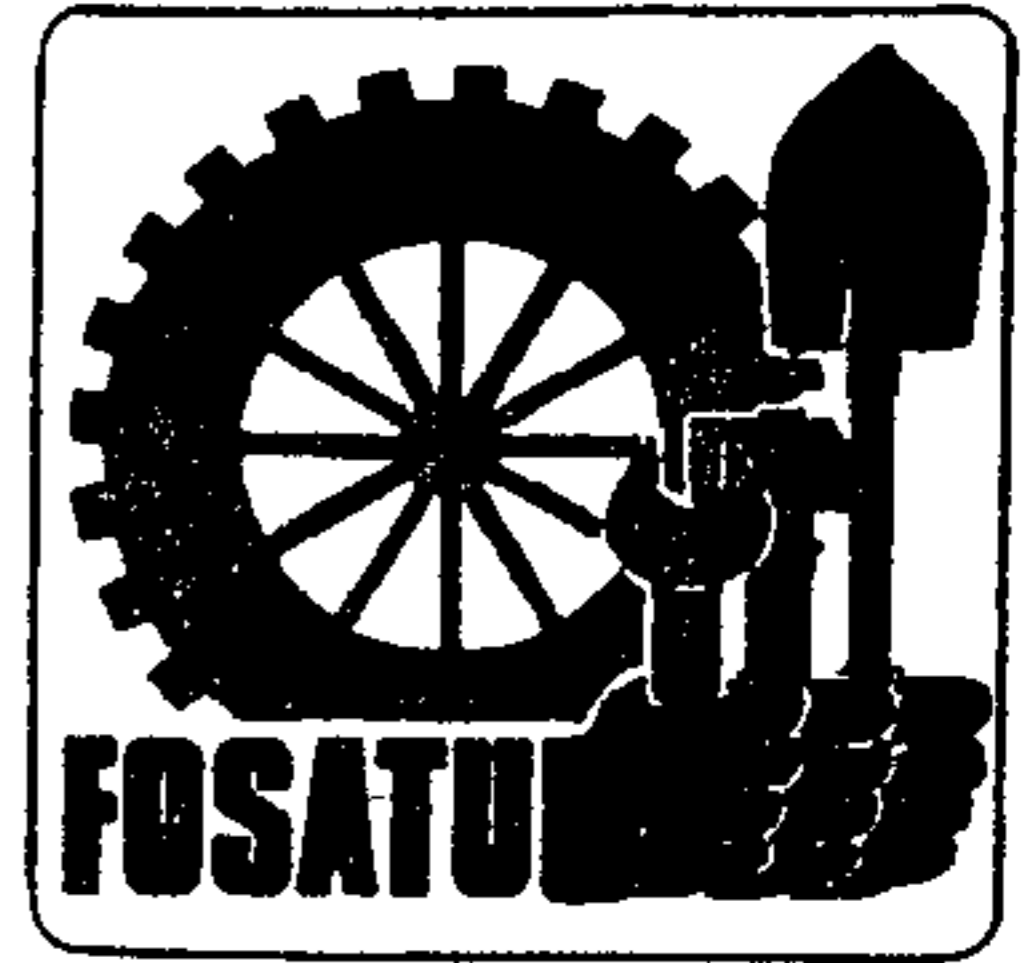
WORKER RESOLVE WEAKENS

In Alexandra and Soweto, worker resolve seemed to be weakening as increasing numbers of people caught public transport during the day.

Putco has reported decreased passenger loads in most parts of the PWV. At Tembisa it has transported a mere 100 people today against 36 000 normally carried by this stage

Mr Rogers said passenger figures had not dropped so sharply since the unrest of 1976

Major retail chains continued operations in spite of the stayaway, and a spokesman for the OK Bazaars said none of the store's outlets had been closed. It was incorrectly reported in *The Star* yesterday that some of the branches had closed down operations.



PRESS STATEMENTS

SIMBA BOYCOTT CALLED OFF

152. ~~1400A~~ ~~1899~~ ~~186~~

UNION and Simba settled to day 1 11.84.

Simba agreed to.-

- * reinstate all the workers with the same conditions, job and wages.
- * to reinstate the agreement, and to be negotiated for improvement
- * all workers to resume duties from 2 January 1985 since the company shut down on the 20 December 1984 and need to swiftly notify and pay off the present workforce
- * to offer through union's request an interim relief of R60 000, payable in 2 instalments, i.e. November and December 1984.

SFAWU therefore request all FOSATU affiliates and all other organisations which actively participated or supported the boycott to sincerely announce to their members the complete calling off of the boycott.

Sweet Food and Allied Workers Union
1.11.84

WISPECO STRIKE

OVER 300 members of the Metal and Allied Workers Union today entered the third day of their legal strike against local window frame manufacturers, Wispeco, a company which is part of the Metcor group.

The strike centres around the company's total refusal to negotiate any substantive matters whatsoever at plant level with MAWU and in particular severance pay for employees who are retrenched.

The company has just embarked on a massive retrenchment programme some 20 per cent of the workforce but refuses to negotiate any form of severance pay for the retrenched

The company claims that it has chosen their national industrial council for the Iron and Steel and Metallurgical Industry as the sole forum where it will negotiate with trade unions and claims all collective bargaining of any substantive nature must occur through this institution.

This strike by MAWU members who followed the procedures laid down in the Labour Relations Act to make the action lawful and which has been supported by employees of other trade unions and non-members is similar to the steps taken against Hart Ltd, which is also part of the Metcor group.

The strike at Hart Ltd. involving some 600 employees which took place some three months ago was eventually resolved where the company agreed to negotiate a long service allowance for employees with MAWU at plant level.

MAWU is of the opinion that the position adopted by Wispeco Ltd. is totally naive and wholly unworkable in that collective bargaining has to take place at a whole range of different levels depending on the issues to be negotiated. This is the pattern which has developed internationally and indeed even SEIFSA the giant Iron and Steel Employers Association has suggested that matters such as severance pay could be handled at plant level. The right to discuss ones wages and unemployment conditions directly with ones employers is fundamental – the refusal of such a right can only lead to substantial industrial unrest.

Metal and Allied Workers Union
6.11.84

Unrest death

toll # reached 16.

Arson, shooting mark stayaway

152

278

Staw

6/11/84

Staff Reporters

The death toll from the unrest in black townships throughout the country rose from 10 to 16 today as the two-day work stoppage called for by various organisation and trade unions entered its final day.

Two women and four men died late last night and early this morning in countrywide unrest, the SAP Directorate of Public Relations in Pretoria said today.

Attacking police

A white policeman was seriously injured yesterday, the police spokesman said, and seven men were injured while they were attacking the police, railway police and officials of the East Rand Development Board

At least 31 people have been arrested on various charges including public violence

The call for a work stoppage was made to protest against the Govern-

ment's handling of township grievances

Early this morning hundreds of police in army vehicles moved into Tembisa township on the East Rand to quell the wave of violence that has broken out there

Tembisa has been the most troubled of the townships in the PWV where tens of thousands of workers have responded to the stayaway call

The stayaway has been marked by violence including arson and police shooting

But peace has prevailed in other areas, among them the Vaal region where, despite an almost total stayaway, townships have been tense but largely peaceful

Events in the areas of unrest from 3 pm yesterday to 5 am today included
● kwaZakhele (near Port Elizabeth) — Birdshot used to disperse stone-throwing crowd A black woman was found dead as the mob dispersed but the cause of death is unknown and police are investigating

● Boipatong (near Vereeniging) — Roads were barricaded and a bus was set alight Extensive damage reported

● Katlehong (near Germiston) — A private house was set alight and a private vehicle was stoned and looted Birdshot was fired but no injuries have been reported

● Katlehong — Later, a group of about 200 stoned the house of a council member and police fired birdshot Two men dead

● Katlehong — A group of about 100 stoned private vehicles Teargas, rubber bullets and birdshot were used No injuries reported

● Atteridgeville — An attempt was made to set a bus alight

● Daveyton — In Dunge Street a group of about 100 were dispersed by police The body of woman was found in the street but the cause of death is not yet known

● Tembisa — Guards at a bottle store were attacked and birdshot was fired at the crowd A man was shot dead

A youth died and nine other people, including a three-year-old, were treated for bullet wounds at Kalafong Hospital after unrest erupted in Atteridgeville, near Pretoria, yesterday

Wounded

A Kalafong Hospital spokesman confirmed that 10 cases were treated for bullet wounds and one of the two patients who were admitted died at the H F Verwoerd Hospital in Pretoria after he was transferred from Kalafong because of the seriousness of his condition

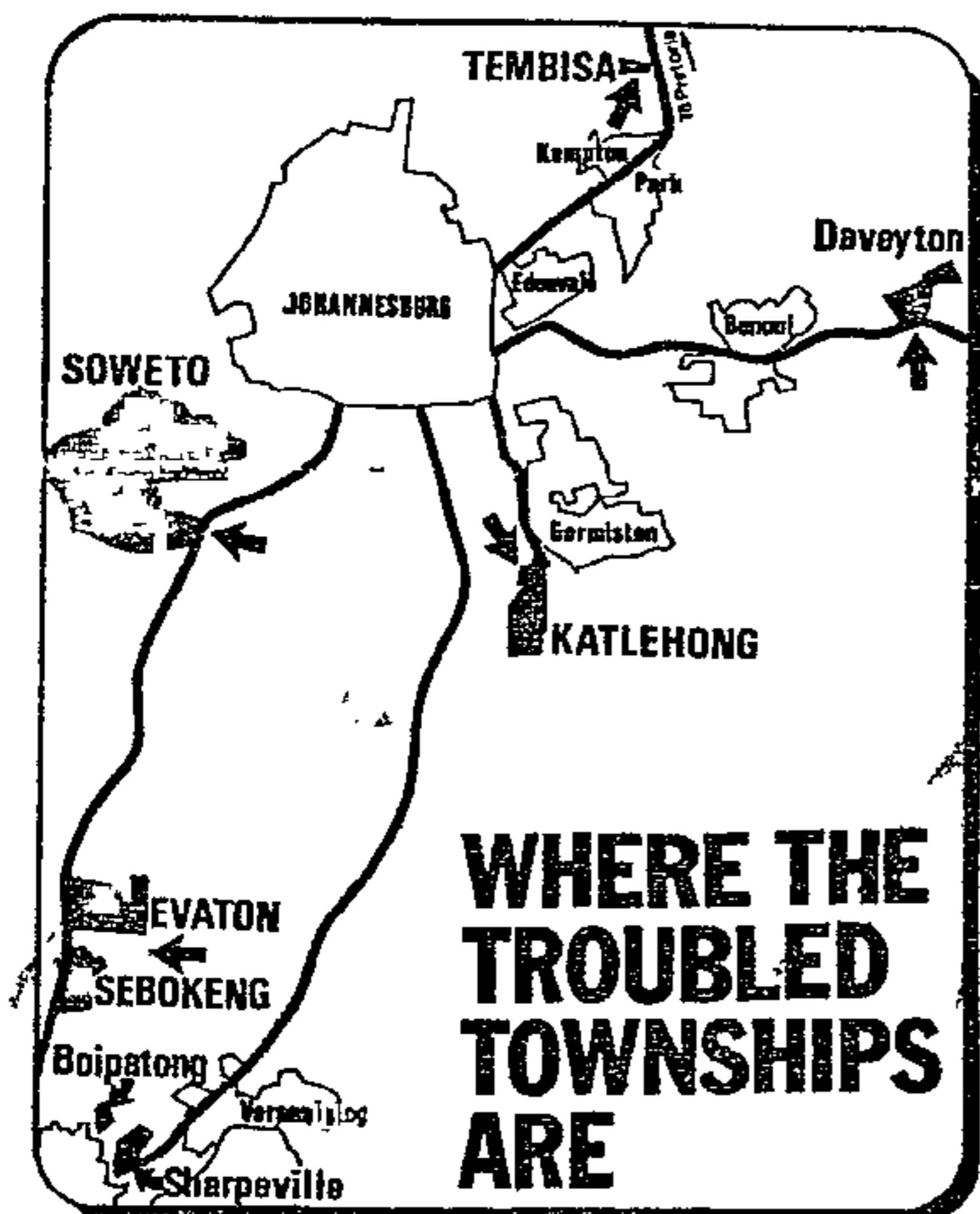
The violence which grew in the Tembisa township yesterday continued today as the Lerato Shopping Centre at Difateng Section was set alight by a group of youths at about 10 am

Another shopping centre at Mpho section was also destroyed by fire today

● Page 3, World section — Students stranded.

● Page 1, Metro section — Sasol dismisses workers.

● Page 10, Metro section — Pictures.



152) *HL*

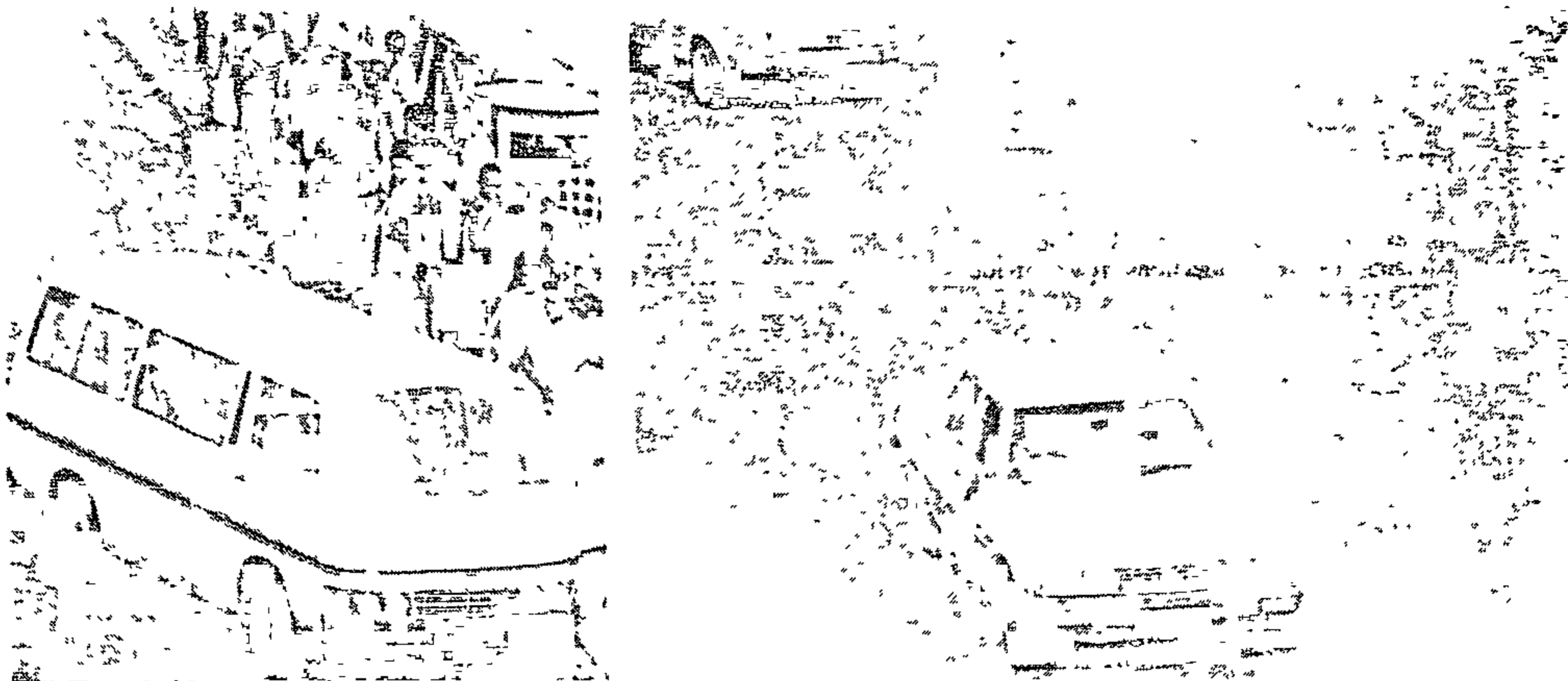
SOWETAN, Tuesday, November 6, 1984

Page 5

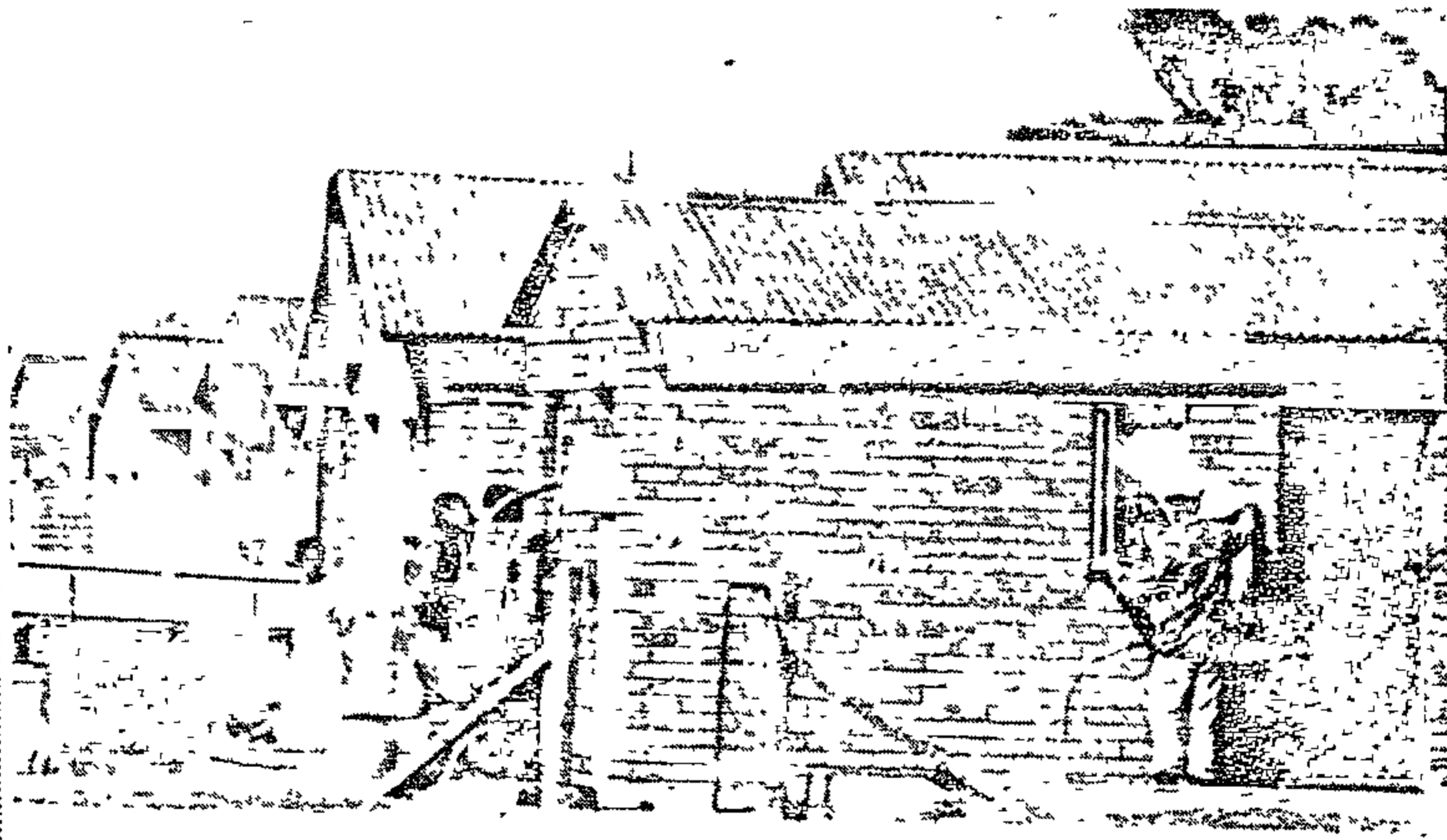
Day 1 of the stayaway



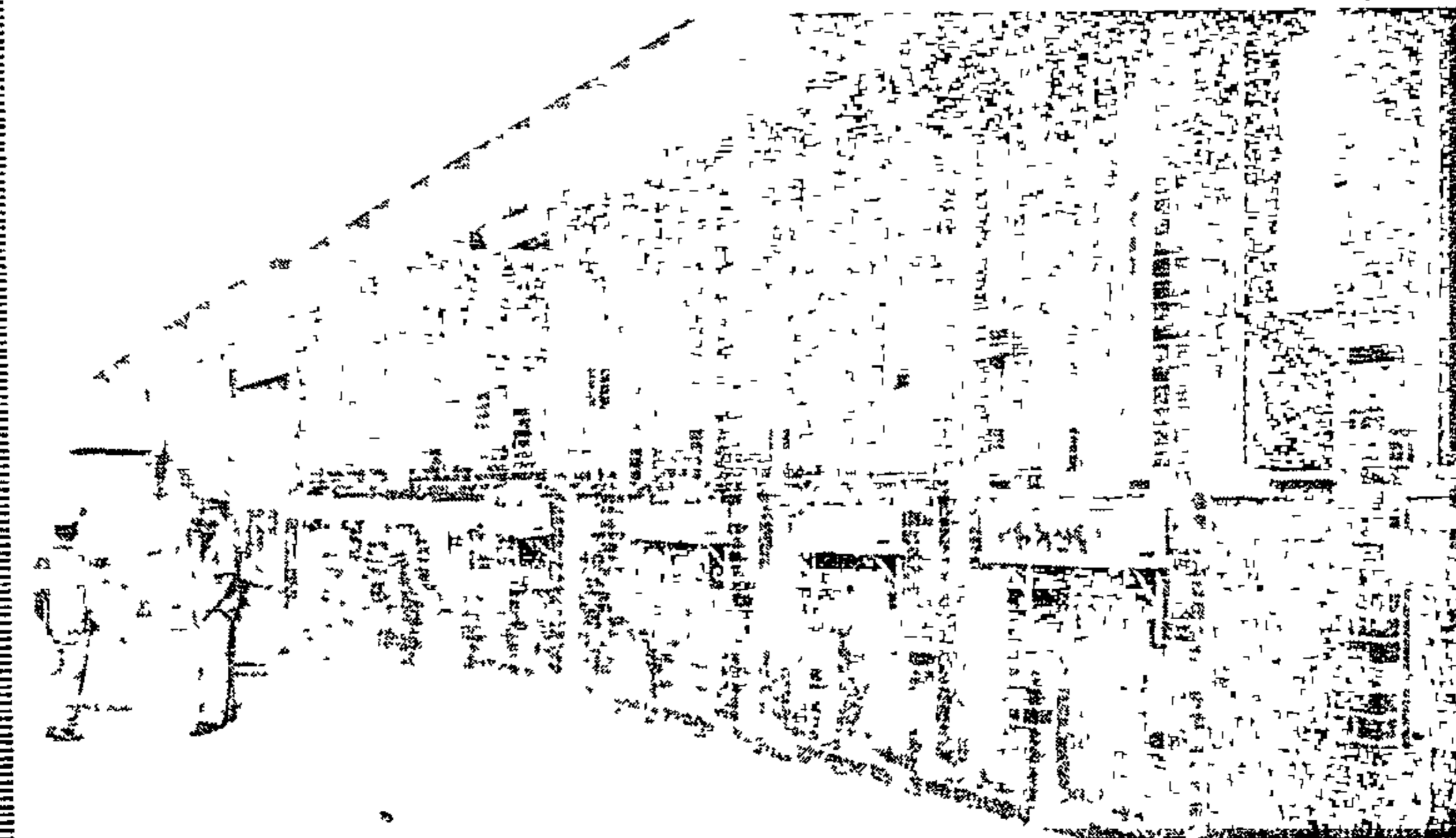
BARAGWANATH BUS AND TAXI RANK which is usually a hive of activity was a deserted place yesterday morning on the first day of the two-day stayaway call. These commuters waiting for transport were among a few that braved their way to work.



BARAGWANATH BUS AND TAXI RANK which is usually a hive of activity was a deserted place yesterday for the two-day stayaway call. These commuters waiting for transport were among a few that braved



POLICE in Wattville search for youths who had run into a house after erecting barricades in the streets.



POLICE guarding the Dube Barclays Bank after it was petrol-bombed in the early hours of yesterday morning. Little damage was caused.



Yo
recognised

**Johnnie
Scott**

2 DEADLY

*See film
6/14/84
152*

STAMWANA

**Violence
flares
during
huge
work
boycott
in TV**

TWO PEOPLE were killed yesterday as hundreds of thousands of workers in the Transvaal stayed away from work.

And a policeman has died after being stoned by a mob in Duduza on Sunday. The policeman's death is the first fatality in the police force since the unrest started several months ago.

Late yesterday it was reported that the mayor of Tembisa, Mr Lucas Muthiba, and his family, had been taken to a place of safety. Calls to his house were not answered. Three buildings in Tembisa were burning, one the house of a policeman, the other the house of a councillor and the third said to be a shop belonging to Mr Muthiba.

The stayaway was organised by several organisations and trade unions, and was the biggest display of strength by black workers for the past decade. The organisations that participated included the Soweto region of the United Democratic Front, the Congress of South African Students, the Council of Unions of South Africa, the Federation of South African Trade Unions and the Commercial Catering and Allied Workers' Union.

OUR teams on the spot were: SELLO RABOTHATA and MIBUZENI ZULU (East Rand); JOSHUA RABOROKO and LEN KUMALO (Vaal); ELLIOT TSHINGWALA, NKOPANE MAKOBANE and JOE MOLEFE (Soweto); LEN MASEKO and MOJALEFA MOSEKI (Tembisa and Alexandra), MONK NKOMO, THOMAS KWENAIITE and ALINAH DUBE (Pretoria).

was injured in a confrontation. He was declared dead on arrival at the Kalafong Hospital. Atteridgeville and Tembisa townships were among the hardest hit by the stayaway.

In Soweto, home to more than 1/2-million workers, thousands did

were in the Vaal, East Rand, Atteridgeville and Alexandra. A check by our teams found that at these areas not more than 10 percent of workers went to work. In Soweto, home to more than 1/2-million workers, thousands did

STAYAWAY

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Late yesterday it was reported that the mayor of Tembisa, Mr Lucas Mothiba, and his family, had been taken to a place of safety. Calls to his house were not answered. Three buildings in Tembisa were burning, one the house of a policeman, the other the house of a councillor and the third said to be a shop belonging to Mr Mothiba.

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The two who have died are an unidentified man in Katlehong, shot while he and others were allegedly looting a liquor outlet, and a youth in Pretoria, Sello Phefo (15). Mr Phefo was on a visit to 44 Masebola Street, Atteridgeville, when he

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was injured in a confrontation. He was declared dead on arrival at the Kalafong Hospital.

Atteridgeville and Tembisa townships were among the hardest hit by the stayaway.

The two townships were barricaded from early morning and people could not leave or enter the townships.

Huge boulders and dustbins formed barricades and in the background youths were ready to stone any car that left or entered the townships.

The biggest stayaways

were in the Vaal, East Rand, Atteridgeville and Alexandra. A check by our teams found that at these areas not more than 10 percent of workers went to work.

In Soweto, home to more than 1/2-million workers, thousands did not go to work. Although there are no official figures, the stayaway could have been more than 50 percent effective. According to TV news many factories reported that more than 60 percent of workers did not pitch up.

Police, assisted by

units of the SADF, manned many roadblocks in many areas affected by the stayaway.

Police used tearsmoke and rubber bullets on numerous occasions. It was clear that those returning from work were in for a rough time. Youths were lining routes home ready to assault people.

While Soweto had been the scene of violence in the previous stayaway, the behaviour of the people yesterday was of dignity. Though people were uneasy, the mood was easy-going. People had just not gone to work and were not interested in who had gone to work.

Assaulted

In Alexandra township scores of people returning from work were severely assaulted by gangs of youths waylaying them near 15th Avenue. People were hit with golf clubs and an assortment of weapons. Many went to their homes with gaping wounds and bleeding profusely.

Buses getting into and leaving Alexandra had



HALT: Police searching a van entering Daveyton on the East Rand yesterday.

Pic MBUZENI ZULU

To Page 2

UDF lauds stayaway

From Page 1

police riding shotgun on them

Similarly every bus going to Tembisa also had one policeman and soldier riding shotgun, but with the situation in Tembisa tense after the burning of a train, three beerhalls, and a house belonging to a administration board official, it was clear that things were going to be very torrid last night

By late afternoon, Putco reported it had curtailed its services into the townships of Kwa-Thema, Vosloorus, Natalspruit and to the centre of Soweto

A Putco spokeswoman said the company's buses were now only travelling to the outskirts of these areas,

where buses were being stoned

In the Vaal, Pretoria and Tembisa no buses entered the townships at all

In addition, taxi services were suspended and only trains were providing transport

"The United Democratic Front was "overwhelmed by the success" of the stayaway, the Reverend Frank Chikane, Transvaal vice-president of the UDF, said yesterday

"It is necessary for us to restate the demands that gave rise to this drastic action by our people," the statement said

"The Government must heed the voice of the people. The greatest

damage that they could do would be to once again ignore these just demands and respond to the stayaway only with violence

"Also a fraudulent pamphlet distributed mysteriously over the weekend has not had any effect. People know this to be the work of the enemy. Like all previous attempts to discredit the UDF, it has failed," Rev Chikane said

Children also stayed away from school in many of the affected areas. Our team of reporters found that most schools in the East Rand and Vaal area were deserted. But the Department of Education and Training yesterday said there had only been one disruption in Pretoria and examinations went on smoothly in schools in other areas

Businesses were closed for the day and today may again see shops closed in all areas affected by the stayaway. Taxis were also not working in a show of solidarity.



YOUR FRIENDS

be reviewed in April

by the Council

Private 'army' raised

Staff Reporter

SOUTH Africa's first private "army" will soon be established in Cape Town

Trained to use a range of weaponry on an SADF-sanctioned course, the 50-man squad — which can be deployed from helicopters — has been trained by a Johannesburg security firm to protect key points during "incidents", said the firm's managing director, Mr John Bishop

"There has been a positive response from the SADF and the police to the squad, who will play a supporting role to our security services already guarding key points in the country"

In terms of the National Key Points Act of 1980 private companies are responsible for the security of "key points" such as oil-storage

tanks, refineries and power supply points on private property

The squad, made up of five sections of 10 men each, will be deployed — "by helicopter if necessary" — in support of regular security personnel in case of fire, labour unrest or an attack on any installation

Members have completed a seven-month, SADF-sanctioned training course in the use of shotguns, side arms and riot equipment at the company's training ground in the Transvaal, Gujima

The firm has taken over a Cape Town security services firm and plan to move into the Cape soon, according to Mr Bishop. Some sections of the specialist squad will be based in the Cape

254
284
152

Six more killed in unrest

Argus Correspondent

JOHANNESBURG — The death toll in the past 24 hours of unrest in black townships throughout the country rose from 10 to 16 today as a call for a two-day work stoppage entered its scheduled final day today.

Two women and four men died late last night and early today, police headquarters in Pretoria said

A white policeman was seriously injured yesterday. A police spokesman said seven men were injured during attacks on the police, railway police and officials of the East Rand Development Board

At least 31 people have been arrested on charges which include public violence

The call for a work stoppage was made by various organisations and trade unions in protest against the Government's handling of township grievances

Peace prevailed

Early today hundreds of police using army vehicles moved into Tembisa township on the East Rand. Tembisa has been the most troubled township in the area

The stayaway has been marked by violence, including arson and police shooting

But peace has prevailed in other areas — such as the Vaal region where, with an almost total stayaway, townships have been tense but largely peaceful

The following is a diary of events in the unrest areas from 3pm yesterday to 5am today

● New Brighton, Port Elizabeth Police used rubber bullets to disperse a group which barricaded a road. No reports of injuries

● Kwazakhele, near Port Elizabeth. Birdshot used to disperse a stone-throwing crowd. A black woman was found dead as the mob dispersed. Cause of death unknown. Teargas used after police vehicle stoned

● Boipatong, near Vereeniging Roads barricaded. Bus set alight

● Katlehong near Germiston House set alight. Private vehicle stoned and looted. Birdshot fired. No reports of injuries. Mob of 200 stoned the house of council member. Police fired birdshot. Two men dead. About 100 youths stoned cars. Teargas, rubber bullets and birdshot used. No reports of injuries. Post Office vehicle set alight. Car stoned and hijacked

● Daveyton Police patrol stoned. Teargas, rubber bullets and birdshot used. No reports of injuries. About 100 youths dispersed by police. Black woman found dead in the street. Cause of death as yet unknown. Private vehicle gutted. Teargas used to disperse stone-throwers

● Tembisa Guards at a bottle store attacked. Birdshot fired at the crowd. One man shot dead

● Relela Bottle store attacked. Guards fired birdshot. One man shot dead

(Turn to Page 3, col 5)

Six more die in unrest

(Continued from Page 1)

A youth died and nine other people, including a three-year-old toddler, were treated for bullet wounds at Kalafong Hospital after unrest in Atteridgeville, near Pretoria, yesterday

A Kalafong Hospital spokesman confirmed that 10 people were treated for bullet wounds and one of the two patients that were admitted died at the H F Verwoerd Hospital in Pretoria after he was transferred there

Strike at Wits to continue

5/11/84

Labour Reporter

The Black University Workers' Association (BUWA) has declared an impasse in negotiations with the University of the Witwatersrand and says the campus strike by black staff will continue until Wednesday this week.

The strike began last Thursday when more than 400 black employees from most of the university departments downed tools over working conditions and the alleged victimisation of hostel staff members.

The Black Students Society (BSS) at Wits has thrown its full support behind the workers.

DOM 5/11/84 □ □ □ 152 (15) (16) (17)

SIMBA QUIX'S decision to settle with the Sweet, Food & Allied Workers Union — announced on Friday — must rank as one of the most important settlements of the year for the union movement.

Simba has agreed to take back all the more than 400 workers fired during a work stoppage in August.

The company appears to have acted sensibly in settling before the nationwide boycott of Simba products could really take root.

It thus avoided allowing the boycott of its products — which have a large black market — from becoming one of the celebrated township causes of 1984.

The thing about consumer boycotts is that the stigma which becomes attached to the product in the public mind takes a long time to go away.

5/11/84 (152)

Workers return today

Mall Reporter

ALL 600 workers of the Continental China company in Rosslyn, Pretoria, went on strike last week in protest against an increase in their working hours and a decrease in their hourly wages.

But at a meeting last Thursday between management and the South African Allied Workers' Union (SAAWU), it was agreed that the workers would return to work today at the reduced hourly wage of R1,78, but that SAAWU would continue negotiations for the re-implementation of the R2 hourly rate.

The workers claim their daily working hours were unilaterally extended from 6 30am-4pm to 7am-5pm, an increase of 2½ hours a week, while their hourly wages were reduced from R2 to R1,78.

A company spokesman confirmed the changes in hours and reduction of wages, as well as the return of workers today, but he could not comment further.

The workers allege they were informed of the new pay and hour arrangement on a

Friday and told it would take immediate effect from the following Monday.

They responded by joining SAAWU, which introduced itself to management after obtaining a mandate from the workers.

A meeting to discuss a recognition agreement between SAAWU and management is scheduled for November 20, according to a worker spokesman. But neither management nor the union could be reached for confirmation.

The workers were told last Monday, through a liaison committee that has since been replaced by SAAWU shop stewards, that management did not have money for increases and if they found the new hours and pay unacceptable, they should leave.

They arrived at work the following day, Tuesday, but refused to go on to the factory floor. Union representatives were then received by management for a meeting.

The workers were told they could be dismissed and would only be reinstated at an hourly wage of R1,30.

Many blacks heed

stayaway call

Staff Reporters

7/11/84

(152) S. H. C. (H)

A large number of black Transvaal workers appear to have heeded a call for a two-day work stoppage made by various organisations and trade unions.

The call was made last week by the Transvaal Stayaway Committee which demanded that the Government attend to various black grievances.

Massive support for the regional stayaway resulted in a 50 to 90 percent absentee rate on the Reef and in the Vaal Triangle today — marking the protest as the most widespread industrial action in more than a decade.

East Rand and Vaal Triangle companies were the worst hit by the action with reports ranging from a total no-show to a trickle of 10 or 20 percent of the workforce.

Brigadier Jan Coetzee, divisional commissioner of police in Soweto, said only a small percentage of the workforce had heeded the call there.

Major employers have adopted a sympathetic approach, saying the workers will not be dismissed, but they will receive no pay for the time they are away.

GEC's group personnel manager Mr J Lingenfelder said about 60 percent of the 3 000 black workforce had taken part in the stayaway.

Some OK branches closed

OK Bazaars industrial relations spokesman Mr Keith Hartshorne said the trend seemed to be an 80 to 90 percent stayaway in the Vaal and in the East Rand, with a 25 to 30 percent absenteeism in the Pretoria—Johannesburg region.

Some OK branches were not operating at all, but things were not so bad overall as it seemed at first.

At AECI's Modderfontein factory, which employs 900 workers, most stayed away.

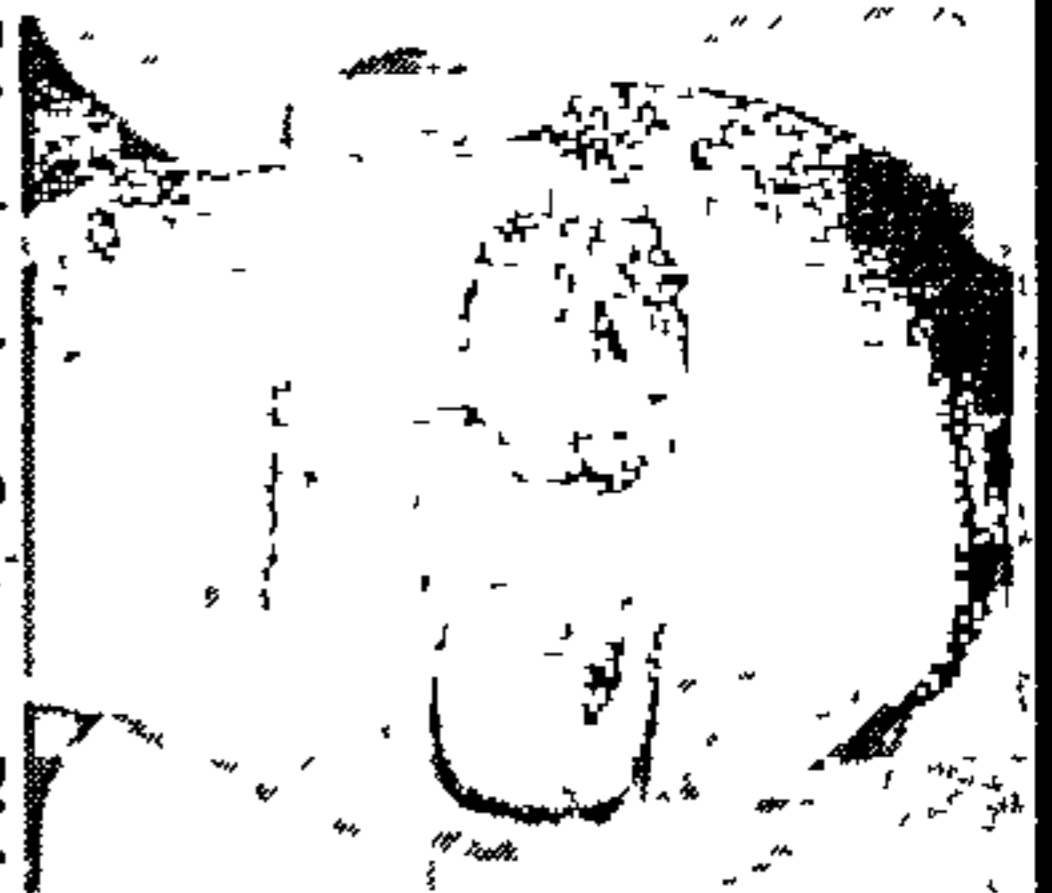
At Chloride SA, only a few of the company's 400 workers showed up for work this morning. Personnel manager Mr Alan Maguire said those that did clock in were unhappy about being at work, so they were sent home.

Pilkington Flat Glass in Springs reported a 90 percent stayaway by its 600-member workforce.

The stayaway has the support of the 150 000-member Federation of South African Trade Unions (Fosatu) and the Council of Mining

● To Page 3, Col 1

Brigadier Jan Coetzee, Divisional Commissioner of Police in Soweto.



Many Transvaal blacks heed stayaway call

5/11/84 • From Page 1. *Star*

Unions (Cusa) who for the first time ever have co-operated with the United Democratic Front, civic associations and student bodies to mount a protest

At the Metal and Allied Workers' Union (Mawu) annual meeting in Kwa Thema, Springs, this weekend, more than 4 000 members unanimously voted in favour of the protest action

More than 90 percent of Sebokeng workers responded to the stayaway call after a mass meeting there yesterday

The meeting was prompted by the total cuts in the electricity supply to the townships

Hundreds of workers milled around the streets and did not go to work. Many more were seen sitting on chairs outside their homes

Police cordoned off the area setting up roadblocks to all entrances into the townships. Other police vehicles patrolled the streets

Tension grew as Lekoa Town Council employees travelling around the township under police escort apparently closed the main water supplies. Residents witnessing this filled every available container with water to try to preserve supplies for their homes

The Orange-Vaal Development Board's chief director, Mr D Ganz, said early today that water supplies were not interfered with. He could not be contacted later in the day after residents claimed their water supply was being cut off

A resident said she suspected the authorities were punishing people for the unrest in the area

"We heard rumours that the council was determined to make us pay for the humiliation it suffered," she said

● Police arrested five people in the townships today when street barricades were erected, three beerhalls set on fire and attempts were made to intimidate workers

At Tembisa on the East Rand a policeman was injured when a petrol bomb was thrown at the home of a local councillor. The policeman was guarding the home. Police said the extent of the policeman's injuries was not yet known

At Tsakane on the East Rand two beerhalls were set on fire and two people were arrested on charges of public violence. Another two people were arrested in Tsakane while trying to erect street barricades

Police said a man was arrested in Katlehong this morning on charges of intimidation. One person was arrested in Sebokeng in the Vaal Triangle on charges of public violence

At Rotandu on the East Rand a beerhall was set on fire and severely damaged

(52) (139) C. Press 4/11/84

TVL STAYAWAY — MAJOR TEST FOR THE UNIONS

By KHULU SIBIYA

SOUTH AFRICA'S union movement and its democratic political organisations are headed for their biggest test ever next week — a massive stayaway which could bring the Transvaal to a halt.

The organisations — more than 30 in all — have called on people to stay at home on Monday and Tuesday in protest against the Government's refusal to "heed the demands of the people".

The Regional Stay-at-home Committee — formed last week — has distributed about 40 000 pamphlets and 5 000 posters urging people in the Transvaal to back their call.

They have also written to Putco and the railways urging them to stop services on Monday and Tuesday, and asked taxi associations to operate only inside the townships — not

into the cities

Telegrams have been sent to Law and Order Minister Louis le Grange and Education Minister Gerrit Viljoen, asking them to "meet the demands of the people — before it's too late".

Their demands are

- The army and the police must be withdrawn from the townships,
- Rent increases must be stopped,
- All community councillors must resign,
- All political prisoners and detainees must be released;
- All dismissed workers, including those fired by Simba Quix, must be reinstated,
- Bus fare increases must stop;
- The Government must withdraw GST and taxation.

Among the unions calling for the stay-at-home are the Federation of SA Trade Unions, Council of Unions of SA, SA Allied Workers' Union, Commercial, Catering and Allied Workers' Union, United Mining and Metal Workers' Union, General

Allied Workers' Union, Municipal and General Workers' Union and many others.

The committee called a Press conference this week to announce its decision

It said shops in the townships would be closed for the two days, but health workers — including doctors and nurses — will still provide medical services

It said the decision to call for a stay-at-home was taken by unions, civic organisations and students at a meeting at Khotso House last weekend.

Among the organisations represented at that meeting were the Release Mandela Committee, Federation of SA Women,

Soweto Youth Congress, United Democratic Front and the Pretoria, Vaal, East Rand, Alexandra and Soweto civic associations

Union spokesperson Moses Mayekiso said "The Government is busy spreading lies that we, as parents, are divided from our children. We want to make it clear that as parents and as workers we are closely affected by the school crisis, because we pay school fees and other dues"

Replying to questions about the confusion that followed the last stay-at-home campaign, the organisers said "We have learnt from that mistake. We won't do it again".

French thumbs down to UDF 3

THE FRENCH Government is the latest to refuse sanctuary to the United Democratic Front leaders holed up in the British Consulate in Durban

The UDF and Natal Indian Congress asked for support and refuge from the French

This week they received a reply in which the French Government spells out its criticism of apartheid and "the arbitrary detention of leaders and animators of mass organisations"

Don 3/11/84 (152) 181

Deadlock in Wits dispute

By **THELMA TUCH**
Education Reporter

NEGOTIATIONS between the University of the Witwatersrand and the Black University Workers' Association (BUWA) reached deadlock yesterday as almost 1 000 black workers at Wits stayed on strike

This is the first strike to take place at the university.

Workers are protesting against the alleged victimisation of 15 workers at the university's Glyn Thomas House residence by three managers, and are demanding their dismissal

However, a letter sent yesterday by the vice-principal of Wits, Professor R W Charlton, to the BUWA executive, stressed that a

fact-finding committee had found no evidence that could justify the removal of any of the managers

Prof Charlton said the grievances expressed had either been resolved or could easily be resolved with discussion and negotiation

"There is no need for confrontation, which can't be in the interests of either party," he said

He urged the BUWA members to return to work immediately and then to assist management to resolve any remaining grievances

However, about 1 000 workers assembled in the Senate House concourse yesterday and resolved to

continue striking until their demand for the dismissal of the three managers was met

All the banks and food outlets in the concourse were closed.

University students started writing exams yesterday and white library staff are involved in make-shift arrangements to cope with the absence of many black library workers

Heads of departments at Wits received a circular yesterday asking them to keep a record of absent workers

The Black Students Society, the Moslem Students Association and the Glyn Thomas House Committee have pledged support for the workers' cause

Dispute ends as Simba reinstates 400 workers

By PHILLIP VAN NIEKERK

IN an end to one of the key labour disputes of the year, Simba Quix has agreed to reinstate all the more than 400 workers fired at their Isando plant during a work stoppage in August.

The settlement also ends the nationwide consumer boycott of Simba products, which was used to put pressure on the company to re-employ the workers.

The settlement — which was announced in a joint statement by Simba and the Sweet, Food and Allied Workers' Union (SFAWU) — was reached at a meeting in Isando yesterday between SFAWU officials and Simba representatives.

The statement said that in terms of the settlement the dismissed workers would return to work in two months' time, while the boycott of Simba products would cease immediately.

The workers were dismissed on August 13 for taking part in a work stoppage in sympathy with three colleagues who they believed had been unfairly dismissed.

Yesterday the Federation of South African Trade Unions (Fosatu), the SFAWU, the Workers' Boycott Committee and the workers called on all people and organisations who supported the boycott to cease all boycott action as a "satisfactory settlement" had been reached.

The joint statement said the company and the union had agreed on financial relief for the workers until January 2, and the re-engagement would be on terms agreed upon by the parties and conditions of service equal to those that existed before dismissal.

Mr Joe Foster, the general secretary of Fosatu, said yesterday the federation fully supported and endorsed the terms of the settlement.

After yesterday's meeting, both parties expressed appreciation for the "understanding and sensible attitude" of the other during the final negotiations.

"The parties committed themselves to better co-operation in the future," the statement said.

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FORUM

Students at UWC have recently again come out in support of economic boycotts to back up striking workers involved in a dispute with their employers.

The most prominent current economic boycott is that of Grand Bazaars after about 50 striking workers had been dismissed by the firm Dr Martin Nicol, a lecturer in the department of economic history at UCT, puts the question of economic boycotts into perspective.

The street is the playground in Woodstock. Last Saturday the kids from the road were playing with a toy paratrooper. You throw him up, wound in a plastic parachute, and he floats gently down. Child's play — but irresistible to adults. That's how he got stuck on the telephone wires.

Jeremy's parachute man, thrown up too fast, too high, dangled. The adults were embarrassed. "How much did it cost? Where did you buy it?" they asked, hating at comparisons.

"95 cents from Grand Bazaars," said Jeremy. There was a silence

studente inspraak kry oor aangeleenthede wat hul direk raak. Ek lê hier veral klem op grewe wat studente het oor die houding van dosente, en ons sal poog om kanale en strukture te skep waar ons hierdie grewe uit die weg kan ruim. Ons stel ook in die vooruitsig dat daar strukture geskep sal word wat direkte skakeling tussen die studente en die universiteitsraad sal bewerkstellig.

Vraag: Sal hierdie SR se lede die nodige bewaamheid hê om groter verantwoordelike te aan-

kan oeg. Die UWC se lede kan bewusheid van ons studente asook die goeie werk wat deur die verkiesingsbeamptes gedoen is.

Vraag: Hoe kwyf die SR hom van sy taak?

MacMaster: Tot dusver, baie goed. Met ons verkiesing in Augustus was ons onmiddellik by die 'diep end' ingegooi. Ek kan sonder enige twyfel sê dat ons die studente se vertrole nog nie verdel het nie.

Vraag: Kan 'n studentekoerant verweg word?

MacMaster: Daar word druk gewerk om dit moontlik te maak

Economic boycotts: A perspective 152

"This morning" asked one adult, tersely. "You bought it this morning from Grand Bazaars?" "Yes", Jeremy admitted. "But don't you know there is a boycott of Grand Bazaars?" "What's that meant?"

Jeremy's mother was sought out and told about the boycott. Everyone was rather shamed. To have been caught out playing with a Grand Bazaars parachute-man! It's like being fooled into voting.

Political boycotts (elections, permit places, normal sport, etc.) are a Cape tradition. Not such an old tradition, but one firmly established. Consumer boycotts, where people refuse to buy certain products, also have a history — most notably in bus boycotts. But in recent years a new type of economic boycott has found acceptance — a boycott aimed at supporting trade unionists in a dispute with their bosses.

The most famous of these is the 1979 Fat's and Moni's boycott. Since 1979 two more boycotts have absorbed much energy in Cape Town — the Red Meat boycott and the Wilson & Rowntrees boycott. Both failed in their arms of forcing employers to deal with trade unions and reinstating strikers. Although thousands of families turned to fish

groot nut vir die gemeenskap kan wees.

Vraag: Is daar sprake van 'n verandering in die studente se houding oor sport op Kampus?

MacMaster: Die oorgrote meerderheid van SR-lede voel sterk dat die fasiliteite op kampus gebruik moet word en dat 'n fasiliteit soos die nuwe stadion ook aan die gemeenskap beskikbaar gestel word. In ons samesprekings met buitelandse sportliggame het ons dit beklemtoon dat sport op kampusse gespeel moet word.

UWC News Nov 84

Firstly, the target company must be relevant on the sale of its products to people who will respond to the boycott call.

Secondly, there must be products available at a similar cost which are substitutes for the boycotted products.

Thirdly, boycotts that can be effective through regional action will work more easily than those which require national success. Grand Bazaars, with most of its branches in the Western Cape, is much more vulnerable to boycott action here than, say, Wilson & Rowntrees who conduct only a small proportion of their business in Cape Town.

Ultimately the success of a boycott depends on the extent and effectiveness of publicity and education. People have to make a conscious effort to observe the boycott. They need to be convinced that this effort is worthwhile. No one can be casual about calling a boycott. A campaign must follow the call.

A boycott is not a soft option for a union. It can take several months to get off the ground. A union has to make the hard decision to spend

(To page 9)

at uncensored and that the free market was an inappropriate concept for the future shaping of this society, the search for a generally more acceptable concept had so far been fruitless.

Economic Boycotts (From page 5)

strike funds on the campaign rather than on strike pay for workers. Union organizers have to be diverted to speak at boycott meetings. The Fat's and Moni's boycott is the only union-support boycott yet to have succeeded.

Employers may back down when confronted with the mere threat of a boycott. This seems to have happened at Colgate in the Transvaal and, some say, in the recent settlement of the Cape Underwear strike. This factory sells its garments to Woolworths. Allan Boesak told these employers that he would call a boycott of Woolworths if workers were not reinstated.

The employers did take the workers back. But who could have been certain of the outcome if the employers had called Dr Boesak's bluff?

Consumer boycotts in support of trade unions, for all their problems, remain a weapon of some potential. Once rooted they are virtually immune from repressive action by the state. They help to forge links between trade unions and other organizations of the oppressed. They can provide experience which may prove useful in future efforts to use economic boycotts for political ends.

But while consumer boycotts encourage and display organizational strength, they also test it. Successful boycotts require a significant diversion of effort.

This, however, is no excuse for not disenfranchising Jeremy's tainted Grand Bazaars parachute-man from the telephone wires. Better that than to buy him a new one!

'n kleurryke Afrikaanse ple Die titel van Afrikaanse — en dit bevat byna almal oon deur prof Piers

Die gevoel nou moontlik ing in Suid A bombrante be De Plante

PESSO

News agent? 'n Senior aansig in Julie vanjaar Stephan Erasmus die Departem

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UDF is

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stayaway

The United Democratic Front (UDF) has declared support for the planned two-day stayaway spearheaded by students, trade unionists, civic activists and youth groups

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The UDF predicts that the protest planned for Monday and Tuesday in Transvaal industrial areas will be a positive display of unity by all sections of the population, and a measure of people's resistance to Government policies

DISTRIBUTION

● If there are distribution problems in home deliveries and corner sales on the stayaway days, *The Star* will try to ensure that all cafes are well supplied with all editions of the newspaper

origms 2/11/84 (152)

Dispute — and boycott — end

Labour Reporter

THE Western Cape Traders' Association, representing about 2 000 black retailers, has announced it will not support a boycott of Simba-Quix products following the settlement today of a 10-week labour dispute.

The dispute, between the Fosatu-affiliated Sweet, Food and Allied Workers' Union and Simba-Quix Ltd, followed the dismissal of about 450 people who downed tools to protest against the dismissal of three fellow-workers.

In a joint statement, the company and union said today that all the workers would be reinstated two months from now.

"WILL CEASE"

The boycott of Simba products in the Transvaal and Natal would "immediately cease", the statement said.

The WCTA, of which the local Simba distributor is an affiliate

member, threatened last month to support the boycott if a settlement was not reached.

The assistant secretary of the WCTA, Mr E Samsodien, said today it was no longer necessary to boycott the product.

OFF SHELVES

The WCTA, which held a series of talks with Simba's managing director, Mr Jan du Toit, to discuss the dispute, said although it had not officially called a boycott, some Peninsula traders had already taken Simba products off their shelves.

He appealed to them to call off the boycott.

The union and the company said the dismissed workers would be re-employed at the firm's Isando plant on January 2.

The company and the union had agreed to financial relief for the workers until then, the statement said.

Simba to reinstate 396 dismissed workers

Labour Reporter

The nation-wide boycott of Simba Quix products ended today after Simba management agreed to reinstate 393 employees dismissed in August

2/11/84
The settlement signifies a major victory for the Sweet Food and Allied Workers who launched the boycott in support of their demands for the re-employment of the dismissed members

Staw
A joint statement released after a final round of negotiations between the two parties yesterday said the dismissed workers would be re-employed and return to work on January 2

152
Agreement was also reached on financial relief for the workers in the interim

Terms of service will be the same as those before their dismissal

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WITS HIT BY STRIKE

By JOSHUA RABOROKO

MORE than 1 500 workers at the Witwatersrand University, including black students, yesterday went on strike, demanding the dismissal of three administrators at the university's residence in Soweto.

At a meeting in the University Great Hall, workers, students and a member of the academic staff, re-affirmed their demands and called on the vice-chancellor to resolve the matter immediately.

While members of the Black Students Society joined the striking workers in solidarity, the white students kept away from the proceedings and continued with their studies. The workers demands are: Improvement of working conditions and that management should stop threatening to dismiss workers and ill-treating and undermining their union — the Black University Workers' Association.

PART OF the striking workforce at Wits University attending a meeting at the Great Hall.



BUWA, Mr Errol Ndlovu, said that he made the workers' demands known to management, but management has said that they found the demands unacceptable.

He reported the matter to the workers who explained that they were unhappy with the administrators' attitude towards them. Some of the workers have been threatened with expulsion by the administration.

When their demands were not met the workers decided to do without tools. They were later joined by the rest of the workers at the university," he said.

"We will call on management to react positively to the workers' demands," he added. Wits, seen as one of the most "progressive and liberal institutions" which still accommodate blacks, was slammed by speaker after speaker at the meeting. The university was exploiting black workers, speakers said.

A speaker from the Moslem Students' Society expressed solidarity with the workers' plight and said that the university wanted to pose as a "liberal institution" yet it was not.

Mr Ian Crother, the university's industrial relations officer, told workers that their demands were unacceptable and the administrators will not be expelled. He had investigated their treatment at Gymnasium and will submit a report to the vice-chancellor. He advised the workers to return to their jobs while the matter was receiving attention.

He refused to answer workers' questions at the meeting and left the hall with workers still dissatisfied, singing freedom songs and chanting black power slogans. The situation was still tense at the university yesterday.

Boycott: Firm denies 50pc drop

152 (SP) (SP) C. Tunoy 2/11/84

Staff Reporter

THE company secretary of Grand Bazaars, Mr J K Duckitt, yesterday denied claims by boycott campaigners that the seven-week old boycott had resulted in up to 50 percent cuts in daily takings at three of the supermarket chain's outlets

"You are welcome to inspect our books any time you please to see what nonsense they are talking," Mr Duckitt said

A spokesperson for an action committee representing the 44 workers who went on strike on August 20 after two co-workers at the supermarket chain's Epping warehouse had been sacked, claimed that cashiers at the Claremont, Parow and Epping branches of Grand Bazaars had told him daily takings were down by 50 percent

Since the two workers were fired for alleged

continual "teasing" of a colleague, and the subsequent walk-out by their colleagues, tension has been rising, with at least a dozen arrests of picketers outside many of the 11 Grand Bazaars branches

Seven picketers are facing charges ranging from malicious injury to property to attending illegal gatherings

The management of Grand Bazaars has hired other workers and reinstated one of the two workers originally sacked after the Retail and Allied Workers' Union had applied for an industrial court hearing last month

The spokesperson for the Workers' Action Committee said more than 250 000 boycott pamphlets had been distributed throughout the Peninsula and about R14 000 had been raised to support the "striking" workers since the campaign's inception

"The boycott will continue until they are all reinstated," he said

The majority of the workers now met every day at the Moravian Church in Bonteheuvel where they also received their monthly "support" cheques of between R150 and R200 each. Amounts varied according to individual needs, the spokesperson said

Jobs claim

He promised to "look into" a claim by Mr Duckitt that at least five of the 44 had taken jobs at a Green Point supermarket.

The latest group to join the growing number of organizations backing the boycott call is the Western Province Council of Sport (WPCS)

Organizations raising funds and distributing pamphlets include the Retail and Allied Workers' Union, the United Democratic Front, the Cape Action League, the Nederduitse Sendingkerk, the Muslim Judicial Council and several other religious denominations based in Hanover Park, Mitchells Plain and Elsie's River

Wits strikers resolve to continue stoppage

(S.A. Labour Reporter) Stan 2/11/84

The strike by about 400 black staff at the University of the Witwatersrand continued today when the university authorities refused to dismiss three black hostel managers for alleged victimisation of staff members

More than 500 black workers and students gathered in the Wits Senate House concourse to hear the latest developments in negotiations between the university authorities and the Black University Workers' Association (Buwa).

The strikers are demanding better working

conditions and the dismissal of three black managers at Glyn Thomas residence in Soweto

Professor R Charlton, vice-principal of Wits, told the union today that a fact-finding committee "has found no evidence which could possibly justify the removal of any of the managers at Glyn Thomas House from their position".

At the midday meeting the strikers expressed dissatisfaction with the administration's response. They have resolved to continue the stoppage until their demands are met

11/11/84 Stan. (152)

400 Wits staff go on strike

Labour Reporter

About 400 of the University of the Witwatersrand's black staff came out on strike today over working conditions on the campus.

Negotiations between the university administration and the 800-member Black University Workers' Association (BUWA) have been conducted over the past few days. This morning, a meeting of BUWA members was called.

Mr J C Skinner, director of information and public affairs at Wits, said a fact-finding committee had been elected to immediately investigate specific grievances reported during negotiations.

The union had been informed in an official letter this morning that grievances could be readily settled with the co-operation and goodwill of all concerned, he added.

BUWA could not be contacted for comment.

2-day work stayaway planned in Transvaal

A two-day work stayaway has been planned for all major industrial areas of the Transvaal next week

Leading trade union groupings — representing about 300 000 workers — have thrown their weight behind the call, in protest against Government response to student, civic and worker grievances

It will be the first time since the nationwide

stoppage over the death of trade unionist Neil Aggett that a wide range of unions and civic organisations have combined forces in protest action

The intention of the stay-home will be to make an impact on the Government and shake it into answering student and worker demands, says the Transvaal Regional Stayaway Committee

The Federation of South African Trade Unions, the Council of Unions of South Africa, the South African Allied Workers' Union, township civic associations, youth groups and student bodies are involved.

The Release Mandela Committee, Federation of South African Women and United Democratic Front Soweto Committee are also key participants.

~~125~~ (152) ~~107~~

Talks may end Simba^{Steel} boycott^{29/10/84}

Labour Reporter

A crucial meeting which could end the widespread Simba boycott is to be held within the next few weeks between Simba Quix management and representatives of the Sweet Food and Allied Workers' Union (SFAWU).

SFAWU is demanding the reinstatement of 464 workers dismissed from Simba's Isando plant on August 10. The union has already held two preliminary rounds of talks with management.

The workers were dismissed after striking in support of three colleagues who were sacked.

The Simba boycott was launched last month after Simba had already employed new staff to fill the vacant positions.

Mr J C du Toit, managing director of Simba, confirmed today that a meeting was to be held but said the date would be set after consultation with SFAWU president Mr Chris Dlamini.

Simba was analysing the detail of what had been discussed at last Monday's meeting, he said.

Detainee in hospital

A DETAINEE who was the subject of an urgent court application in July while in hospital after allegedly being maltreated by police, is in hospital again. Police in Pretoria have confirmed that Umlazi resident Alfred Mkhize, 35, who has been detained under the Internal Security Act since June this year, is in hospital.

TRIAL

The three judges also gave six minutes were invalid. The Durban Consulate has appealed to appeal.

BP Trust Awards.

More than 1 000 black teachers have participated in BP backed efforts to improve their skills, to the benefit of many thousands of children at schools throughout the country. The BP Education Trust was formed nine years ago and is dedicated to the improvement of South Africa's level of education. It provides financial aid to the BP Education Trust should be made through its universities and colleges not directly to BP.

M. L. Thabane
E. M. Mkhize
M. M. Mkhize
D. Mkhize

E. V. Mkhize
S. Mkhize
M. Mkhize
M. Mkhize

C. Mkhize
A. Mkhize
G. Mkhize
B. Mkhize

Historic week for NUM men

NUM announced early yesterday that its 300 striking members at Johannesburg's Teba Depot — the Chamber of Mines' recruiting bureau — would return to work the same day, while it re-opened negotiations with the Chamber.

The workers went on strike on Wednesday after talks between NUM and the Chamber broke down over pay demands. NUM had demanded an 18 percent pay increase against the Chamber's offer of 14 percent.

In another NUM legal strike, 220 black miners at the Rand Refinery outside Germiston returned to work on Wednesday after a one-day work stoppage on Monday.

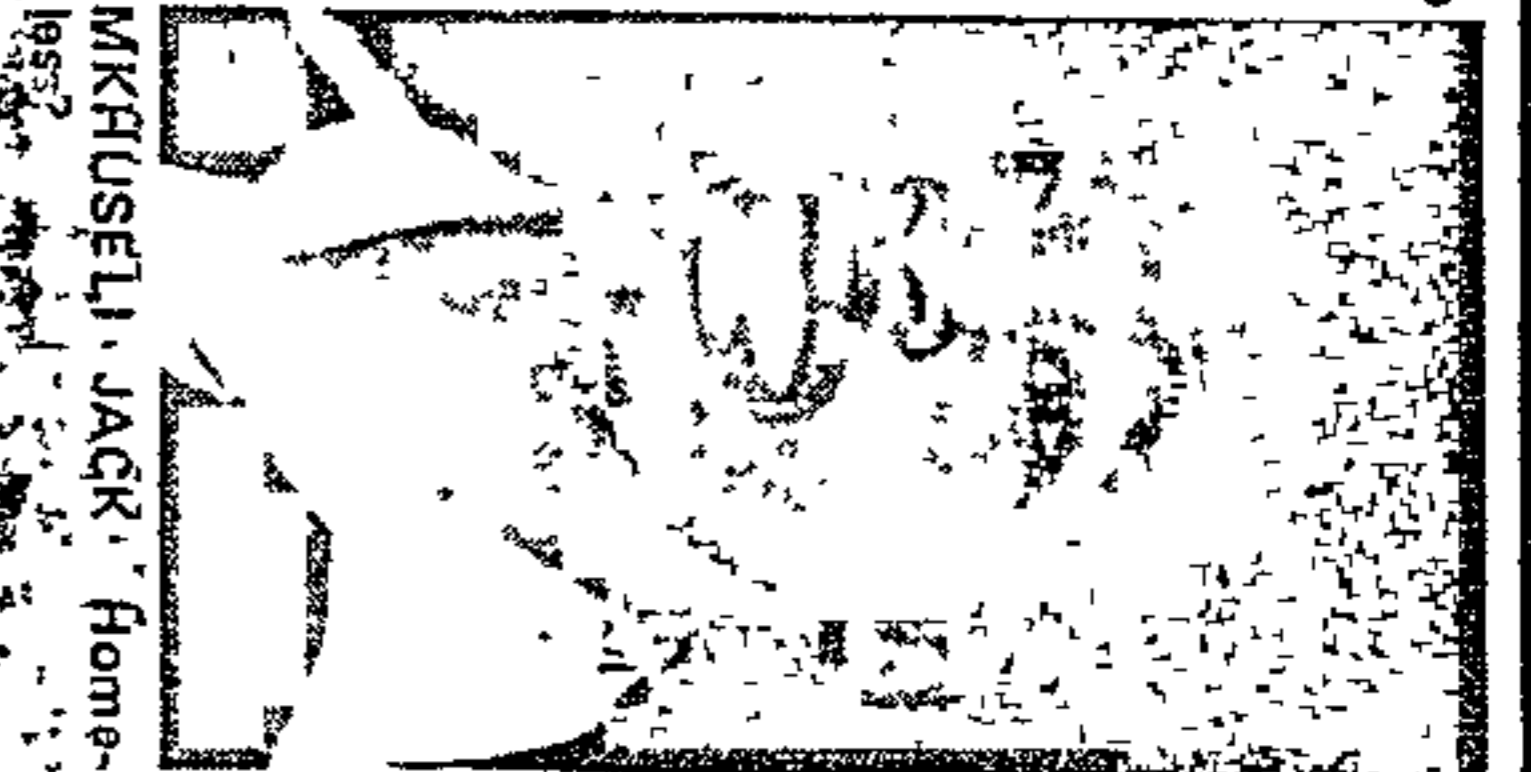
Political comment in this issue by P. Oboza and B. Cohen, news bills by P. Oboza, headlines and sub-editing by D. Nid-dre, all of 62 Elloff St Ext. JHB

11 women 'demolish' my toilet

PEYCO boss Mkhuseh Jack may lose his home — last week, the Khayamandi council issued an order to his uncle to pull down his backyard shanty home at Zwile.

Mr Ndumiso Mpendu, who lives at 12 Fumba Street, was ordered to demolish the shack within 10 days.

If he doesn't he will be prosecuted in terms of the Urban Areas Act. Mr Mpendu told City Press that he was not prepared to demolish the shack because he and Mr Jack would have no place to stay.



MKHUSEH JACK, Homeless, was behind the resistance to rent increases. Recently Mr Jack was acquitted on charges of intimidation and attempted murder.

Rapist jailed

A 21-year-old man, Mkhize, was sent to jail for six years because of his part in a gang rape of a white woman in Slangspruit outside Maritzburg. The victim, the mother of a four-year-old son, told the court that she had gone to Slangspruit with her brother to buy dagga that day. Eight other men, who had pleaded not guilty, will appear in a separate case.

PFP 2 held

PROGRESSIVE Federal Party MPPs Mally Blackburn and Dr Bishop were arrested for entering Lingshe without a permit on Wednesday. Both — who are also members of the Black Sash — were given the option of paying a R20 admission of guilt fine by November 16 or appear in court on November 19.

By ZB MOLEFE
28/10/84

By MONO BADELA

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RAND REFINERY

The gold flows

Monday's legal strike by National Union of Mineworkers (NUM) members at Rand Refinery — SA's only gold refining plant — was as shortlived as the one last week. It ended after one day, signalling the end of the wage dispute which threatened the vital refinery operation

The strike was settled when the strikers, faced with an ultimatum to return to work by Tuesday morning or be dismissed, decided to accept the wage and working conditions offer the Chamber of Mines had made at a conciliation board meeting on October 5.

According to the chamber, 200 workers participated in the strike. The settlement, which is effective from October 1, brings the wage of the lowest-paid employees at the refinery to R240/month plus food and accommodation worth at least another R90/month.

Says the chamber's industrial relations adviser, Johann Liebenberg: "We are very pleased that the men accepted the offer and that we are now able to implement improvements which, because of the drawn-out negotiations, are long overdue."

Liebenberg tells the *FM* that the chamber's offer had not been changed at any stage. On the face of it, then, the union gained nothing from the strikes that it had not already been offered

Despite the chamber's insistence that the offer was not changed, an NUM spokesman says that after last Monday's strike, the chamber had come up with another offer which was rejected by the refinery workers because it was less favourable than the October 5 offer. In the light of this, and because even legally striking workers are not protected against dismissal, the settlement should not be regarded as a failure.

□ There has been no comment from the union on the threatened strike at the Johannesburg depot of The Employment Bureau of Africa, the chamber's labour recruiting arm

25/10/84

More Simba talks

THE Fosatu-affiliated the Sweet Food and Allied Workers Union is to hold another round of crucial talks with Simba Quix management next Monday in an attempt to end the widespread boycott of the company's products.

The union's chairman, Mr Chris Dlamini, said that the past various meetings between the parties took place in a "conciliatory spirit" and he was hoping that the dispute will be resolved soon.

The row was sparked off after the company had dismissed about 420 employees following a strike at the plant. Workers resorted to this after three colleagues were sacked.

Boycott

The union has since launched a boycott of the company's products in an attempt to pressure management to reinstate the workers and eliminate "scabs" on the plant.

The boycott, which has entered its sixth week, took a dramatic turn when two union officials — Mr Paul Mosisi, chairman of the branch, and Mr Walter Mbeleki, secretary — were held and questioned and boycott stickers confiscated from the union's offices.

Mr J C du Toit, managing director of Simba, yesterday confirmed that a meeting was held but said that a date would still have to be set after consulting with Sfawu chairman, Mr Dlamini.

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25/10/84

S A heading for strike record

**Property Editor
Kimberley—South Africa is heading for the worst strike year since World War II, delegates to the Building Industries Federation congress were told here**

A past president of the organisation, Mr John Barrow, said industrial conflict had increased sharply this year and it seemed likely it would increase even further

Mr Barrow said 1982 was the biggest strike year this decade and both the number of strikes and the man-days lost in the first half of this year were already higher than in 1982

Unions

The emerging unions, he said, represented mostly a labour force which was unskilled or semi-skilled and which lacked the background of labour experience and leadership, such as that offered by the artisan unions

'They are therefore more militant in their methods. These unions normally draw their leadership from outside the union and not necessarily from within the membership,' said Mr Barrow

It would appear the unions were becoming more militant for the following reasons

● Worker militancy has been fuelled by basic price increases,

● A stronger union movement has developed while employers have been hamstrung by the worsening economy,

● Trade unions are getting involved in township unrest — for example they were involved in boycotting the coloured and Indian elections, and

● The new constitution does not provide for blacks and this could lead to the problem of emerging unions using trade unionism as a vehicle to achieve their aspirations

Mr Barrow said discussions between 24 trade unions have been taking place and a draft constitution for a federation has been drawn up

The unions are expected to use the legal system more and the Industrial Court could find itself inundated with applications for unfair labour practices

Militancy

From the builders' point of view it was fair to assume that the larger employers of labour would suffer most and it was likely the small contractor might not be affected directly by militant trade union action

'However, it is fair to assume that the militancy of these unions will be influenced by the attitude of Bifsa and the industrial councils,' said Mr Barrow

'Perhaps we should be thinking of ways and

means by which we could make closer contact with the responsible unions'

He said the small contractor was an integral part of the building industry

'He is here to stay and I don't believe that we could operate without him. The number of small contractors in both the formal and informal sectors is likely to increase considerably'

Review

Mr Barrow called for the industrial council system to be reviewed to meet the needs of an industry, which was changing both in attitude and representation

'Possibly we will have to set up parameters within which the informal and semi-formal sectors could be permitted to operate. Limitations such as the nature and value of the work could be defined

'A man's acceptability and ability to stay in business will then be determined by the consumer and will be dependent solely on his competence'

Diversify

He called on the MBAs to reconsider their membership requirements with a view to improving their representativeness in the small contractor category, even if this

meant establishing two levels of membership

Mr Neil Fraser, a divisional director of large contractor Murray and Roberts, said major companies had been forced to diversify to sustain dividend growth, because of the severe cyclical nature of the construction industry

Citing his company's annual report, Mr Fraser said only 41 percent of the group's R130 million operating profit came from its construction activities

He said in an appraisal of the role of the major contractor

Insufficient time and energy have been devoted to industrial relations,

Management is not developing skills among black employees,

More research must be spent on research and development,

Economic and financial skills must be honed,

At least 4 300 non-white executives will have to be brought into the industry each year,

There is little hope of alleviating the industry's skills shortage, especially among blacks,

About 3 7 million houses will have to be built (at the rate of 200 000 a year) to accommodate the country's population of about 45 million by the end of the century

DOM 25/10/84
200 fired
after go
to work
orders

DURBAN — More than 200 striking Dorbyl Marine employees were fired on Tuesday after ignoring a management ultimatum to return to work by noon or be dismissed.

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court.

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the Shop Steward Committee, Mr W S Dlamini, were to be retrenched.

A series of meetings between the union and the company to have Mr Dlamini reinstated ended in deadlock. The last meeting, held on Tuesday, included the union's legal representatives.

A spokesman for the union, Mr Mike Morris, said the employees saw the inclusion of Mr Dlamini among those who were to be laid off as an attempt to break the union.

"The company has refused to consider taking Mr Dlamini back. It is this they are striking about."

The managing director of Dorbyl Marine, Durban, Mr Rob Deane, said discussions had been held with both the GWU and the SA Boilermakers' Society before the retrenchment.

The Boilermakers' Society, which Mr Deane said was supported by the majority of employees, had accepted the retrenchment after the company had explained that certain alternatives proposed by the union were not feasible. — Sapa.

25/10/84
150 Demo: 7 granted bail

~~139~~ Court Reporter C. Tuma
SEVEN people who were allegedly involved in a placard demonstration outside the Claremont branch of Grand Bazaars calling for a boycott of the company appeared in the Wynberg Regional Court yesterday

Mr Evan Alperets, 22, of Milner Road, Observatory, Mr Joseph Williams, 21, of Sherwood Walk, Hanover Park, Ms June Esau, 31, of Milner Road, Observatory, Ms Carrol Julies, 26, of Cecilia Way, Matroosfontein, Mr Simon Sweyie, 22, of NY 101, Guguletu, Mr Renier Langeveldt, 20, of Citrus Street, Bonteheuwel, and a 17-year-old youth, were not asked to plead to a charge of attending an illegal gathering

The hearing was adjourned to March 6 next year, for further investigation and bail of R150 each was extended.

Mr A P Kotze was the magistrate Mr J Vermeulen appeared for the State and Mr M Parker for the seven.

~~174~~ (152)
Durban
Company
Stat
fires 200

24/10/84
DURBAN — More than 200 striking Dorbyl Marine employees were fired yesterday after ignoring a management ultimatum to return to work by noon or be dismissed

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the shop stewards' committee, Mr W S Dlamini, were to be retrenched

DAILY COURIER



Dorbyl Marine employees emerging from the hall where they held a meeting yesterday afternoon.

Mercury 24/10/84 152 45 187

200 workers fired after ignoring work ultimatum

Mercury Reporter

MORE than 200 striking Dorbyl Marine employees were fired yesterday after ignoring a management ultimatum to return to work by noon or be dismissed.

The General Workers' Union maintains that Dorbyl is guilty of an unfair labour practice and will seek action against the company in the Industrial Court.

The employees stopped work last Wednesday when they heard that 16 colleagues, including the chairman of the shop steward committee, Mr WS Dlamini, were to be re-trenched.

A series of meetings between the union and the company to have Mr Dlamini reinstated ended in deadlock. The last meeting, held yesterday, included the union's legal representatives.

Yesterday a spokesman for the union, Mr Mike Morris, said the employees saw the inclusion of Mr Dlamini among those who were to be laid off as an attempt to break the union.

'The company has not applied the principle of "last in, first out",' Mr Morris said.

'The company has refused to consider taking

Mr Dlamini back. It is this they are striking about.'

Mr Morris also protested at the way the company had conducted the retrenchment.

'It was only on Thursday afternoon that we even knew who all the people were who were to be re-trenched — the next day. There was no way the union could make effective representation.'

'The company also refused severance pay, which is a standard practice, although it is not legally binding.'

Mr Morris described the company's action in handing the employees

an ultimatum to return to work just before the meeting between the union and the company yesterday as 'highly provocative'.

The managing director of Dorbyl Marine, Durban, Mr Rob Deane, said discussions had been held with both the GWU and the S A Boilermakers' Society before the retrenchment.

The Boilermakers' Society, which Mr Deane said was supported by the majority of employees, had accepted the retrenchment after the company had explained that certain alternatives

proposed by the union were not feasible.

'Continued intimidation of members of the Boilermakers' Society and non-unionised employees prevented them from returning to work,' Mr Deane said.

'All the retrenchments were carried out in accordance with the procedures previously agreed with the GWU.'

'Management also repeatedly pointed out to the union representatives that if they were not satisfied with the developments they were able to proceed to the Industrial Court to obtain relief.'

Rand Refinery men back at work today

~~197~~ 23/10/84 Labour Reporter (152) ~~197~~

The 220 striking workers at the Rand Refinery, Germiston, returned to work today after another one-day stoppage yesterday.

This is the second week in a row that 90 percent of the refinery workers, all members of the National Union of Mineworkers (NUM), have downed tools for a day.

The stoppages arise out of the wage dispute between the Chamber of Mines and the NUM which became deadlocked last month, causing the Minister of Manpower to appoint a conciliation board to enquire into the matter.

ULTIMATUM

NUM members at the refinery, which processes most of South Africa's gold, rejected a revised offer of a 12 percent rise by the chamber and stuck to their demand for an 18 percent increase. However, the NUM said it was still prepared to negotiate a settlement.

The strikers were yesterday issued with an ultimatum to return to work by this morning or face dismissal. The warnings were circulated in the form of pamphlets.

Mr Mokhesong Moloka, assistant general secretary of the NUM, said the workers were on a legal strike as the union had complied fully with all of the requirements of the Labour Relations Act.

Govt fiscal intentions backfire — Rowles

KIMBERLEY — Ironically, the good intentions of the Government and monetary authorities to exercise effective control of the rand and to other fiscal disciplines had allowed the economy to deteriorate to today's unenviable position, Mr Hedley Rowles, president of the Build-

ing Industries Federation of South Africa told the congress

He said Bifsa's recent attempts to persuade the Government to eliminate the erratic peaks and troughs in its allocation of funds for construction projects had failed to limit fluctuations in public sector spend-

ing. "Bifsa has repeatedly pleaded for a form of contra-cyclical spending, but, instead, the indiscriminate stoppage of work and, likewise, the indiscriminate release of new work continues to create chaos and does little to stabilise the work situation"

Mounting union militancy could make 84 worst strike year in decades — Barrow

KIMBERLEY — Despite police action and influx control, militant trade unionism in South Africa is certain to mount with 1984 turning out to be the worst strike year since World War 2, says Mr John Barrow

Speaking on the role of the small contractor, Mr Barrow, a past president of the Building Industries Federation, told delegates at the Bifsa congress in Kimberley

"In fact, 1982 was the worst strike year of the decade and already in the first half of this year, the number of man days lost is higher than the total for 1982"

Mr Barrow said the emerging unions represented a labour force which was mostly unskilled or semi-skilled and which lacked the background of labour experience and leadership such as that offered by the artisan unions

More militant in their methods, they draw their leadership from outside the union, not from within the membership

"If we look at the industrial conflict over the past few years, it has increased sharply so far this year and it is likely that it will increase further," said Mr Barrow

The reasons for union growth include:

- Basic price increases fuelling worker militancy
- A stronger union movement has developed

Reynders pleads case for informal sector

KIMBERLEY — The building industry should develop the informal business sector rather than introduce inhibiting measures, says Dr Henne Reynders, chairman of the National Manpower Commission

He told the congress business had an important role in devel-

oping the small business sector, including the informal sector.

"Apart from some participation in the small business development corporation, we have seen little positive action"

Dr Reynders said that in 1976, construction units with fewer than 20 workers offered employ-

ment to 14 percent of the total construction workforce, those with fewer than 50 workers 25 percent and those with fewer than 100 people to 30 percent

"Units with more than 100 employees used about 63 percent of the available workforce," he said

Frank Jeans reports from the Bifsa congress

while employers have been hamstrung by the worsening economy

● Trade unions are getting involved in township unrest

● The new constitution does not provide for blacks and this could lead to emerging union using trade unionism as a vehicle to achieve their aspirations.

"Next year we could see the formation of a new federation of emergent unions.

"Discussions between 24 unions have been taking place and a draft constitution has been drawn up," said Mr Barrow

"It is far to assume that the larger employers of labour will be the ones to suffer most and it is likely that the small contractor may not be affected directly by militant trade union action

"For this reason we should all be thinking of ways and means by which we could make closer contacts with the responsible unions"

In the circumstances, says Mr Barrow, Bifsa could be in danger of losing its status as the recognised co-ordinator of the organised building industry

"I believe we should agree to accommodate and not combat the semi-formal and informal sectors of our industry," he said

SA on path for record industrial action year

THE National Manpower Commission's annual report released last week reads like a litany of last year's facts and trends ... more than 10 months into 1984.

The report shows that during 1983 there was a drop in the number of work stoppages and strikes

Already in 1984 this trend has been reversed and the country is well into a record year for industrial action.

The report shows an increase in the use of statutory machinery by emerging trade unions

While this trend has continued into 1984, emerging unions are increasingly questioning the value of using this machinery and the trend could soon well move the other way.

The report notes that unemployment reached record levels during 1983, but that a turning point in the economic cycle had been reached, bringing with it a further improvement in the unemployment situation.

That turning point did not last long. With hundreds of thousands of school-leavers flooding onto the job market, there is little doubt that the unemployment situation is worse now than it was a year ago.

□ □ □

ONE thing to emerge from the report is that the NMC's long-awaited investigation into the conditions of domestic and agricultural workers is complete.

However, the report has been handed over to the Minister of Manpower and is unlikely to be made public before next year.

Farm and domestic workers are outside the ambit of the Labour Relations Act and are not protected by most of the legislation that governs workers in other sectors.

That this situation is unsatisfactory was recognised by Mr Fanie Botha, the then Minister of Manpower, when he launched the investigation almost three years ago.

From replies by Dr Hennie Reynders, chairman of the NMC, at a Press conference last week, it seems that the NMC is likely to recommend a mixed bag.

Because of the "peculiar" conditions relating to

the employment of farm and domestic workers, they are unlikely to be neatly slotted into labour legislation alongside other workers

□ □ □

LABOURWISE, 1984 has belonged to mineworkers

So one NMC statistic that makes interesting reading is the figure for strikes and work-stoppages. According to the report, the total number of workers in all sectors who went on strike during the whole of last year was 60 000

In the National Union of Mineworkers' legal strike at six Anglo American mines last month at least 40 000 workers went out

Add to that the miners who struck at Hartebeestfontein, Western Areas, West Rand Consolidated, Unisell and Durban Deep and you have a figure of more than 60 000 in one related industrial action alone

And, in a reminder of the first dispute between the NUM and the Chamber last year, Rand Refinery workers stopped work last week.

They could return to a legal strike at anytime, while workers at the Johannesburg depot of Teba and at Rand Mines' Ruetspruit and Duvha collieries are also entitled to take legal strike action.

After the failure of mediation, the NUM's dispute with the chamber over the wages of workers at the Rand Mutual Hospital has now been referred to arbitration.

So while the mining industry may have established something of a record for the number of workers out, the industry is not doing so badly for the number of disputes declared either.

RPM 23/10/84 152

Checkers staff on strike for more pay

TZANEEN. — The entire black staff at the Tzaneen branch of Checkers stores went on strike yesterday morning after a pay increase disagreement with management.

According to a spokesman for the staff, the workers decided to down tools yesterday after management "flatly" refused even to consider the workers' request for a pay increase.

It could not be established how big an increment the workers demanded. The parties were locked in what one worker described as a "very tough meeting" yesterday. By 2.30pm no agreement had been reached, however.

According to a reliable source, management told the workers to "either go back to work or take your uniforms off and go home".

The workers apparently refused, saying they only wanted pay increases and not to be sent home — Sapa.

22/10/84 (152)

Shipyard strike

set to continue after talks fail

Labour Reporter - fair retrenchment procedure

THE strike by about 300 workers at a Durham shipbuilding yard is set to continue into its fourth day today, according to a spokesman for the General Workers' Union.

A series of meetings were held between representatives of the management of Dorbyl Marine and the union last week, but the talks broke down late on Friday afternoon when the management refused to accept a counter-proposal by the union.

The black workers downed tools at lunch time last Wednesday protesting at the dismissal of 16 of their colleagues, including a senior shop steward.

They called on the management to have the people reinstated or alternatively introduce a system of short-time instead of retrenchments.

GWU branch secretary Mike Morris said he had doubts whether the company had acted in accordance with the principle of 'last in first out,' which was widely accepted as

fair retrenchment procedure. If that is the case, then why were some workers with up to 17 years' service also dismissed?" he asked.

He said the dismissed staff had not been given severance pay nor had they been given advance notice of their dismissal.

In a statement to the Mercury yesterday, Mr R S Deane, the company's general manager, confirmed that talks had been held on Friday with representatives of the union, but added that agreement could not be reached as management had been unable to accede to a union request that the senior shop steward be excluded from those retrenched.

The company confirmed that none of the dismissed staff had been given severance pay.

Mr Deane said the staff cuts had been made 'in accordance with the union's previously agreed upon retrenchment procedure'.

22/10/84

The Star Monday October

Minister's Triomf decision angers SACWU

By Carolyn Dempster, Labour Reporter

The South African Chemical Workers' Union (SACWU) is incensed over the Minister of Manpower's rejection of an application for a conciliation board in the dispute involving 440 workers at the Triomf Fertiliser plant in Potchefstroom.

The action has effectively barred the SACWU from taking the dispute to the Industrial Court to seek the reinstatement of the dismissed workers.

At a Press conference at the weekend, SACWU general secretary Mr Maneni Samela said that the union would be lodging a Supreme Court appeal against the Minister's decision.

DOWNED TOOLS

Application for the conciliation board arose from the dismissal of 440 striking Triomf workers on April 13 this year. The workers refused to take part in a breathalyser test and downed tools in protest.

Triomf management issued the strikers with an ultimatum — return to work by 10 am the next day or face dismissal.

On April 14, when a number of the workers returned to resume their jobs, 16 were arrested by the police, and subsequently a further three were held.

All were charged under the Intimidation Act, but the case was quashed in Potchefstroom's Regional Court on June 27 because the police failed to produce evidence of intimidation.

Committee members present at the time of the strike have alleged that Triomf management had conferred with the police before certain strikers, among them shop stewards and union members, were arrested.

220 miners strike (1/52) at Rand Refinery (1/52)

22/10/84 Union of Mineworkers It is currently involved in a dispute with the chamber over wages and working conditions at the refinery, More than 220 employees at Rand Refinery near Germiston went on strike today for the second time in less than a week

A spokesman for the Chamber of Mines confirmed that the stoppage began this morning

The workers are all members of the National Wage negotiations ended in deadlock earlier this year, and a conciliation board was appointed by the Minister of Manpower in an attempt to resolve the dispute

ROM 19/10/84 (152) (117)

Carlton Paper workers strike

Mail Reporter

MORE than 180 workers at the Carlton Paper mill at Wadeville, Germiston, have been on strike since Wednesday in protest against the dismissal of a fellow worker.

A statement from the company said the strike began after a worker had been dismissed earlier this month for "threatening to kill another worker" in June.

It said the Paper, Wood and Allied Workers' Union had objected to the dismissal and declared a dispute on July 18.

"In terms of the recognition agreement between the union and the company, the dis-

pute-resolving procedure — including the use of an independent mediator — was followed, but this failed to resolve the dispute," the statement said.

The worker, who had been suspended on full pay since June 25, was finally dismissed by the company on October 9 when the union rejected Carlton's proposal that they seek arbitration, the statement said.

The Rand Daily Mail was unable to get comment from the union yesterday.

"Production is not being affected, as contingency plans have been put into effect," the company statement said.

DairyMaid offer is rejected by union

By Carolyn Dempster,
Labour Reporter

19/10/84

The Food, Beverage Workers' Union has demanded the unconditional reinstatement of 106 striking workers dismissed from the DairyMaid Icecream Corporation's Olifantsfontein plant in February this year.

The demand has been made amid allegations that the employees were assaulted, insulted and subjected to unfair labour practices as a prelude to firing.

In a bid to settle the dispute which has been brought before the Industrial Council for the Dairy Industry, DairyMaid made an offer of R5 000 to the dismissed workers who up to last week had not found alternative employment.

The ex-gratia payment, and an offer to recognise the union and re-employ the dismissed workers should vacancies arise, was rejected by the FBWU.

Certain of the dismissed employees have a record of long service with DairyMaid, and one had worked for the company for 32 years. If DairyMaid had wanted to employ the dismissed workers, they could already have done so, argues the union.

REFINERY STRIKE

~~152~~ 152 ~~152~~ 19/10/84

A temporary return?

The decision by National Union of Mineworkers (NUM) members employed at Rand Refinery to return to work after striking for one day does not mean that the dispute at the refinery has been settled. Rand Refinery is SA's sole gold refining plant. It is vital to the gold mining industry.

Monday's strike occurred against the backdrop of a wage dispute between NUM and the Chamber of Mines. Negotiations between the parties deadlocked some months ago with the union demanding an 18% wage increase plus other improvements in employment conditions, and the chamber making a negotiable offer of between 10% and 11% on minimum wage rates and other improvements.

At a conciliation board meeting on October 5, the chamber offered a package of 13,7% which includes wages and fringe benefits. NUM undertook to report back on the new offer. It did so early on Monday morning when it sent the chamber a letter rejecting the offer. However, NUM declared willingness to resume negotiations.

Conflicting claims have been made about the strike. The union claims that the whole plant was out with 280 workers participating and that the strike was legal because NUM had been following the prescribed channels for a legal strike. The chamber, on the other hand, says only 220 workers took part and that the strike was technically illegal because it occurred before the Department of Manpower had been informed that deadlock had been reached in the conciliation board negotiations.

The chamber also says the strike did not have any effect on the refinery's output. NUM general secretary Cyril Ramaphosa, however, told the *FM*: "You would think that those workers do not do any work at all and that when they stop everything goes on as usual."

These considerations aside, the fact remains that the department has been told by both parties that deadlock has been reached. NUM can, therefore, now proceed with a legal strike at the refinery. A statement from Ramaphosa that the workers decided to resume work on Tuesday for "strategic" reasons, appears to confirm this view.

If so, this is the third time that NUM has attempted to go for the jugular vein of the gold mining industry. Late last year a threatened legal strike at Rand Refinery was averted at the eleventh hour.

□ Meanwhile, NUM has also deadlocked with the chamber at conciliation board meetings aimed at settling their wage dispute for the Johannesburg depot of The Employment Bureau of Africa, the chamber's labour recruiting arm. Ramaphosa has, however, not yet indicated if and when the union will embark on a legal strike at the depot as it is now entitled to do.

An attempt to settle another dispute for Rand Mutual Hospital through mediation has also failed. By mutual agreement between NUM and the chamber, this dispute will now be decided by arbitration.



Rand Refinery ... w

RAM 18/10/84 (152) ~~(152)~~

Slump and jobless fears cut strikes

A TOTAL of 336 strikes and work stoppages were reported in 1983 compared to 394 in 1982

Although this reflected a greater degree of industrial peace it should be seen against the background of recession and fear of unemployment, the NMC chairman, Dr Henne Reynders, says in the report for 1983

Other factors involved were, however, greater understanding and use of collective bargaining and statutory machinery, and more balanced demands by younger trade unions

Last year's strikes and work stoppages involved about 65 000 workers and resulted in a loss of nearly 125 000 man-days, compared to 365 000 in 1982.

"The average duration of these strikes, as measured by the 1,9 lost man-days per striking worker (2,6 and 2,4 in 1982 and 1981 respectively) and their extent as measured by the 23,4 lost man days per 1 000 workers, should not give rise to undue concern," Dr Reynders adds

The number of strikes, 199, showed a marked increase during the last three months of 1983

"The increase in the number of strikes should be seen as a long-term trend resulting from economic development in general, the development of the black population group in particular, and their realisation of their bargaining position and the normal operation of the labour market." — Sapa

origins 18/10/82

336 strikes reported last year — drop of 15 percent from 1982

Labour Reporter

A TOTAL of 336 strikes were reported to the Department of Manpower last year — representing a 15 percent drop from the previous year

According to the annual report of the National Manpower Commission the number of man-days lost through strikes had decreased by about two-thirds since 1982

About 65 000 workers went on strike last year and nearly 125 00 man-days were lost

RECESSION

The commission attributed the drop in strikes partly to the economic recession and partly to increased use of official dispute settlements

However there had been a

'general upward trend in the number of strikes' over the past few years, which could largely be attributed to overall economic growth to the increasing awareness of blacks of their bargaining position and to the "normal functioning of the labour market"

The NMC also reported

● A 'considerable' increase in unemployment. About 86 000 fewer people were employed in the non-agricultural sectors than in 1982. Structural adjustments to the economy were necessary to overcome unemployment in the long term

● The continued growth of the trade union movement with blacks representing 39 percent of total union members

Dr Henne Reynders, chairman of the commission, said in his introduction to the report that younger trade unions were "beginning to show greater balance in their demands"

● The report said Industrial Councils — described by Dr. Reynders as the "essence of the system of collective bargaining" — were being subjected to critical examination by the newer unions, as well as the established unions, employers and labour observers, and

● About 66 000 more contract workers from various homelands brought the total to about 1.4-million. About 773 000 workers commuted daily from the homelands to their workplaces

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LABOUR NEWS

210 will get jobs back

Mail Reporter

A MEAT factory in Welkom has agreed to recognise the Food Beverage Workers Union (FBWU) after workers staged a week's strike.

The company, OKK Foods, agreed to recognise the union after verification of union membership, which is to take place later this week.

The OKK dispute started at the beginning of the month when the company announced that it was to retrench 18 workers, and the remaining 210 at the plant went on strike.

A spokesman for the union said all 210 were arrested and charged with trespassing, after they defied a management ultimatum to return to work by 9am.

The workers were released after appearing in court on charges of trespassing.

An agreement was reached in which the 210 workers would be reinstated without loss of benefit, but not the 18 retrenched workers.

The FBWU — an affiliate of the Council of Unions of South Africa (Cusa) — has only been active in the Welkom area for a short period.

~~SFAWU~~
~~15/10/84~~

accuses

Staw
SAP of

15/10/84 (152)
intimidation

Labour Reporter

The Sweet Food and Allied Workers' Union (SFAWU) today criticised the South African Police for what it called "blatant intimidation" in the Simba Quix boycott.

According to Mr Jay Naidoo, general secretary of the union, police swooped on the chairman and the secretary of the Simba Quix workers committee, questioned them and then confiscated stickers and pamphlets on the Simba boycott.

INVOLVEMENT

Mr Walter Mbekela and Mr Paul Mosime were taken to the Them-bisa police station by police in riot uniform and interrogated about the union's involvement in the boycott which has been running for three weeks, said Mr Naidoo.

"We condemn the police interference in the legitimate struggle of Simba workers to gain reinstatement.

"Our union is presently involved in discussions with Simba Quix management and these could be jeopardised by the unwarranted and arbitrary action of the police."

Reacting to the allegations, a spokesman for police headquarters in Pretoria said they were not prepared to comment on routine investigations. He said that any person with a complaint against the SAP should sign a sworn statement and the matter would be investigated.

ROM □ □ □ 15/10/84

A SIGN of worker willingness to take action over a non-workplace-based political issue was the half-hour stoppage at two Alfa Romeo workshops in Johannesburg last week.

The workers were expressing solidarity with yet another victim of the country's security laws, Mr Jerry Kau, who is being held under Section 29 of the Internal Security Act.

Mr Kau, a worker at Renault Africa and a member of the Johannesburg and national executive of the National Automobile and Allied Workers' Union (Naawu), was arrested at work almost two weeks ago.

While the primary focus of the stoppage was Mr Kau's detention, the union statement said: "Naawu members wish to make it clear that while Brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained."

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O. Dispatch 13/10/84
**Management denies
Supa Food strike**

EAST LONDON — The staff reduction at Supa Foods factory in Dimbaza was due to the downturn in the economy, Mr P Busby, managing director of the company, said yesterday

Mr Busby denied claims by some workers that there had been a strike in the production section

Workers claimed the strike was caused by the abusive language used by a manager to workers at the factory, but Mr Busby said his factory had been operating normally throughout the week

"We have never had a strike since we started operating in Ciskei," he said

He could not say how many employees had been retrenched yesterday — DDR.

Milner 13/10/74 (152) ~~153~~ ~~154~~

Building strike into its fifth day

Labour Reporter

BUILDING work on new flats and shopping complexes at Ballito had come to a halt as the work stoppage by more than 300 employees of Thomas Construction entered its fifth day yesterday.

The company's managing director, Mr Gerald Grieveson, yesterday confirmed that a stalemate had been reached after the workers had refused to accept a 13 percent pay rise offered earlier this week.

He said no return-to-work ultimatum had been given to the strikers and the company had not re-

ceived any formal demands over pay.

But Mr Richard Gumede, national president of the South African Allied Workers' Union, said yesterday that the workers had communicated their pay demands to the management in no uncertain terms.

'The management refused to meet union representatives, saying that the company had no recognition agreement with the union,' he said.

The workers had asked for their minimum wages to be increased from 75 c an hour to R1 an hour, he said, adding that they were earning an average of R135 a month at present.

Mr Grieveson said his employees would not be paid for the duration of the work stoppage which started on Monday.

He said 'We have offered the dissenting labourers a 13 percent pay increase and expect them to return to work. If they have grievances other than pay — and none has been made known to us — they will be dealt with on resumption of normal duties. No one has been dismissed at this stage.'

100 Industria workers strike

By ALI MPHAKI

MORE than 100 workers at the Gold Star Yeast Company in Industria went on strike this week after management allegedly threatened to "fire them all" and get "guys from Zimbabwe."

Workers' leaders said management was also trying to do away with eight salesmen by transferring them against their will to another yeast company. The salesmen refused.

They claim management was also contemplating scrapping the R100 monthly commission they were being paid.

A spokesman for the company, Mr Ray Stout, said there had been a work stoppage on Monday and Tuesday but the cause was still unknown.

He said discussions were still in progress between management and the workers. "All is now under control as the workers have resumed their duties," he said.

Sweeten 12/10/84 (152)

152

Simba bids to end boycott

Save for 11/10/94

SIMBA Quix management has agreed to hold a meeting with representatives from the Sweet Food and Allied Workers' Union (SFAWU) in a bid to settle the dispute and halt the boycott of Simba products.

Mr J C du Toit, managing director of Simba said the meeting was to be held yesterday with union representatives

This follows repeated calls by SFAWU to the company to hold discussions over the dismissal of more than 400 striking Simba workers on August 10

A total of 464 workers at the company's Isando plant went on strike over the alleged unfair dismissal of three colleagues whom they demanded should be reinstated

Within a day of going on strike, 422 workers were fired in terms of the peace clause in the recognition agreement signed with the union, said Mr du Toit

A new workforce was then taken on. and last

week, SFAWU and the Simba Workers' Committee launched a boycott of Simba products

By the end of last week, a number of trade union and civic organisations, representing the support of some 400 000 people had offered their support in the boycott

However, Mr du Toit said it was not yet possible to determine the effect or the extent of the boycott. At this stage it did not appear to be having any impact.

Motor men

stop work

over arrest

of leader

By Carolyn Dempster,
Labour Reporter

10/10/84
Saw
152

In the first politically-motivated industrial action since the death in detention of unionist Mr Neil Aggett, workers at two Alfa-Romeo plants staged half-hour protest stoppages yesterday over the detention of worker leader Mr Jerry Kau

Mr Kau, an executive member of the Johannesburg branch of the National Automobile and Allied Workers' Union (Naawu), was detained on October 3 while at work at Renault Africa in Isando, Kempton Park

His detention under Section 29 of the Internal Security Act was confirmed this week by the police

The two Alfa-Romeo plants fall under the jurisdiction of Naawu's Johannesburg branch

In a statement issued after the stoppage yesterday, Naawu workers asked management to add its voice to the protest against the laws under which Mr Kau had been detained

"Naawu members wish to make it clear that while brother Kau is the focus of their symbolic protest, they are protesting against the legislation under which many people are currently detained"

This is only the second time in recent labour history that workers have taken industrial action on an overtly political issue

In February 1982 a nationwide work stoppage was observed by thousands of workers to mourn the death in detention of Dr Aggett, Transvaal secretary of the African Food and Canning Workers' Union (AFCWU)

● Sapa-Reuter reports from Geneva that the International Metalworkers' Federation said yesterday that it was concerned about the detention of Mr Kau. The federation, which links 170 unions in 70 countries, said in a statement that it had asked two affiliated unions in France to intervene with Renault

Organised worker disobedience may be feature of late '80s, says expert

(152) E. Post, 9/10/84

JOHANNESBURG — "Major examples of labour unrest since about mid-1983 suggest we are moving into a new era in mass employee behaviour," says Mr Denis Keenan-Smith, group industrial relations consultant at Rand Mines

Addressing the Institute of Personnel Management's annual convention at Sun City he said these examples are in sharp contrast to similar major events in the years 1973 to the early 1980s

"Instead of anticipating violent outbursts of reckless vandalism, management may now expect well-disciplined, well-orchestrated and organised displays of disobedience

"Flouting of traditional management authority may be attended by deliberate low-level provocation to which management would be well advised not to over-react

"We may well be looking at the beginning of a movement towards a form of non-violent, but equally disruptive 'passive resistance', aimed, when appropriate, at emotive issues such as safety or alleged unsafe working conditions, especially in high-risk industries," he said

Since 1980, when industrial action in the form of strikes frequently took a decided upward swing, management soon learnt how to live with that form of industrial unrest, if not how to handle it effectively

"But there are several other forms of industrial action which may be anticipated and which may replace blatant strike action

"For instance a silent and passive sit-down at the workplace will present one set of difficulties, while a go-slow is even more difficult to manage

"Finally, a work-to-rule is almost impossible to manage assuming there are rules to which to work," he said

Mr Keenan-Smith also sees the possibility of a hardening of management attitudes towards militant unions in particular and towards unionisation in general

"Relationship building between the parties is considered essential for their mutual long-term benefit, but the process is made all the more difficult since some of the newer unions are perceived to be more dynamic, militant, threatening and visible than the traditional well-established unions

"Moreover, the latter tend to support management in resisting the newer unions, while sufficient apprehension is generated among non-aligned employees as to propel some of them to seek protection or refuge in the more conservative unions

"This situation will inevitably produce an inter-union polarisation and rivalry made all the more complex by a division along racial lines with management being expected to take sides in the interests of preserving industrial peace

"Such a three cornered contest has in it all the ingredients and potential for serious conflict, and a tremendous responsibility rests on both union leadership and on management to work effectively within the parameters of the interactive process," he said

At the same Sun City convention a warning was given about a threat to healthy industrial relations in South Africa by Prof Martin E Nasser of the School of Business Leadership, University of South Africa, Pretoria

Prof Nasser told about a study which examined employee comprehension of the business system with the express purpose of identifying those areas of ignorance which negatively affect corporate performance

Prof Nasser said that in answering questions about the distribution of post-tax company profits according to income, "substantial differences in interpretation exist regarding the distribution of an organisation's post-tax profits"

"The black, less-educated, unskilled and semi-skilled workers who receive low wages perceive the distribution of post-tax profits in a way which suggest gross inequality between white managerial and black non-managerial staff

"Such perceptions — whether correct or incorrect — have serious implications for industrial relations

"Moreover, the perceptions of the well-educated, high-income, high-status white managerial group, although in some ways more realistic, indicate substantial insensitivity to the plight of black labour," he said

"Both groups perceive the other as receiving a greater share of post-tax profits than themselves

"The findings do suggest that managerial staff may not be sufficiently sensitive to the problems being encountered by the non-managerial group

"Although the latter may exaggerate the level of inequality which exists in the working environment, neither of these perceptions augur well for the cause of healthy industrial relations in this country," Prof Nasser said

Sowetan 8/10/84 152

Unions support boycott

MORE than 30 trade unions and community-based organisations representing over 400 000 people have pledged solidarity for the boycott of

By JOSHUA RABOROKO

Simba products following the dismissal of workers at Simba Quixi

The boycott has been

called by the Fosatu-affiliate Sweet Food and Allied Workers Union which represents the majority of the 422 workers sacked by the company during August

Unions and organisations who have pledged support for the boycott include the Council of Unions of South Africa (Cusa), Fosatu unions, Food and Canning Workers Union, Saawu, General and Allied Workers Union and the

Commercial Catering and Allied Workers Union

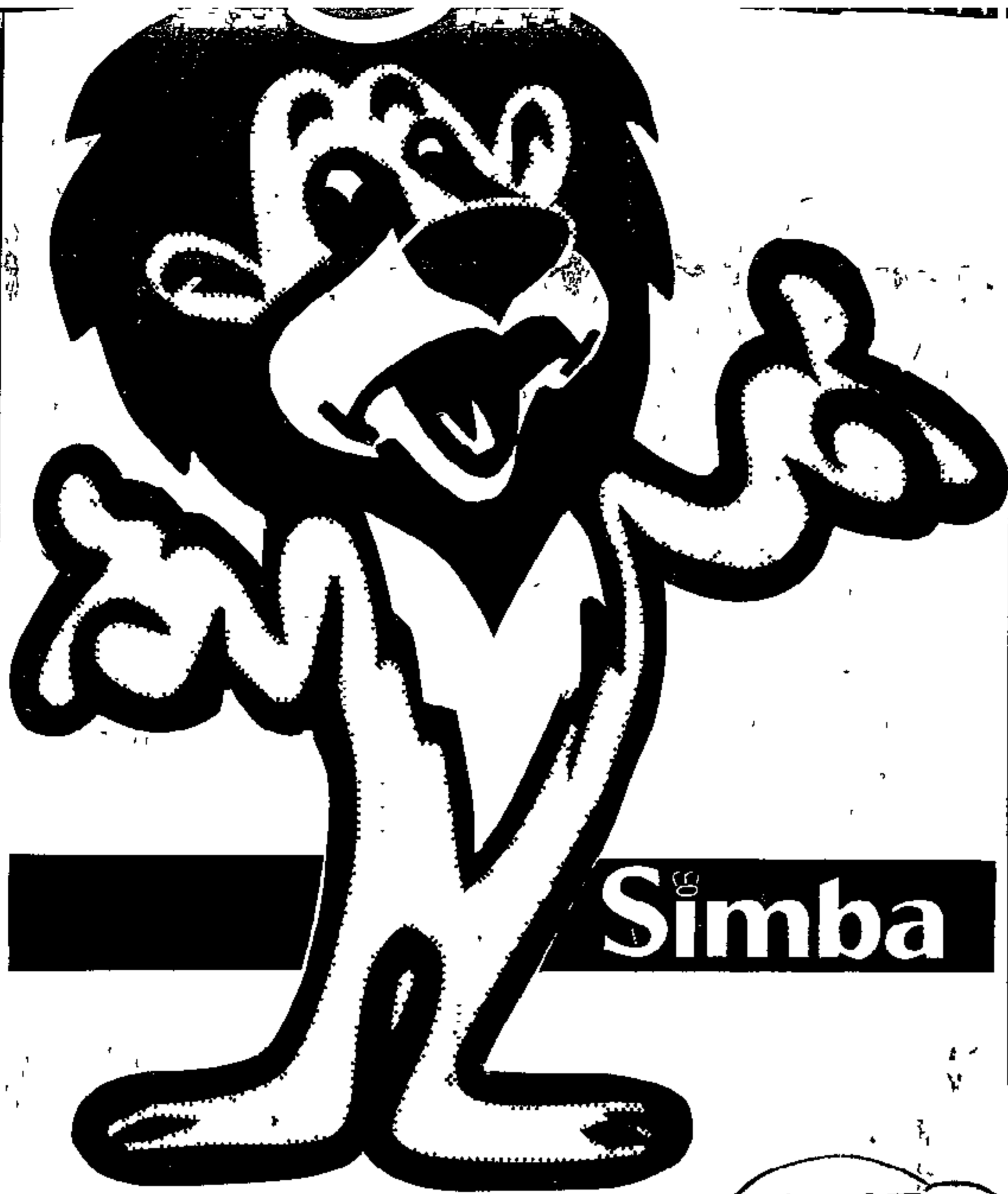
Church, political and student organisations who have come out in support of the boycott are the UDF, Cosas, Transvaal Indian Congress, Natal Indian Congress, Azanian Students Organisation and the South African Council of Sport

An SFAWU spokesman said that committees have been set up in different parts of the country to co-ordinate the support for the

Simba workers. The union also intended notifying the international secretariat of the International Union of Food and Allied Workers' Associations in Geneva of the boycott

"We have tried our best to persuade the Simba management to return to the negotiating table to resolve the dispute. Three workers were earlier fired and this followed the dismissal of the entire workforce, the spokesman said. The company's spokesman said that several meetings have been held by them and the union representatives in an attempt to resolve the matter. The dismissals had been investigated again and found to be fair.

Attempts to persuade union officials to discuss the strike had failed. The workers had been dismissed within the terms of the recognition agreement with the union



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Simba's profits chipped away

7/10/84 C. Press

SIMBA profits could be chipped away as a country-wide boycott of their products started this week — backed by several trade unions, student organisations, churches and community organisations.

On Wednesday, Simba managing director J C Du Toit was in Cape Town for a meeting with the Western Cape Traders' Association, whose more than 2 000 members had promised their support for the boycott.

WCTA officials said that they represented business people's interests — but also saw itself as community-based, because its customers were members of the community.

"We take up community issues because our customers come from the community and we depend on them.

"When 464 people are dismissed — as in this case — it makes quite a dent. We hope to play a mediating role between Simba management and the Sweet,

CP Correspondent

Food and Allied Workers' Union

"We sell hundreds of thousands of rands of these products daily — so we believe Simba's management must take us seriously," said WCTA officials.

Traders in Durban, Maritzburg and several Transvaal townships have also pledged support for the boycott.

And in a massive wave of sympathy for the sacked Simba workers, more than 30 trade unions — including Fosatu, Cusa, AFCWU, Saawu, Gawu and Ccawusa — have also pledged their support for the boycott.

They were joined by several community, sport, student and church organisations — including Azaso, Cosas, UDF, NIC, TIC, Nusas, Sacos and Diakonia.

Committees to co-ordinate support for the sacked workers have been set up all over South Africa.

The trouble began more than a month ago — when 464 workers were sacked by management after they went on strike in sup-

port of three colleagues who were dismissed.

SFAWU's Jay Naidoo said two of the three were sacked for refusing to work a double shift and a third for throwing a potato into a container.

After the 464 were sacked for their sympathy strike, management allegedly told SFAWU that they had problems communicating with the African staff and had decided to hire coloured workers "because it was easier to talk to them".

"When we challenged them about this racist attitude, they said it was their right to decide who they would hire and fire," Mr Naidoo said.

After the boycott spread, Mr Du Toit conceded that Simba's business would be affected because they did a lot of business in black areas.

Commenting on Simba's employment of coloured workers, he said the company had not been racist, but that when they had to re-hire workers, "there were coloureds at the gate".

SFAWU have started preliminaries for an application for a conciliation board hearing on all the sackings.

DOCTOR'S NOTES FOR WORKERS 'IS SICK'

C. P. Res 7/10/84
A DURBAN doctor who gave "sick notes" to workers who stayed home during strikes in 1983, has been found guilty of disgraceful conduct by the Medical and Dental Council.

The council's disciplinary committee has recommended that he be suspended for four months — but he has been given permission to make representations against the decision

His suspension won't come into effect until the council ratifies it next year

Dr S H Ismail has been practising for 25 years and has a long record of charity work.

He was charged with issuing a medical certificate for five people — knowing the notes were not totally true and correct, or that he did not qualify the certificates by adding the words "as I am informed by the patient"

According to his sick leave certificates, three of the workers had disc problems and two had ulcers

An unemployment insurance official of the Department of Manpower asked two specialists

CP Correspondent

to examine the five for a second opinion

One specialist said the workers suffering from ulcers should not have been booked off because he did not think the condition would have interfered with their lifestyle

In one case, he said, he did not think there was an ulcer

The other specialist said that, of the three back sufferers, he would have agreed to book off only one

The five men were absent from work on dates which coincided with strikers last year

249 strikes so far this year

Own Correspondent

PRETORIA. — South Africa's recession-polluted economy was plagued by 249 strikes involving 60 000 workers during the first eight months of this year, the Director-General of Manpower, Dr P J van der Merwe, has said

This is an increase of 28 percent on the 194 strikes between January and August last year

Dr Van der Merwe said that a major reason for the

increase was the adverse economic climate which made it more difficult for employers to accede to the demands of workers

"The important factor, however, is that most of the strikes were of relatively short duration, lasting on average about two days"

Aside from strikes in the mining and motor industries, most took place in the manufacturing sector of the economy, which had been hard-hit by the

recession, and where negotiations were toughest, Dr Van der Merwe said

Meanwhile, figures provided by Central Statistical Services in Pretoria yesterday showed that the number of workers in the six major employment areas — mining, manufacturing, construction, electricity, transport and communications — increased by 12 765 to 2 929 539 between June last year and June this year.

Earnings of the nearly three million workers — less than a quarter of them white — increased by R201 521 000 for the 12 months to the end of June

The statistics show too that the SA Transport Services is still making significant staff cuts

They amount to about 40 000 in the past two years. Between June 1983 and June this year the total employed by the SATS dropped again by more than 6 000 to 240 237

152 C. Times 5/10/84

Oct. 1984

PROGRESS AT DUNLOP

An end to the bitter seven-week-old dispute between Dunlop and the Metal and Allied Workers' Union (Mawu) may be in sight. Last week the company and the union agreed in principle to appoint a mediator who, it is hoped, will help produce a settlement of the wrangle over the dismissal of five union members.

This follows the return to work three weeks ago of 2 000 Dunlop workers at the company's three Natal plants. They had been on strike for almost a month. Dunlop's industrial relations manager, Glen Sutton, says the terms of reference and the identity of the mediator are still to be decided. The *FM* understands that discussions on these issues are fairly far advanced and the mediation is likely to

occur towards the end of October.

Attempts to settle the dispute through the Labour Relations Act machinery failed when the Minister of Manpower, in appointing a conciliation board, decided to amend its terms of reference so as to preclude the possibility of the dismissals being declared an unfair labour practice.

The union decided not to participate in the board's deliberations for this reason.

A union spokesman expects the mediator initially to try to bring the two sides together. If this fails, the mediator is likely to make his own recommendations, which, although they will not be binding on either party, are likely to carry substantial weight.

CONSUMER BOYCOTTS

A hot potato

The Sweet, Food and Allied Workers' Union (SFAWU) has called for a boycott of Simba-Quix products as part of a campaign against the company's decision to dismiss over 400 striking workers

The workers struck on August 10 over the dismissal of three of their colleagues. The union, an affiliate of the Federation of SA Trade Unions (Fosatu), claims support for the boycott by "the majority of progressive unions, community organisations and traders"

According to a union statement, two of the workers were dismissed for refusing to do "a double job" while the third was dismissed for "damaging company property, that is a potato". The union accuses the company of racism because the company said at a meeting it wished to hire coloured workers to replace the black workforce as it could "communicate better" with coloureds

The company denies these allegations. Simba's managing director Jan du Toit says one employee was dismissed for spitting at the plant manager while being reprimanded for throwing potatoes at another worker. Another two women were dismissed for refusing to work. For some weeks they had been doing their tasks and "suddenly refused to continue"

Du Toit denies "completely and utterly" the allegations of racism. "Management would be stupid to say it preferred coloured to black employees and we have tape recordings of the meetings to prove that we didn't," he says.

He considers it too early to tell what effect a consumer boycott will have on the company. But he argues it will not help to



Simba workers ... the chips
are down

resolve anything. Says Du Toit "A boycott is not in the interests of the economy, consumers or the 900 black employees we still have working for us"

SFAWU's president Chris Dlamini, who is also the president of Fosatu, has announced that the union is applying for the appointment of a conciliation board to consider the dispute. He called on the company to "sit down with the union in order to resolve the dispute"

Du Toit tells the *FM* "We will respond positively to such a move from the union. We would like the dispute to be heard in a just manner so as to prove who is right and who is wrong"

152
Rom 5/10/84

Increase of work strikes in SA

By Gerald Reilly
Pretoria bureau

SOUTH AFRICA'S recession-polluted economy was plagued by 249 strikes involving 60 000 workers during the first eight months of the year, an increase of 28% compared with the same period last year, according to the Director-General of Manpower, Dr P J van der Merwe. This compared with 194 strikes during the January-August period in 1983. A major reason for the increase was the adverse economic climate which made it more difficult for employment to accede to the demands of workers.

"The important factor, however, is that most of the strikes were of relatively short duration, lasting an average two days," he said.

Apart from strikes in the mining and motor industries, most took place in the manufacturing sector of the economy, which had been hard-hit by recession, and where negotiations were toughest, Dr Van der Merwe said.

Meanwhile, figures provided by Central Statistical Services in Pretoria yesterday showed that in the six major employment areas — mining, manufacturing, construction, electricity, transport and communications — the number of workers in the year ended June increased by 12 765 to 2 929 539. Earnings of the nearly three-million workers, less than a quarter of them white, increased by R201 521 000 for the 12 months to the end of June.

The statistics showed too that the South African Transport Services (SATS) was still making significant staff cuts which amounted to about 40 000 in the past two years.

In a year, the services' employee total dropped by more than 6 000 to 240 237.

Wednesday 4/10/84

Two firms still affected by strike action

Labour Reporter

WHILE strikers at one Durban factory returned to work yesterday, two other companies were still affected by labour problems

Cleaners employed by Supervision Services, who went on strike on Tuesday demanding more pay, were yesterday given an ultimatum to return to work today or face dismissal.

Mr T W Davis, the company's general manager, said that 'only a handful' of people were involved in the work stoppage. 'Most of our staff are at work,' he said

But, Mr Bongani Khaula, a local organiser of the Cleaning and Allied Workers' Union, said about 200 cleaners stopped work in support of their demand for more pay

They were still deciding whether to return to work, he said, adding that they were unhappy with their wages which averaged R172 a month

Silverton Engineering, at Isipingo, where about

60 striking workers were dismissed last week following a protest over the introduction of a four-day working week, was still closed yesterday. Mr Barry Land, a company spokesman, said a decision was expected early next week

At Crossley Carpets at Reunion, near Isipingo, about 500 workers, protesting at the dismissal of three colleagues, ended their one-day strike at 10 a m yesterday after talks between management and officials of the South African Allied Workers' Union

Company spokesman Mr Seaton Thompson said all had returned to work and the three dismissed workers had been reinstated

'The company was assured by representatives of the union that the workers will observe the staggered meal breaks,' he added

He said there would be discussions between management and representatives of the workers regarding union recognition

Kom 3/10/84 (152)

Striking workers teargassed

DURBAN. — Police used sjamboks and tearsmoke to disperse about 60 workers striking at Silverton Engineering, Isipingo at lunch-time yesterday.

Major Piet Meiring, the South African Police liaison officer in Durban, confirmed that the police were called to the factory yesterday morning and used tear-

gas and sjamboks to break up the gathering.

Maj Meiring said the workers had been on strike for about nine days and police had been called in by the company yesterday morning

Police had warned workers gathered outside the factory to disperse by noon because the gathering was

illegal in terms of the Internal Security Act.

The deadline elapsed "and they still refused to disperse so the order was given for the police to disperse the 50 to 60 workers," he said

Maj Meiring denied knowledge of anyone being hurt or being taken to hospital — Sapa

Strikers dispersed by tear-gas and sjamboks

Mercury Reporter

POLICE used tear-gas and sjamboks to disperse a crowd of about 60 strikers at one of Natal's largest radiator factories, Silveiton Engineering, in Isipingo yesterday

According to a police spokesman, the management called police to the factory about noon. They complained that the strikers were intimidating and harassing workers

Police warned the strikers to disperse within a certain time but they refused

Sjamboks and tear-gas were then used to disperse them. Some people claimed that they were injured when they were dispersed by the police

Assault

Mr Assaunis Memela said he suffered a deep cut on his forehead while Mr David Mngcoma, Mr Aubrey Temba and Mr Earnest Zulu claimed they had swellings and marks on their bodies

The police spokesman said one person had laid a charge of assault against the police

The engineering plant

has been hit by labour unrest since September 18, when the 60 workers downed tools protesting at the introduction of a four-day working week. They were later dismissed after ignoring a return to work ultimatum

Workers from Pretoria were sent to the Isipingo plant to keep production going of radiators for new cars

The plant has been temporarily shut down, Mr Barry Land, the company's marketing director, said from Pretoria yesterday. 'We hope to have the matter resolved early next week,' he said

Sewster 3/10/84 (152)

Strike talks deadlock

NEGOTIATIONS between representatives of the 50 dismissed Cape Town Grand Bazaars workers and the company have deadlocked, but further talks are likely this week.

Mr J Duckitt, a director of Grand Bazaars, said two officials from the Retail and Allied Workers' Union, to which the workers belong, had met him on Monday, but "no agreement was reached"

"They want us to re-employ the dismissed workers, but at this point management cannot commit itself to a decision," he said

Mr Duckitt said he would contact RAWU later this week after management had held an executive meeting

Meeting

A RAWU spokesman said Monday's meeting had been an attempt "to lay the basis for management to negotiate with the workers' committee"

The union spokesman confirmed that management would contact it later this week

The labour dispute, which has grown into a consumer boycott sup-

ported by 26 sports, religious and civic organisations in Cape Town was sparked off when warehouse workers downed tools to protest the dismissal of two fellow workers

Mr Duckitt claimed yesterday the boycott had not affected last

week's sales

Grand Bazaars has erected counter-boycott signs in the windows of some stores

Mr Duckitt said the signs would be used only if supporters of the dismissed workers staged placard demonstrations outside stores

Grand Bazaars talks held

By RIAAN DE VILLIERS
Labour Reporter

GRAND Bazaars management and officials of the Retail and Allied Workers' Union (Rawu) met for the first time in weeks yesterday against the background of a mounting campaign for a boycott of the supermarket chain.

After brief talks, a statement was issued saying management could "not commit itself to a decision" and would report to the union after an executive meeting to be held on Thursday.

A union spokesperson said the union had proposed to management that a settlement be negotiated and the answer referred to was whether management was prepared to negotiate or not. The boycott campaign would continue in spite of the talks.

A management spokes-

man declined to comment further.

The boycott campaign continued at the weekend when 500 people endorsed the boycott "to force management to settle the dispute with Rawu" at a mass meeting held in Athlone.

The campaign is aimed at backing union demands for the reinstatement of 50 workers fired after striking at Grand Bazaars' warehouse in Epping more than a month ago.

Pickets calling on shoppers to boycott Grand Bazaars were held at several branches on Friday. Police arrested seven people involved in a picket at Claremont. They were released on bail.

Three more people arrested at another picket outside the Gardens branch were later warned and released.

Store demonstrators in court

Staff Reporter

SEVEN people who were allegedly involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the Claremont branch yesterday appeared in the Wynberg Regional Court.

Evan Alpert, 22, of Milner Road, Observatory, Joseph Williams, 21, of Sherwood Walk, Hanover Park, June Esau, 31 of Milner Road, Observatory, Carrol Julies, 26, of Cecilia Way, Matroosfontein, Simon Sweyiye, 22, of NY 101, Guguletu, Renier Langeveldt, 20, of Citrus Street, Bontcheuwel and a 17-year-old youth were not asked to plead to a charge of attending an illegal gathering.

The hearing was adjourned, for further investigation, to October 24 and bail of R150 each extended. Mr A P Kotze was the magistrate. Mr J Vermeulen appeared for the State and Mr M Parker for the accused.

400 000 back
3/10/84 SFAW
Simba boycott (19)

By Carolyn Dempster,
Labour Reporter

More than 30 trade unions with a combined membership of 400 000 workers have pledged support for the boycott of Simba products following the dismissal of 422 Simba Quix employees

The Sweet, Food and Allied Workers' Union (SFAWU) launched the boycott last week

Supporters of the boycott include the Federation of South African Trade Unions (Fosatu), the Council of Unions of South Africa, African Food and Canning Workers' Union, South African Allied Workers' Union, General and Allied Workers' Union, and the Commercial, Catering and Allied Workers' Union

Mr J Naidoo, general secretary of the SFAWU, said the union would be notifying the International Union of Food and Allied Workers' Associations in Geneva

The union has urged Simba Quix management to negotiate

The 422 Simba workers were dismissed after striking on August 10 over the firing of three colleagues

Mr J C du Toit, managing director of Simba, said nine meetings had been held to discuss the dispute and the dismissals were re-investigated and found to be fair

Numerous attempts to persuade officials to discuss the strike failed. The workers were fired within the terms of the recognition agreement

DOM 3/10/84 (152) (174) (183) (188)

Boycott a threat to chip business

By PHILLIP VAN NIEKERK

IF THE boycott of Simba chips gained widespread support, the company's business would be affected, Mr J C du Toit, managing director of Simba-Quix, said yesterday

He was responding to the Sweet, Food and Allied Workers Union's (SFAWU) claims of massive support for the boycott which was launched last week to win back the jobs of more than 400 workers fired at the company's Isando plant in August

The boycott now has the backing of about 30 trade unions as well as numerous political and community groups such as the United Democratic Front, the Transvaal and the Natal Indian Congress, the Azanian Students Organisation, the Congress of South African Students, Nusas and Sacos

The union has also said it will be notifying the International Union of Food and Allied Workers Associations, to which the SFAWU is affiliated, of the dispute.

Mr Du Toit said the company did substantial business in the black areas and that the degree to which the business would be affected depended on how much support the boycott received.

He said the company might reconsider if new facts were presented by the union, but he had had nine meetings with shop stewards and union officials since the strike and was satisfied the workers had been fairly dismissed

The workers were fired after taking part in a work stoppage in sympathy with three dismissed workers

Mr Du Toit denied SFAWU's charges that the company was racist to rehire coloured workers after firing black workers "When we had to re-engage new staff, there were coloureds at the gate"

Mr Jay Naidoo, SFAWU's general secretary said yesterday "We urge Simba management to reconsider their decision and to negotiate with the union an amicable solution to the present dispute."

ROM 2/10/84

Boycott: ¹⁵² a crisp response

By PHILLIP VAN NIEKERK

A NUMBER of Reef community organisations, trade unions and commercial organisations have lent their support to the Sweet, Food and Allied Workers' Union (SFAWU) call for a boycott of Simba chips

Mr Chris Dlamini, an SFAWU office-bearer and president of the Federation of South African Trade Unions (Fosatu), said yesterday that the African Chambers of Commerce of Tembisa and Natalspruit were refusing to stock Simba chips

Trade union groupings which have expressed support include the Commercial, Catering and Allied Workers' Union (Ccaawusa), the South African Allied Workers Union (Saawu), Fosatu, the Council of Unions of South Africa (Cusa) and the African Food and Canning Workers' Union

The boycott was called following the dismissal of more than 400 workers from the Simba Quix plant in Isando during a work stoppage in August this year

The union is demanding reinstatement for the workers who they say were unfairly dismissed — a charge which is denied by the company

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Sacked workers: union set for big talks

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GRAND Bazaars management met the Retail and Allied Workers' Union representatives yesterday for talks on the five week old labour dispute which has escalated into a boycott by some consumers.

A Rawu spokesman, Mr Alan Roberts, said Mr J Duckitt, deputy manager of grand Bazaars, had agreed to meet union representatives after Mr Roberts had telephoned him last week

Mr Duckitt said he had told Mr Roberts he was prepared to meet two people only.

A meeting in Athlone on Sunday called on black communities in Cape Town to boycott Grand Bazaar stores until dismissed warehouse workers were reinstated

Imam Hassan Solomons of the Muslim Judicial Council said at the meeting that although only 50 workers at the Grand Bazaars ware-

house had been dismissed, it was not an isolated incident

Struggle

"We must see it as part of the total struggle for liberation," he said

Imam Solomons said Islam had "everything to do with the struggle of workers in this world"

The weapons of non-collaboration and boy-

cott had their origins in the Koran, which commanded people not to co-operate with evil, he said

"We will not collaborate with Grand Bazaars, which has unjustly fired these workers," he said

Messages of support from various community and religious organisations were read out at the meeting, which was

attended by about 400 people

Two dismissed Grand Bazaars workers outlined the dispute, which was sparked off when warehouse workers downed tools in protest at the dismissal of two fellow workers

One of the originally dismissed workers, Miss Shaheida Isaacs, has since been reinstated and is back at work

Unions ready to go illegal again

30/9/84 S. Tuis 157

TRADE unionists' honeymoon with the new labour laws is over.

Some are threatening to discard the legal process, the consequences of which could be disastrous for commerce and industry.

Illegal strikes look set to increase sharply. Disillusionment with the legal process has become rife in union ranks following, in particular, police action on legal strikes.

"If workers can secure no advantage from legal strikes there is every possibility they will resort to illegal strike action," says a leading labour lawyer who may not be named for professional reasons.

"Workers have resorted to legal strike action to avoid prosecution, and to seek protection against claims of damages and court interdicts. Recent strike activity has, however, shown that the

By Amrit Manga

Labour Relations Act has been unable to provide this protection.

"Unless the Act is geared to encourage legal strikes by guaranteeing protection, the future for industrial relations looks ominous," he adds.

The major reason for this abrupt change in attitude was the authorities' reaction to the "legal" strike by the National Union of Mineworkers a fortnight ago.

Wildcat

General Secretary Cyril Ramaphosa says "Workers no longer feel committed to legal dispute regulating avenues and there is no guarantee that they will not in future opt for wildcat strikes instead."

"Having examined the Labour Relations Act it is clear that it neutralises the work-

ers' most effective weapon — the surprise element of a strike.

"Our experience during the recent wage dispute proves that co-operating with the State by following procedures laid down in its labour laws does not serve our purpose," says Ramaphosa.

High on the agenda of the NUM annual congress in December this year is a review of the legal dispute-settling procedures.

The widespread dissatisfaction with existing industrial relations legislation does not end with the mineworkers.

Rulings

The National Union of Textile Workers recently charged that Industrial Court rulings have provided little protection for dismissed workers.

"There is growing dissatisfaction in union circles with the Industrial Court," the NUTW says.

"Recent judgments have shown that the court will not consider reinstating strikers even if they were provoked by an unfair labour practice.

"This clearly alters the balance of power in favour of employers and gives workers little choice but to continue their strike action," it adds.

Union sources say that the only alternative open to workers in cases like this is a lengthy strike. The Industrial Court has failed to provide equal and fair rights for both employers and unions. This will prevent it from becoming an important means of peacefully settling labour disputes, the union adds.

In another dispute over the

dismissal of five workers, a "legal" strike by 2 000 members of the Metal and Allied Workers Union has been declared illegal in terms of a temporary interdict granted by the Natal Supreme Court.

The interdict was granted although the union had followed all the procedures laid down in the Labour Relations Act.

"This included applying for a conciliation board, allowing a 30-day grace period and conducting a strike ballot before opting for a legal strike," says Geoff Schreiner, a Metal and Allied Workers Union official.

But the company involved, Dunlop, says a multiplicity of factors influenced the strike decision and that the reinstatement of the five workers was not the only motive.

Peace

Dr Piet van der Merwe, Director of the Department of Manpower, says the controversial Act is geared to ensuring industrial peace. But if aspects of the Act present problems, these will be examined and reviewed if necessary.

Andre Malherbe, labour relations adviser to the Johannesburg Chamber of Commerce, says that it is grossly unfair to legally compel companies to retain striking workers.

While he agrees that lawfully striking workers should be afforded some degree of protection, "the right to dismiss workers cannot be denied to management".

"However, the Act should make provision for a notice of dismissal rather than allowing summary termination of the employment contract," says Mr Malherbe.

Strike: Cusa hits out at chamber

Labour Reporter ~~ship~~ If the chamber

After the country's first legal strike by black mineworkers, the Council of Unions of South Africa (Cusa) has expressed its abhorrence of the strategy used by the Chamber of Mines in the 1984 wage negotiations

The National Union of Mineworkers, an affiliate of Cusa, was pushed to the brink of strike action before the chamber capitulated, said the council today

"If the chamber wanted to see leadership, it has seen the NUM leader-

ship If the chamber wanted to observe union discipline, control and logistical capacity, it now has a clear picture"

Once the chamber and its member companies had assessed the toll of the past few days — the loss of workers and damage to property, the mistrust created between union members and employers — they would need to ask themselves whether the exercise had been worth it, said Cusa

Attempts by employers to enforce a settlement had been noticeable in negotiations, Cusa added

K.M. 2019 187

Dispute threatens Natal newspapers

(152)

By JEANETTE MINNIE

THE NATAL branch organiser of the Commercial, Catering and Allied Workers' Union (CCAWUSA), Mr Jay Naidoo, yesterday denied any knowledge of proposed talks between the Allied Publishing Company and the union to defuse a threat of industrial action.

A meeting had been proposed by Allied — scheduled for today — to defuse the threat by Natal representatives of CCAWUSA which could affect the distribution of major Natal newspapers.

A Natal organiser, Mr Important Mkhize, claimed yesterday that if workers in Natal opted for a strike it could affect the distribution of several newspapers including The Daily News, the Sunday Tribune, Ilanga, Post Natal and even the Natal distribution of the Rand Daily Mail.

The threat of industrial action was issued in a Natal CCAWUSA statement on Tuesday in which Allied was accused of reneging on an undertaking to negotiate an increase of R30 a week demanded by workers.

But yesterday Mr Naidoo

said in a statement

"We received a letter from Allied Publishing today and they have not proposed any meeting with us."

The managing director of Allied, Mr Robert Mitchell, proposed an urgent meeting on Tuesday in a Press statement.

In the statement Mr Mitchell said there was "an apparent misunderstanding" in the union's ranks about whether the company's wage agreement with Transvaal and the Free State also extended to Natal.

Allied has been refusing to negotiate wages with the Natal workers because it says the general secretary of CCAWUSA confirmed that the agreement had been extended to Natal.

But yesterday Mr Naidoo said "Allied has no basis to assert that the agreement that exists in the Transvaal and Free State can bind workers in Natal."

"When we approached them for recognition, they replied that we would be included in that agreement on condition that we would later propose amendments and that we would not lose our right to negotiate wages."

19/9/84
C. Times

8 Everite workers are acquitted after unrest

Staff Reporter

EIGHT General Workers' Union shop stewards were acquitted yesterday of charges brought against them by their employers, Everite Asbestos Products in Brackenfell

The workers, who were arrested in July after a hostel manager's office had been broken into and the contents damaged, were acquitted without the defence having to lead any evidence, according to a witness's report from the GWU secretary-general, Mr David Lewis

The acquittal comes after months of unrest at

the plant, including two strikes, stemming from dissatisfaction with the conduct of the hostel manager and the hostel supervisor, Mr Donald Diniso

Management at the asbestos company has consistently refused to remove either Mr Diniso or the manager from their positions

In his judgment in the Kuils River Magistrate's Court yesterday, the magistrate said the evidence of the prosecution, which used Mr Diniso as its main witness, was so unreliable as to justify acquittal

According to Mr Lewis,

the magistrate said he did not believe either Mr Diniso or the other State witnesses could possibly have identified the accused, and that by identifying the eight shop stewards, the witnesses had effectively drawn their own conclusions regarding responsibility for the alleged offence

"The magistrate also said he had gained the impression that Mr Diniso had collaborated with the second witness in the preparation of his statement," Mr Lewis said "We will not let the matter rest here and our attorneys are already investigating claims of damages"

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Strikers return to Dunlop plants

By Carolyn Dempster,
Labour Reporter

The four-week strike by 1 900 Dunlop workers in Durban and Ladysmith ended yesterday when strikers returned to work at three plants

Their return signalled a significant victory for the Metal and Allied Workers' Union (Mawu) as Dunlop agreed to the unconditional reinstatement of the striking workers

The strike was caused by the dismissal of five workers from the Dunlop Durban tyre plant last year

Last week, negotiations between the company and Mawu broke down when Dunlop insisted that employees return as new workers — with a consequent loss in benefits — and under new conditions of employment

These conditions were rejected at a meeting of Mawu members who resolved to continue the strike at the Durban tyre plant, the Sport Division and the Ladysmith tyre plant until management resolved their grievances and reinstated them

CAPITULATED

Dunlop capitulated on Friday and the strikers clocked in on Monday morning after a victory march to the factory

In a statement issued yesterday Mawu said it would meet British unions to hold more talks on the boycott of Dunlop products and the international campaign against the company which was planned before the dispute was resolved

"Mawu believes that the workers at Dunlop have, through their unity and solidarity, won a massive victory against an anti-union company. They have demonstrated that the workers' movement has reached new heights," the statement said

Mr Glen Sutton, industrial relations spokesman for Dunlop, was not available for comment

19/9/84

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The Natal Mercury, We

Publishers in call for talks to prevent strike

Labour Reporter

THE management of Allied Publishing Ltd last night called for urgent talks with representatives of the Commercial, Catering and Allied Workers' Union of South Africa in a bid to stave off threatened industrial action by union members demanding an increase in pay

The union's Natal branch organiser, Mr J Naidoo, said yesterday that the workers were angry and bitter at the management's refusal to negotiate wage increases

About 100 workers went on strike on September 7,

demanding a R30 a week wage increase

The work stoppage threatened to disrupt the distribution of the Daily News, but the strikers returned to their jobs after urgent talks between the management and the union

Mr Naidoo said they returned to work after the union obtained a guarantee from the management that wage negotiations would begin the following week

But at a meeting on September 13, he said, the management had refused to negotiate, saying that no wage increase

would be considered until negotiations next April, in terms of a recognition agreement between Allied Publishing and CCAWUSA covering the Free State and Transvaal

Mr C W Eyles, Allied Publishing's Natal manager, said last night there appeared to be a misunderstanding between the Natal branch of CCAWUSA and its executive council in Johannesburg regarding an agreement with the company

In terms of an agreement between the union and the company's Transvaal operations, provi-

sion has been made for wage negotiations in March/April of each year

'On August 2, 1984, CCAWUSA's general secretary confirmed that the agreement would be extended to Natal. He also informed the company that wages are negotiated at executive council level and not at branch level

'Allied's managing director has proposed that a meeting of the union's executive council, the Natal branch organiser and Allied executives be held in the immediate future. A further announcement will be made after this meeting,' he said

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1 400 return to work

DURBAN — About 1 400 Dunlop workers returned to work yesterday, ending the month-long strike that brought the company's tyre production to a standstill.

The four-week dispute between Dunlop and the Federation of South African Trade Unions-affiliated Metal and Allied Workers Union (Mawu) took a dramatic and unexpected turn at the weekend when the company offered the workers unconditional reinstatement without any loss of service benefits.

The workers, who were all fired for taking strike action a month ago, met at St Anthony's Church, Greyville, yesterday morning to consider the new offer.

After discussing the offer for three hours they decided to return to work. They then began their march from the church to the factory in Sydney Road.

When they crossed Berea Road on their way to the factory, a contingent of police from the riot squad arrived and stopped them.

After a union official explained that they were returning to work the police allowed them to continue marching and assisted them by stopping traffic.

Mr Geoff Schreiner, spokesman for Mawu, said the company had decided to change its initial offer and was now offering a more reasonable deal. — Sapa

Threats - so workers quit jobs early

Star 17/9/84

Staff Reporters

Hundreds of Soweto workers who defied the stayaway call this morning, left work early and streamed home in the face of a warning from youths that no car would be allowed to enter the city later today.

Workers fearing for their safety returned home early, a large number of nurses and other staffers from clinics among them.

Putco has suspended its Soweto service after several buses were stoned by youths. Putco spokesman Mr Pat Rogers said about half the normal number of passengers had been transported from Soweto this morning.

Earlier today police confirmed that another three deaths occurred at the weekend in East Rand townships, bringing the known death toll after almost three weeks of unrest to 35.

Brigadier Jan Coetzee, Divisional Commissioner of Police in Soweto, confirmed there had been numerous incidents of stone-throwing in Soweto.

At least one man was seriously injured this morning when he and a group of co-workers were attacked by a group of youths, according to the

man's employer.

In another incident, police fired a teargas grenade and a rubber bullet when about 40 youths stoned their vehicle.

Several clinics which serve Soweto were not operating this morning and many businesses were closed.

Several delivery vans made what appeared to be their normal rounds, but others were seen parked on the outskirts of Soweto.

Brigadier Coetzee said the planned stayaway campaign had been a total failure.

"People have been warned there will be trouble when they return from work today - but I can assure them they will receive maximum protection," he said.

East Rand townships, after a violent weekend, were reported "quiet" today.

Soweto work stayaway is urged

(152) (114) (117)
A call has gone out to the people of Soweto to stay away from work on Monday.

It is contained in a leaflet released to the Press by the Release Mandela Campaign, which urges: "Let us stay away from work to challenge Botha, Koornhof and Tshabalala. Let us stay away in unity and co-operation."

The leaflet demands that the Government make a public response to the

Stair 15/9/84
grievances of Sowetans — regarding housing, rents, wages, unemployment, education, costs of basic commodities and services — before Tuesday.

It also demands the immediate resignation of Soweto mayor Mr ET Tshabalala and his council.

The RMC has appealed to people to simply stay in their homes on Monday, emphasising that there will be no protest march or similar demonstration.

Dunlop strikers to be rehired

Mercury Reporter

MORE than 1 000 Dunlop Tyre Company employees, who were fired following a strike last month, have been offered full reinstatement, the company said yesterday.

The Dunlop group industrial relations manager, Mr Glen Sutton, said negotiations with the Metal and Allied Workers Union had broken down this week when union officials had walked out of a meeting.

But in the interests of the workers, their families and the company, full reinstatement was being offered to all employees dismissed because of the strike, Mr Sutton said.

Some of the workers had already been rehired and more were returning.

The rehired workers would retain full pension and leave benefits, holiday bonuses and long service awards, and new engagement forms would not have to be signed.

'As before workers will be paid for hours worked,' Mr Sutton said.

All outstanding money would be available on Monday and the reinstatement would begin at 7 a m.

'We hope production will be back to normal as soon as possible,' he said.

Striking workers at the Mobeni branch of a building materials manufacturer have agreed to return to work on Monday, according to a spokesman for the South African Al-

lied Workers' Union

The strike by the entire work force of more than 400 at the Blaikie-Johnstone factory entered its fourth day yesterday, but the South African Allied Workers' Union managed to persuade the employees to return to work following talks with the company.

The workers went on strike on Tuesday after hearing they would not be paid for a period during which they had downed tools on Monday over a union recognition disagreement.

The general secretary of the union, Mr Isaac Ngcobo, said the workers agreed to return to work on condition the union make an appeal to higher management for full pay.

But a statement issued by the company earlier yesterday made no mention of the agreement.

'Management has continued to urge workers to return to work and to submit their grievances through representatives of their choice,' it said.

Meetings had been held with the union in an attempt to resolve the issue but the workers have not returned to work.

Factory workers continue strike

Mercury Reporter
A STRIKE by the entire work force of more than 400 black workers at the Mobeni, Durban, branch of Blaikie-Johnstone continued yesterday.

A statement by the company said employees had been repeatedly urged to return to work.

The workers went on strike for a second time on Tuesday after workers

heard they would not be paid for the time they had downed tools in an earlier dispute the previous day

The employees had resumed work on Monday following negotiations between the company and the South African Allied Workers' Union

National treasurer of the union Isaac Ngcobo said although he had met with company management yesterday there had

not been enough time to reach an agreement.

He said he hoped to meet with the company representatives again today to try to resolve the dispute

Meanwhile, many of the New Germany Post Office workers who were dismissed on Monday following a work stoppage over pay, have been rehired, according to a senior Post Office spokesman, Mr J A

Swanepoel

'Everything is quiet and as far as we are concerned we are back to normal,' Mr Swanepoel said

'Many of the dismissed workers have been rehired. If they come back they are welcome to apply for re-employment.

'Whether they are taken back or not depends on the circumstances and the individual'

How to spark off a strike

THE strike called by the Sweet, Food and Allied Workers' Union (SFAWU) at the Simba Quix factory shows how easily a strike can start if communications are allowed to break down.

The union claims that two of its workers were dismissed after allegedly refusing to carry out a task which was not part of their job.

John Beard, Simba Plant Manager, however, claims that the workers were dismissed for allegedly not taking a lawful instruction.

Forklift

The workers' job was to stamp boxes containing chips which are usually brought to their department. One of the workers on the morning shift found that the supply of boxes had run out and requested her senior supervisor to ensure that, as normal, more boxes were brought in. The supervisor refused, saying the worker should get the boxes herself.

The worker then approached her section head-

woman who in turn instructed the forklift driver to deliver more boxes for stamping. But the senior supervisor instructed that the boxes be returned. He again instructed the worker to get the boxes herself.

When she refused the senior supervisor reported the matter to the plant manager who dismissed the worker. Another worker was instructed to do the same on the afternoon shift and when she refused, she too was dismissed.

Attempts by the SFAWU president, Chris Dlamini, to intervene were blocked after the Simba management refused to discuss the decision to dismiss the workers.

"Members of the SFAWU stopped work after the Simba management refused to negotiate with the union through the agreed channels," according to the workers.

Simba Quix Managing Director, Jan du Toit, says that during nine meetings with the union, shop stewards were unable to provide evidence which could influence management to reverse their decision.

MINE LABOUR

Strike on Monday?

A legal mine strike, at least on the eight gold mines where the black National Union of Mineworkers (NUM) is recognised, seems certain to start on Monday

The result of strike ballots which NUM is conducting will be known by the end of the week, but it seems a foregone conclusion that the vote will be in favour of striking. In holding the ballots, which as an unregistered union it is not required to do, NUM seems to be underscoring the depth of its support - although the Chamber of Mines says they will not be a genuine test of strength because of irregularities in the way they are being conducted.

Seven of the threatened mines belong to the Anglo American Corporation Vaal Reefs (East and West), all three divisions of Western Holdings (Saaiplaas, Welkom and Western Holdings), Elandsrand and President Brand.

Gold Fields' Kloof mine is the eighth. But a ballot is not being conducted there be-

cause the union objected to a company stipulation that it should be completed within 24 hours.

Says NUM general secretary Cyril Ramaphosa "Even though we do not have to hold a ballot, we are doing so in order to determine the amount of support we have among the 90 000 workers employed on the eight mines.

"We also want to show the bosses that they will be labouring under a dangerous illusion if they believe the strike will not have the support to bring those mines to a standstill."

The momentum for the strike has been building ever since NUM and the Chamber of Mines first deadlocked in wage and working conditions negotiations on June 18. Although there were some signs of progress when the two parties met at a conciliation board on August 7, a subsequent board meeting on August 13 deadlocked - opening the way for a legal strike.

Even though legal strikes give workers immunity against prosecution for striking, employers still have a common-law right to dismiss them for breaching their employment contracts. The union has, nonetheless, insisted on following all the procedures to a legal strike.

This strategy appears to have been motivated largely by a desire to avert the immediate dismissal of strikers. The FM

understands that even non-NUM members who join the strike will have the status of "legal" strikers. These are factors which both Anglo and Gold Fields will have to take into account.

Another factor which both NUM and the employers no doubt bear in mind is the Industrial Court's finding in a recent case involving the chamber and the Council of Mining Unions in which the question of the dismissal of legally striking workers was contested. Although the court upheld the chamber's right to fire in that case, it also stated that there could be situations in which such dismissals would constitute an unfair labour practice.

Two critical factors

Anglo and Gold Fields will have to weigh up two critical factors: the length of NUM's strike and the very real threat of violence. If there is violence, there is little doubt that they will exercise the dismissal options.

Although they will have no trouble replacing the workers from the large pool of unemployed, they will be faced with the problem of getting the strikers out of mine hostels and back to the homelands.

In the event of the employers deciding to evict strikers, they are likely to apply to the Supreme Court for eviction orders.

A gold mine strike at this time would be politically awkward because of involuntary linkage with general unrest in Vaal Triangle townships. The NUM is making strenuous efforts to ensure that the strike, if it occurs, will be peaceful - but given the volatile nature of the mine hostels and the high level of endemic violence in the country, anything could happen.

It is clear that lost production, although costly, could pale into insignificance if the strike gets out of hand. Internationally, both political and investor attention will be galvanised.



NUM's Ramaphosa ... determining his support

ROM 29/9/84 (152) ~~181~~ ~~140A~~

Simba chips in on boycott call

DURBAN — A boycott of Simba products would not help resolve the dispute over the sacking of more than 400 workers from the company's plant in the Transvaal, Mr J C du Toit, managing director of Simba-Quix, said yesterday.

He was responding to a call by the dismissed workers for a nationwide boycott of Simba products to protest against the dismissal of 422 striking black workers.

The strike was for the reinstatement of three dismissed workers.

Mr Du Toit said: "We don't believe that a boycott resolves issues of this nature. It's not in the interest of the economy, the community, the employees or the consumer."

"Simba still has more than 900 black employees in its service who would also suffer under a boycott."

The dismissal of the workers was "within the disciplinary code" of the recognition agreement between Simba-

Quix and the Sweet, Food and Allied Workers' Union (SFAWU), he said.

Nine meetings had been held between the shop stewards and the management to resolve their appeal for reinstatement.

He said the dismissals had been re-investigated and found to be fair.

A statement issued by a committee representing the dismissed workers said the management had refused to negotiate in good faith with union representatives and the men had gone on strike to get the management to listen to them.

"The company dismissed the entire black work force and employed coloureds," it said.

Mr J Naidoo, general secretary of the SFAWU, said the union was making urgent representations to the Minister of Manpower to appoint a conciliation board to resolve the dispute over sacking of the workers. — Sapa.

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Arrests in stores boycott

By RIAAN DE VILLIERS
Labour Reporter

C-7imes
Athlone tomorrow at 2pm

POLICE arrested about nine people involved in a placard demonstration calling on shoppers to boycott Grand Bazaars outside the chain's branch in Claremont yesterday afternoon

Three more people who were arrested at another picket held outside the branch in Gardens were later released with a warning

The boycott campaign, supported by various community and religious organizations, is aimed at securing the reinstatement of about 50 workers fired after striking at Grand Bazaars' warehouse in Epping more

than a month ago. At Claremont, pickets had been outside the shop for about an hour, holding up placards and talking to shoppers, when police arrived in several vehicles

The pickets drew together as the police approached. There was a flurry of activity as police ran forward, grabbed pickets and took their placards

About nine people were loaded into a police van

Thousands of pamphlets were distributed yesterday calling on the public to boycott Grand Bazaars outlets and attend a mass meeting at the Kismet Cinema in

Athlone tomorrow at 2pm

The workers at the centre of the boycott were fired after striking in support of a demand for the reinstatement of two fellow-workers more than a month ago

Management says it has replaced all the workers and regards the dispute as ended. However, the workers still regard themselves as being on strike. They are being organized by the Retail and Allied Workers' Union

A Grand Bazaars spokesman, Mr J Duckitt, said yesterday "The majority of shoppers are not taking any notice of the campaign and I don't see

how it can succeed"

However, he said he was due to meet two union representatives on Monday. Asked whether management would be prepared to reconsider its stance, he said he did not want to comment before the talks

A police liaison officer for the Western Province, Captain Jan Calitz, last night confirmed the arrest of five men and two women at the Claremont branch. He said police had also confiscated placards

He confirmed that bail had been set at R150 each. The seven people were expected to appear in the Wynberg Magistrate's Court on Monday

29/9/84

SOL KERZNER

In the *FM* last week, Sol Kerzner was referred to as MD of Southern Sun. This should, of course, have read "MD of Sun International". The *FM* regrets the error.

voting. He says support for a strike would have been far greater if these workers had cast their votes.

Allen Cook, deputy head of Rand Mines' coal division, says the fact that a NUM shaft steward had asked the mine management to call off the ballot at 5pm last Friday because of a lack of interest among workers refutes Ramaphosa's claim. In addition, union stewards at both mines had signed their acceptance of the outcome.

NUM's original demands in its negotiations with the mines were for a 60% overall increase, of which 40% would be in wages. It stuck with its 40% wage demand at Duvha but dropped to 18% at Rietspruit. Management countered with an offer to increase wages by 11,7% at both mines — without changes in fringe benefits. Rand Mines implemented its wage offer on June 1, despite the union's declaration of a dispute.

Ramaphosa has not indicated if, and when, strikes will be called at the collier-

ies. Commenting on the possibility of a strike, Cook says that Rand Mines pays the highest wages in the industry and the union will be making a mistake if it believes the company will agree to pay more. He accuses NUM of unduly raising the expectations of black miners. Cook adds that if strikes occur and are protracted, management will hire a new labour force to maintain production.

Says Cook: "It would be most foolish of the employees to embark on action which could jeopardise their positions with the company. They will not get anything better in the whole of the mining industry."

□ Conciliation board meetings for the disputes NUM has declared with the Chamber of Mines for Rand Refinery, Rand Mutual Hospital and the Johannesburg depot of The Employment Bureau of Africa got underway this week and will continue next week.

COLLIERIES

More strike votes

The attention of the mining industry focused on Rand Mines' Duvha and Rietspruit collieries as the outcome of strike ballots conducted by National Union of Mine-workers (NUM) became known this week — with confusing results.

The ballots were held in the wake of the failure of conciliation boards to settle the wage disputes NUM had declared for both mines. In terms of SA labour law, this entitles the union to embark on legal strikes at both.

Neither Rietspruit nor Duvha is affiliated to the Chamber of Mines. However, NUM's decision to hold ballots, despite the fact that as an unregistered union it is not required by law to do so, repeats its actions in its recent goldmine dispute with the chamber.

The ballot at Duvha where NUM says it has 622 members out of the 982 employees in the work categories it is recognised to represent, took place on Friday. The vote was 344 to 27 in favour of a strike. Rand Mines says this shows that 65% of the workforce is against striking.

At Rietspruit, where NUM has 692 members out of a bargaining unit of just over 1 000, 59% of the employees voted to strike in Tuesday's ballot. In all, 638 votes were cast. Of these, 594 were "yes" votes and 18 against striking.

A war of words has broken out between Rand Mines management and the union about the Duvha ballot. NUM general secretary Cyril Ramaphosa claims that supervisors prevented some workers from

Simba fires 400 strikers

More than 400 striking workers have been dismissed from Simba Quix and a boycott of Simba products has been launched

The Simba workers' committee and Sweet, Food and Allied Workers' Union (SFAWU) today claimed Simba had refused to negotiate in good faith

SFAWU is to apply for a conciliation board to resolve the dispute

Mr J Naidoo, general secretary of SFAWU, said the strike began on August 10, sparked by the "unfair dismissal" of three workers

Two of the workers had been dismissed for "refusing to take lawful instruction" and the third for "throwing a potato into a container and damaging company property"

Altogether 422 striking workers were fired

Mr J C du Toit, managing director of Simba Quix Ltd, said a boycott did not resolve issues of this nature and was not in the interests of the economy, the community, the employees or the consumers. Workers were fired after numerous attempts to persuade union officials to discuss the matter had failed.

He said the company had acted completely within the recognition agreement signed with the union and had done everything possible to resolve the dispute.

The post mortem



One positive factor about last week's gold mine strike was that it was over so quickly. Nonetheless, it left both the mining houses and the National Union of Mineworkers (NUM) facing an entirely new situation — the outline of which has yet to become clear.

The strike, the first legal strike by black mineworkers in SA history, was due to have affected only eight mines at which NUM is recognised — seven belonging to the Anglo American Corporation and one to Gold Fields. In the event, it spread to several other mines, leaving a trail of death, injuries and destruction. According to NUM general secretary Cyril Ramaphosa, 64 000 workers participated in the legal strike.

Expectations about the legal strike had been building up for months, since NUM and the Chamber of Mines deadlocked in their second ever annual wage negotiations.

Tensions rose when, on July 1, the traditional date on which black miners receive pay increases, the chamber decided to implement the offer NUM had rejected, arguing that the union represented only a small portion of the total mining industry workforce. The industry held its breath when this action was greeted by work stoppages at a number of collieries, but these soon settled.

Attention then focused on NUM's slow build-up to a legal strike after it again deadlocked with the chamber at a conciliation board meeting. Earlier this month the union announced that the strike would take place on September 17. It also said it would be holding a strike ballot despite the fact that as an unregistered union it was not required to do so.

This move was widely interpreted as an attempt by NUM to show the depth of its support and the 43 000 "yes" votes cast appeared to confirm this. The chamber, however, stated that the ballot was not a true test of opinion because of irregularities in the way it was conducted.

Nevertheless, the ballot results played a pivotal role in the events which preceded the legal strike. Late on the Friday afternoon before the strike was due to take

place, NUM sent a letter to the chamber informing it of the results and stating that in view of the numbers that had voted, it felt it should have talks with the chamber.

The resumption of talks raised hopes that the strike might be averted. The parties spent much of the weekend at the negotiating table and emerged with a new offer from the chamber for the seven Anglo mines which amounted to a restructuring of a previous offer to reduce working hours.

The terms of the new offer were that unskilled workers would receive a holiday leave allowance equal to half their monthly pay. This was an improvement on the R50 bonus they received if they returned to work on a new contract. Higher-skilled workers who were receiving a holiday allowance equal to 50% of their monthly wage, were offered 75%.

Time running out

But time was running out. With the strike due to start on the Sunday evening, NUM's officials raced back to the mines to inform members about the new offer — but not all could be reached. On the Sunday night workers at 13 of the 22 shafts on the seven threatened Anglo mines did not work.

Confusion about whether NUM's members were prepared to accept the chamber's offer continued last Monday with 11 of the 22 shafts working normally. On Monday night, all but two of Anglo's mines were fully operational again.

By late Tuesday, once NUM had informed the chamber that it accepted the offer, the legal strike was over. Violence occurred at three of the Anglo mines — Vaal Reefs, Western Holdings and at President Brand, which bore the brunt of it.

Gold Fields' Kloof mine, where NUM has recognition for only about 350 clerks out of a workforce of approximately 12 000, and Anglo's Saaiplaas and Elandsrand mines were not affected by the legal strike.

But, as had been widely feared beforehand, it had a ripple effect at other mines. Anglovaal's Hartebeestfontein mine, Rand Mines' Durban Roodepoort Deep mine and Johannesburg Consolidated Investments' Western Areas mine were drawn in.

Western Areas was the scene of ugly violence in which a number of miners died. Last Friday, in what appears to have been a related event, unrest broke out at Gencor's West Rand Consolidated mine. Three miners died.

Now that the dust has settled, what exactly did the strike achieve? According to the chamber's industrial relations adviser Johann Liebenberg, two factors prevented the legal strike from being averted at the last minute: the fact that NUM's negotiating team did not have a mandate from workers to accept the renewed chamber offer; and the logistical difficulties they encountered in communicating news of the offer to members.

Liebenberg's view is that the union did not gain any more by accepting the chamber's restricted offer than it would have had it accepted the conciliation board offer made on August 13.

It had originally been offered a reduction in working hours but settled for a holiday leave scheme which was of equivalent value. In addition, the leave scheme only comes into effect on October 1 — a month later than the proposal for working hours could have been implemented.

Ramaphosa, however, disagrees with Liebenberg's interpretation. "The offer to reduce working hours would not have meant as much to our members as the leave scheme. It would only have benefited about 60% of them on any of the mines. But the leave scheme applies to the whole workforce."

Ramaphosa says the strikes at Hartebeestfontein and Western Areas also resulted in gains for the workers.

These interpretations of the strike will no doubt continue to be debated. But what did emerge clearly is that the strength of NUM's support is far greater than many cynics had anticipated.

Ramaphosa has issued an ominous warning: "If we had had a bigger membership this year events would not have panned out as they did. Last year we were talking for 4% of the workforce, this year it was 20%. Next year it will be higher and things will be different then."

Miriam
Sugar mill

25/9/84

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workers end

~~152~~

four-day strike

~~152~~

Labour Reporter

ABOUT 1 000 workers at the Umfolosi sugar mill decided at a meeting yesterday to end their four-day strike and return to work after an assurance by the management to investigate their grievances

Workers downed tools on Friday, demanding the dismissal of a member of the staff against whom they had made allegations

An official of the National Union of Sugar Manufacturing and Refining Employees, NUSMRE, which has members at the mill, said yesterday he was still awaiting a report from union representatives at Umfolosi. He did not know what the grievances were

In a statement yesterday, Mr Ian Bales-Smith, general manager of the Umfolosi Co-Operative

Sugar Planters Ltd, said workers had agreed to return to work for the 10 p m shift yesterday. An investigation into their grievances would be held on October 3

He said the workers went on strike over alleged grievances between them and a member of the staff

Following a meeting between local union officials and the management at the weekend, a formal meeting with the chairman and officials of the NUSMRE was held yesterday

'It was agreed that the workers' grievances will be investigated subject to them returning by 6 a.m. today

'If they fail to return to work they will be regarded as having dismissed themselves and will be paid off from 2 p m tomorrow,' he said

Sewetan 26/9/84 (152)

300 continue strike

THE strike by more than 300 workers at the Vulcania Refrigerators in Brakpan on the East Rand, entered its third day yesterday with the workers still refusing to resume work until their demands were met.

27/1/94 (152) 232

Workers 'locked out' after going on strike'

Labour Reporter

ABOUT 300 employees of a transport company in Umbilo yesterday claimed they had been locked out by the management because they had gone on strike on Tuesday

Attempts by the Mercury to contact Mr T R Mezher, managing director of Storm and Co, on Tuesday and again yesterday proved fruitless. His secretary said he was not available to speak to the Press. She also said the company had no comment on the strike.

The strike followed claims by workers that the management was re-

fusing to meet the union to discuss their grievances

A spokesman for the South African Allied Workers' Union said the workers had asked the company for recognition of the union but the management had apparently refused

He said the strikers — about 300 drivers and labourers — had been locked out of the premises yesterday. The police were on the premises but no incidents were reported

The workers decided not to return to work until the company agreed to

meet the union to discuss their grievances

Meanwhile, Mr Richard Gumede, president of the South African Allied Workers' Union, said that the union lawyers were being briefed to fight the dismissal of 40 black workers from the Salt Rock Hotel. He said they had been fired after striking in support of their demand for more pay

Mr Weir Smith, manager of the hotel, could not be reached for comment last night, but a spokesman for his office said they were 'sick and tired' of Mr Gumede and the union

Skw 25/9/84

(152) (133) (134) (135A)

Highveld lays cards on table

By Carolyn Dempster,
Labour Reporter

Anglo American's Highveld Steel management has agreed to lay all its financial cards on the table after an unsuccessful preliminary round of negotiations with the Metal and Allied Workers' Union and the S A Boilermakers' Society (Sabs).

The meeting between the two unions locked in a wage dispute with management takes place today.

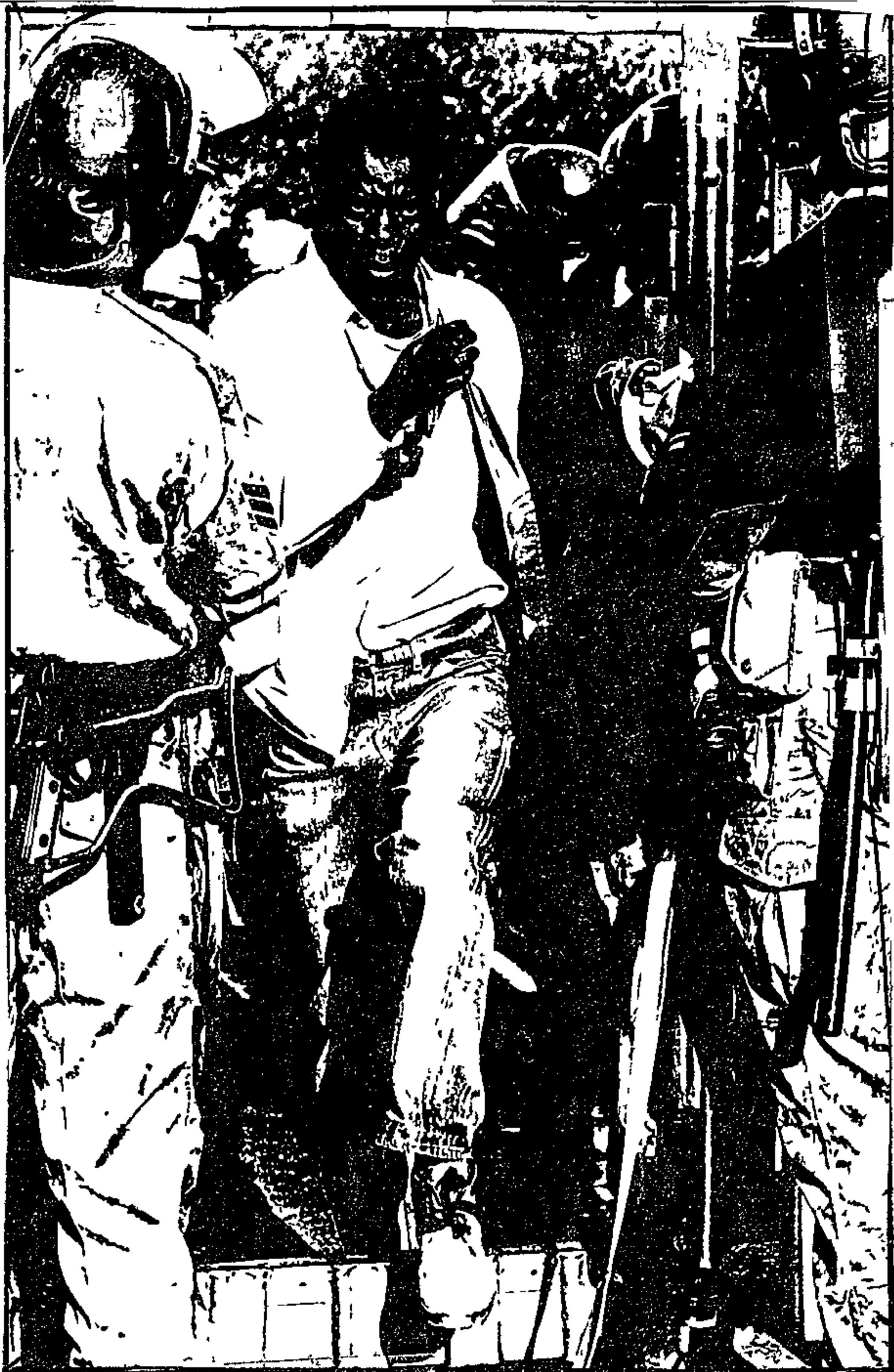
Mr Ike van der Watt, general secretary of Sabs, said management representatives had been reluctant to open their books to the union auditors at the first meeting held last week

"But they are now prepared to open up everything to us," he said yesterday.

After the union auditors, shop stewards and organisers have inspected the books, a report-back meeting with about 4 000 black and white members at the steel complex will be held tonight

Mr van der Watt said the move by the company was a surprise as it indicated that management might not be able to afford increases over and above those negotiated at the national Industrial Council for the metal industry

Highveld Steel management declined to comment.



Black workers going out on strike under watchful police eyes

A volatile mixture of political ideology and material improvement

MOST black workers identify labour as a powerful political weapon, but most see trade unions as instruments for material improvement rather than political advancement.

They separate to a remarkable degree their labour and political agendas, according to Indicator South Africa

However, the high degree

of industrial and political discontent makes for a volatile mix and, pushed too far, black workers could merge their agendas and unleash trade union power to political ends

This is the major warning implicit in the findings of the survey, says Professor Schlemmer

"The lessons are that if blacks become so angered politically that they start running their political and economic agendas together, the ball game could change very rapidly" he said in an interview

Already the signs are there. In the Pretoria and Vaal Triangle area, where black oppression is most keenly applied, labour and economic militancy is markedly higher

This applies both on the question of using the labour weapon for political purposes and on disinvestment "These workers are tentatively showing signs that when pushed too far, they become ideologically estranged from the economic system and start to bridge the split in agendas"

Blacks are in no doubt about the potential of worker power in the political field 72 percent supported the position that political problems could only be solved by worker action

But, on whether they would like to see labour "disturbed" as a political weapon, the separation of agendas began to manifest itself

For example, on the role of trade unions, the majority, 54 percent, said it was to improve wages, way down on the list at 3 percent each were "fight influx control" and "work for political

rights" (See Table 3)

Again, on the question "which will be most valuable for an African like you?", the top response, given by 43 percent, was "skills training for job advancement", only 3 percent listed strong political organisation

"Hence," concludes Professor Schlemmer, "it seems quite clear that trade unions are conceived as having an industrial and not a political role"

This is also reinforced by responses to questions about what, would be most likely to spark a mass strike Top of the list, mentioned by 91 per-

cent, was wage grievances, followed by poor worker-management communication (37 percent), while pass laws and political motivations were ranked fairly low, both being mentioned by 10 percent of the respondents

Whether blacks would be willing to be mobilised into political strikes or trade boycotts also received a mainly negative response

Forty-five percent said they were not willing to support a two-week work stoppage to demonstrate black worker strength, 36 percent said they were, while 19 percent would support a shorter strike

On trade boycotts aimed at specific shops or goods, 41 percent were unwilling to give their support, 32 percent were willing and 22 percent would support such action for a few days

Professor Schlemmer comments that notwithstanding a high level of discontent, a high and growing political consciousness, and a very poor image of employers and management workers generally do not allow their political feelings to colour workplace strategies

SUPPORT FOR POLITICAL BODIES

BODY	JVL/PE	DBN
ANC/MANDELA	27%	11%
UDF	11%	23%
AZASO	1%	1%
AZAPO	5%	1%
Inkatha/Buthelezi	14%	54%
Sofosonke	15%	6%
Other	5%	4%
None	22%	-

23/9/84
S-Times
Was legal
strike
worth it,
asks NUM

By Angus Macmillan

THE 90 000-strong National Union of Mineworkers has lost faith in the legal path it chose to follow in the run up to this week's strike

General secretary Cyril Ramaphosa told Business Times he has misgivings about the conciliatory route he adopted over a three-month period before the Chamber of Mines came up with a last-minute offer on Sunday

He said "My members are asking themselves whether doing everything above board was worth it. The police acted just as if it had been an illegal strike."

Six miners died and about 200 were injured when police opened fire on strikers at JCI's Western Areas mine on Tuesday

Most of the 50 000 miners who struck at seven Anglo American and one GFSA mine on Monday were back at work on Tuesday.

The NUM thinks it came out well in its settlement with the Chamber. After months of intransigence, the Chamber upped its offer by an effective 2.3% just hours before the strike was due to start.

However, there is a feeling in mining circles that the union may have used its aborted legal strike as a dress rehearsal for the real thing at a later stage.

It is significant that workers on mines not involved in the dispute — at Anglo Vaal's Hartebeestfontein and Rand Mines' Durban Deep mines, for instance — joined in the strike.

Rand Mines' coal division is now in the firing line as workers at its Duvha and Rietspruit collieries in the Eastern Transvaal decide whether to strike legally or not.

REPORTS BY IVOR WILKINS

Survey says worker anger is now at an ominously high level

AS SOUTH Africa continues to reel under the worst black unrest since 1976, black worker anger is at an ominously high level

Two thirds of black blue-collar production workers describe themselves as either "unhappy" or "angry and impatient"

And, by far the largest group — 50 percent — place themselves in the "angry and impatient" category

This anger index has grown steadily in successive comparative studies.

In 1977, the West German Bergstraesser Institute pegged the anger index at 39 percent

Worse

In 1981, a study by Professor Schlemmer's Centre for Applied Social Sciences reported it had risen to 56 percent and another study in 1982 found it had climbed to 58 percent

Two years later, it has jumped another six percentage points

The latest study found that three percent of blue collar workers described themselves as "very happy", five percent as "just happy" and 26 percent in a sort of emotional limbo as "happy yet not happy"

Of the 66 percent who were unhappy or angry, the majority, 76 percent, were trade union members, 74 percent were between 35 and 49 years old, 74 percent were from the West Rand, and 58 percent had reached education levels between Standard 1 and Standard 4

Asked whether they thought life was improving, staying the same, or getting worse, a majority — 60 percent — said it was getting worse.

Only 16 percent thought life was improving, while 24 percent felt it was staying the same

Costs

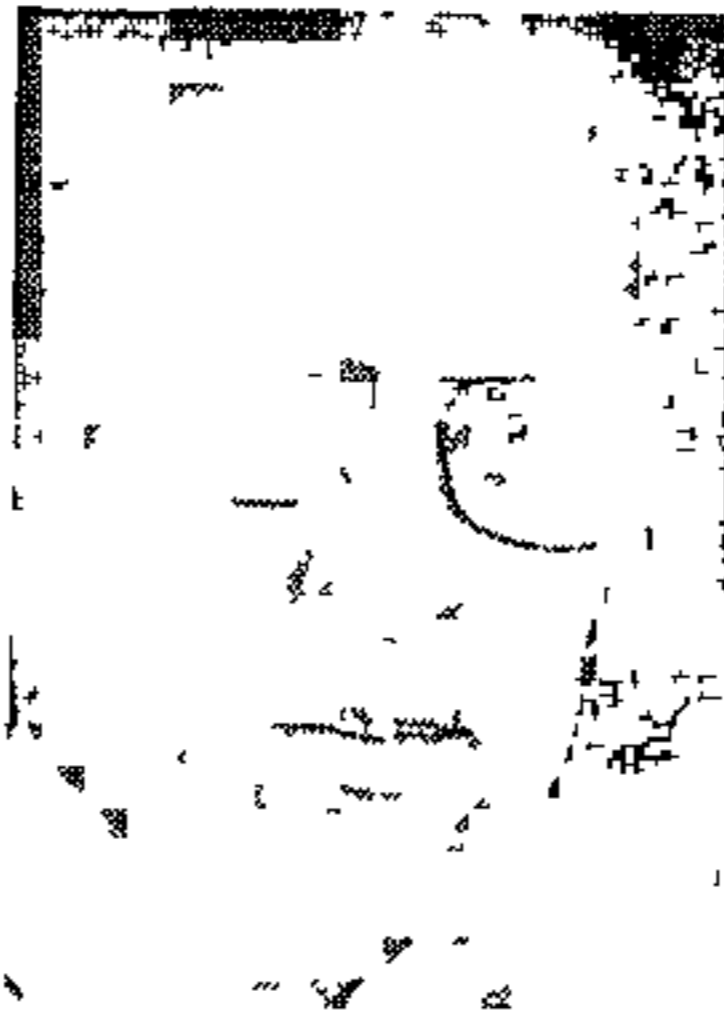
In an open-ended question, respondents were asked to say what factors in their lives had improved and deteriorated

Under "Improvements", most, 22 percent, listed home ownership, followed by urban amenities and services (16 percent), business opportuni-

ties (15 percent), less discrimination (12 percent), education and training (11 percent), more and better jobs (11 percent), improved standard of living and wages (8 percent) and better welfare services (7 percent)

Under "deteriorations", the top item was rising costs (51 percent), followed by political grievances (50 percent), wages (48 percent), unemployment (42 percent), shortage of housing (30 percent), tax deductions and social conditions tied at 26 percent each, rent increases and education level-pegged at 9 percent and civil unrest and sabotage was mentioned by 8 percent

In the above two questions,



PROFESSOR SCHLEMMER
Conducted the survey

the totals exceed 100 percent because more than one answer could be given

Commenting on trends discerned in the black anger index, Professor Schlemmer notes that for the first time in many years of research, political grievances are now high on the agenda of ordinary production workers

It would appear from his finding that politically-motivated anger is spreading from the well-educated elite down to a broader base in the black community — an ominous development

Translating political grievance into support for one or other organisation brought a mixed-bag result that was regionally influenced

The results in the Witwatersrand/Port Elizabeth sample differed considerably from the findings for Natal

In the former case, most

respondents — 27 percent — expressed support for the African National Congress (ANC), with the United Democratic Front (UDF) gaining 11 percent support

Vacuum

But, out of a list of seven possibilities (See Table 2), 22 percent of black workers in the Port Elizabeth and Witwatersrand areas could not support any of the organisations mentioned

In his accompanying comments, Professor Schlemmer says this indicates that in these regions there is possibly a political vacuum for more pragmatically oriented workers

That vacuum is apparently filled by Chief Gatsha Buthelezi's Inkatha movement as far as Durban's black workers are concerned

There, the majority, 54 percent, expressed support for Inkatha, followed by 23 percent for the UDF and 11 percent for the ANC

In an effort to assess black attitudes to armed confrontation in an objective situation, removed from their own circumstances, the study asked them their opinions on strategies for Namibia

The findings were that almost as many favoured armed confrontation (56 percent) as peaceful negotiation (67 percent) — again more than one answer could be given leading to totals exceeding 100 percent

Militant

It also transpired that the youth (16 to 24 years) and better educated people and people living in Soweto and Pretoria were more militantly inclined

The latest study also investigated the willingness of blacks to take political risks and found their numbers had grown compared with previous studies

Now, 61 percent indicated such a willingness, compared with 45 percent in the 1982 Buthelezi Commission

8 areas probed

THE INDICATOR South Africa magazine survey in the special issue Focus involved an exhaustive process of face-to-face interviews with respondents in South Africa's major industrial areas

The sample comprised 551 interviews, all separately conducted in the language of the respondent's choice and in the privacy of their homes

Each interview took about 110 minutes

The eight areas in which the survey was conducted were Johannesburg, Pretoria, the East Rand, the West Rand, the Vaal Triangle area, Port Elizabeth, Durban and Pinetown

PERCEIVED ROLES OF TRADE UNIONS

Improve wages	54%
Protect against dismissal/disciplinary action	26%
Improve management/worker communication	21%
Foster black job advancement	18%
Improve diverse working conditions	18%
Improve race relations	13%
Fight unemployment	13%
Improve community facilities	9%
Improve supervision	6%
Fight influx control	3%
Work for political rights	3%
Other	1%



Pickets outside Grand Bazaars, Epping; urge the shop during rush-hour yesterday, following management over the fate of 53 workers dismissed which ended in deadlock this

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Little success for boycott

Staff Reporter 22/9/84

AN attempt to call a boycott of Grand Bazaars in Epping met with little success as shoppers continued to do their weekend buying at peak hour yesterday

Boycotters supported by 25 civic and labour organizations tried to explain to shoppers why they called the boycott, but few people seemed convinced. The boycott was led by the Retail and Allied Workers' Union.

It was called after negotiations with management this week involving the fate of 53 workers dismissed after a strike called at the store's warehouse a month ago had ended in deadlock. The strike was in support of two workers said to have been dismissed unfairly.

200 lose jobs after trouble at three Natal plants

Mercury 21/9/84

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Labour Reporter

ABOUT 200 strikers were dismissed from three Natal companies yesterday after a wave of industrial unrest at the plants.

And today's talks between the management of Allied Publishing and representatives of the Commercial Catering and Allied Workers' Union of South Africa have been postponed to next week.

Speaking from Johannesburg yesterday, Mr C W Eyles, Allied Publishing's Natal manager, said the meeting had been 'unavoidably deferred' and it was hoped that 'this very important meeting will take place early next week'.

The proposed talks follow a warning of pending

industrial unrest among Allied Publishing workers demanding a R30-a-week wage increase, says Mr Important Mkhize, the union's Natal organiser.

Ignoring

About 50 employees of a construction company, Basil Read (Pty) Ltd, were fired yesterday after they downed tools in a demand for more pay.

Mr Brian Maynard, the company's director of manpower, said they had been dismissed for refusing to return to work.

'They were demanding wage increase in excess of the statutory increase,' he said, adding that the company would begin hiring replacement staff today.

At Silverton Engineering in Isipingo about 60 striking workers were fired after ignoring a return-to-work ultimatum yesterday.

Mr Barry Land, marketing director of the Pretoria-based company, said yesterday that the workers had gone on strike on Tuesday. They had been unhappy about the introduction of a four-day working week.

He said the operations had gone on short-time because of the general economic downturn and the fact that a new-technology radiator for a local motor assembly plant was being produced at the company's Pretoria plant until it was possible to

transfer the new production system to Durban.

Mr Land said that although it seemed that a number of workers wanted to return to work, there had been intimidation and the plant had been unable to start production yesterday morning.

'The company therefore had no alternative but to dismiss the workers and advise that their re-employment will start today.'

'The plant is currently operating on a limited scale with its white workers, but we expect to be back in full production by the end of next week,' he said.

At the Syiko Paper company in Durban, about 100 workers who downed

tools in protest against the dismissal of one of their colleagues were fired after ignoring repeated pleas by the management to return to work, said Mr R A Williams, the company's managing director.

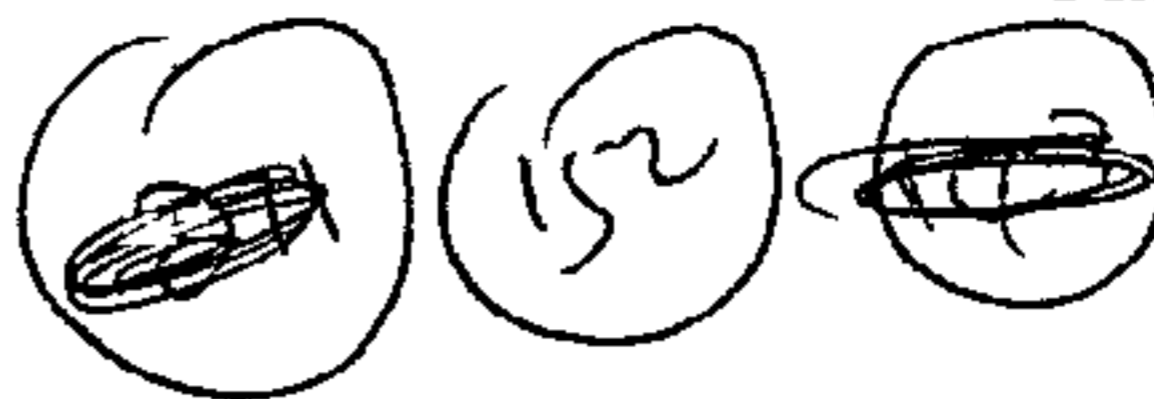
Theft

The worker was fired after being convicted of theft from the company in the Wentworth Magistrate's Court this week.

Mr Isaac Ngcobo, national treasurer of the South African Allied Workers' Union, which has members at the three companies affected by the unrest, said the union would challenge the dismissals through the 'appropriate channels'.

MINE STRIKE

A violent equation



Illegal "spillover" strikes, in which seven miners died, this week rapidly eclipsed Tuesday's news that the Chamber of Mines and the National Union of Mineworkers (NUM) had settled in the first legal strike by black mineworkers in SA history

As the *FM* went to press, Johannesburg Consolidated Investment (JCI) said the unrest which broke out on Tuesday morning on its Western Areas mine had been resolved. All workers had resumed work, barring 250 who had opted to "return home." In addition to the deaths at Western Areas, 89 miners were injured, 11 seriously. The NUM claims it has substantial membership at the mine, although it has not yet applied for recognition there.

A spokesman denied miners' claims that violence began only after police fired teargas at the striking workers. He said unrest broke out early on Tuesday morning in one of the hostels at the north division.

Shortly thereafter, a hostel administration block was set alight. At 6.45 am, mine security men were still in control of the situation, but, at 8.50 am, the mine's general manager advised that another section of the hostel had been set alight and asked the police to disperse the crowd and to assume responsibility for restoring order.

According to the spokesman, initial estimates were that some R2m damage had been caused — mainly to hostel buildings and mine vehicles. He said most injuries were caused by inter-tribal violence and by fighting between workers who were divided on whether or not to strike.

Worker demands

However, NUM general secretary Cyril Ramaphosa says the workers had demanded the cancellation of their valid re-engagement guarantees. They wanted to be paid allowances before going on leave rather than receive a bonus on their return. This appeared to be connected to terms on which the legal strike was settled.

Says Ramaphosa: "We are horrified by the reaction we got from JCI management, who have refused to talk to us. It is all very well for them to talk about industrial relations — but they don't put those principles into practice."

When the *FM* went to press, NUM strikers at Anglovaal's Hartebeestfontein mine, where the union recently applied for recognition, were considering a management ultimatum to return to work immediately. The strike, which began on Monday night, was triggered by worker demands for immediate recognition of the union. On Tuesday, 8 000 of the 12 000 dayshift workers were out. One man was stabbed in violence

which broke out later that evening in a mine hostel. A management spokesman said violence appeared to have been caused by tension between factions for and against resuming work.

Another spillover strike occurred at Rand Mines' Durban Roodepoort Deep Mine, where an unrecognised union, the Black Allied Mining and Construction Workers' Union, claims to be strong. About 4 400 workers struck on Monday, but returned to work on Tuesday following a management ultimatum to do so.

The legal strike at seven Anglo American and one Gold Fields mine was settled by negotiation as far as the Anglo mines were concerned. Although involved in the dispute, the Gold Fields' Kloof Mine was not struck and no settlement offer was made to the NUM with regard to workers there.

Holiday allowance

In terms of the settlement at the Anglo mines, unskilled workers will receive a holiday leave allowance equal to half their monthly pay. Previously they received a R50 bonus if they returned to work on a new contract. Higher-skilled workers who previously received a holiday allowance amounting to 50% of their monthly wage will now receive 75% as a holiday leave allowance. The settlement amounted to a restructuring of an earlier package offering shorter working hours.

The NUM strike was called for Sunday night. But an 11th-hour offer by the chamber effectively pre-empted it from becoming

ing a protracted trial of strength between management and workers. There was confusion as NUM officials tried to convey the content of the chamber's late offer to their members. In the event, some 45 000 workers struck. By Tuesday morning, when the NUM and the chamber announced the settlement, almost all the strikers were back

Hundreds hurt

According to Anglo, over 300 miners were injured in violent incidents at three of its mines — Western Holdings, President Brand and Vaal Reefs. Of those, 130 were admitted to hospital. There were no deaths. The fact that really serious violence did not occur was remarkable, says Peter Gush, chairman of Anglo's gold and uranium division.

Gush hailed the settlement as a "victory for collective bargaining." He says that the offer which the union rejected before calling the strike had suited the industry more than the union. However, the final settlement offer was more acceptable to the union.

Ramaphosa says the union would not have settled if it had organised a bigger part of the industry. "It had to do with the union's strength at this point in time. In the circumstances, we settled," he told the *FM*.

Labour observers agree that the NUM's handling of the (legal) strike was highly professional. The union had successfully mobilised its members and had organised the return to work in a remarkably disciplined manner.



Striking miners ... mostly back at work

government — not because of it. As things now stand the prospect is both far off and the extent of it unexciting.

In essence, what Du Plessis is announcing amounts to a quick reshuffling of government finances to meet the contingencies of soaring spending over the past few months and the likelihood of a continuing relatively high level in the foreseeable future. The scars of this are going to be felt by many and will remain for a long time.

We doubt now whether it will be possible for the Reserve Bank to get money supply growth down to the rate of inflation this year.

In one of the first acts of this new Parliament, government is sending the economy steadfastly towards all the horrors of stagflation.

We in the private sector are condemned to real rates of interest for many months ahead to finance our homes and businesses rates that far exceed the heights reached by similar ones in other countries.

This situation is going to build up enormous resentment against the other half of the workforce in the public sector, most of whom are white and Afrikaans-speaking. That amounts to encouraging division, not consensus.

The longer-run economic consequences of government's profligacy are going to condemn millions to real incomes that are much lower than they need have been.

For, as government spending as a percentage of GDP increases, so fixed capital investment in relation to GDP will continue to decline. That means the productive capacity of this country's assets will be consistently reduced.

The fact that local capital markets can easily finance the increased official deficit is cold comfort. Large deficits move resources from the more efficient private sector to the public sector, and that, in turn, leads to misallocation and waste.

It does not end there. With inflation more than double what it is in our main trading partners, SA's share of world trade is going to decline as our exports become progressively more uncompetitive.

Perhaps businessmen can turn with hope to President Botha's statement earlier on the need for tax reform. This is supposed to be an ongoing process handled by an existing technical committee. But contingency financing needs, and the whole silly and emotive question of fringe benefits taxation, has blown it off course.

A firm commitment now to a comprehensive package of supply-side measures aimed at increasing investment — and hence production — by a phased reduction in direct taxation may have nurtured what little business confidence is left.

Instead, Botha condemned the country to yet another tax commission. There is scant hope now of intelligent supply-side economic policies.

Du Plessis' financial reshuffle seems, moreover, to fly in the face of the recommendations of the Economic Advisory Council, which endorsed the monetary austerity package and called for more fiscal discipline.

For six months before its last meeting the council did not convene. It has on it some of the finest and most experienced business and economic brains in the country. Yet in these perilous economic times it seems that the Botha administration was not anxious to consult them — and now even to heed them.

The message from our new Finance Minister is quite unequivocal: government has not got to grips with our economic problems and is indeed now the main cause of them. So pray for rain and a higher gold price and, despite the 20% interest the banks are offering, put what savings you have into hard assets.

MINERS' STRIKE

Impossible dilemma

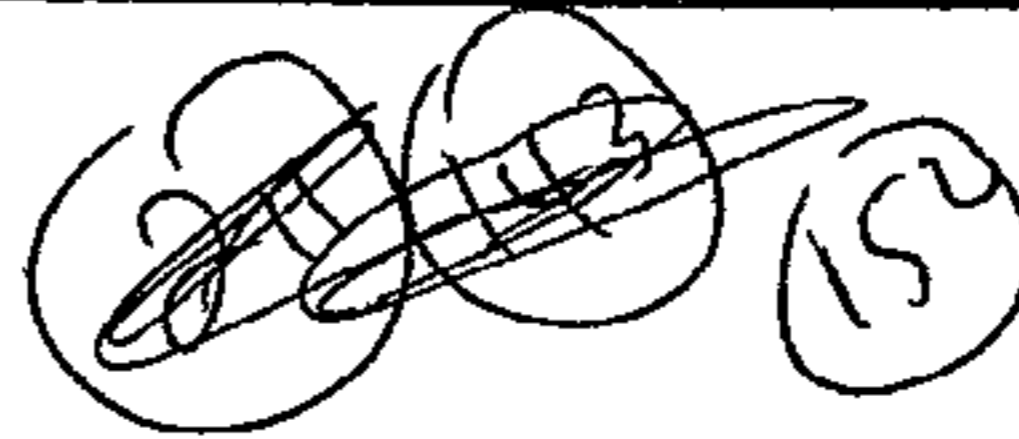
SA's first legal mine strike is officially over. It led to several hundred people being injured, between six and eight reportedly shot dead, and to an agreement that may differ more in structure than in substance from that originally rejected by the National Union of Mineworkers (NUM).

Was the whole thing then an exercise in futility? Did it amount to more than union muscle-flexing? After all, the wholly predictable violence was bound to lead to death or injury for many NUM members and supporters and was certain to spill over to mines not officially involved in the dispute.

It would be comforting to dismiss the matter in such terms, but it cannot be done. Regrettably, the nature of SA's migrant mineworker system placed both the mining houses and the union in an impossible dilemma.

Both could clearly foresee that, given the volatile nature of mine hostel life, any strike was almost certain to lead to violence and rioting. But did that mean that, to avoid violence, the Chamber of Mines had to surrender to the union's demands? Or that the union had to avoid making demands to protect the safety and the lives of its members? Clearly not.

It is through such disputes that a balance of power is



established between an employer and a union — and both are entitled to use the dispute procedures laid down by the Labour Relations Act.

As it is, the union has demonstrated its responsibility by following all legal procedures and proved its ability to organise members and supporters. The Chamber, on the other hand, has shown that it will protect the economic position of the mines by refusing to cave-in to pressures — even when they are reinforced by the inevitability of violence.

Nonetheless the strike has been a sobering experience for both sides. It is to be hoped that negotiations in future years, based on the newly-established balance of power, will enable strikes to be avoided.

If not, we can only hope that the slowly changing nature of SA society, and of the labour force, will make violence a less likely result of strike activity on the mines.

After all, the US went through an exceedingly violent phase in labour relations when its unions were establishing their presence and proving their power to employers.

No one likes to feel that violence is an inevitable by-product of the growth of unionism. But where violence does occur, it should lead to a determination to establish procedures that will avoid a recurrence.

Sept. 84

Strikes will increase, study predicts

By Andrew Beattie
Pretoria Bureau
33 *Stew* *150*
There will be a rapid growth of trade unions in the transport industry and a corresponding increase in the number of strikes, says the National Transport Policy Study (NTPS)

The findings were announced today in Pretoria

The NTPS is being undertaken to provide information to assist the National Transport Com-

mission (NTC) in formulating recommendations for the rationalisation of transport policy

The work for the study is being done by a group of consultants on behalf of the NTC

According to statistics, workers in South African transport-related unions constituted a small percentage of all unionised workers. However, the motor industry in particular was one of the hardest-hit by strikes

Although unions in

South Africa were much smaller than in Western Europe or Japan, their rapid growth was unavoidable, the report found

Transport industries could expect consolidation and strengthening of the unions, tougher and more sophisticated bargaining and a wider scope of worker grievances and expectations

At the same time employer groups lacked cohesion and organisation in the bargaining process

They would have to work collectively if they were to cope in the future

The study also found that there was considerable difficulty among employer and worker groups in understanding dispute procedures in terms of the new labour laws

The NTPS recommended the development of a system of collecting and sharing information that would assist in planning and implementing sound labour relations

Call to boycott Simba Quix

SEVERAL hundred pamphlets calling on the boycott of Simba Quix products have been distributed by the Fosatu-affiliate Sweet Food and Allied Workers' Union following the company's refusal to reinstate sacked workers.

The pamphlets also call on the workers, their organisations and students to show solidarity with the dismissed workers, who have now entered their sixth week without employment.

About 422 employees of the company were dismissed last month after they had gone on strike over the sacking of three of their colleagues. The firing of the workers followed several discussions among the shop stewards, union officials and the company.

The company's managing director, Mr J C du Toit, said he was aware of the pamphlets calling on the boycott of their products, but he regretted that it was not

the way to solve matters concerning workers

"We obviously do not want our products to be boycotted and we will be sad if this is to happen. We hope to resolve the matter. We are hoping to meet Chambers of Commerce on the East Rand to discuss the envisaged boycott."

The secretary of the union's shop steward committee Mr Paul Mosisime told The SOWETAN that two members were dismissed for refusing to work "double jobs." One was sacked after being accused of throwing potatoes away.

Their dismissal angered members who

sent representatives to negotiate the issue with management. Several other discussions were in a deadlock. Subsequently the workers were sacked.

"We are angered further by the management's willingness to hire scabs."

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C. Times 20/9/84

Groups threaten store boycott

Staff Reporter

SIGNATORIES from 25 organizations have called on the Grand Bazaars management to reinstate all the workers dismissed after a strike at its Epping warehouse or else face a call to boycott Grand Bazaars stores

The 25 signatories are from community, trade union, women's, professional, student and religious organizations

The workers were fired a month ago after a strike in protest against the dismissal of two colleagues

Refused

Mr Jackie Sachar, Grand Bazaars' managing director, received the letter yesterday but refused to meet a five-man delegation, which included three churchmen

He spoke to the Rev David Russell of the Anglican Board of Social Responsibility on the telephone and said he would meet one or two representatives, but refused to meet five

Mr Russell said this was unacceptable, as the delegation had been sent as a team which did not want individuals played-

off one against the other in separate interviews with Mr Sachar

In the letter handed to Mr Sachar, the Interim Support Committee representing the 53 workers said the striking workers were members of the community which was becoming "increasingly angry at management that continually insults the dignity of their workers"

Support

The letter said "We support the demands of the Grand Bazaars workers and the Retail and Allied Workers Union for the unconditional reinstatement of all the workers out on strike, including the two workers unfairly dismissed

"We also support the demand for the recognition of their democratically-elected workers committee and trade union, where they have majority support in individual stores. If these demands are not met by Thursday, September 20, 1984, our committees will definitely consider taking stronger action

"In particular our committees would be forced to call for a boycott of Grand Bazaars," the letter stated

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C. Times 14/9/84

Support pledged for fired workers

Labour Reporter

TWENTY-FOUR community and religious organizations and trade unions last night pledged their financial and moral support for 53 workers fired after striking at Grand Bazaars three weeks ago

The meeting was organized by a support committee formed to assist the dismissed workers in their dispute with Grand Bazaars.

Earlier this week, an attempt by a support committee delegation to hold talks with the Grand Bazaars management failed. A spokesman for the committee said last night that the delegates would go back to their organizations for a mandate on how to respond to "management's refusal to meet the support committee and the trade union"

He said a number of options had been discussed and a final decision on action in support of the workers would be taken next Tuesday

A Muslim Judicial Council representative on the support committee said last night that the Grand Bazaars management had made several attempts the day before to hold talks with individual representatives of the MJC. After

long discussions, management had agreed to receive two members of the support committee. However, dismissed workers decided later that a minimum of six members of the support committee should attend the talks.

Comment from management spokesman could not be obtained by late last night.

13/9/84 (152)
M. King

Work now back to normal, says Post Office

Labour Reporter

THE senior deputy director of the Department of Posts and Telecommunications in Durban, Mr J A Swanepoel, said work at the department's New Germany depot had returned to normal yesterday

Almost the entire black workforce — said to number more than 500 — was

dismissed on Monday after going on strike over a demand for more pay

A department spokesman said about 130 of the dismissed workers had returned to the depot on Tuesday morning and had been re-employed

This was disputed by the National Post Office and Allied Workers' Union's general secre-

tary, Mr Magwaza Maphalala

Mr Swanepoel said yesterday 'If the union is disputing that some of the sacked workers were re-employed, that's their side of the story

'I got in touch with the depot foreman this morning and was informed that work had returned to nor-

mal There were no illegal gatherings on the premises

'Those who returned to seek employment were given back their jobs,' he said

If any of the remaining sacked workers wished to resume their employment, they were welcome to do so

Cham. Inverny 13/9/84.

Strike over pay-cut threat

Labour Reporter

A BUILDING hardware firm at Moberi was hit by a work stoppage yesterday when its entire black workforce of more than 400 downed tools in protest against a threatened pay cut.

Mr Isaac Ngcobo, national treasurer of the South African Allied Workers' Union, said yesterday the workers at Blaikie-Johnstone, who went on strike on Monday after a union recognition dispute with the company, had been told they would not be paid for the hours they had not worked during the strike.

"The workers returned to their jobs almost immediately after the union held talks with the management on Monday, but on Tuesday a foreman issued a threat to the workers saying that they would not be paid for striking."

This angered the workers and they came out on strike yesterday to protest against the threatened pay cut, he said.

Stoppage

Mr Hoffmann-Jensen, a director of the company, said in a statement yesterday that the management was taking steps to encourage workers to return to work and to present their grievances clearly through representatives of their own choice.

The reason for the strikes was unclear.

"It is the policy of Blaikie-Johnstone to recognise representative trade unions and discussions were opened with Saawu when the company was first approached in April this year.

"This week's strikes follow a two-day stoppage in April.

"Meetings have been held with worker representatives, including officials of Saawu, and some of the items discussed included wages and recognition of the trade union," the company statement added.

Grand Bazaars row: Threat to call police

By RIAAN DE VILLIERS
Labour Reporter

A MANAGEMENT representative of Grand Bazaars threatened to call police yesterday when churchmen and academics visited the company on behalf of 53 workers fired after a strike three weeks ago.

The visitors were members of a support group elected at a meeting of community and religious leaders called by the dismissed workers at the weekend.

The workers, all members of the Retail and Allied Workers' Union, were fired after they went on strike at the Grand Bazaars warehouse in Epping in protest against the dismissal of two colleagues.

They still regard themselves as being on strike and are meeting daily in a church in Bonteheuwel.

A spokesman for the support group said Dr Alan Boesak, president of the World Alliance of Re-

formed Churches, had tried to make an appointment with Mr Jackie Sachar, managing director of Grand Bazaars, the day before.

Mr Sachar said he would meet Dr Boesak but refused to see the whole group.

After meeting the workers yesterday morning, the delegation went to the factory to try to see Mr Sachar.

The Rev Syd Luckett, director of the Anglican Social Board of Responsibility, said later a management representative had objected to them entering company property and had threatened to call the police if they did not leave.

The group left a letter for Mr Sachar, expressing concern about the dispute and urging the company to reconsider its stance on the dismissed workers.

They also left a note calling for a management response by 5pm today.

Spokesmen said the

support committee would hold a meeting for churches and community organizations later this week to report back on management's response and to discuss further action.

● Mr Sachar confirmed yesterday that he had agreed to meet Dr Boesak but not the whole group.

"They eventually barged through the security gate without an appointment and while I was not even here. By rights we could have had them arrested," he said.

He said the company would definitely not consider taking back the dismissed workers. Their jobs had been filled for some time.

While he was satisfied that the company had acted correctly, he was still prepared to meet Dr Boesak.

A union spokesperson said workers from other Grand Bazaars branches had again pledged their support to the dismissed workers.

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~~11/9/84~~ ~~11/9/84~~ ~~11/9/84~~

Foam workers all reinstated

By RIAAN DE VILLIERS
Labour Reporter

MANAGEMENT of Strand Foam yesterday reinstated all the workers involved in a dispute at the firm last week

The reinstatements were announced by the General Workers' Union and confirmed by a management spokesman

The union said the move "vindicated its view" that the dismissals constituted victimization on the grounds of the workers' membership of the union and were therefore illegal

It said it would now stay legal action planned against the company last week — but warned that it would "watch the situation closely".

Charging management with "misrepresenting" the dispute, the GWU said it had already "categorically denied" management claims that it had intimidated workers, and was proceeding with a possible defamation action against the company

Charges against workers withdrawn

It also disputed a management claim that the dispute was resolved during negotiations between management and the workers "Workers state that management at no stage approached them directly Management merely sent them a message on Saturday indicating that they should report for work on Monday and that they would be paid their wages for Thursday and Friday." the statement said

The union warned it would take legal action if contracts of some workers due to expire soon were not renewed, as it would find it "difficult to believe that management had not merely deferred victimization" of its members

The union said charges were withdrawn in the Strand Magistrate's Court yesterday against two workers arrested on Friday in terms of influx-control legislation. It said it would also take legal action if the firm did not reinstate the two workers as well

Mr W J Laurie, managing director of Strand Foam said yesterday that the contracts of some workers would expire this week "in the normal manner" and would not be renewed because of "economic circumstances".

He declined to comment on the union's statement

Mercury 11/19/84 52

Strikers on the march



Striking Post Office workers march along Shepstone Road in New Germany after they were sacked yesterday

Labour Reporter

MORE than 500 New Germany Post Office workers who were sacked after a strike over pay marched through the town's main street yesterday.

Police in riot vehicles kept a close watch, but no action was taken as the sacked strikers marched in an orderly fashion along Shepstone Road to the Clermont Township where they were addressed by union officials

Mr Christo van der Merwe, regional director of the Department of Posts and Telecommunications, told the Mercury yesterday that they had been fired for refusing to work

Those who wished to work could reapply for their jobs today, he said

Almost the entire black workforce at the New Germany depot downed tools on Friday and continued the strike yesterday, demanding an increase in pay

Mr van der Merwe said he would decide whether any of the sacked workers who sought re-employment with the GPO would be treated as new workers or not
Latest

He said the department had given workers a 'one-notch' increase in pay which had been acceptable by most, but it seemed some workers were not satisfied
The latest increase was in addition to the 12 percent hike in pay granted in January
Among those sacked were some with 30 years' service, said Mr Magwaza Maphalala, general secretary of the National Post Office and Allied Workers' Union
Mr Maphalala said the latest increase was between R16 and R18 a month which, he said, was totally unacceptable to the workers



Flames leap from a passenger coach which caught fire yesterday at a siding at Culemborg. The blaze was extinguished by Cape Town fire brigade and a unit of S A Transport Services.

Argus 11/9/84 (152)

Union puts off legal action: Strand workers reinstated

Labour Reporter

THE General Workers' Union, which threatened to take a Strand company to the Industrial Court for allegedly firing union members, has put off legal action following reinstatement of the workers

Yesterday the company, Strand Foam, re-employed the workers and paid them for the two days they had been out of work.

The company claimed 50 workers were involved in the dispute. However, the GWU said 100 members were dismissed

A GWU spokesman said reinstatement of the workers "vindicated our view that the dismissals constituted victimisation on the grounds of the workers' membership of the union and was therefore illegal".

The spokesman warned that if contracts of some of the migrant workers, due to expire soon, were not renewed the union would proceed with legal action

The union acknowledged that it was no longer representative at

the factory, since new workers from Transkei were recruited last week.

"But if we again become representative we expect management to agree to negotiate with us in terms of the precedents set by the industrial court," the spokesman said

DENIED

Mr W J Laurie, managing director of Strand Foam, said the workers had been taken back after negotiations

The workers denied that the management approached them directly and said they received a message at the weekend to report for work this week

The union also criticised involvement of the Western Cape Development Board, whose officials were at the factory yesterday

"We trust the board will learn from this experience the inadvisability of meddling in industrial relations matters," said the union spokesman.

10/9/84
50 foam
workers
to go
back

Labour Reporter

FIFTY Strand Foam workers fired after declaring their support for the General Workers' Union last week would return to work today, a company spokesman said yesterday.

However, a spokesman for the General Workers' Union said later that more workers had been involved in the dispute and some had "definitely" not been taken back.

Mr W J Laurie, managing director of Strand Foam, said the dispute had finally been settled during talks with the workers on Saturday morning.

"All the problems were sorted out. There is no ill-feeling and we now regard this as the end of the matter," he said.

All workers would be paid for the two days when they did not work last week.

He emphasized that the company had at no stage negotiated with the General Workers' Union. "Workers sorted out the differences among themselves."

At this stage, the company would continue to work "without an unregistered union such as the General Workers' Union" — but added that it might be "forced" to recognize it if the union could recruit the majority of all hourly-paid workers "in a legal manner."

Legal action

"At this stage they cannot prove majority membership and we will therefore not negotiate with them," he said.

Asked to comment on legal action the union and the Legal Resources Centre intended to take against the company last week, he said "We believe we have been right from the beginning, and still stand by that. If the union wants to continue with any legal action, it is welcome to do so and we will contest it."

Mr David Lewis, the GWU's general secretary, yesterday declined to comment on the settlement and its implications for legal action, but added: "If only fifty workers are returning, there are definitely some workers who will not go back."

He said the union believed the company may not have renewed the contracts of some workers, and if this were correct, it would regard this as "tantamount to victimization."

He added that the union would continue to press for recognition from the company.

Motor-makers' lost manhours doubled

By Don Robertson

THE motor manufacturing industry has lost at least 1.8-million manhours in the first eight months of this year through strikes and enforced short time.

With demand for cars and commercial vehicles in the doldrums, this figure is likely to rocket by the end of the year.

The number of production hours lost is almost double the 921-million hours lost in the comparable period last year. It is not, however, pos-

sible to break down the lost time into the two categories for the industry as a whole.

Only Mercedes-Benz and Toyota have gone through the past two years without labour stoppages. Renault, whose Renault 9 is produced at Leyland's Elsie's River plant, introduced a four-day week in the middle of last month, and is not included in the 1984 figure. It had no stoppages in the previous year.

Part of General Motors lost time was caused by a two-month strike in Germany which caused component shortages.

The largest labour loss was

suffered by Volkswagen, which shed 630 000 manhours this year, partly through illegal strikes. However, Volkswagen is working flat out with double shifts in some sections to build up stocks for the launch of the new Golf.

Amcar's total production facility is suspended and will remain so until about the beginning of next month. This will add 117 500 lost manhours to the total for the year.

Ford is to close its plant for a week from tomorrow. It and GM have also laid off workers.

Other manufacturers are reviewing their production levels.

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~~Original 10/19/84~~
**50 workers
return to
foam factory
after talks**

(152)

~~11/1/84~~

Labour Reporter

WORKERS at a Strand factory, allegedly dismissed for belonging to a union, returned to work today

Mr W J Laurie, managing director of Strand Foam said 50 workers returned after "negotiations" between them and the company

However, the General Workers' Union, to which the workers belong, claims that at least 100 workers were fired last week after they had declared allegiance to the union and that not all had been taken back

"Some workers who returned to the homelands did not have their contracts renewed after management saw their names on the list," said GWU organiser, the Rev H S Marawu

SILENTLY

Workers queued silently in the factory yard today and were seen to be producing their reference books before receiving their pay for the two days they had been away from work. Western Cape Development Board officials were also present at the plant

Workers have consulted an attorney at the Legal Resources Centre who said he would apply to the industrial court for their reinstatement

The union also said it would take action about company claims reported last week that workers reluctant to join the union had received "death threats"

Referring to union allegations that union members were not re-recruited, Mr Laurie said "It is our choice to recruit from wherever we wish and if this sort of thing arises we will spread our recruiting areas to a different section. There is nothing new in this."

Labour unrest unlikely

BLEAK second-half prospects for the motor industry have been dramatically underlined in latest statistics from Pretoria

Estimates of trading revenue earned by retailers in motor vehicles and accessories show a sharp 17% decline for July (after the GST increase), compared with June

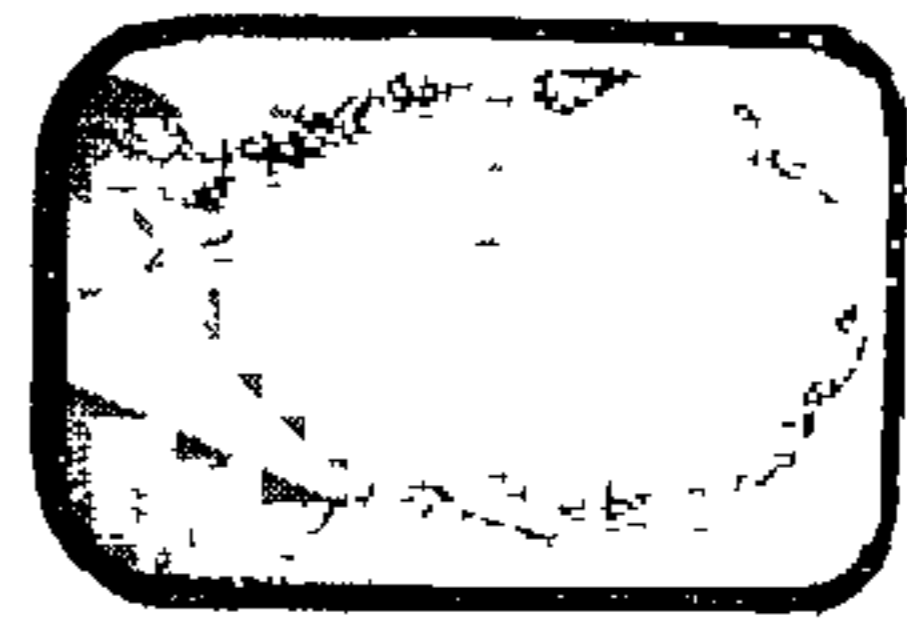
Whereas countrywide vehicle sales in April (+42.3% on April '83), May (+57.1%), and June (+58.4%), were all strongly up on last year's sales, the growth rate dropped by more than half in July to 23.9%

Though this arguably remains a considerable improvement in real terms on last year's sales, the decline was precipitated almost exclusively by the compensations for the large increases in sales ahead of the July 1 increase in GST from 7% to 10%

Effects of the harsher HP demands introduced by the Government's August austerity package and further fiscal measures still expected in a twin campaign to boost Government revenues and combat inflation (with rumours persisting of a further increase in GST) worse may yet be in store

Such bleak prospects are perhaps feared most acutely in the Eastern Cape, where

● A disproportionate contribution to regional



By Louis Beckerling
Business Editor

Gross domestic product (GDP) — some 40% in the PE/Uitenhage metropolitan area, compared with an average of 22% for the country — comes from the manufacturing sector

● Some 70% of factor income generated in the area by the predominant manufacturing sector come directly from the motor industry

That adds up to a heavy dependence by retailers

in tight economy

152

8/9/84

Post

and job-seekers in South Africa's "motor town" on the fortunes of the country's motor trade

Since the area has also — largely unfairly, argues labour expert Professor Roux van der Merwe of the University of Port Elizabeth — become known as South Africa's strike centre, the latest threat to motor sales is greeted with some anxiety in Port Elizabeth

However a recent study by Mrs Martheanne Finnemore, lecturer in Prof Van der Merwe's Institute for Industrial Relations at UPE, suggests immediate fears of strikes erupting as a result of threatened labour lay-offs, might be groundless if historical lessons remain relevant

Recent events at

Volkswagen's Uitenhage plant appear to bear this out.

In a paper presented to a sociology conference at Wits University, Mrs Finnemore argued that a study of the strike record in the Eastern Cape motor industry suggests that during recessionary conditions "management was in a far more powerful position due to the lack of pressure for production"

Under the circumstances of plant shutdowns enforced by management for "economic reasons", Mrs Finnemore's research showed "workers' potential power was severely eroded"

Mrs Finnemore's findings, included in a study for which she was awarded a master's degree, support mobilisation theorists who

have demonstrated that it is not during periods of "absolute deprivation that a group is likely to mobilise, but rather when conditions are improving"

"This hypothesis is supported by events in the auto industry, as the strikes (of 1980, and again in '82), did not occur during the period of low wages or absolute lack of collective power, but only after the negotiated minimum wage (in 1979) had, for the first time, exceeded the calculated subsistence level"

The perception of such "relative deprivation", according to Mrs Finnemore, is one of several factors which contributed to worker mobilisation in the East Cape auto industry

The second, of the "structural" factors, and the most important of all,

she says, was the changing composition of the workforce and the growing dependence of the employers on skilled black labour.

At Volkswagen's Uitenhage plant, for example, the number of Africans employed in jobs graded from five to eight (trainee inspectors, artisans, assistant foremen, and technicians), rose from 84 in 1977 (or 1.9% of the 1 002 workers in these grades at the time), to 477 last year (or 8.4%)

At Ford the increase over the same period saw 237 African workers (or 5.4% of the total), employed in these grades in 1980, compared with zero 10 years earlier

If coloured workers are included, the reliance on non-white workers in

skilled positions rose from 3% in 1971, to 54% in 1980

"The increasing power on the shop floor was to raise expectations that some change in the material conditions of black workers was possible," Mrs Finnemore argues

In Port Elizabeth, the emergence of a ethnically-oriented community organisation, Pebco (the Port Elizabeth Black Community Organisation), was a further factor promoting worker mobilisation "and also the philosophy of black consciousness"

An exclusively African union, Macwusa (the Motor and Component Workers Union of SA) enjoyed close links with Pebco

Repression, particularly of the more broadly "political"

Macwusa union, also contributed to the mobilisation of workers, though this repression came from the State, not employers

In an interview with BUSINESS POST, Mrs Finnemore said the incidence of strikes in Port Elizabeth during the first five months of the year had been relatively low and it would be "interesting to see whether there will be a further decrease during the second half of the year"

"What is already apparent is that in the case of the recent Volkswagen events there was pressure from workers to get back to work, and it seems under the circumstances there is a real need from all parties to find solutions"

8/19/84
dispute

Union plans action in death threat

By RIAAN DE VILLIERS
Labour Reporter

THE General Workers' Union yesterday said it had started legal action against a Strand employer who claimed workers had been intimidated and threatened with death during a dispute involving the union this week.

A spokesman for the Cape Town-based Legal Resources Centre said it was preparing legal action to have dismissed workers reinstated.

And a GWU spokesman said it was considering further court action restraining the Western Cape Development Board from evicting dismissed workers from their hostel accommodation until legal steps seeking their reinstatement had run their course.

The union has claimed that more than 100 contract workers were fired on the spot at the factory on Thursday after declaring their allegiance to the union.

Yesterday Mr W J Laurie, managing director of Strand Foam, said the company had received a letter from the union three weeks ago claiming majority membership

When a list was provided, management found that many workers had joined "under protest and under threat".

Workers have been intimidated to such an extent that they have even been threatened with death if they did not join the union.

Workers were scared to go home after work and some had slept at the factory this week.

He said the works committee had told management on Thursday that the situation could not continue and that the "agitators" should be sent back to Transkei.

When workers were called together, 50 rejected the committee and declared their support for the union. They agreed to return to Transkei and were dismissed.

However, the union then "appeared on the scene again" and workers were intimidated into not leaving, Mr Laurie said.

The 50 workers had not yet been paid off and management was negotiating with them on their possible return.

"We have no objections against them belonging to the union — but I and other workers object against the intimidation."

Mr David Lewis, the GWU's general secretary, said it dismissed the allegations of intimidation "with the contempt they deserve".

It regarded them as defamatory and the matter had been handed over to the union's attorneys.

A spokesman for the LRC said it had taken instructions from some of the workers yesterday. It appeared they had been unfairly dismissed and were also victims of

"gross victimization solely by reason of their membership of the GWU".

Mr Lewis said later that the development board had undertaken not to evict the workers until Tuesday afternoon.

However, the board was aware that legal steps were being taken aimed at the workers' reinstatement, which might take longer.

Interdict on union over tyre-firm strikes

Meany 8/9/84

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Mercury Reporter

THE Metal and Allied Workers' Union was interdicted by the Supreme Court, Durban, yesterday from instigating or inciting any unlawful strike or the continuation of strikes by hourly-paid workers at the Durban, Ladysmith, Benoni, East London and Port Elizabeth branches of Dunlop South Africa.

Mr Justice Booysen granted the order pending the determination of an action to be instituted by Dunlop against Mawu and its secretary, Mr W G Schreiner, for a final order declaring the strikes illegal.

The union was also interdicted from inciting or continuing the strike by any of the employees where the matter causing the strike had or had not been the subject matter of an application for the establishment of a conciliation board, until

The conciliation board has reported on the matter to the Minister of Manpower;

Refused

The expiry of a 30-day period from which the minister has approved the establishment of the board.

The minister has refused to approve the establishment of a conciliation board within 30 days.

According to papers, Dunlop asked the Court to have the strikes by the hourly-paid workers at

their Durban, Ladysmith, Benoni, East London and Port Elizabeth branches, and the inciting of the workers of Dunlop to be declared illegal.

Dunlop alleged that Mawu and Mr Schreiner incited and procured the strike, which they knew to be unlawful under a claim to legality.

Mr Justice Booysen said it seemed to him to be prima facie that Mr Schreiner did reach and sought to influence the minds of the employees to take strike action on August 17.

Even assuming that Mr Schreiner might have thought that the strikes would be lawful, it still remained that he knew at the time that the employees were 'in the mood to strike' and he advised them that it would be lawful to do so.

Mr Schreiner's reading of a pre-prepared letter was concluded to advise workers to strike. Also it was clear at prima facie level that it reached and sought to influence the minds of the employees at other Dunlop factories to strike unlawfully in sympathy with those at Sydney Road.

Mr Justice Booysen said he was satisfied that Dunlop had established a clear right to an interdict because the union would incite further strikes.

But he added that he was not prepared to grant any final relief because he could not find that oral evidence might not disturb the balance of probabilities.

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'Victim' and 50 strikers sacked

THE woman at the centre of a row which led to a strike by 50 Grand Bazaars employees, has been fired — along with the other strikers.

The walkout by workers at Grand Bazaars' warehouse in Epping occurred when two workers were axed on the spot for playing a practical joke on a fellow employee, Mrs Yvonne Adonis.

Bosses at the factory claimed that the joke had placed Mrs Adonis's health at risk.

However, in a surprise development, Mrs Adonis later approached management and asked "Was it necessary to sack them?"

And when they refused to budge, she joined the 50 others who had walked out in protest at the sackings.

Last week Grand Bazaar's management announced "As far as we're concerned the people who walked out — including Mrs Adonis — no longer work for us. We have already hired other workers to replace them."

BITTER

But the bitter husband of Mrs Adonis — Mr Eric Adonis — said "I told my wife to stop working there. She was an innocent victim and I believe she was 'used' by her union (the Retail and Allied Workers Union)."

Mr Adonis said he had first heard about the strike more than a day after the walkout and had immediately gone to

the factory to confront his wife.

"I ordered her to return home with me immediately. I didn't want her to have anything to do with it."

"But later when union officials came to see her, I told her 'You must choose what you want to do'."

BACK

"She decided to continue to back the strikers. But later, when we discussed the matter

again, I pointed out that the whole affair was interfering with our private lives. She then decided she wanted nothing more to do with the strike."

"She did not attend their protest meeting last week. In fact, she has resigned from the company."

"I'm bitter about what has happened. How is she going to find another job with a 'strike record' against her name?"

Highveld threat to sack almost all

By Carolyn Dempster,
Labour Reporter

Highveld Steel and Vanadium Corporation has threatened to dismiss almost its entire workforce if workers strike today

The warning was issued yesterday by the management of the Anglo American company after 3 500 workers had downed tools three hours before the end of the day shift at 1 pm

It was the second day of industrial action at the steel complex since wage talks deadlocked on Tuesday

Following the breakdown in negotiations between the Metal and Allied Workers' Union, the SA Boilermakers Society and High-

veld's board of directors, both black and white workers at the steel complex staged three hour stoppages at the beginning of the morning, afternoon and evening shifts on Wednesday

They were told that they would have their pay docked for the entire shift if they did not complete the full shift yesterday

New notices were issued to the workforce yesterday warning, saying that any industrial action would lead to dismissal

A spokesman for the Metal and Allied Workers' Union said last night that the stance taken by management reinforced the workers' belief that it was pointless to follow the lengthy procedures for a lawful strike

Members of the two unions at Highveld Steel and Mapochs Mine had so far complied with all the requirements of the Labour Relations Act

But the chairman of Highveld Steel, Mr L Boyd, said a legal strike could be declared only after a trade union had conducted a secret ballot

"The vote that the unions conducted at Highveld was not secret, and it is therefore questionable whether the unions have complied with the requirements of labour law

"A legal strike does not, moreover, deprive employers of their right to terminate the contract of employment if workers have broken that contract," he said

100 opted for union, 'fired'

By RIAAN DE VILLIERS
Labour Reporter

A STRAND employer fired his whole black work-force of more than 100 contract workers yesterday morning immediately after they had declared their allegiance to the General Workers' Union, a union spokesman claimed

He said the union regarded the action as "completely unacceptable" and would take further steps if the workers were not reinstated

Mr David Lewis, the GWU's general secretary, said the union wrote to the management of Strand Foam last month saying it had attained majority membership in the factory and including a list of members

He said the union had recruited 111 black workers, almost the whole black work-force

On Wednesday, Mr W J Laurie, a director of the firm, called nine workers to his office and told them to elect two members to form part of a committee to which he would nominate two more

After a meeting at the workers' hostel in Lwandle township on Wednesday night, the nine workers returned to Mr Laurie yesterday to inform him that they would not do so

Soon after, Mr Laurie told all the workers to separate into those who wanted to belong to the union and those who did not. When more than 100 workers declared their allegiance to the union, he told them they were fired and that transport back to the homelands would be arranged for them

Twelve workers who initially opted to continue working later also joined the dismissed workers

Mr Laurie was not able to come to the phone when Strand Foam was contacted yesterday for comment. He did not respond to a request to return the call

Attempts to trace him at home last night were unsuccessful

● In another development last night two union organizers, Mr Howard Marawu and Mr Wilson Fundani, were released from Strand police station after having paid R40 admission-of-guilt fines for trespassing in the grounds of a hostel in Lwandle township

Wednesday 7/9/84

100 bus drivers fired in strike

Labour Reporter

MOST of the 100 bus drivers employed by Ilanga Transport who went on strike yesterday were dismissed after ignoring a return-to-work ultimatum

The strike, which started yesterday morning, disrupted bus services for thousands of commuters in the Inanda and Amouti areas

Many people reported late for work and were again inconvenienced last night as they were forced to use other means of transport to get home

The service was expected to be disrupted again today while replacement staff were hired, said Mr Edward Marshall, managing director of the KwaZulu-owned bus company

He said the drivers had gone on strike, demanding the dismissal of a black member of the staff, but management had not been prepared to accede to their demand because of a lack of supporting evidence

Breach

The strike is apparently being supported by the Transport and General Workers' Union with which the company has a preliminary recognition agreement, he said

The grievance procedure had not been adhered to and the company considered the action by the drivers to be in breach of the agreement

Mr Marshall said the strikers had been given an ultimatum to return by 1 p.m. or be fired

'Only a handful responded. The ultimatum was executed, resulting in the dismissal of all those who failed to return to their jobs,' he said

Mr John Mawbey, branch secretary of the Transport and General Workers' Union, was not available for comment.

STRIKES

A changing trend?

While most analysts agree there was less strike activity last year than the previous year, the trend is again upwards. What is disturbing is that industrial unrest is now on the increase with workers showing less inclination to tone down wage demands in the face of arguments based on the recession.

In fact, many believe that the upsurge in strike activity — up 40% in the first quarter according to consultant Andrew Levy's latest estimate — can be attributed to the lag effect of an unbroken recession and the rise in the price of basic worker necessities. Giving further credence to this view is the fact that many of the more recent stoppages have been wage-related.

It has been suggested that recessionary conditions and specifically, the latent threat of retrenchment and unemployment, has an inhibiting effect on worker options. But industrial relations consultant Graham Howe disagrees.

Writing in the latest issue of *Indicator* he says "The upswing in strike frequency since mid-1983, particularly over wage-related issues, belies such an interpretation. It indicates that in the long term, recessionary conditions have anything but an inhibiting impact."

fm 7/9/84

However, Howe does concede that workers appear to be making more use of the dispute-settling machinery built into SA labour law. In this respect he says the occurrence of the first legal strikes (by blacks) is important. Says Howe "Contemporary practice of the new labour movement, which emerged in the post-Wiehahn period, is to incorporate a wide range of tactics in conjunction with 'illegal' strike action.

"These range from concluding plant level agreements, cautiously participating in negotiations at industrial council level and asserting unfair labour practice through the industrial court." In all, he says, it symbolises the increased expression of a functioning worker/management relationship based on a "less unequal power equation."

Here to stay

Although Howe does not expect the strike option to disappear as a result of the increasing use unions are making of existing legislative machinery, he clearly believes that the new approach is here to stay. This could mean that, in absolute terms, strikes during the 1984/85 period could be kept to a minimum — although there are signs that the country is heading into a difficult period as far as labour relations are concerned.

However, there is a trend which shows that strikes are now more frequently the

spontaneous response of workers to specific grievances rather than due to orchestrated union action. Howe quotes one analyst who claims that in 20% of all strikes last year there was "no overt union involvement."

Moreover, where unions are involved, the newer unions are increasingly to blame, whereas the more established union groupings tend to opt more for formal dispute settling procedures. Fosatu unions, for example, were involved in 60% of all strikes in 1982, but their involvement (as a sign of growing maturity?) dropped to only 30.5% last year.

Notes Howe: "Almost a third of the strikes which occurred in 1983 were either spontaneous in nature or initiated by unions utilising discontent to establish a presence. This differs substantially from 1982 where the more established of the newer unions were involved in the vast majority of strikes."

Nail-biting is part of election — councillor

Tygerberg Bureau

"NAIL-BITING is one of the things you have to accept in an election" says Durbanville town councillor Mr Eddie Fivaz

This week he won a narrow 10-vote victory over his opponent in Kenridge (Ward 4) in the municipal elections

It was the first election in his 12 years as a councillor that Mr Fivaz has had to fight. And it was a close thing against newcomer Mr Lukas Olivier, chairman of the rate-payers' association

NEW PEOPLE

"Nobody should consider themselves entrenched in any position, because the population is always shifting and new people move in and out," Mr Fivaz said

He enjoyed the election and did not mind the close finish

"I am encouraged by the outcome I think that with the proper channels of communication between councillors and voters, great things can be done," he said

Company 'threat' to send union men back to Transkei

Staff Reporter

THE General Workers' Union is to take a Strand company to the industrial court unless the firm's migrant workers, allegedly fired for belonging to the union, are "immediately reinstated"

The GWU general secretary, Mr David Lewis, said the union had written to Strand Foam, giving the company a list of union members and asking for recognition

Yesterday a company director asked all workers who belonged to the GWU to "stand to one side"

Two arrested

When the majority of workers indicated that they belonged to the union, they were fired and told that transport back to the homelands had been arranged, Mr Lewis said

Two union organisers the Rev Howard Marawu and Mr Wilson Fundani, paid R40 admission of guilt fines late last night after being arrested for being in a black hostel without a permit

The two men said they had been arrested near one of the influx control monitor points at the intersection between the N2 and the turn-off to Lwandle, at the bottom of Sir Lowry's Pass

However, a Western Cape Development Board spokesman said a board inspector had arrested the men in Lwandle township, some distance from the monitoring point while they were addressing a meeting of workers

The managing director of Strand Foam, Mr WJ Laurie said 216 workers were employed at the factory. Fifty of

them had left because their contracts had expired and another 50 were in dispute with the company

Death threats

"There are unregistered unions from Cape Town trying to interfere with our works committees, which have run for 34 years"

He said the union was "going as far as threatening to kill employees who do not join the union so much so that we are now housing some employees on the factory premises"

"There are 50 workers, with whom we are negotiating, who were intimidating the other workers to join their unregistered union and whom we would like to send back to the Transkei," Mr Laurie said

He said that the factory was "operating normally" today

Pact ends Transvaal's rugby chaos

Argus Correspondent

JOHANNESBURG — The turmoil inside the Transvaal Rugby Football Union has ended with a peace pact sealed by a triple hand-clasp

Mr Louis Luyt called in to take over the presidency of the TRFU last night emerged from negotiations with the pledge "Transvaal rugby starts a new era and we intend to work our way back to the top"

Harmony was restored when Mr Luyt clasped hands with the two main protagonists in the battle that was brought to a head when the controversial Mr Jannie le Roux was forced to quit on Monday night as president of the TRFU



Mr Louis Luyt

Angling teams named for contest

Staff Reporter

THE Western Province rock and surf angling teams to take part in the mini inter-provincial tournament at Struisbaai on October 13 and 14 and the national championships in Port Elizabeth in March have been selected

The official Western Province team to fish in both tournaments is Heavy tackle Dave Menesis (captain), Boetie van der Berg, M Pugh, C Bauermeister, H van Greunen, A Kriel, D Wright, G Roberts and J Barnard (reserve).

Light tackle Nols van Zyl (vice-captain), L J van Zyl, Tobbie Lerm, W de Jong and P Kehl (reserve)

The Western Province Association team for the Struisbaai

Star
1977
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Strikers allegedly assaulted job-seekers

DURBAN — Strikers at a Hammarsdale textile factory assaulted a number of job-seekers at the factory, it was claimed yesterday.

The National Union of Textile Workers blamed the violence on delayed negotiations as 1200 of its members at the Progress Knitting and Textiles factory entered their 13th day on strike yesterday.

A report that strikers had attacked an employee with bricks on Monday could not be confirmed. Police said the area was quiet yesterday.

Workers went on strike over the dismissal on August 20 of a cutting-room worker, Mrs Joyce Nkosi.

The NUTW branch secretary, Mr Obed Zuma, said Mrs Nkosi had allegedly threatened a supervisor with a pair of scissors.

A Progress spokesman, Mr LM Epstein, said workers had been told they would be dismissed if they did not return to work.

"On August 27, the secretary and the local organiser of the NUTW were told Mrs Nkosi would be reinstated without loss of pay," said Mr Epstein.

Mr Epstein said former employees had been invited to apply for employment.

"Hiring new workers has been slow due to intimidation of work-seekers by unruly elements. There have been cases of stabbing and assault," he said — Sapa

LABOUR NEWS ROM 6/9/84

3 500 down tools over pay at Anglo steel works

By PHILLIP VAN NIEKERK
Mail Reporter

MORE than 3 500 workers from two unions downed tools at Anglo American's Highveld Steel plant at Witbank yesterday as the company refused to improve its in-house wage offer

A spokesman for one of the unions, the Metal and Allied Workers' Union (Mawu), said black workers on all three shifts at the plant had stopped work at different times for three hours yesterday.

He said they had decided on industrial action at a joint meeting of members of Mawu and the South African Boilermakers Society (Sabs) on Tuesday night following the refusal of Highveld's directors to improve their offer

Workers on the Tuesday afternoon shift marched to the company's administration buildings to hear the outcome of the talks, which were held in the wake of a strike ballot called by Sabs and Mawu

In terms of the ballot, both black and white workers at the plant and at the Mapochs mine are now entitled to take legal strike action.

White members of the Sabs

were holding a meeting last night to decide whether to join their black colleagues

The Mawu spokesman said workers had been warned if they did not report for work this morning they would be locked out and if they did not report again on Friday they would be fired.

The wage dispute followed attempts by Mawu and Sabs to get the company to offer more in terms of their house agreement with Highveld

The unions say Highveld's offer is the least favourable of all the companies negotiating house agreements over and above the industrial council wage agreement.

The Mawu spokesman said the union believed the dispute was not really over the company's ability to pay, but over Anglo's policy of preventing plant-level negotiations and bringing them under the centralised wage negotiations of the industrial council.

He said the company appeared to favour a confrontation as they had turned down requests that the dispute be referred to arbitration or mediation

Last night a spokesman for the company declined to comment or even confirm the stoppages.

Steelworkers stage protest stoppages

By Carolyn Dempster,
Labour Reporter

Industrial action was taken by more than a thousand day-shift workers at Anglo American's Highveld Steel and Vanadium Corporation yesterday, following a deadlock in wage discussions.

Black workers on morning and afternoon shifts staged three-hour stoppages in the first industrial action at the steel complex.

According to worker representatives, those

who participated in the stoppage were warned that if they pursued their actions the company would lock them out.

A spokesman for Anglo American yesterday declined to comment on the stoppages or alleged threats of lock-outs.

The action was taken after the collapse on Tuesday of talks between the Metal and Allied Workers' Union (Mawu), the SA Boilermakers' Society (Sabs) and Highveld Steel's board of directors

The meeting had been convened after the unions obtained a 75 percent ballot vote in favour of industrial action among their 3 500 members.

Talks failed when chairman of the board, Mr Les Boyd, said the company would not change its offer a nine to 13 percent increase.

According to Mawu, Mr Boyd told unions that Highveld should go back to the agreement negotiated at National Industrial Council level.

ROM 6/9/84 (33) (152) (187)

Union accuses transport firm of mass lock-out

By PHILLIP VAN NIEKERK

THE Transport and General Workers' Union (TGWU) has accused Southern Star, a company which ferries motor cars for General Motors, of locking out more than 100 workers

A spokesman for the Fosatu-affiliated TGWU alleged that the workers were locked out earlier this week because the company wanted to replace them with non-unionised labour.

She said the company had for some time delayed responding to the union's letters calling for recognition.

When they had eventually met management had raised "technical" objec-

tions to recognising the union.

On Monday a director of the company had addressed the entire workforce, instructed them to leave the premises and locked them out.

The TGWU spokesman said the lock-out was the culmination of several weeks of delaying tactics and that the company was simply "not willing to talk" to the union

She said the union — which represented almost all the company's workers — believed the workers had been unlawfully dismissed

The Rand Daily Mail was unable to get comment from the company yesterday

Mercury 6/9/84 (152) ~~1984~~ ~~1984~~

Job seekers beaten by strikers, claim

Mercury Reporter

STRIKERS at a Ham-marsdale textile factory had assaulted a number of job seekers at the factory, it was claimed yesterday

The National Union of Textile Workers blamed the violence on delayed negotiations as 1 200 of its members at the industrial township's Progress Knitting and Textiles entered their 13th day on strike yesterday

A report that strikers had attacked an employee with bricks on Monday could not be confirmed. Police kept a close watch on the factory yesterday, but said the situation was calm

Nearby shopowners said they had been warned to close their shops at noon as trouble had been expected. Police denied having told shopkeepers to do so

Workers went on strike over the dismissal on August 20 of a cutting-room worker, Mrs Joyce Nkosi. NUTW branch secretary Obed Zuma said Mrs Nkosi had allegedly threatened a supervisor with a pair of scissors

A Progress spokesman, Mr L M Epstein, said workers had defied the advice of union organisers on August 24 and had gone on strike.

The workers were told if they did not return to work they would all be dismissed. They did not

return and were dismissed,' he said

'On August 27 the secretary and the local organiser of the NUTW were told Mrs Nkosi would be reinstated without loss of pay,' said Mr Epstein

Mr Zuma said the company had agreed to take back all the dismissed workers, except a shop steward and 10 others.

Agreed

'The strikers agreed Mrs Nkosi should go back to work, but the rest of the factory would stay out in sympathy with the 11 dismissed workers'

Mr Epstein said the company was replacing those on strike. Former employees had been invited to apply for employment

'The taking on of new workers has been slow due to intimidation of work seekers by unruly elements. There have been cases of stabbing and assault,' he said

By Carolyn Dempster,
Labour Reporter

Deadlock in pay talks at Highveld

Crucial talks between the board of directors of the Highveld Steel and Vanadium Corporation and two unions, the Metal and Allied Workers' Union (Mawu) and SA Boilermakers' Society (SABS), deadlocked at midday yesterday when the company refused to budge on its wage offer.

The entire afternoon shift of workers at Highveld Steel stopped work and marched down to the administration block to await the results of the meeting — leading to a stoppage at the plant

In a statement released today by Mawu, the union said that the chairman of Highveld Steel, Mr Les Boyd, had told them the company would not change its offer in any respect whatsoever.

The offer (20c an hour for unskilled workers and

40c an hour for artisans) is the lowest made in house agreement negotiations and does not diverge from the minimums negotiated at the National Industrial Council for the Engineering Industry.

Mr Boyd told the union that "even managers were dissatisfied with their salary increases" but they understood that the company could not afford to pay more

Mawu said that the chairman rejected any possibility of arbitration or mediation

With the deadlock, the

way is now open for a legal strike by 3 500 black and white workers at the sprawling steel complex outside Witbank

The two unions won a 75 percent vote for industrial action in a strike ballot held at the plant two weeks ago

"Both unions are of the opinion that the company is determined to provoke a conflict," Mawu and the SABS have stated.

A spokesman for Anglo American last night denied there had been a stoppage at Highveld Steel after yesterday's talks

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Workers claim attacks

Labour Reporter

DEFIANT workers, who tried to get to work at the strike-hit Dunlop Tyre factory in Durban, had become targets of vicious attacks, it was alleged yesterday

The families of several employees expressed concern after the alleged abduction of an Indian worker, who was bundled

into a car outside the Sydney Road factory gates this week and driven away

It was also reported that another black worker at the tyre factory was stabbed outside the factory gates yesterday morning

Wives of a number of workers telephoned the Mercury yesterday, saying they were worried

about their husbands' safety

'There appear to be no security precautions for employees who brave intimidation at the gates to get to their place of work,' said one woman, who declined to be identified

Dunlop's industrial relations manager, Mr Glen Sutton, yesterday promised to investigate the allegations.

Rom 3/19/64 152

A SERIES of strikes at plants owned by rubber company Dunlop are unusually important.

A strike over dismissals at its Durban tyre plant led to the firing of 1 200 strikers. Last week, workers at its plants in Durban, Ladysmith and Benoni struck in support of the fired strikers.

This showed an unusual degree of worker organisation — particularly as Dunlop workers belong to two unions — Metal and Allied Workers in Natal and Chemical Industrial Workers at Benoni.

But it was not entirely surprising, the groundwork was laid by frequent meetings between tyre plant workers and those at other plants during a previous dispute.

And the fact that both unions belong to Fosatu obviously increased the scope for co-operation between them.

The dispute may escalate Mawu has threatened further sympathy action and a public campaign against Dunlop. Employers say Mawu shop stewards at plants not owned by Dunlop are raising the issue.

The strike has also raised key legal issues Dunlop says all the strikes were illegal and has sought a Natal Supreme Court order bar-

ring Mawu from organising illegal sympathy strikes.

Mawu said the strikes were legal and a judgment is due this week. It could set precedents.

And Mawu still plans to challenge the firings in the industrial court — which could test the court's attitude to the firing of strikers.

RM 3/9/84 152 Explosion in labour unrest looms

FACTORY conflict has increased sharply in the last two months and may be reaching crisis proportions.

It will be remembered that Government figures for the first five months of this year showed a sharp increase in strikes. When added to a record number of official disputes and industrial court actions, they pointed to a level of conflict not seen for at least a decade.

Now, respected monitors of strike trends say July and August showed a sharp rise in strikes compared to the first half of the year.

They say both the number of strikes and the man days lost through them are already higher than 1982, the country's biggest strike year for a decade.

If they are right, conflict this year could outstrip that in 1973 and make 1984 the worst strike year since the Second World War.

The reasons have been spelled out before worker militancy has been fuelled by basic price rises and a stronger union movement, while employers are hamstringed by the worsening economy.

Thus, reports from various bargaining tables indicate that there is very little room for compromise.

Employers are spelling out their plight and unionists are replying that, while they might understand, their members will simply not accept employer pay offers.

One management source says this is a standard bargaining tactic but adds: "This time I think they really mean it."

In some negotiations, employers are offering workers non-wage concessions in the hope that unions can sell these to members. But this seems to be limited, and to be having little success.

The factory conflict also comes at a time of

LABOUR WEEK



STEVEN FRIEDMAN

growing township unrest which is also partly the result of the state of the economy.

This prompted one manager to observe last week: "We'll be lucky if, by the end of the year, we only have a labour relations problem".

Argus 3/9/84 (152/153)

70 workers leave city after strike

Labour Reporter

NEARLY 70 migrant workers from a Blackheath concrete company left for home in Transkei at the weekend after being dismissed for striking and endorsed out of Cape Town

The workers, employed by P A Concrete, left their hostels in the small migrant-worker township of Mfuleni for Mount Fletcher

Last week they were given five days to leave the city after being found guilty in Langa

Commissioner's Court of being in the area illegally

During a farewell meeting at the weekend, held in the dining-halls at Mfuleni, workers from building products factories in Cape Town urged them to organise other workers into unions when they found new jobs

The workers downed tools in protest at the dismissal of a fellow-worker. An independent mediator failed to resolve the dispute when the company turned down his recommendation that the worker be reinstated

The managing director of the company, Mr J Stone, said the worker concerned was given two written and several verbal warnings

Mr David Lewis, general secretary of the General Workers' Union, told the workers at the meeting the union was "sad" to lose them

"But you have shown other employers that even if you are hungry and jobs are scarce, you will not stand back and be treated the way you have been"

2009 11/9/84 (152) 11/84

More strikes, says Mawu

By STEVEN FRIEDMAN
Labour Correspondent

WORKERS at plants owned by the Dunlop rubber company have decided to resume their sympathy strikes if the company does not reinstate fired workers at its Durban tyre plant, the Metal and Allied Workers Union warned yesterday.

Mawu also said in a statement that it was holding talks aimed at launching a consumer boycott of Dunlop sporting goods, as well as action against the company's tyres by workers in motor factories which it supplies.

It said it had held talks with the Natal Council of Sports, local motor and rubber unions, and with the British Trades Union Congress "with a view to developing solidarity action against Dunlop SA".

About 1 200 workers at Dunlop's Durban tyre plant were fired recently after striking in protest at the dismissal of five workers. Later, about 120 strikers at its sports goods factory were also fired.

Workers at Dunlop plants in Durban, Ladysmith and Benoni subsequently went on strike, demanding reinstatement of the fired workers.

However, they returned to work after a company ultimatum to return or face dismissal.

Dunlop said that all the strikes were

illegal and has asked the Natal Supreme Court to grant an interdict preventing Mawu from organising illegal strikes in its plants.

Mawu has defended the action, arguing that both the tyre plant strikers and those at the other plants followed all the required legal steps before striking.

The action was heard on Thursday, but judgment was reserved. A ruling is expected next week.

Mawu has said it plans to launch an industrial court action against the company challenging the five dismissals which led to the tyre plant strike and the firing of the strikers themselves. In its statement yesterday, the union said worker representatives at the plants which had taken sympathy action this week had "resolved that further lawful industrial action will be taken if the company did not accede to the reinstatement of the five dismissed employees at the Durban tyre factory".

It said the tyre and sports plants were "at a standstill" and that workers who had "purportedly been dismissed" were meeting daily. They had decided not to return to work unless the company met their grievances.

Mawu said it was prepared to submit the dispute over the firing of the five workers to either the industrial court or an arbitrator, and sharply criticised the company for not agreeing to this.