

INDUSTRIAL RELATIONS - STRIKES

1991

NOV. — DEC.

Prince Zulu offers a helping hand

By DREW FORREST

LOOKING for casual labour to tide your business over next week's stay-away? Contact Prince Russell Zulu, member of the Zulu royal family and Inkatha Freedom Party representative on the West Rand.

Zulu, who told *The Weekly Mail* his father was "brother to our king's father", has sent a circular letter to Reef employers in the name of the IFP, offering "well-disciplined and hard-working people" to assist them during the general strike on Monday and Tuesday next week.

The Weekly Mail possesses a copy of a letter, issued by Zulu's Krugersdorp office, which warns that the stayaway will "cripple the economy and increase the number of unemployed in our country".

"Our hand of peace and friendship is open to all employers who need our help," it says.

During an interview, Zulu said the free service was for all workers, not simply Zulus and IFP members, who had "lost their jobs as a result of strikes and sanctions".

However, the IFP would accept voluntary donations from people who found employment.

Although he declined to name them, he said some employers had responded favourably.

Zulu declared that the scheme had been endorsed by the IFP's Transvaal secretary, Humphrey Ndlovu.

This was denied by party spokesman Peter auf der Heyde, who said Ndlovu had only endorsed a proposal that transport be provided for workers wishing to work during the stayaway.

The IFP warned in a statement yesterday that stayaway action could heighten tensions.

Reacting, Congress of South African Trade Unions press officer Neil Coleman said Zulu's offer appeared to form part of a larger pattern, in which the IFP lured jobless Natal workers to the Reef on the promise of employment.

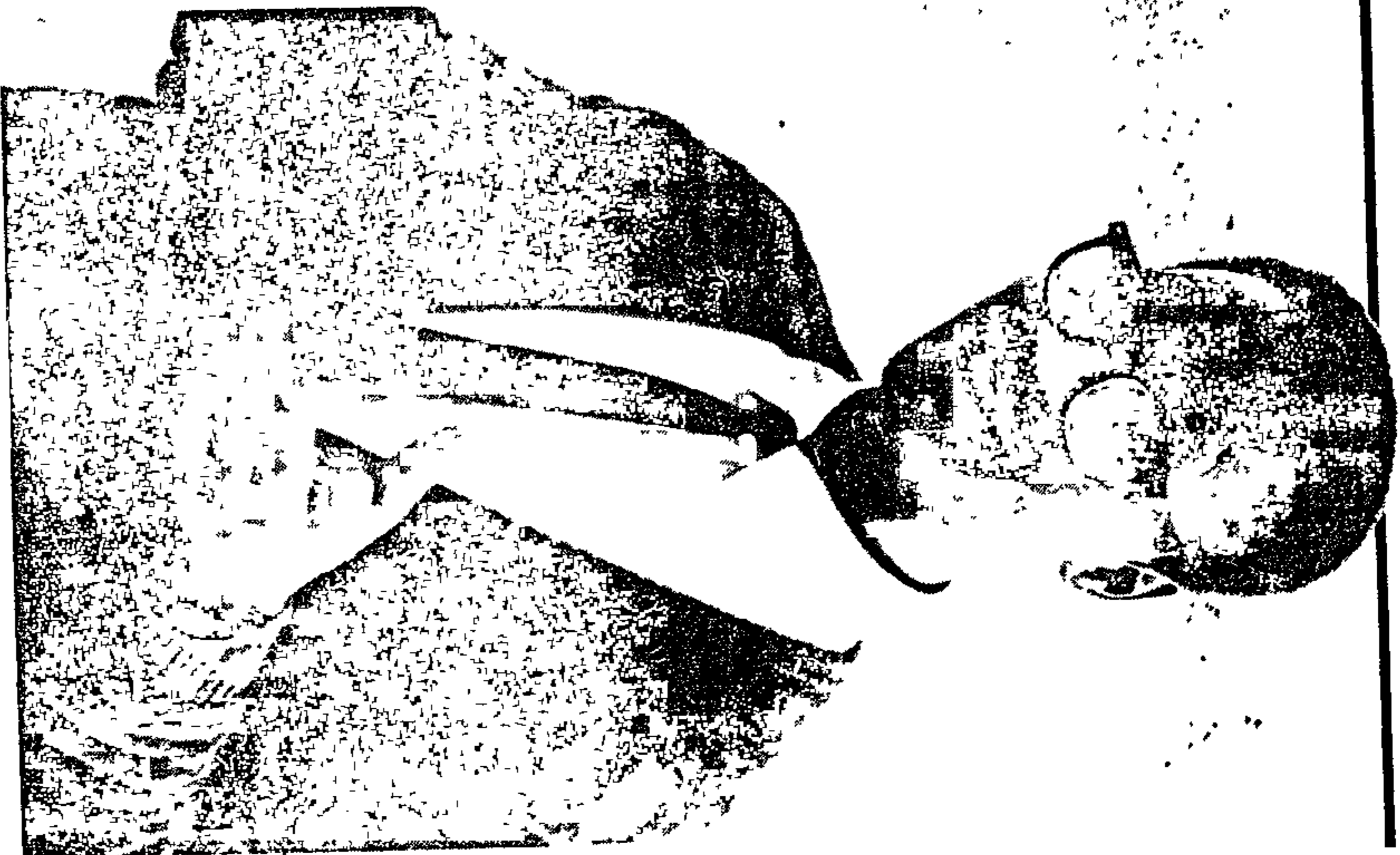
Reports had also reached Cosatu that Inkatha's Transvaal youth leader, Themba Khoza, was running an employment agency, Coleman said.

Rejecting the allegation as "absolutely ridiculous", Khoza said "Unemployed people come to the Reef by themselves, we don't encourage them".

He said he knew Zulu — the prince was in fact his cousin — but knew nothing of his offer to employers, which was not official Inkatha policy.

The government had erred in the way it had implemented VAT, Khoza said in a lengthy statement yesterday. Ordinary people should have been more directly involved in formulating Value-Added Tax policy.

However, he called on Cosatu to rethink the stayaway, arguing that it could "irresponsibly" derail political negotiations.



Prince Russell Zulu is ready to supply labour during the stayaway
Photo KEVIN CARTER

NEXT week's two-day stayaway is more than a tax revolt — it is part of a frontal challenge to the government's right to frame economic policy

The immediate issue is Value-Added Tax, but the underlying agenda of the labour movement and its political allies is to force a moratorium on economic change and to bring it within the ambit of negotiations

The state's "unilateral restructuring of the economy" has become the latest union buzzphrase and VAT is seen as one facet of this

The stayaway — the Congress of South African Trade Unions (Cosatu) prefers the less accurate but more apocalyptic term "general strike" — is the first concrete expression of emerging unity on the left.

Spearheaded by Cosatu, it also involves the National Council of Trade Unions and 12 other worker bodies, and has received the backing of the African National Congress, the Pan Africanist Congress, the Azanian People's Organisation and the South African Communist Party

Process is partly at issue the campaign is integral to a broader push for a transitional order in which the government starts to cede power to the black majority. But the conflict also centres on the nature of change — two philosophies are at odds: socialism, in a loose sense, and economic liberalism à la former British prime minister Margaret Thatcher

There is general agreement that restructuring is taking place, but that it is nothing new

Faced with declining growth rates in the early 1980s, says top Finance Department official Coen Kruger, the government moved to spur economic activity in line with world trends by scaling down its role and giving the private sector its head

"When the economy was strong, policy was essentially a response to the business cycle," he said. "For some years there has been a long-term, comprehensive approach to restructuring."

Alan Hirsch, a Cape Town economist who advises the ANC, believes that the influence of Afrikaner capital, notably in the person of former Gencor boss Wim De Villiers, was crucial to the shift. He also argues that the government came to see apartheid as synonymous with economically interventionist government.

Linked to this was a move from import replacement to an export orientation — largely because local production of former imports, an offspring of "total strategy" thinking, had reached its ceiling

The new outlook gave rise to a cohesive package of fiscal, monetary, trade and other policy reforms designed to boost private business and expand its role. These included privatisation and commercialisation of state con-

There's a lot more to next week's strike than taxes

W/Mant 1/11 - 4/11/91

The looming two-day stayaway is, the unions tell us, about taxes. But there are more fundamental things at stake here, reports **DREW FORREST**. The real issue is: Who controls the economy?

cerns, deregulation and moves, in the 1988 Labour Relations Amendment Act, to limit the power of organised labour

Fiscal reforms have seen a cut in direct taxation on companies — by two percent to 48 percent in the last budget, but the official aim is 40 percent — coupled with a move to a broader-based consumption tax, VAT

VAT is central to the state's new "outward" policy. By taking machinery purchases out of the tax system — capital goods were subject to GST — the new tax is designed to put South African exporters on the same footing as their foreign rivals

The tide of laissez-faire is also nibbling at the protective walls around local industry. In moves to boost business efficiency, reduce prices and spur exports, the government has scrapped quantitative import controls and is restructuring protective tariffs. A recent Industrial Development Corporation report, under consideration by the government, calls for tariffs to be reduced gradually

Coen insists that the government's aim is to promote growth, create jobs and broaden the tax base, to raise additional revenue for social spending. A key rationale for VAT, for example, is that as a more efficient instrument, it will stem leakages in the tax system.

The unions take a very different view. Their

first concern is that almost every government measure hits jobs or the living standards of the poor

VAT, they argue, has been introduced in a particularly pristine form without regard for the impoverished, while privatisation and commercialisation have brought swinging job cuts wherever they have been applied. Tariff reform may also encourage lean, mean enterprises with fewer employees

But there is a more sinister perception of the government agenda. "The underlying theme of all these measures is to ensure that the economy stays in white hands," asserts National Union of Mineworkers' economist Martin Nicol. "Political reform will take place without economic reform, without redistribution except on the terms of capital."

The argument is that by forcing through major economic change in advance of political negotiations, the National Party government is undermining the capacity of a post-apartheid state to re-apportion wealth

There are signs that popular resistance has put the brake on aspects of the government's programme. Commercialisation is proceeding apace in such areas as the post office, Transnet and state forests, but since last year's mass protests privatisation appears to have been quietly shelved

It is significant that in March last year President FW de Klerk announced that R1-billion earmarked for social projects might be raised from the proceeds of privatisation. Instead, the money that was spent came from one of the government's strategic funds

Next week's stayaway is unlikely to force changes in the VAT system, but it will undoubtedly encourage greater state circumspection about economic reform without consultation

The conflict also raises some prickly questions for the unions, which are formally committed to spurring growth, improving industrial efficiency and promoting exports

Can these objectives be squared with Cosatu's own restructuring proposals, which lay heavy emphasis on job security and expanded worker power? Will they be served by the greatly increased strike rights Cosatu is demanding? How, without rewarding and reinforcing inefficiency, is one to protect employment in uncompetitive industries and the bloated public sector?

While formally acknowledging a post-apartheid role for private business, unionists often evince a knee-jerk hostility to profit as inherently exploitative. More broadly, what is Cosatu's attitude towards company profitability and to government measures which seek to promote it?

NEXT week's potentially massive two-day stayaway on VAT is now a certainty, after the failure of eleventh-hour moves by business leaders to broker further talks between the cabinet and the labour movement.

At a press conference on Wednesday, Congress of South African Trade Unions general secretary Jay Naidoo warned that the action, set for Monday and Tuesday, would be the largest in South Africa's history, suggesting a possible turnout of more than two million workers.

He added that it would be the first salvo in a campaign continuing into the new year, and that industrial action might be broadened to include demands for an end to PAYE.

The VAT campaign and the "general strike" have been crucial catalysts in the emerging unity between historically fragmented anti-apartheid forces. Drawing together Cosatu and its smaller rival, the National Council of Trade Unions, it commands the support of the African National Congress, the Pan Africanist Congress, Azapo and the South African Communist Party.

Black business groupings have also pledged support. Small businesses under the umbrella of the National African Federated Chamber of Commerce and Industries and Federation of African Business and Consumer Organisations are to close between 11am and 3pm on both stay-away days, while the South African Black Taxi Association has asked members to transport only students, teachers and essential service workers.

Sources confirmed yesterday that through "person to person" contact with cabinet ministers, senior busi-

Millions brace for strike as peace bid fails

The general strike will go ahead next week despite a last-minute bid by big business to avert the VAT-linked stayaway **DREW FOREST** reports

nessmen had attempted to restart talks aimed at averting the stayaway. "The government has dug in its heels," he said. "The main concern is the revenue implications of meeting the unions' VAT demands."

And in other developments this week:

● An estimated 3 500 doctors countywide shut up shop in an unprecedented protest against the levying of VAT on formerly GST-exempt medical services

● The Inkatha Freedom Party attacked the stayaway as "a power-play in which Cosatu... wishes to exploit the VAT issue to humiliate the government, while projecting themselves and their ANC and SACP allies as championing the interests of the people". The IFP warned that the action would heighten tensions in the townships.

● Non-aligned unions which took part in the recent union "summit" on



Jay Naidoo

VAT announced that they had withdrawn from various anti-VAT structures in protest against Cosatu's "big federation chauvinism and sectarianism".

● It is unclear whether the United Front of Democratic Independent Trade Unions opposes the stayaway. But in view of its small membership, its opposition would have little practi-

cal effect.

● Cosatu blamed "agents provocateurs" for incidents in which minibuses with loudhailers had toured Reef townships warning residents to observe the stayaway or have their houses burnt down.

At Wednesday's press conference, involving a range of organisations, Naidoo warned that employers who disciplined stayaway participants would be blacklisted locally and abroad and face worker action.

Business sources confirm a hardening of employer attitudes and the likelihood of retaliatory moves. "There will be dismissals and disciplinary action; some employers are threatening to close for the week," said one source. "Employers feel this is not their quarrel."

Claiming that research had confirmed a three to five percent increase in the cost of living for the poor since the launch of VAT, Naidoo said the unions remained open to talks with the government on their demands.

In regard to VAT, these call for the zero-rating of basic foodstuffs and medical services, negotiations on adequate poverty-relief programmes and measures to cushion small business. But more is at issue: labour also wants an end to "unilateral government restructuring of the economy" and the establishment of a macro-economic negotiating forum involving labour, employers, political parties and the state.

"Barend du Plessis' conciliatory statements at the IMF conference in Bangkok (acknowledging the need for a social contract with labour) have not been translated into a preparedness to resolve the conflict at home," Naidoo said.

Prince Strike-breaker

WIM 1111 - 1111111111

152

LOOKING for "disciplined" labour to tide your business over next week's stayaway? Prince Russell Zulu (right), a member of the Zulu royal family and an Inkatha Freedom Party official, would be only too happy to oblige.

The prince has sent a circular letter to Reef employers in the name of Inkatha, offering the free services of "well-disciplined and hard-working

people" to assist during the general strike on Monday and Tuesday next week. The letter warns that the stayaway will "cripple the economy and increase the number of unemployed in our country."

Zulu says the service is free, but the IFP would happily accept voluntary donations from people who found employment.

Next week's anti-VAT strike: PAGES 6 and 7



Prince Russell Zulu

Non-strikers face intimidation

INTIMIDATION has become the focus of next week's anti-VAT strike amid reports of township residents being threatened with death for avoiding the stayaway and calls by some groups to defy the strike.

Strike organisers Cosatu and Nactu emphasised earlier this week that people had the right to stay home or go to work and that they were committed to a peaceful strike. The ANC and Cosatu challenged police to arrest intimidators.

The Inkatha Freedom Party yesterday called on Cosatu to rethink its stayaway call, saying it was not in the interests of the country because of low business confi-

VERA VON LIERES (152)
and WILSON ZWANE

dence and high unemployment

Inkatha said people were driving around Reef townships warning residents to adhere to the stayaway.

Johannesburg Chamber of Commerce and Industry president Mike Cato said intimidation was emerging as the biggest problem in the run-up to the stayaway.

A Soweto resident, who preferred not to be named, said men in a police-escorted vehicle threatened residents of Chiawelo,

□ To Page 2

Strike ^{6/10/91}

Soweto, with death if they heeded the stayaway call. "These men — who were speaking in Zulu and Sotho — said workers should go to work as the police would provide protection."

GERALD REILLY reports that Soweto police spokesman Col Jac de Vries said the police van was out of bounds if it had indeed escorted the men. "We need details of the incident so that we can investigate it."

Thokoza Hostel Dwellers Association chairman Zakhele Mlambo said members of his organisation would go to work as they were not consulted by the organisers of the stayaway.

Law and Order Ministry spokesman Capt Craig Kotze said the SAP was prepared for any tensions that might arise.

At least two trade union federations have rejected the strike. Secretary of the 75 000-strong Federation of Transnet Unions, Abe Koekemoer, said the introduction of VAT did not justify a strike, while

152

□ From Page 1

the general secretary of the 250 000-member Federation of Salaried Staff Associations, Piet Heymans, said the strike could further damage an already strained economy.

Employer bodies Sacob and Seifsa said they advocated a policy of no work, no pay. Seifsa executive director Brian Angus said, however, companies were within their rights to take disciplinary action.

Chamber of Mines public affairs and communications spokesman Peter Bunkell said the mining industry regarded November 4 and 5 as normal working days. "The manner in which member mines give effect to that ruling will be determined by individual mine managements."

More than 20 000 motor workers were likely to observe the strike, motor industry sources said. The stayaway could cost the motor industry R120m in lost turnover.

Actions organised by the VAT Co-ordinating Committee include rallies and marches in all major centres.

Growing catalogue of intimidation

Fresh pleas to call off strike

Star 1/11/91

Staff Reporters (152)

Mounting reports of intimidation have led to renewed calls to call off Monday and Tuesday's national strike in protest against VAT on basic foods and medical services, while organisers have claimed a deliberate smear campaign is in progress against them

The country is divided into pro and anti-strike camps, with a bitter war of words raging ahead of what organisers say will be the biggest strike in the nation's history

The strike has been called by the Congress of South African Trade Unions and the National Council of Trade Unions who have called on all workers to stay away. Exempted from the call are school pupils, many of whom are writing exams, teachers, health workers and journalists

Backers

Main backers of the strike include the ANC, the PAC, and the South African Council of Churches. Major opponents include the National Party, big business and the Inkatha Freedom Party

Increasing numbers of reports of intimidation ahead of the stayaway have been received. They include:

● Pamphlets distributed in Soweto threatened workers with death, according to a Johannesburg employer

● A Pretoria manufacturer's 120-strong workforce said they had been intimidated to stay at home on both days

● Numerous reports of men in a van using a loud-hailer to threaten people with death or burning down their homes if they went to work

● On Wednesday a Star journalist was threatened with death by eight youths if he went to work during the stayaway. The journalist also heard that people who worked would be assaulted



Listening to mother . . . the Prince and Princess of Wales attend the opening of the formal speech on behalf of the Conservative government. Report on Page 2

Aussies, Indians shape up to fight for Springbok cricketer

Pretoria Correspondent

Dave Richards, the ACB's chief executive, said,

"I have no comment until

yesterday. Although there was "some discussion" there had been no official inv

A row is blowing up in world

of the stayaway have been received. They include:

- Pamphlets distributed in Soweto threatened workers with death, according to a Johannesburg employer.

- A Pretoria manufacturer's 120-strong workforce said they had been intimidated to stay at home on both days.

- Numerous reports of men in a van using a loud-hailer to threaten people with death or burning down their homes if they went to work.

- On Wednesday a Star journalist was threatened with death by eight youths if he went to work during the stayaway. The journalist also heard that people who worked would be assaulted.

ANC spokesman Saku Macozoma said the threat to The Star journalist was "completely unacceptable" and the organisation was looking into the matter.

Cosatu spokesman Neil Coleman said the reports of intimidation were beginning to seem like a co-ordinated campaign to discredit the general strike.

"Such blatant, transparent and crude threats . . . look like carefully selected targets by those wishing to discredit the strike and to create as much controversy as possible," he said. "We repeat our challenge to police to arrest those responsible."

SA Council of Churches general secretary Dr Frank Chikane yesterday noted the "expected widespread support" for the strike adding the council hoped it would be undertaken in a peaceful and orderly manner.

Setback

In Cape Town, the trade union-led alliance against VAT suffered a setback when the National Congress of Trade Unions complained of being sidelined by Cosatu on the eve of the strike. It said that although it was committed to the stayaway, it would find it difficult to work with Cosatu.

The National Party has condemned the planned stayaway as "highly irresponsible" and the Federation of Trade Unions of Transnet — representing 75 000 workers — yesterday also rejected the strike.

Inkatha Freedom Party's Themba Khosa called on the organisers to rethink the protest. Business confidence was alarmingly low and unemployment alarmingly high — and the last thing the struggling economy needed was a strike, Mr Khosa said.

● More reports — Page 3

Talkback topic

A national strike has been called for Monday and Tuesday next week as a protest against the introduction of VAT.

What do you think about it? Is this the right way to make politics or not? Are you concerned that there might be violence?

Telephone Radio Metro DJ Tim Modise between 5pm and 6pm today and share your opinion with the nation on the Sowetan/Radio Metro Talkback Show.

The hotline number is 714-8063. Listen to the programme on medium wave, 576KHz.

152

Employers, on the other hand, have adopted a "no work no pay" policy

Several mines under the Chamber of Mines have threatened disciplinary action against workers who stayed away on Monday and Tuesday

Chamber of Mines spokesman Mr Peter Bunkell said the chamber had not taken a position on whether or not workers who took part in the strike would be penalised

He said individual mining houses were making their own decisions

Naidoo warned yesterday that employers who took action against their workers would be earmarked for future industrial action

The Afrikaanse Handelsinstituut said South Africa could not afford to allow the economy to be paralysed by industrial action

Disputes will have to be resolved through negotiations, the institute said

The United Workers Union of SA said it would not take part in the strike

Strike into fourth week

152

Southern 1/11/91

By ALI MPHAKI

THE strike at a Johannesburg factory involving about 800 workers who downed tools after a colleague was dismissed for displaying condoms entered its fourth week yesterday.

Workers at R&R Tobacco Manufacturers in Croesus are protesting against the "unfair dismissal" of Mr Bongane Mthimkulu and are demanding his reinstatement.

Mthimkulu, a shop steward, was dismissed on September 30 for displaying condoms before white female colleagues.

Mthimkulu was fired on the grounds of sexual harassment.

A spokesman for the Food and Allied Workers Union said management's attitude had been negative since the strike started.

Asked to comment, a company spokesman said "We have an agreement with the union not to make any unilateral statements. We strive to solve our problems internally."

Row over strike

Sowetan 1/11/91

(152)

~~152~~

THE disciplinary hearings of University of Cape Town workers who took part in a stormy campus strike in September could lead to further industrial action, their trade union warned this week.

Workers were to meet this week to discuss UCT's refusal to withdraw disciplinary action against 30 union members, said Transport and General Workers Union Cape Town branch secretary Mr Harald Harvey.

"Workers will be look-

ing at a date for the first dispute meeting with UCT, but given management's intransigence, a strike is likely," said Harvey.

The union last Monday declared a dispute with UCT over its refusal to accede to demands that some 40 charges against the former strikers be withdrawn.

The two-week strike in September forced the university's closure for one day and was marked by burning barricades on campus roads and students dis-

rupting lectures with fire hoses and extinguishers.

In terms of the recognition agreement between the parties, three meetings have to be held once a dispute is declared, followed by compulsory mediation and a further dispute meeting, UCT registrar Mr Hugh Amore said.

Proceedings

He said the university would continue with disciplinary proceedings against the 30 workers. A statement would be issued once

the proceedings were over, he added.

According to Harvey, striking workers were involved in "two kinds of actions".

"There were those, like striking and barricading the campus, which were mandated by workers. Then there were actions which occurred outside the workers' mandate.

"If workers are singled out for disciplinary proceedings in terms of the first kind of action, we consider that to be victimisa-

tion of individuals.

"Those workers who acted explicitly outside the general mandate will be disciplined in terms of the union constitution," he said.

Amore said the university was still gathering evidence against students who were allegedly involved in disruption of campus activities.

No students had yet been informed of possible proceedings against them, he said.

End-of-year exams have started at UCT - *Sapa*

Workers

OUT,



'Pupils and teachers have been exempted'
- Jay Naidoo

pupils

★ Due to the national stayaway called for Monday November 4 and Tuesday November 5, Sowetan will not be publishing on those days. Normal editions of your favourite newspaper will resume on Wednesday November 6

IN!

Sowetan 11/1/91

IT IS workers out, but pupils in during the first two days of next week.

Thousands of workers are expected to stay away from work on Monday and Tuesday in the anti-VAT campaign called by the Congress of South African Trade Unions and the National Council of Trade Unions

But the organisers and other political organisations have joined in urging pupils to go to school and not to disrupt their exams

The VAT Co-ordinating Committee and the police have set up liaison structures to deal with incidents that may arise from the anti-VAT strike

The Ministry of Law and Order said the police were not against legal protest action but had to maintain law and order. The

By **JOE MDHLELA, MOKGADI PELA and SAPA**

police yesterday agreed to act within the confines of the National Peace Accord

The national general strike is also backed by independent trade unions the ANC Azapo PAC churches black business groups and taxi associations

Solidarity

Earlier this week doctors throughout the country expressed their solidarity with the anti VAT campaign by closing their surgeries for two days

The protest is a sequel to the implementation of VAT on basic foodstuffs and medical services. It came into effect on

● To page 2

Police to keep watch over strike

● From page 1

September 30

Cosatu general secretary Mr Jay Naidoo said schooling should not be interrupted.

"Pupils and teachers have been exempted from participating in the stayaway so that examinations could continue without any disruption," Naidoo said

Also exempted from the stayaway are nurses, doctors, media workers and others in essential services

The president of the Azanian Youth Organisation, Mr Thami Mcerwa, said Azayo had formed examination support committees countrywide to ensure that examinations were not disturbed

ette a Masterpiece



City tightens up for anti-VAT strike

152
AKG 1/11/91

**STEFANS BRUMMER
and HANS-PETER BAKKER
Staff Reporters**

CAPE Town is gearing up for a two-day general strike against VAT next week.

On Monday and Tuesday thousands of workers are expected to stay away from work, some public transport may not run and small businesses will close during certain hours.

Essential health services and the education sector have been exempted from the protest by trade union federations Cosatu and Nactu and political parties, including the ANC and the PAC.

Organisers have promised that public transport will be available for students, teachers and medical personnel.

Supermarkets will stay open. The strike aims to achieve VAT zero-rating on basic food, water, electricity, medicine and medical services.

The organisers also demand that the government enter negotiations on "adequate poverty relief programmes" and that relief be provided for small businesses who find it difficult to administer VAT.

ANC official Mr Tony Yengeni said the ANC and Cosatu were "not married to the idea of a general strike" and even at this late stage it could be called off if the government reconsidered.

Spokesmen for Pick'n Pay and Checkers confirmed that their stores would be open. They said alternative arrangements had been made to counter the strike.

Nactu said they had enlisted the support of City Tramways bus drivers but a spokesman said the company would do its best to ensure that all services ran on time.

Spoonnet said suburban trains would run normally. Cosatu and other parties said at a Press conference yesterday

that many small businesses had agreed to close between noon and 2pm on Monday and Tuesday and that taxi associations had been approached.

There had been a call for marches to local authority offices and for the occupation of rent offices and private clinics in protest against VAT.

The University of Cape Town will remain open but the University of the Western Cape is closing to allow students and staff to take part in the protest meetings and marches.

UCT exams and all other functions would be as usual, said registrar Mr Hugh Amore.

As in politically-motivated stayaways, the university would adopt a no-work, no-pay, no-penalty policy.

At UWC exams have been rescheduled and staff wishing to support the stayaway will be able to do so. According to the registrar, the principle of no-work, no-pay will not apply

The Cape Town Chamber of Industries has recommended that businesses apply the no-work, no-pay principle.

Executive director Mr Colin McCarthy said the chamber was unable to put pressure on business but its view was that Monday and Tuesday were normal working days.

ANC Western Cape chairman Dr Allan Boesak said a monitoring body had been set up to prevent intimidation.

"We will keep a very close watch. We will identify those people and try to isolate them so that they do not have the opportunity to interrupt what will be a well-disciplined mass-action."

Dr Boesak said the protest action was "a rather drastic one that the organisations involved have not taken lightly in response to the utter irresponsibility of the government".

Police spokesman Captain

Hendrik Opperman said police patrols throughout the Peninsula would be increased on Monday and Tuesday, especially in industrial centres, taxi and bus ranks, railway stations and other places used by commuters.

Police would not hesitate to act against intimidators.

There had been rumours that vehicles had been driving around townships threatening reprisals if workers did not stay away, but they had not been confirmed.

Those intimidated could call the nearest police station anonymously and the complainant would be investigated.

Tension rising over VAT strike

Political Staff

TENSION over the two-day VAT stayaway continued to mount yesterday as the organisers moved to allay fears that intimidation and violence would result from the national strike.

The National Party entered the slanging-match surrounding the protest due for Monday and Tuesday with a statement describing it as "highly irresponsible"

It said that if the campaign led to violence, intimidation and a loss of income the ANC and its partners could not escape responsibility

The NP was also seriously disturbed that there had already been complaints of intimidation

However, the text of the strike guidelines issued by organisers Cosatu and Nactu stresses that "those who go to work must be allowed to do so without intimidation"

The Western Cape ANC said the strike could still be averted if the government reconsidered its unilateral imposition of VAT

The government is being called upon to zero-rate basic foods, water, electricity, medicines and medical services, negotiate on "adequate poverty relief programmes", special VAT provisions for small businesses, and "the establishment of a macro-economic negotiations forum to negotiate key economic issues of concern to workers, especially taxation and retrenchments"

The VAT Action Co-ordinating Committee was serious about the intended stayaway on November 4 and 5 and was "not kicking up dust", Cosatu Western Cape secretary Mr Alan Roberts said yesterday

Essential services

Significantly, Cosatu's main partner in the organisation of the worker boycott, the National Council of Trade Unions (Nactu), was absent from the announcement of the plan of action, and was not a signatory to it Nactu, however, has previously given its support to the action

Among Western Cape actions planned for the two-day stayaway are

widespread work stoppages and no buses or taxis except for medical workers, students and those employed in essential services

It was stressed at the press conference yesterday that there was to be no disruption of academic activities and medical services

● The University of Cape Town announced yesterday that the university would be open during the stayaway, and that the policy of "no work, no pay" applied to UCT workers

● A letter allegedly written by an Inkatha Freedom Party official to companies on the Reef offering casual labour for the duration of the strike sparked an angry reaction from the ANC which said this could lead to violent confrontations

However, IFP central committee member Mr Thamba Khoza distanced the party from the letter which "did not represent official party policy"

The writer had not been authorised to send the letter by local or national IFP leadership

He added that the IFP believed that all those going to work should be allowed to do so without fear of intimidation or harassment

High price for strike in W. Cape

Staff Reporter

A general strike next week would cost the Western Cape R100 million, Cape Town Chamber of Commerce manpower manager Mr Charl Adams said yesterday.

But it was difficult to predict how many people would join the strike because the issue had become clouded by "political and economic sentiment", he said.

Mr Adams said a general strike would cost the nation about R1 billion and could have serious implications which could further contribute to "instability and violence".

The Chamber of Commerce had advised its members to adhere to a policy of no work no pay, and it was management's prerogative to investigate "every case", he said.

City Council director of personnel Mr David Beretti said essential services would be fully staffed over the two days, but the same would possibly not be true of non-essential services.

Leaders should be big enough to call the whole thing off

IN RESPONSE to The Star's commendable Peace Train initiative, it must be asked why has there been a prevailing silence on the greatest current threat to peace?

If the ostensible leaders of the oppressed were committed to the Peace Accord, they would call off the planned VAT strike

This is not to deny the right of the voiceless to forcefully impress on the Government their views about the new tax system. It is an appeal to the proponents of the strike to serve their constituents — the poor — better than they are now doing

I listened with sadness to an NECC spokesman trying to explain on radio why they could not move the strike to a date after matric exams

The strike organisers' feeling was that after exams the country will be in holiday time, and therefore less impact would be had

I read with relief, but scepticism, that the strike proponents have "exempted" teachers and students

Relief because there is at least some awareness of the plight of students, scepticism grounded in experience of mass mobilisation in the past

Will the troops on the ground heed their leaders' calls (or even be aware of them) to exempt teachers and students when the barricades are set up?

In terms of Professor Lawrie Schlemmer's incisive position paper on the violence in South Africa, the

ANDRIES LATEGAN

VAT strike will provide a triggering event that may flare into violence.

In 1990 when the call was out for teachers not to cooperate with DET structures, a principal on the East Rand went to his school to prepare for an enrichment programme. That evening he was visited by teacher activists who remarked on his nice house. Then came the chilling warning "You know this house is only standing because we did not bring our matchbox"

Intimidatory tactics of this nature are consistently under-reported. One remarkable exception was the

selves from community action

A tradition of democratic voting of political viewpoints is still too weakly established in society at large to risk another disrupted matric examination

The strike proponents should be big enough to call off the whole mistaken project. If they cannot do that, they should at least be sufficiently responsible to take it well out of school time

If they act responsibly, they will surely benefit when the time comes that they put themselves to the test of the free vote

● The author is former Free State director of the Urban Foundation

Star 27/11/91

152

Fears as SA braces for VAT strike

Star 2/11/91 152
STAFF REPORTERS

SOUTH Africans are bracing themselves — and stocking their cupboards — this weekend in preparation for what is expected to be the country's largest nationwide general strike next week.

There are widespread fears that violence and intimidation will come close on the heels of the strike — called in protest against the introduction of VAT — but its main sponsors, the African National Congress and the Congress of South African Trade Unions, are co-operating closely with the South African Police to try to nip any unrest before it spreads.

Cosatu assistant secretary-general Sam Shilowa said this week that liaison structures, from national, regional and local levels — comprising senior police and Cosatu officials — had been established.

While Cosatu will monitor the response to the stayaway and the number of people going to work, the police have been asked to keep a strong presence at "flashpoint" areas such as hostels, railway stations and townships where violence might break out.

Frequent communication between the police and Cosatu is planned to ensure swift action against anyone involved in intimidation and violence.

Witwatersrand police spokesman Captain Eugene Opperman confirmed the liaison with Cosatu. He said the police were planning to patrol in areas with a reputation for violence.

"We are also taking special precautions to protect commuters. Our aim, together with Cosatu, is to ensure that people who want to go to work are not intimidated," Captain Opperman said.

In spite of the special precautions, reports of intimidation came from Soweto earlier this week with reports of people travelling in cars with loudhailers warning them not to go to work.

According to the South African Institute of Race Relations (SAIRR) the threats were made to residents all over Soweto.

Fears

SAIRR spokesman Moira Campbell said they were not able to disclose how many people had heard the threats but said the people who informed them about the threats were "very" reliable sources.

She said their sources did not report the threats to the police because of fear for reprisals.

"The identity of the intimidators is unknown to our sources but the threats were made in Zulu, Tswana and Sotho," she said.

Soweto police spokesman Colonel Tienie Halgryn said the police had not received any complaints of intimidation from Sowetans.

He said the loudhailer matter was being investi-

● TO PAGE 2.

9 pc Eskom increase "a boost for industry"

KAIZER NYATSUMBA
Political Staff

SOUTH Africa's giant electricity supplier, Eskom, yesterday announced its tariff increase for 1992 would be 9 percent — 5 percent below the predicted inflation rate.

It said that by keeping its increase below inflation, it would be providing an effective reduction in the real price of directly supplied electricity over the next five years of 20 percent.

Eskom believes the move will make SA industries more competitive in the international market.

Announcing what he described as a "precedent-setting compact" with electricity consumers at Megawatt Park, Sandton, yesterday, Eskom general manager for finance Dr Mick Davis said the five-year pricing agreement came on top of a 13,7 percent reduction over the past five years.

He said the benefits of the

● TO PAGE 2.

Star deliveries during strike

DELIVERIES of The Star are expected to be disrupted by strike action on Monday and Tuesday. To alleviate the disruption as much as possible, The Star will be produced as a morning paper on those days.

Street sales will be limited, and readers who normally buy their Stars on

Strike

● FROM PAGE 1.

gated but their task was made difficult by the reluctance of residents to come forward.

"The police are however patrolling Soweto 24 hours a day and we are on the lookout for these intimidators," Colonel Halgryn said.

Most suppliers have made special plans to ensure essential services will be available during the strike.

Another area expected to be hard-hit is refuse removal — especially in Johannesburg's suburbs. Residents whose rubbish is collected on these days have been given additional bags to be collected the following week.

Most major chain stores plan "business as usual" operations.

A Checkers spokesman said it had made contingency plans and the stores would be "open as normal".

Workers who did come to work would be strengthened with casual staff for the day.

All OK Bazaars stores will trade during the strike and a Pick 'n Pay spokesman said "every single store will be open as normal".

SA Chamber of Baking deputy executive director Nic Alberts said the public could expect to find bread — even if not in the normal large quantities.

Catering, Restaurant and Tearoom Association executive director Frank Swarbreck said members were going to "try to keep going where they could".

The Johannesburg transport department will not cancel any bus routes.

VAT strike: 'Peace accord's great test'

JOHANNESBURG — The planned national strike against Value Added Tax (VAT) was the greatest test the National Peace Accord had faced so far, peace committee chairman Mr John Hall said yesterday

He appealed to leaders of signatory parties to keep to the letter and spirit of the accord, even during the run-up to the strike planned for Monday and Tuesday

Mr Hall also called on leaders to refrain from inflammatory statements that might endanger the peace process, and extended his thanks to those who had stressed their commitment to peace

"The rest of the country is waiting to see whether, at a time when mass action of this nature and extent is being planned and carried out, the signatories attach real value to the principles they endorsed in signing the accord"

● The University of the Western Cape will be closed on Monday and Tuesday and no exams will be written on these days

The University of Cape Town an-

nounced on Thursday that it would be open on the two days in question and that exams would go ahead

● Cosatu and the South African Police are to work closely together during the planned strike to combat possible incidents of violence

Cosatu general secretary Mr Sam Shilowa said the organisation had set up a special committee to monitor the situation at national, regional and local levels

● The Inkatha Freedom Party issued a statement yesterday claiming "increasing levels of intimidation by ANC and Cosatu supporters" forcing township residents not to go to work on Monday and Tuesday

A Cosatu spokesman described these allegations as "lies"

● The Mineworkers' Union has warned that employers cannot automatically rely on white workers to fill strikers' jobs during the stayaway

● Six people were arrested after an anti-VAT picket opposite the Inland Revenue offices in Pietersburg yesterday, police said — Sapa

MORE than 800 workers are on strike after a colleague was dismissed for allegedly displaying condoms to a white woman colleague.

Bongani Mthimkhulu, 25, a machine operator, was allegedly fired without a hearing by the R & R Tobacco company for sexual harassment.

His dismissal sparked the strike, which has lasted five weeks.

The striking workers in the company's Industria, Selby and Heidelberg plants are demanding that Mr Mthimkhulu be reinstated.

This week Mr Mthimkhulu claimed he had been unfairly dismissed and was being victimised because a complaint had been lodged by a white employee to management.

According to Mr Mthimkhulu, the incident took place on the day he received condoms from the company's nursing sister.

"I was told by colleagues that free condoms were being given out at the clinic.

"I got a string of 20 condoms in sealed wrapping from the sister and put them in my pocket," he said.

"On my way back to my

Strike drags on as worker denies charge of 'sexual harassment'

By SHARON CHETTY

work station, two of the condoms came loose and fell out onto the ground. They were still in the sealed wrapping.

"As this happened two white women walked past me. I thought nothing of the incident and went back to work.

"Later that afternoon I was told by another colleague that I had a disciplinary hearing against me for sexual harassment.

"When the hearing was

convened I told the member of management that no hearing could be held without a representative from my union being present.

"He insisted that the hearing go ahead, but I said it was my right to have a union representative and asked for a postponement.

"The next Monday I was on the nightshift and due to start work at 5pm.

"Before I could leave for work I was phoned at home and told that I had been dismissed," he said.

Mr Le Fras Mouton, personnel manager of R & R Tobacco, makers of Lexington and Chesterfield cigarettes, refused to comment.

He said that, according to the recognition agreement between the company and the union, unilateral press statements were not permitted.

Food and Allied Workers Union official Mandla Dhlamini said the company had not followed the agreed procedure when firing Mr Mthimkhulu.

Provoked

"It is unfortunate that, despite several meetings, this issue has not been resolved," Mr Dhlamini said.

"However, management is insisting that Mr Mthimkhulu had provoked another worker, and that his action was tantamount to sexual harassment.

"We disagree. Workers have been on strike for five weeks now and we want this deadlock to be broken.

"As the first step to resolving this matter we are asking for an inquiry," Mr Dhlamini said.

SOUTHERN AFRIC

N Y 12 NO 51 GUGULETH
TEL

STimes 3/11/91 (152)
condoms

Sacked — for 'showing

The African National Congress, Pan Africanist Congress and the trade unions are staking a good measure of their credibility on next week's anti-VAT strike amid fears that it might lead to widespread intimidation and violence. **MICHAEL MORRIS** of the Weekend Argus Political Staff analyses developments.

VAT strike crucial test of credibility

TENSION continues to mount this weekend in the countdown to Monday's anti-VAT initiative and the organisers are coming under increasing pressure to ensure that it passes peacefully.

Wide-ranging sectors of the economy are bracing themselves for a work slump in one of the biggest tests of strength between the major extra-parliamentary groupings and the government. School pupils — many now writing exams — teachers, health workers and journalists have been exempted from the stay-away call.

From the start, the VAT campaign had more to do with the struggle for power than the welfare of the poor.

And, since the government clearly is not about to scrap the successor to GST (and would probably be foolish to appear to concede to mass action of this kind) observers are anxious to see

how many workers will heed the call to stay home.

However, for the ANC, PAC, Cosatu and Nactu, the action could strain their credibility.

If the campaign is unpopular in the black communities and this leads to over-zealous organisers turning to intimidation to try and make it work, discontent will be widespread and deep.

Under these conditions, violence would be also more likely.

Clearly with this in mind, the head of the National Peace Initiative, Mr John Hall, has issued a cautionary statement noting that the anti-VAT strike is "the greatest test that the National Peace Accord has faced so far".

He expressed "desperate concern that the peace process may suffer over the next few days if an earnest attempt is not made by all concerned to ensure that peace is maintained and that the moves and countermoves take place without violence and intimidation.

"The rest of the country is waiting to see whether, at a time when mass action of this nature and extent is be-

ing planned and carried out, the signatories attach real value to the principles they endorsed in signing the Accord. Now is the time for all who take the cause of peace seriously to show that the Accord can work."

In fact, mounting reports of intimidation have led to renewed calls to cancel the two-day national strike. Among those who oppose the strike are the National Party, big business and Inkatha.

While organisers have claimed a deliberate smear campaign has been launched against them, it is clear there is no unanimity in any community on whether workers should stay-away.

The difficulty for the ANC and the pro-strike lobby is that a poor turnout in the strike will boost the government's strength and, if coercion is used to create a more impressive strike, they risk losing support in their own constituency.

It is hard to predict whether, in these hard times, less than two months from Christmas, a two-day stay-away will be popular.

That's the risk the ANC-alliance has taken.

Trains and buses will run

Staff Reporter and Sapa

TRAINS and buses will run and emergency services are assured — but, regular council services like refuse removal will be disrupted by the national anti-VAT strike on Monday and Tuesday.

There will be no normal refuse collection in the Cape Town municipal area on Monday and Tuesday because most of the council cleansing staff are expected to take part in the protest.

The council has appealed to householders not to put their refuse out on these days, but to keep it inside their properties until their next normal collection day.

Apart from refuse collections, the council said other services were likely to be adversely affected. It would do "everything in its power" to maintain essential services. Emergency services, such as fire brigade, ambulance and traffic services, would be maintained as normal.

Trains on the suburban and mainline routes would operate according to schedule on both days, said Spoornet public relations officer Miss Yvette Olwage.

City Tramways public relations manager Mrs Jean Welsh said the bus company would "try our best to operate as normal a service as possible".

Earlier, the National Council of Trade Unions (Nactu) said bus drivers who belonged to its affiliate, the Transport and Omnibus Workers' Union (Towu), would support the protest.

The strike organisers, Cosatu and Nactu, have exempted essential health personnel and scholars from participation in the protest action.

The Cape Town City Council's municipal clinics and other health services will operate normally.

The Medical Officer of Health of the Western Cape Regional Services Council, Dr S A Fischer, said strike organisers had agreed to exempt RSC clinics from the protest as they were considered "essential services".

A spokesman for the Post Office said all post offices would be open on Monday and Tuesday and normal postal services would be provided.

Major chain stores such as Pick 'n Pay and Checkers will be open on the two days, but members of the Western Cape Traders' Association (WCTA) have undertaken to close their stores between 12pm and 2pm on both days.

152 ARG 2/11/91

ALL SYSTEMS COULD GO DOWN AS VAT STRIKERS, COPS PREPARE SHOW OF FORCE

City braced for Monday mourning

S Times (CM) 3/11/91
By NORMAN WEST (152) and KURT SWART

CAPE TOWN is bracing itself for a paralysis of services and the Western Cape's biggest work stoppage when the Value-Added Tax (VAT) stayaway begins tomorrow.

The army is to bolster the police in providing a massive presence in an attempt to counter possible intimidation of strike-breakers and commuters during the national two-day strike.

The organisers of the stayaway have appealed for discipline and for strikers to refrain from intimidation. There have also been calls for the police to remain impartial.

Police spokesman Captain Attie Laubscher said yesterday that security forces would take special measures to ensure that people who wanted to go to work would be able to do so safely. We want to assure people who want to go to work that we will be on the ground in the streets, on the streets, on stations and so on, he said.

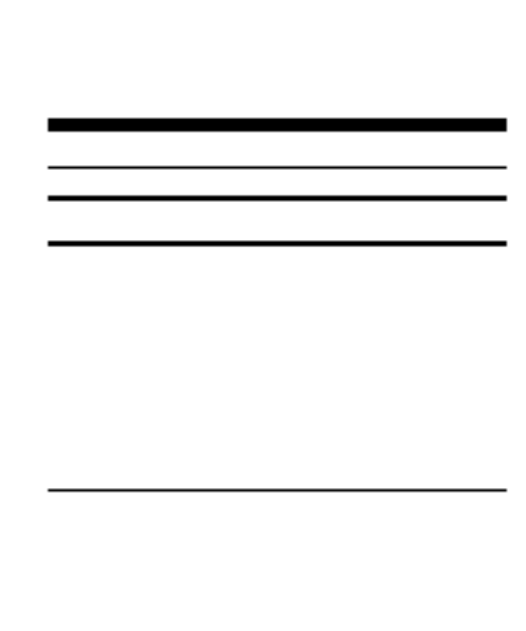
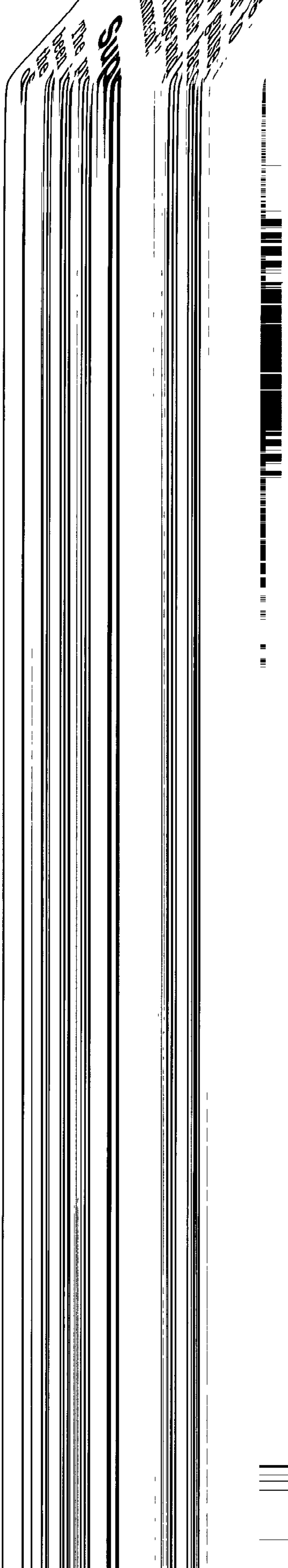
Volatile
The VAT Action Co-Ordinators will coordinate marches to disrupt electricity. Cameron Dugmore was at a meeting with other organisers.

Members of the Western Cape Traders' Association (WCTA), which represents 2 000 small businesses and larger shopping centres mainly on the Cape Flats, have undertaken to close their stores between 12pm and 2pm on both days.

The strike call is the first major test of strength for the Patriotic Front which, in its historic "declaration" last weekend, called on the 15 million people it claims to represent to support the stayaway.

The declaration said: "The De Klerk regime is illegal, illegitimate and totally discredited and does not enjoy the trust of our people and has unilaterally imposed the economic and social policies of the old South African Government on the white population."

The declaration said: "The De Klerk regime is illegal, illegitimate and totally discredited and does not enjoy the trust of our people and has unilaterally imposed the economic and social policies of the old South African Government on the white population."



ALL SYSTEMS COULD GO DOWN AS VAT STRIKERS, COPS PREPARE SHOW OF FORCE

City braced for Monday mourning

S/Times (CM) 3/11/91
By NORMAN WEST and KURT SWART 152

CAPE TOWN is bracing itself for a paralysis of services and the Western Cape's biggest work stoppage when the Value-Added Tax (VAT) stayaway begins tomorrow

The army is to bolster the police in providing a massive presence in an attempt to counter possible intimidation of strike-breakers and commuters during the national two-day strike.

The organisers of the stayaway have appealed for discipline and for strikers to refrain from intimidation. There have also been calls for the police to remain impartial.

Police spokesman Captain Attie Laubscher said yesterday that security forces would take special measures to ensure that people who wanted to go to work would be able to do so safely.

"We want to assure people who want to work that we will be on the ground in the townships, on the streets, on stations and on trains," he said.

Volatile

The Western Cape Vat Action Co-ordinating Committee is to co-ordinate marches to the offices of local authorities in protest against VAT on water and electricity.

Committee member Mr Cameron Dugmore said it had been agreed at a meeting this week that Brigadier Frikk Kellerman would liaise between the strike organisers and the police during the stayaway.

Marches to municipal offices are to take place in Mbekweni today, in Lwandle (Strand), Worcester, Stellenbosch and Guguletu tomorrow, and in Mitchells Plain, Khayelitsha and Wellington on Tuesday.

Organisers said the potentially volatile marches from Khayelitsha to the Lingeletu West Council offices and from Guguletu to the Ikapa Town Council offices would be "tightly controlled".

Significantly, whereas previous stayaways have been characterised by confusion and conflicts of opinion between unions and political organisations, this week's action has wide support.

Although many consumers have stocked up with provisions in advance of the stayaway, major chain stores say they will be open as usual tomorrow and on Tuesday.

Members of the Western Cape Traders' Association (WCTA), which represents 2 000 small businesses and larger shopping centres mainly on the Cape Flats, have undertaken to close their stores between 12pm and 2pm on both days.

The strike call is the first major test of strength for the Patriotic Front which, in its historic "declaration" last weekend, called on the 15 million people it claims to represent to support the stayaway.

The declaration said "The De Klerk regime is illegal, illegitimate and totally discredited and does not enjoy the trust of our people and has unilaterally embarked upon restructuring the economy and shaping our social life in order to perpetuate, in a new guise, the old social order based on white privilege and black impoverishment".

Support

The protests have also been interpreted as test of the National Peace Accord, of which the organisers are signatories.

As organisers finalised arrangements for the VAT protests on Friday, Eskom announced a nine-percent increase in electricity tariffs. The timing of this announcement has been criticised as "insensitive and provocative" by a member of the Western Cape Traders' Association (WCTA), which supports the strike.

Traditionally, national strike action has had the greatest support in the Transvaal and the Eastern Cape, followed by Natal and the Western Cape.

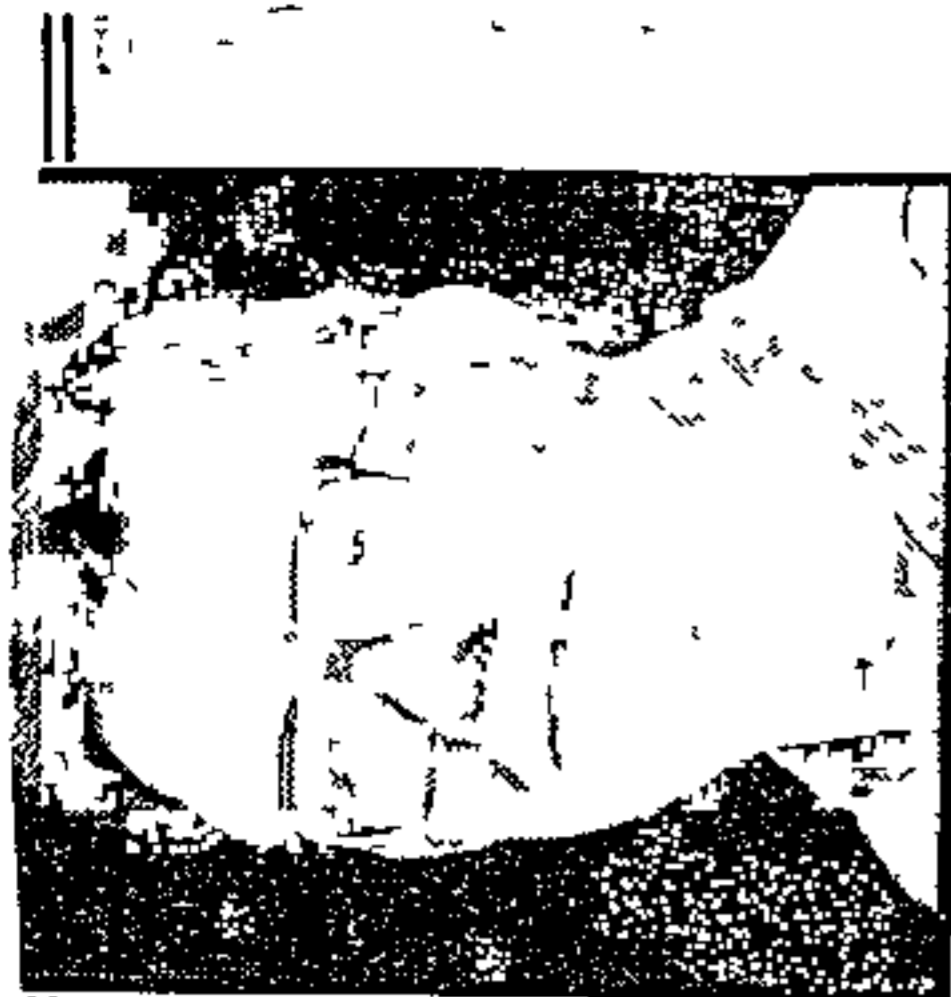
The pattern has been changing since the formation of the 185 000-member SA Clothing and Textile Workers Union brought the dominant clothing industry in the Western Cape under the Congress of South African Trade Unions (Cosatu).

Cosatu has 1 259 000 paid-up members, the National Council of Trade Unions (Nactu) has 485 000 and both have signed-up memberships that exceed these figures.

South Africa has a workforce of about 7,1 million — almost 50 percent of whom are represented by Cosatu and Nactu.

KEN OWEN

ON SUNDAY



(152) (KOA) (S)

Great General Strike of 1991 will do about as much economic damage as the Easter weekend, and it is revealing that Cosatu shows no signs of wanting a general strike of consequence, say six weeks, or six months. Its leaders know they don't have the muscle for a proper test of strength.

It's a circus, a reckless brand of showbiz in its disregard for life, it is a variant of armed propaganda but its purpose is petty a show of ferocity, a roar of circus lions, intended to frighten whites into believing that foreign capital will flee to Poland, thereby hardening Chris Stals's heart, and squeezing profits for another year.

Cosatu's Jay Naidoo is determined, in his words, to show the government that it cannot reshape the economy without him. By calling the Stretched Weekend a "general strike", he hopes, I imagine, to exploit the stereotypes which, at the end of this century, we all carry in our minds: brave workers, fists up, sleeves rolled over brawny forearms, marching beneath the red banner oh, quake, capitalist, quake!

The reality is different. The

A GENERAL strike, such as we are promised for the next two days, is different from a two-day stayaway, which is different from a work stoppage; but the distinctions elude me. I can't tell the general strike from that most cherished of South African institutions, the Stretched Weekend.

Experience has shown that businessmen will twitter anxiously, thereby encouraging labour to stay away again another day, that gangs of township beasties will thrash would-be commuters and perhaps burn some taxis and taxidrivers, and that in most cases the white skeleton staff will ensure that production is maintained at 60 percent or 70 percent of normal levels.

The risks — and they are real — lie in the townships where followers of Cosatu and Inkatha, the former intimidatory and the latter defiant, may well end up killing each other again, but I don't believe the organisers actually intend to create the occasion for another bloodbath. It's merely that they don't care.

I don't even believe they really want to harm the economy. The

growing domestic and regional markets, of political stability, of transparent and consistent economic policies, and of a well-trained, flexible and productive work force.

"Foreign investors in general, and transnational corporations in particular, will be crucial in our effort to restructure and regenerate the South African economy. We want to reintegrate South Africa into the world economy in such a way that we are more competitive than before."

He invited business to "pack in the front row" of the scrum to end the inequality of economic opportunity, and he spoke of redistribution by mechanisms which are

common to successful, modern industrial states: progressive taxation, welfare for the poor, and redistribution of "new income".

SOME of his audience listened to him with gloomy disapproval but I find it difficult to imagine what more he might say to reassure white South Africans. After all, do we not want equality of opportunity? Help for the very poor? An attractive climate for investment? Progressive taxation?

It is surely no secret that on most of these questions I have serious differences of opinion with the ANC and, indeed, with the "soft left", but the space be-

tween Mr Ramaphosa's views and those of Finance Minister Barend du Plessis, it seemed to me, was less than the space between Neil Kinnock and Margaret Thatcher. On the main principles of economic policy, we seem to have entered the realm of legitimate policy dispute.

I make these observations intending to quarrel furiously with the ANC, for as long as I am able to do so, in order to persuade its leaders to avoid foolish nationalisations, to free the markets, to privatise government enterprises, and to reduce the government's role in the economy to maintaining an equitable basis of law and an atmosphere of order.

But it strikes me that, were I to emigrate to New Zealand or Britain, or Australia or Zimbabwe, I would find myself embroiled in the same arguments. These are disputes over means, not ends, and over priorities, not goals.

Why, then, the gloom? Wherever I go among whites these days, I am asked whether I am "optimistic" or "pessimistic", when I say "optimistic", I encounter a sceptical, sometimes sullen, silence.

Only the gloomiest prognosis wins applause.

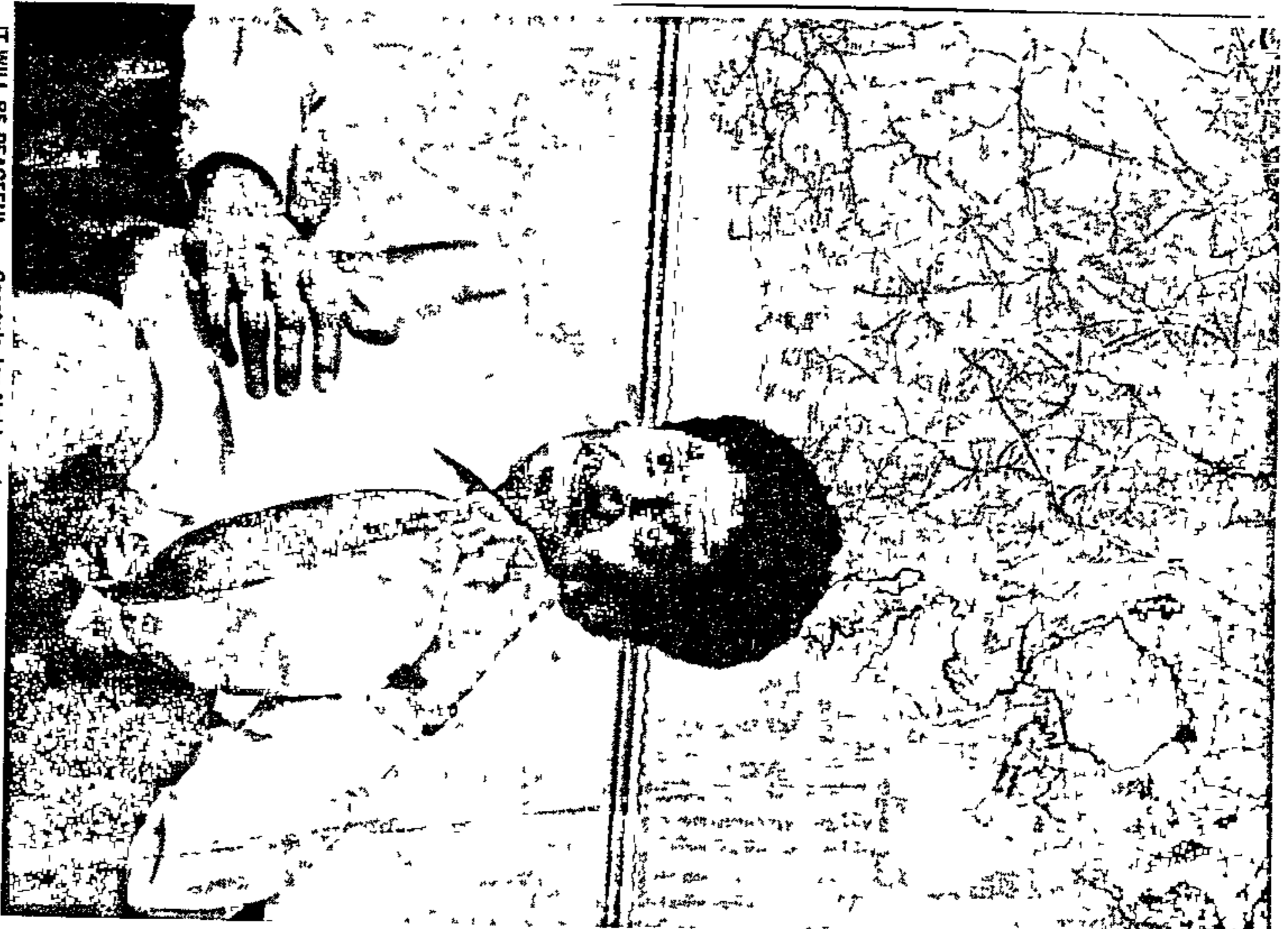
Many years ago, I worked briefly in Mississippi as a volunteer for SNCC, the civil rights organisation known as "Snick" — it was the time in which the movie, *Mississippi Burning*, was set — and it seemed to me that American whites were making very heavy weather of quite limited social changes.

WITH that experience in mind, I have watched white South Africans go through truly traumatic change in the past 18 months, with quite unusual courage and composure. But I suspect their nerve is beginning to fray. There has been simply too much killing, and life has become rather too uncertain.

However, it would be a great pity if, now that we are beginning to bring the ANC round to see economic sense, we allowed ourselves to be so frightened by the street theatre of Cosatu that we failed to hear the invitation from Mr Ramaphosa to pack in the front row in the struggle for a just society.

Keep the kids out of it, Kriel tells Cosatu

S1Twa 3 11 91



IT WILL BE PEACEFUL Cosatu's Jay Naidoo who says liaison committees have been set up



DON'T BLAME THE POLICE Law and Order Minister Hennis Kriel, who has warned the ANC not to use children to front marches

LAW and Order Minister Hennis Kriel has accused Cosatu of planning to use children in the frontline of some demonstrations during the two-day stayaway.

Mr Kriel said the police had information that children would be placed at the forefront of illegal marches and accused Cosatu of using children to "get sympathy if they are hurt in clashes with police."

He said "We give far warning that children should not be used in this manner. If clashes occur they could get hurt, and if this happens the police should not be blamed."

Further Cosatu secretary general Jay Naidoo said yesterday the minister's charges were an "insult to our integrity."

"Our marches will be peaceful

and on a completely voluntary basis," he said. "We had discussions with (deputy law and order minister) Johan Scheepers and senior police officers to set up a co-ordinated strategy to avoid and defuse any violence."

"In this context, headline and provocative statements by Mr Kriel are especially unhelpful. They leave the clear impression that there is a cabal of security forces in the government determined to provoke confrontation and then attempt to lay the blame at the door of the democratic movement," said Mr Naidoo.

The two sides agreed to set up liaison committees on national and regional levels to ease communication about incidents on Monday and Tuesday. Mr Naidoo said

Tomorrow's Cosatu initiated stayaway — expected to be the biggest in South Africa's history — could cost as much as R2.5-billion if all sectors of the economy grind to a halt.

Mr Kriel warned that police would take a hard line on illegal marches and gatherings during the strike.

He said police had been told their own safety was their priority, but they should not hesitate to act against illegal marches, rallies and intimidators.

Mr Kriel said the first objective of the police would be to stop illegal marches and rallies.

"Only a few applications for mass gatherings have been received and all others will be considered illegal."

If there are 100 people

involved and the action cannot be stopped, we will film it with a view to prosecution afterwards," said Mr Kriel.

Police had also been ordered to act against people taking part in sit-ins at government buildings.

"We have information that several of these are planned and I have given instructions that such people should be arrested immediately. There will be no negotiation on this," said Mr Kriel.

All available police will be on duty in the next 48 hours and additional police will be on duty at government buildings.

Other measures include road-blocks, foot and air patrols.

Mr Kriel said intimidation was rife especially on the East Rand, but no arrests had been made.

Our informants are keeping us

abreast of the situation and we will not hesitate to act against intimidators," he said.

SA Institute executive director John Kane-Berman said on Wednesday Soweto residents had been threatened with death if they went to work tomorrow or on Tuesday.

Mr Kane-Berman said he had reports that vehicles fitted with loudspeakers were travelling around Soweto broadcasting the message that people would be "hacked to death" and have their houses burned down if they did not take part in the strike.

Cosatu blamed "agents provocateurs" and challenged the police to arrest them.

A Cosatu spokesman said, "If it is discovered any of our members are guilty of such actions they will be disciplined in the most

severe way since they will be acting against the very organisations they claim to support."

A Soweto resident said two men travelling in a car escorted by the police had moved around the suburb of Chiawelo this week telling people through a loudspeaker in Zulu and Sotho that they should go to work.

The woman, who did not want to be named, said the men threatened that "strikers will be dealt with."

In a letter to employers on the West Rand this week, the Inkatha Freedom Party offered "scab labour" in the form of "well-disciplined and hard-working people."

Millions of people, excluding schoolchildren are expected to heed the call to protest against

VAT, despite last-minute calls from President F.W. de Klerk, cabinet members and business leaders to call off the strike.

Organised by Cosatu and its smaller rival, Nactu, the stayaway enjoys the support of the ANC, the SA Communist Party, the Pan Africanist Congress, Azapo and black business groups.

Rallies and marches have been planned in all major centres.

Mr Naidoo said the stayaway was about more than VAT.

"Centrally, it has to do with the impact of VAT but the broader issue is that the government is planning to restructure the economy without including other major players — and we are protesting against that."

It is also demanding the Gov-

ernment enter into negotiations with long-term VAT structures and discuss concessions to small businesses, a sliding scale on VAT at the establishment of an economic forum, made up of representatives from government, employers and trade unions, with the power to restructure the socio-economic system.

Most employers will apply a "no work, no pay" policy against strikers, but some — including the Gold Fields mining company — have threatened disciplinary action.

Cosatu has said it would black list companies that acted against strikers.

Lists of companies embarking on disciplinary action will be distributed locally and internationally to facilitate solidarity action against them, said a Cosatu spokesman.

eminent enter into negotiations with long-term VAT structures and discuss concessions to small businesses, a sliding scale on VAT at the establishment of an economic forum, made up of representatives from government, employers and trade unions, with the power to restructure the socio-economic system.

Most employers will apply a "no work, no pay" policy against strikers, but some — including the Gold Fields mining company — have threatened disciplinary action.

Cosatu has said it would black list companies that acted against strikers.

Lists of companies embarking on disciplinary action will be distributed locally and internationally to facilitate solidarity action against them, said a Cosatu spokesman.

eminent enter into negotiations with long-term VAT structures and discuss concessions to small businesses, a sliding scale on VAT at the establishment of an economic forum, made up of representatives from government, employers and trade unions, with the power to restructure the socio-economic system.

Most employers will apply a "no work, no pay" policy against strikers, but some — including the Gold Fields mining company — have threatened disciplinary action.

Cosatu has said it would black list companies that acted against strikers.

Lists of companies embarking on disciplinary action will be distributed locally and internationally to facilitate solidarity action against them, said a Cosatu spokesman.

eminent enter into negotiations with long-term VAT structures and discuss concessions to small businesses, a sliding scale on VAT at the establishment of an economic forum, made up of representatives from government, employers and trade unions, with the power to restructure the socio-economic system.

Most employers will apply a "no work, no pay" policy against strikers, but some — including the Gold Fields mining company — have threatened disciplinary action.

Cosatu has said it would black list companies that acted against strikers.

Lists of companies embarking on disciplinary action will be distributed locally and internationally to facilitate solidarity action against them, said a Cosatu spokesman.

eminent enter into negotiations with long-term VAT structures and discuss concessions to small businesses, a sliding scale on VAT at the establishment of an economic forum, made up of representatives from government, employers and trade unions, with the power to restructure the socio-economic system.

Most employers will apply a "no work, no pay" policy against strikers, but some — including the Gold Fields mining company — have threatened disciplinary action.

Cosatu has said it would black list companies that acted against strikers.

Lists of companies embarking on disciplinary action will be distributed locally and internationally to facilitate solidarity action against them, said a Cosatu spokesman.

Right to work will be defended

Cosatu in bid to defuse fears over stayaway

COSATU yesterday moved to end "general strike hysteria" on the eve of the proposed anti-VAT mass stayaway scheduled for today and tomorrow.

The trade union federation, which is one of the main forces behind the stayaway, reiterated its commitment to disciplined protest action and said it defended the right of anyone who wanted to work to do so.

This followed a week of bitter exchanges and tensions involving political organisations, government, employers and unions.

Law and Order Minister Hernus Kriel said at the weekend that police would take tough action against anyone breaking the law during the proposed stayaway.

Kriel told a Sunday newspaper that police had information children would be used in anti-VAT marches, and accused Cosatu of using the children to get sympathy if they were hurt in clashes with police.

Cosatu said government ministers and Inkatha were doing their best to whip up hysteria and "a fear psychosis" around the general strike.

Inkatha is not backing the stayaway call, saying it is not in the country's interests.

Our Durban correspondent reports that national peace committee chairman John Hall said yesterday that peace accord members were very concerned that the peace process would suffer during the stayaway.

He appealed to leaders of signatory parties to the accord to keep to the letter and spirit of the agreement.

"This is indeed a great test for the accord. And now is the time for all who take the cause of peace seriously to show that

VERA VON LIERES

the accord can work," Hall added.

Police reported that seven people had been killed in unrest incidents on the Reef on Saturday in the run-up to the strike, but said townships were quiet yesterday.

The ANC linked some of the unrest to attempts to undermine the stayaway. The organisation's PWV spokesman Ronnie Mamoepa said two unknown gunmen had emerged from Alexandra's Madala Hostel and fired into a crowd, killing two people.

"The shooting is aimed at undermining efforts by the Alexandra Anti-VAT Co-ordinating Committee to mobilise people for a meeting scheduled for Sunday afternoon," Mamoepa said.

Cosatu said in its statement numerous irresponsible comments had been made in the last few days, creating the impression that violence and conflict would be the order of the day today and tomorrow. While those opposed to the planned action had every right to disagree with the protests, they had no right to deliberately manufacture an atmosphere of fear and hysteria, it added.

Cosatu said it had issued guidelines to ensure the action was peaceful and free from intimidation. These included that people had the right to go to work or stay at home, and that all organisations should ensure no attacks on homes and families from whatever sources took place.

Last week the VAT Co-ordinating Committee and Deputy Law and Order Minister Johan Scheepers agreed to set up a liaison structure to allow communication

□ To Page 2

Stayaway

between stayaway organisers and the SAP with regard to any incidents

Cosatu accused Kriel of hardline and provocative statements which left the "clear impression that there was a securocrat cabal in the government determined to provoke confrontation"

"Instead of acting against peaceful marches, the Minister should be acting against those attempting to foment conflict on the days of the general strike," Cosatu said. It repeated its challenge to the Minister to arrest people engaged in violence or intimidation.

While Inkatha had the democratic right to take government's side on the VAT issue, to talk of violence and spread rumours that people's houses would be burned down was inflammatory and totally unacceptable, Cosatu said. It called on Inkatha president Mangosuthu Buthelezi to give an assurance that his members would respect

the right of others to stay at home

Sapa reports the Joint Co-ordinating Committee on VAT and community based organisations in the Vaal Triangle have agreed that doctors, nurses, teachers and students will go about their normal duties during the stayaway.

Committee acting general secretary Saki Thagudi said a meeting on Friday resolved that students should wear school uniforms and those unable to do so should carry student cards or timetables and teachers should request letters from headmasters for identification purposes.

At least 22 rallies and other meetings, 17 marches and a number of pickets have been planned to coincide with the stayaway, which is expected to involve more than 2-million people.

The action has been backed by the ANC, the PAC, Azapo, the SACP, black business groups and the patriotic front

□ From Page 1

Ellerines workers stand firm

Star 4/11/91
By Brian Sokutu

SA Commercial and Catering Allied Workers' Union members, in a national wage dispute with Ellerines, last night called for a boycott of the company and a march on its offices throughout the country during today and tomorrow's anti-VAT strike.

The ANC, Pan Africanist Congress, Azanian Peoples' Organisation,

152
Cosatu and the National Congress of Trade Unions supported the call

Converging at the union's Johannesburg offices, singing and slogan-chanting workers said their demands included

- March 21 as a paid holiday
- An 8 percent increase in commission on sales
- A R205 across-the-board increase

Final plea for non-violence during strike

Staff Reporters

As the war of words rages between pro and anti-strike factions, the organisers of today's and tomorrow's two-day national general strike against VAT last night made a final plea for non-violence

But Sapa reports that at the President Steyn gold mine in Welkom in the Free State last night, three mine workers were killed when a group of employees supportive of the strike apparently attempted to prevent other employees from starting work on the night shift.

Anglo American spokesman James Duncan said at least 13 miners were admitted to hospital following the clash at the mine's number four shaft

Star 4/11/91
The two-days of stayaways and marches, spearheaded by Cosatu and Nactu, is a protest against the implementation of VAT on basic foodstuffs, medicines, medical services, electricity and water

Cosatu said this weekend it would lodge a complaint with the National Peace Accord committee regarding Inkatha Freedom Party leadership statements

"To talk of violence and spreading rumours that houses would be burnt down was inflammatory and totally unacceptable," Cosatu charged.

Cosatu called on the IFP leadership to give its assurance that members would respect the right to stay at home and not to engage in

attacks.

ANC deputy president Walter Sisulu, in an address broadcast by SABC-TV, called for restraint during the national work stoppage.

He called on all ANC supporters to ensure there were no incidents of violence, intimidation or threats.

Ministry of Law and Order spokesman Captain Craig Kotze confirmed that police had laid a complaint with the Peace Accord committee regarding the two-day strike

Captain Kotze said the police believed the strike was a contravention of the Peace Accord.

He said the VAT Co-ordinating Committee had not considered it important to obtain permission for marches planned on the strike days.

Law and Order Minister Hernus Kriel said police were obliged to act to prevent "illegal" protest marches.

The strike cost the country an estimated R2,5 billion and led to 70 000 lost jobs, Mr Kriel said

At least 21 rallies, 17 marches and 11 pickets countrywide have been planned to coincide with the strike

Cosatu said last night it had not taken any decision to refuse to apply for permission for any marches — which have been organised on a regional level

"We indicated to the Deputy Minister of Law and Order that in certain areas where for technical reasons the permission may not have

● To Page 2

Last plea for non-violence

● From Page 1

been applied for, that the police and local organisers of marches should meet and sort out this problem in a disciplined and peaceful way," the federation said.

Cosatu and Nactu called on members to exercise their right to strike in a "disciplined and peaceful way" and not to interfere with those who wanted to exercise their right to go to work

"We particularly call on the hostel dwellers not to be used to attack those who want to stay away," the organisers said.

Regional and national joint liaison mechanisms to monitor and diffuse tensions and any possible confrontation had been set up after a meeting with the deputy Minister of Law and Order Johan Scheepers, they added

The unions called on the security forces to act decisively against any agents provocateurs and to disarm all people who sought to use violence

The unions also repeated a plea for all students and teachers to go to school

Yesterday several more or-

ganisations came out in support of the strike.

The National Association of Democratic Lawyers and the Black Lawyers' Association resolved this weekend that all "concerned" lawyers should close their practices in support of the protest

The Black Consciousness Movement of Azania also pledged support

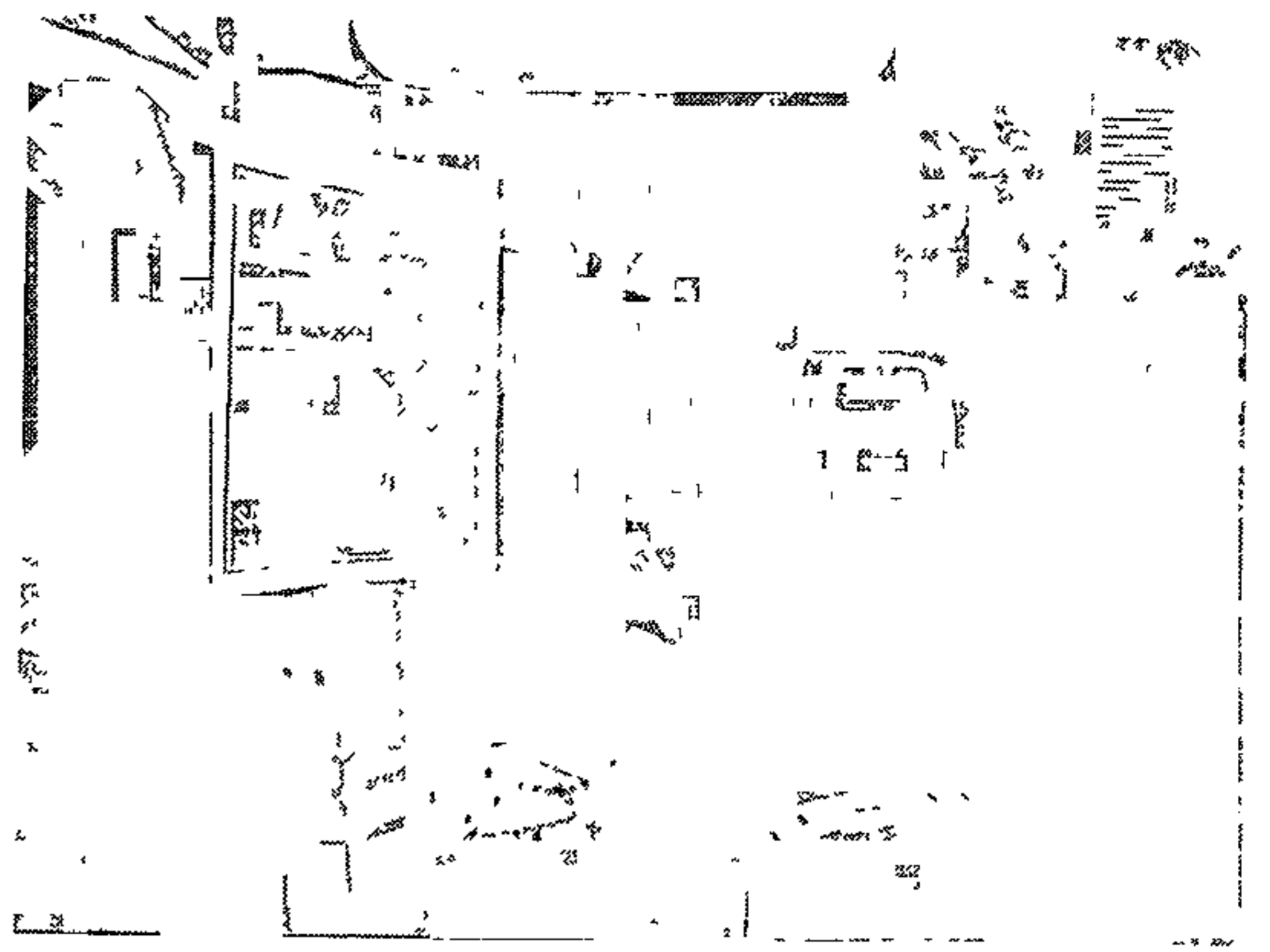
National Peoples' Party leader Amichand Rajbansi said anti-VAT action was justified but should not have coincided with the Hindu festival of Diwali. He appealed to shops serving the Indian community to open up today for last-minute shopping for Diwali.

Yesterday IFP Jeppe Hostel branch chairman Joseph Zulu urged taxi owners to transport people to work during the strike — in defiance of the stayaway

Despite an IFP statement that an offer of "scab" labour was not official policy and done without authorisation, several companies have asked Krugersdorp IFP member Prince Russell Zulu for casual labour during the stayaway

Human rights report

All quiet on the Western front



EMPTY RANK: A VAT protest poster dominates a pole next to a lone taxi at the normally bustling taxi rank next to the Parade in Strand Street Extension today.

(152) ARG 4/10/91

But anti-VAT tension brings death to Free State and Natal

Staff Reporters

VIOLENCE in Natal and the Free State marked the start of the two-day general strike organised by Cosatu, Nactu and the ANC to protest against value added tax on basic food, medical and other essential services.

The death toll in fighting at the President Steyn gold mine near Welkom, sparked by an attempt to stop workers going on night shift last night, rose to 10 today. Another 32 miners were injured.

Anglo American spokesman Mr James Duncan said four of the injured were in a critical condition in hospital.

Two people were killed and five injured when a hand grenade was thrown into a room at a men's hostel in Umlazi, near Durban, yesterday as tension built up on the eve of the strike. Today some cars were stoned on the M1 in the Pinetown area.

At least one house was burning in Khayelitsha early today and a number of burning tyre barriers were set up in the township.

Certain workers exempted

Lingeletu West town clerk Mr Graham Lawrence said the fire brigade and security forces were at the burning house in T-block, Site C.

"But the township itself appears very quiet and there is not much movement," he said.

Virtually no black people were on the streets of Cape Town.

Only health, education and media sector workers were exempted from the call to stay away from work and children were told to go to school and not disrupt their exams.

The front sections of buses transporting health care workers to work today were painted pink. The vehicles also displayed pink arrows reading "Express Extra".

Mr Cameron Dugmore, a member of the Western Cape ANC executive committee, was one of several "VAT monitors" travelling on these buses.

On the recommendation of the Cape Chamber of Industries, most business were believed to be applying a policy of a no work, no pay.

Trains ran normally but were almost empty during the morning peak and few buses operated. Minibus taxi ranks were deserted, except in Mitchell's Plain and some other coloured townships.

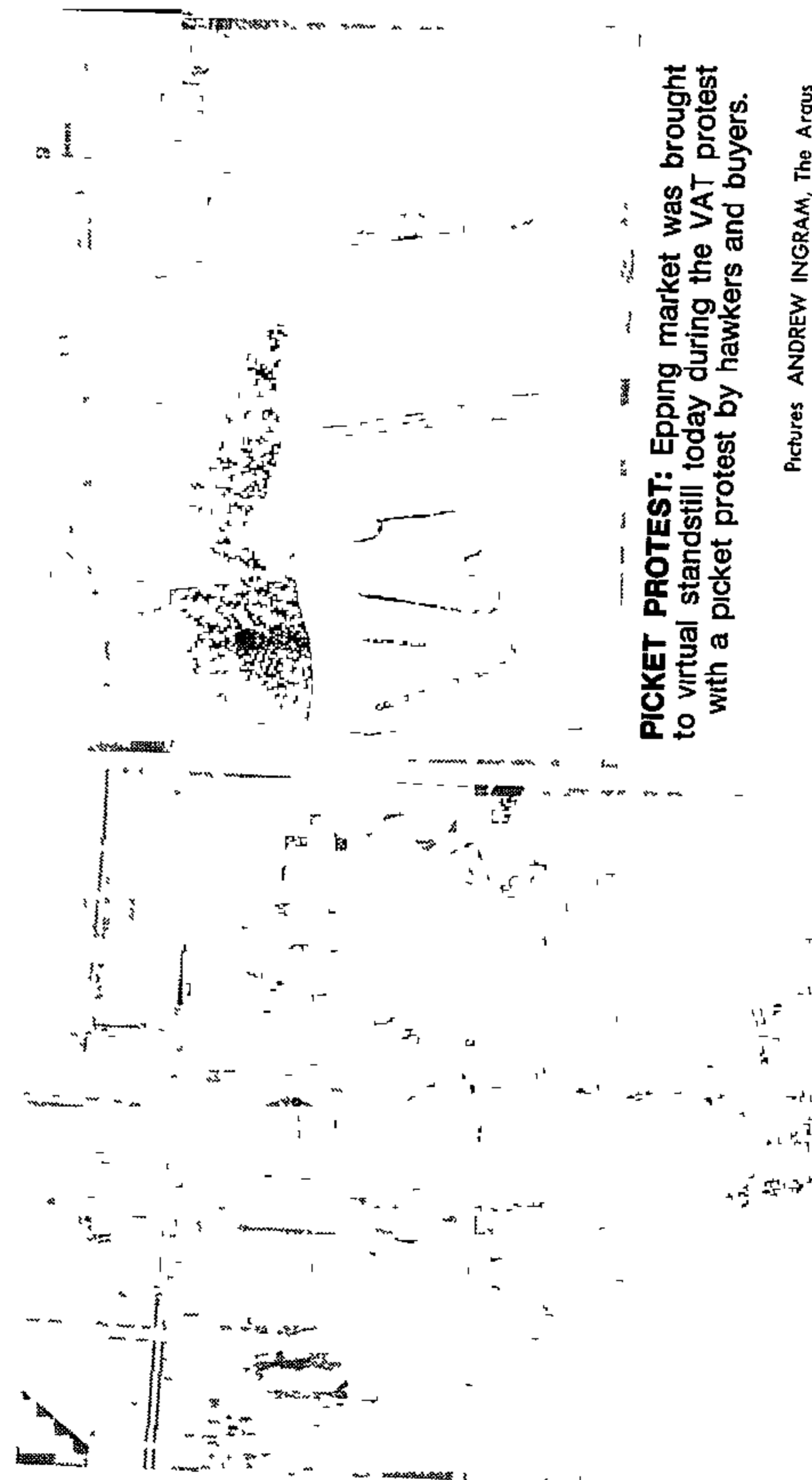
Asked if he knew about the two-day stayaway, a taxi driver shrugged and said "The people want to go to work and we want to earn money."

An Argus team saw at least 11 policemen, some with shotguns, at Mitchell's Plain station, where commuters were waiting for trains.

At 6.30am a yellow police helicopter flew low over the railway line travelling in the direction of Kapteinsklop.

An Argus team also saw a blue delivery lorry, with a policeman behind the wheel, being towed to Mitchell's Plain police station by a police vehicle.

The window of the lorry was shattered.



PICKET PROTEST: Epping market was brought to virtual standstill today during the VAT protest with a picket protest by hawkers and buyers.

Pictures ANDREW INGRAM, The Argus

MILITARY PRESENCE: A trickle of commuters, left, board a train at Bonteheuwel station under the watchful eye of the Defence Force.

Market picket

No newspaper vendors were selling newspapers in Mitchell's Plain, Heideveld, or Manenberg.

At Epping market hawkers held an anti-VAT picket.

A Buffel with armed security forces on board was on standby at Heideveld station.

Traffic on Settlers Way appeared to be normal.

At Kayamandi, Stellenbosch and Mbekweni, Paarl most businesses and spaza shops were closed, railway stations were almost deserted and there was no sign of taxis.

In Pretoria a Putco bus company spokesman said the stayaway was "almost 100 percent" in townships.

Vat strike: Cosatu call for calm

Own Correspondents

DURBAN — The country faces a massive test of strength today and tomorrow as the ANC, Cosatu and their allies press ahead with the anti-VAT stayaway amid warnings from Minister of Law and Order Mr Hernus Kriel that the police force will show its steel

Yesterday police ministry spokesman Captain Craig Kotze said the circumstances surrounding the strike amounted to a "nasty cocktail" and claimed violence had already resulted.

But ANC president Mr Nelson Mandela vowed that the demonstrations would be peaceful and called on police not to allow attacks on "innocent individuals" by agents provocateur, vigilantes or death squads

CITY PLANS FOR VAT ACTION

See PAGE 5

Cosatu moved to end "general strike hysteria" on the eve of the proposed mass stayaway

The trade union federation accused Government Ministers and the Inkatha Freedom Party of whipping up hysteria and a "fear psychosis" on the eve of the strike

Cosatu repeated assurances that its supporters would not interfere with people's right to work

Inkatha is not backing the strike call, saying it is not in the country's interests

Mr Kriel said at the weekend that police would take tough action against anyone breaking the law during the stayaway

The stayaway is understood to have been high on the agenda of the meeting between President F W de Klerk and Mr Mandela in Pretoria on Saturday

Yesterday, Mr Mandela told a Diwali celebration in Durban that the "demonstrations will be peaceful and we have no intention whatsoever of interfering with those individuals who want to go to work"

Cosatu said in its statement that numerous irresponsible statements had been made in the past few days, creating the impression that violence and conflict would be the order of the day

While those opposed to the planned action had every right to dis-

To page 5

From page 1

Vat strike

agree with the protests, they had no right to manufacture an atmosphere of fear and hysteria, it added.

Cosatu said it had issued guidelines to ensure that the action would be peaceful and free of intimidation

It accused Mr Kriel of hardline and provocative statements which left the "clear impression that there was a se-curocrats cabal in the government determined to provoke confrontation".

"Instead of acting against peaceful marches, the Minister should be acting against those attempting to foment conflict on the days of the general strike," Cosatu said

It repeated its challenge to Mr Kriel to arrest people engaged in violence or intimidation

On Friday, police lodged a complaint with the National Peace Committee, claiming that Cosatu was infringing the National Peace Accord by planning marches without the necessary permission

National Peace Committee chairman Mr John Hall appealed to signatories to keep to the letter and spirit of the Accord

Police reported that seven people had been killed on the Reef in the run-up to the strike at the weekend, but said townships were quiet yesterday

The ANC linked some of the unrest to attempts to undermine the strike

Captain Kotze said yesterday that police had been tipped off that ambushes would be set for members in townships during the strike

He pointed to the death of a policeman in a hail of gunfire on the Reef on Saturday as evidence that the tensions surrounding the strike had already led to violence.

● About 300 people marched through central Johannesburg on Saturday to present an anti-VAT memorandum to the deputy Receiver of Revenue, Mr Jan Labuschagne

First day of anti-VAT protest peaceful

Millions stay home

Star 5/11/91
Staff Reporters (152)

The strike by millions of black workers is to continue today following yesterday's anti-VAT stayaway — described by major employers as the biggest the country has yet experienced

In spite of absenteeism in the hardest-hit areas running at between 80 and 100 percent, the first day of the general strike was largely peaceful

Following the pre-strike carnage at Welkom's President Steyn gold mine which left 15 dead, few reports of violence were received

The situation in Soweto was described as being like Christmas Day

And educationists reported that pupils, exempt from the strike call along with medical workers and journalists, had flocked to school to write exams

A spokesman for the Department of Education and Training said black matric exams had not been affected by the stayaway "Students have arrived at school and the exams are going ahead normally," he said

Protest meetings were staged peacefully — save in Hillbrow, Bloemfontein and the northern Cape where marches, said by police to be illegal, were broken up.

Police said in an interim unrest report that 108 people were arrested during 16 protest marches and placard demonstrations held without the permission of the authorities

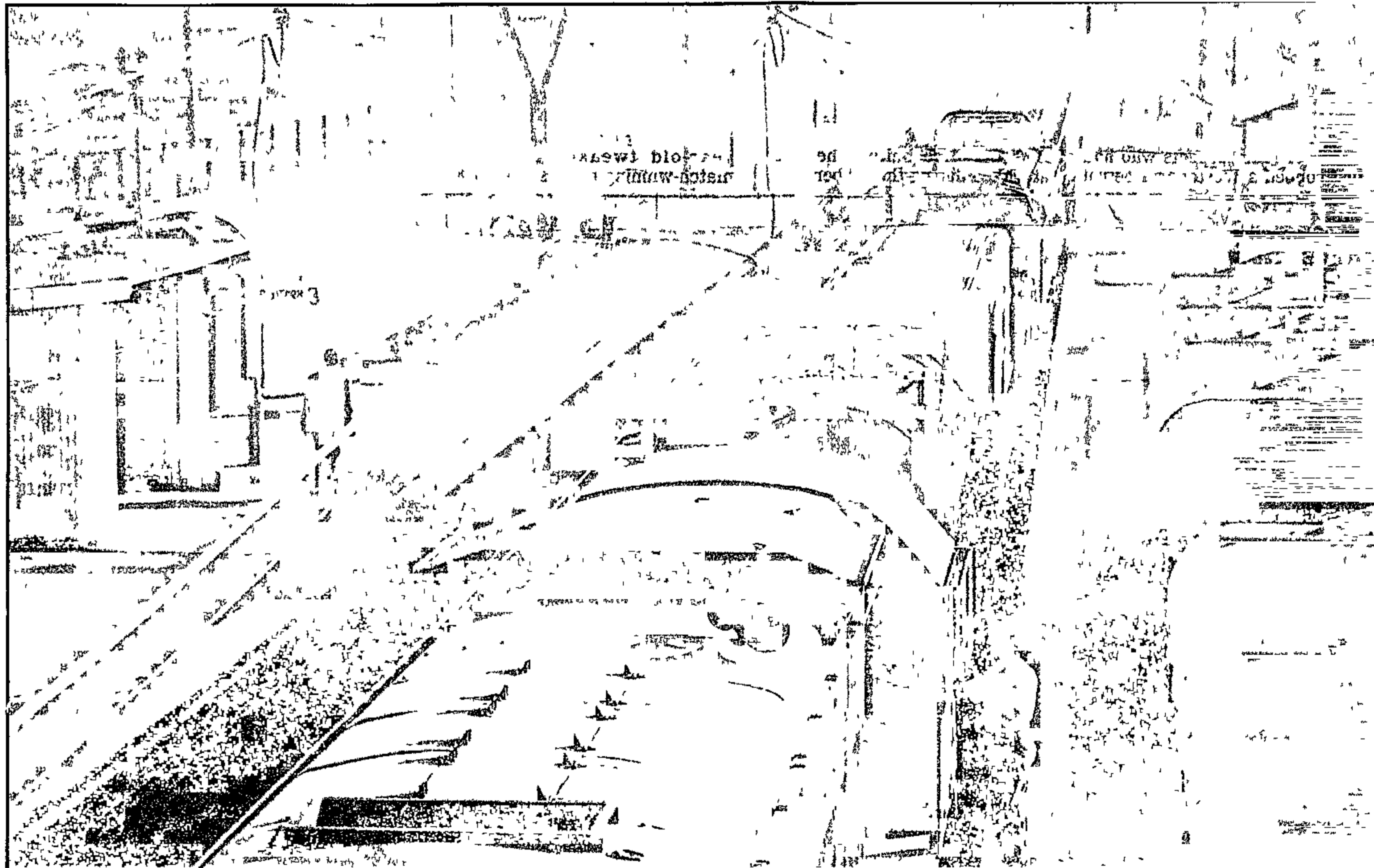
Nine lawful protest marches were held

Cosatu secretary-general Jay Naidoo, whose organisation was the main force behind the stayaway, said more than 3.5 million workers supported it

Speaking at an anti-VAT rally in Soweto, Mr Naidoo said the strike was a dress rehearsal for the action that would finally bring the South African Government down

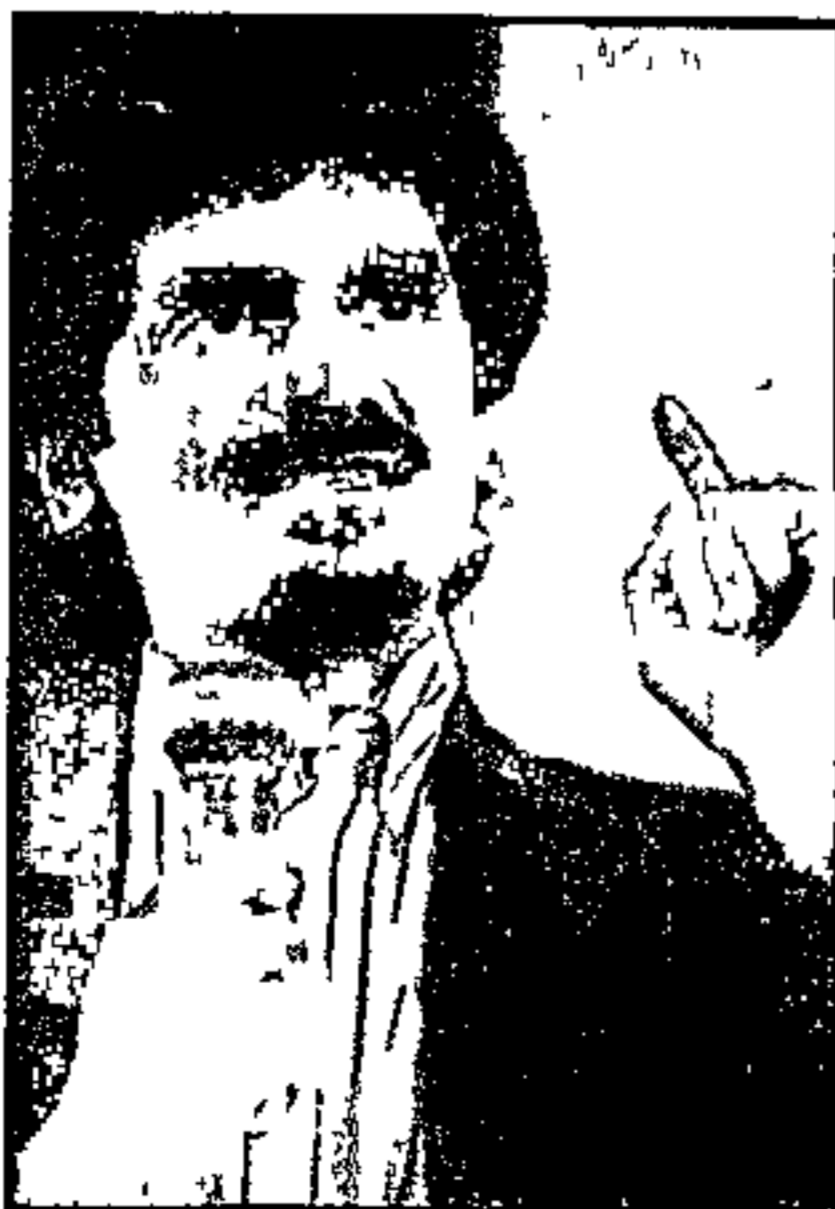
He said there would be sustained mass action to force the Government to negotiate on an interim government

Mr Naidoo said that the



All quiet on the line . . . police kept a careful watch on trains during the first day of the national strike

Picture Alf Kumalo



Jay Naidoo . . . strike only the start of further action

people of South Africa had held a referendum in the streets yesterday to pass a vote of no confidence in the De Klerk Government

He said millions stayed

away and cast their vote in the townships to say that they wanted no more unilateral decisions from the Government, no more violence and no more train massacres

Support for the strike was between 80 and 100 percent in major industrial areas such as the PWV, Natal and eastern Cape

About 90 percent of the Johannesburg City Council's semi-skilled labour force was on strike, affecting sections such as roads, health, water and waste

Traffic jams were reported along routes into Johannesburg from the northern and eastern suburbs as commuters took to their cars fearing that the buses would not be running

Routes from the south and Soweto, however, resembled

traffic on a Sunday, traffic spokesman Eric Hill said

The Johannesburg Transport Department was able to keep about 45 to 50 percent of buses running, despite a stayaway by 70 percent of their drivers. About 100 council employees from various departments stepped in to keep the buses going

In Sandton, up to 90 percent of semi-skilled workers stayed away

Virtually all bus and taxi services ground to a halt in all Vaal Triangle townships. Trains ferrying commuters in the area were almost empty. According to a Vaal Transport Corporation spokesman, only about 10 percent of buses operated in the area

West Rand streets were

● To Page 3

Millions stay home 152

ster 5/11/91.
● From Page 1

virtually deserted with very few taxis visible at any of the taxi ranks in the town centres

Isolated incidents of violence were reported yesterday

Police reporting two strike-related deaths in Natal and Democratic Party monitors in Maritzburg took a stream of telephone calls from people complaining of intimidation

Regional director Radley Keys said the intimidation of workers was most evident in Richmond, where the town was at a virtually standstill

"All town workers stayed away, and most farm employees who turned up for work were forced to leave early because of threats," he added

There was substantial support for the stayaway in Durban and Maritzburg

Teargas was used by the police at Rocklands in Mangaung township near Bloemfontein yesterday when a group of about 70 demonstrators refused to disperse

Bus and municipal services in the Far North were largely at a standstill yesterday and town councils, mining companies and other major employers were forced to implement emergency measures to maintain essential operations.

The city centres of East London and Port Elizabeth were practically at a standstill.

The stayaway was virtually 100 percent in Cape Town's black townships, said City Tramsways bus company spokesman Jean Walsh. The stayaway enjoyed 90 percent support in coloured townships, she added

Retail outlets country-wide were counting the cost after a very quiet trading day with the PWV region and the Vaal Triangle hardest hit

Pick'n Pay human resources director Rene de Wet said there was a 90 percent stayaway of staff and customers in the PWV region.

"This is the worst stayaway we have ever experienced," he said

Chamber of Mines public affairs director Peter Bunkell said four gold mines and two collieries reported 100 percent worker stayaway out of 33 gold mines and 55 collieries.

The Anglo American Corporation reported that more than 80 percent of the 230 000 employees within the AAC group of companies reported for work.

The Post Office reported that a national average of 50 percent of its black work force — 12 percent of its total work force of 30 000 — observed yesterday's stayaway

At least 82 post offices, mainly in black areas, were closed and there were no postal deliveries. The situation is expected to be much the same today

Star 5/11/91

Workers lost over R100-m, says Sacob

By Louise Burgers

Workers in the private sector lost more than R100 million in wages by being absent from work yesterday due to the VAT strike, the SA Chamber of Business said in a statement.

Commenting on the first day of the stayaway, Sacob said that support varied according to regions.

The extent of the stayaway was most marked in the Witwatersrand area, the eastern Cape and the Durban metropolitan area, where absenteeism reached between 80 and 100 percent.

In Maritzburg, Bloemfontein and Pretoria figures ranged between 60 and 80 percent.

Less support was experienced in the western Cape, Free State Goldfields and northern Natal where absenteeism was between 20 and 40 percent.

It would appear that a major contributory factor to the level of absenteeism was lack of transport. Although some reports of intimidation have been received, it is not possible to assess the extent to which this influenced the stayaway," Sacob said.

Sacob said reports indicated that many companies made contingency plans and were able to proceed with normal business activities to a large extent.

2 Cape Times, Tue

Production losses 'can be made up'

Own Correspondent

JOHANNESBURG —
Much of the production
lost during this week's
anti-VAT stayaway
would be made up dur-
ing the next few weeks,
limiting the stoppage's
impact on economic out-
put, economists said yes-
terday.

Employment pros-
pects, however, could be
adversely affected as
companies sought to
raise productivity levels
by cutting labour costs
through retrenchments.

Private sector analysts
said government's esti-
mates of the stayaway's
cost to the economy — up
to R2,5bn — were over-
stated. National Produc-
tivity Institute econo-
mist Mr Roelf du Plooy
estimated the total cost
to be less than R1bn up
front — before com-
panies make good the
lost production.

Old Mutual economist
Mr David Mohr said "I
suspect some companies
will even welcome the
opportunity to close
down for two days. It's a
question of them post-
poning output, not re-
ducing it."

No milk, bread (152) deliveries

Staff Reporter

MILK and bread companies were among the hardest hit by yesterday's anti-VAT strike following a strong response by their staff to the stayaway call.

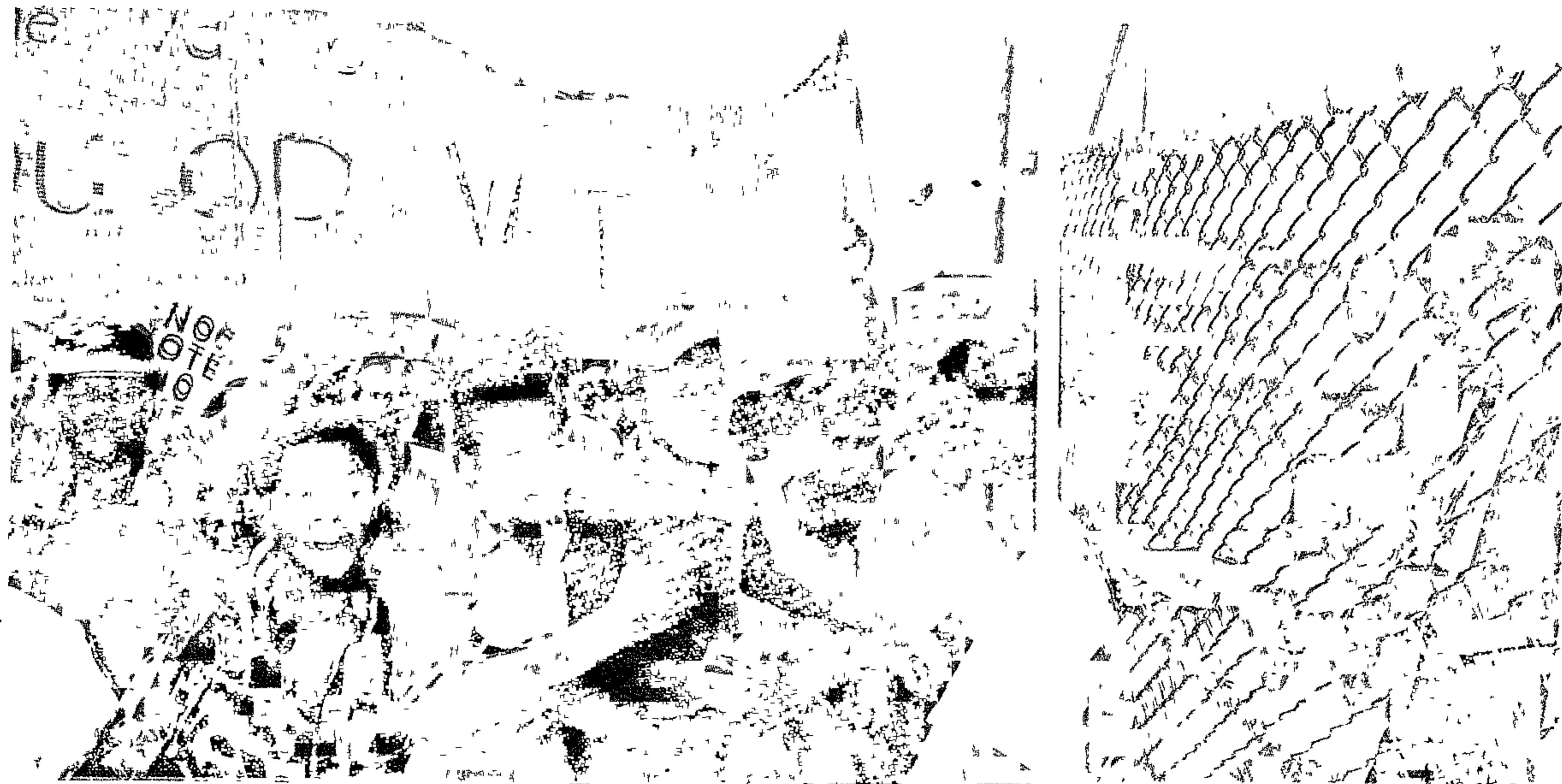
A Dairybelle Dairy Products spokesman, Mr B Hilderbrand, said no deliveries were made throughout the Western Cape.

He said all union members — who constituted about 70% of their staff — had not come to work yesterday, "which also means that there will not be any deliveries today".

A source close to Albany Bakeries said there were no deliveries yesterday but more baking was done with the hope of delivering today.

However, most of the emergency services in the city operated without interruption.

Cape Town's traffic manager, Mr Wouter Smit, said the traffic department had not been affected by the strike and that roads were "quieter than normal".



WITTY PROTEST ... Anti-VAT protesters hold up a placard during a march in Guguletu yesterday, punning wittily in Afrikaans. **RIGHT:** ANC regional executive member Mr Tony Yengeni hands over a memorandum against VAT to Ikapa Town Council chief executive officer Mr Kobus Olivier yesterday, after about 2 500 people marched through the streets of Guguletu

(152) CTS/11/91 PICTURES BENNY GOOL

VAT strike stalls city

Thousands heed call to stay away

HALF of Cape Town's labour force heeded the stayaway call yesterday — with the greatest support for the action from unionised, mostly less-skilled African workers

The 50% estimate from industry sources is in contrast to a 70% figure for the Western Cape claimed by Cosatu

Cape Town City Council — the city's largest single employer — reported yesterday that virtually half of its 15 800 staff members were absent

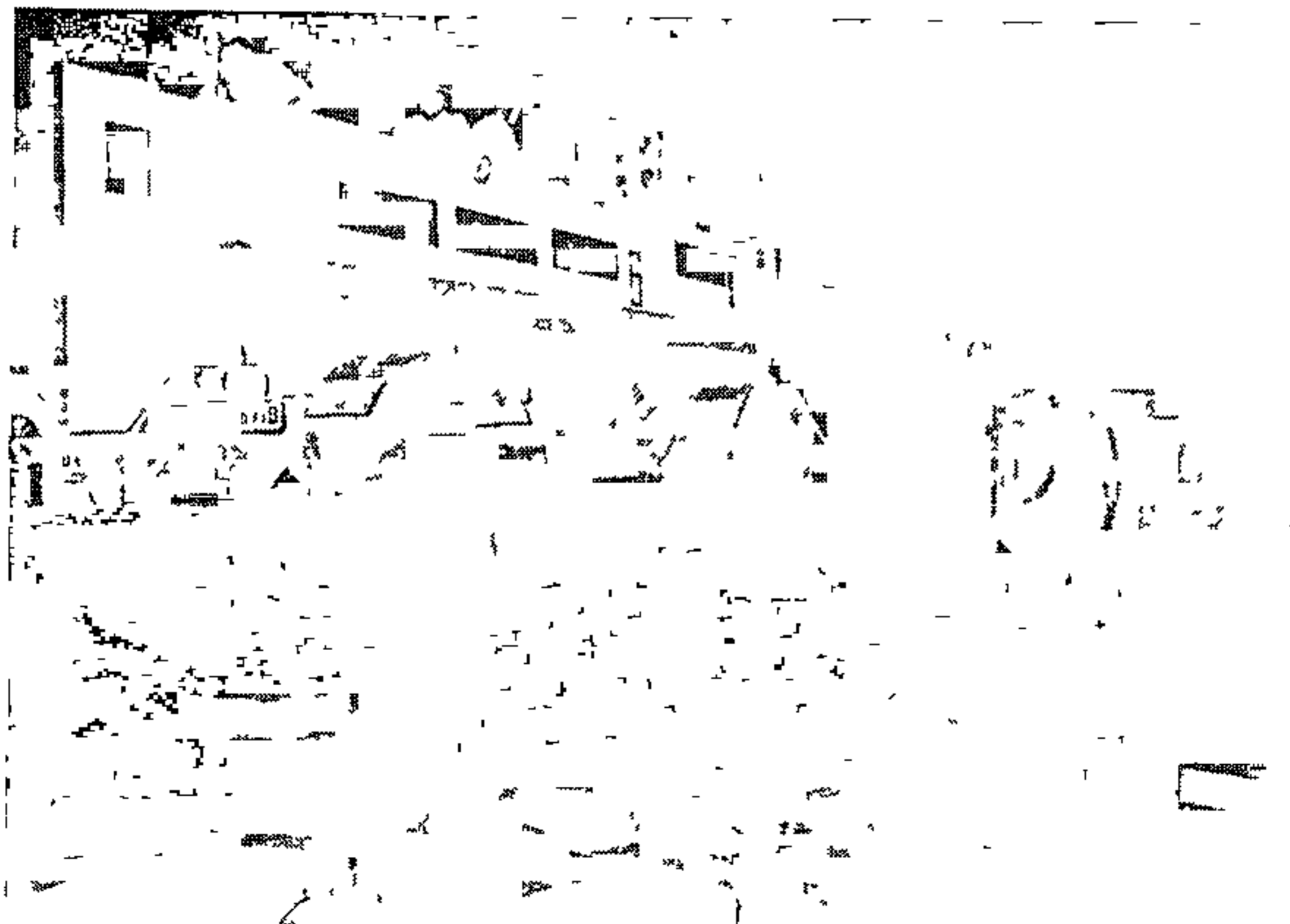
Spokesman Mr Ted Doman said 7 700 council staff were absent yesterday. This amounts to 48% of the staff complement

In other economic sectors

● In Cape Town's largest industry and a bastion of Cosatu unionism in the region — clothing factories — over 75% of the work force, dominated by women, reported for duty

● About 50% of Portnet workers reported for work. A Spoornet spokeswoman said 1 194 Spoornet workers, out of about 12 000 employees in the Western Cape, were absent.

Trains ran normally, however, she said. Commuter numbers on the



CABLE AMBUSH ... A police Casspir on patrol in Prince George Drive, Retreat, passes a taxi which had struck a cable stretched across the road by gangsters

Picture ANNE LAING

Khayelitsha line were about 10% of normal, and on the Simon's Town line, about 50%

● City Tramways spokeswoman Mrs Jeanne Welsh said yesterday about 20% of the bus company's vehicles operated, carrying about 15% of the normal volume of passengers

Mrs Welsh confirmed that the number of passengers to and from black

townships was virtually nil, and about 10% of the norm in coloured areas

● A spokesman for the SA Black Taxi Association (Sabta) said patrols had reported no taxi business

"All the taxis are available, but they aren't running because nobody is using them," he said

● The Building Industries Federation of SA (Bifsa) was not able to

comment on work stayaways in the building trade, but a spokesman for Gordon Verhoef and Krause said about 50% of their staff arrived for work

● University of Cape Town registrar Mr Hugh Amore said the UCT campus was "functioning relatively normally", but did not give more details. University of Stellenbosch spokesman Mr Douglas Davis said there was "nothing out of the ordinary" in terms of worker attendance yesterday

● A spokesman for the Department of Education and Training said yesterday DET primary schools were well-attended, as were high schools busy with exams

Commenting on the protest, Cape Chamber of Industries' director Mr Colin McCarthy said "A lot, regrettably, depends on the complexion of the labour force"

Standstill

Early estimates pointed to average attendance figures of between 50% and 60%, he said

Production at a number of major industries in Paarl came to a standstill as virtually the entire workforce joined the anti-VAT strike

An industry source in Paarl, who declined to be named, said he had heard that "up to 90% of Paarl is standing still"

Nearly the entire construction labour force of 13 000 men at the Moss-gas project in Mossel Bay were absent, said Moss-gas skills manager Mr Rastie de Villiers — Staff Reporters and Sapa



MARCHING
The front row of some 2 500 anti-VAT protesters march through Guguletu yesterday to the offices of the Ikapa Town Council, where a memorandum w'as handed over to chief executive officer Mr Kobus Oliver

UNIVERSITY OF CAPE TOWN
SALDRU LIBRARY

5 NOV 1991

STREET TOWN



3,5 m
in SA's
TOP 100



VAT DEFIANCE... A Khayelitsha youth gives the traditional ANC salute at a burning barricade in Zola Budd Drive in the sprawling township yesterday as most residents heeded the Cosatu call for a two-day stayaway in protest against the introduction of VAT last month.

Pictures **BENNY GOOL**

Gang violence in suburbs

Staff Reporter

VIOLENCE erupted in Lavender Hill and Retreat yesterday when gangsters ambushed a taxi full of passengers by stringing a 15-metre cable across Prince George Drive

They also tried to set fire to a petrol station, police said.

Teargas was used to disperse the gangs, some numbering up to 100, who went on the rampage from 2pm, police said

Colonel Raymond Dowd, the Wynberg district crime and riot control officer, said last night: "This was the work of gangsters and not the average people living in the area"

The ambushed taxi crashed and

rolled about 8pm when gangsters, allegedly exploiting the VAT strike, hid near a burning barricade and hoisted the cable moments before the taxi struck it.

The occupants suffered light injuries and the gangsters had tried to attack them. The gangsters fled when police arrived

Police said that at about 2pm gangsters apparently began stoning vehicles travelling along Prince George Drive and several burning barricades were erected. By 4pm police roadblocks had sealed the road off to traffic from Retreat Road to Military Road

● Picture — Page 2

3,5 m in SA's biggest strike

IS2
CT5|10|91

MORE than 3,5 million workers are reported to have stayed at home yesterday, on the first day of what has been described as the "the largest general strike" in South African history.

HOW VAT STRIKE HIT THE CAPE
See PAGE 2

Streets in major cities around the country were reported to be "amazingly quiet", with commuter transport running nearly empty

However, the days leading up to the strike were marked by a surge in bloodshed, as 30 people died over the weekend. Two deaths were reported from Maritzburg yesterday

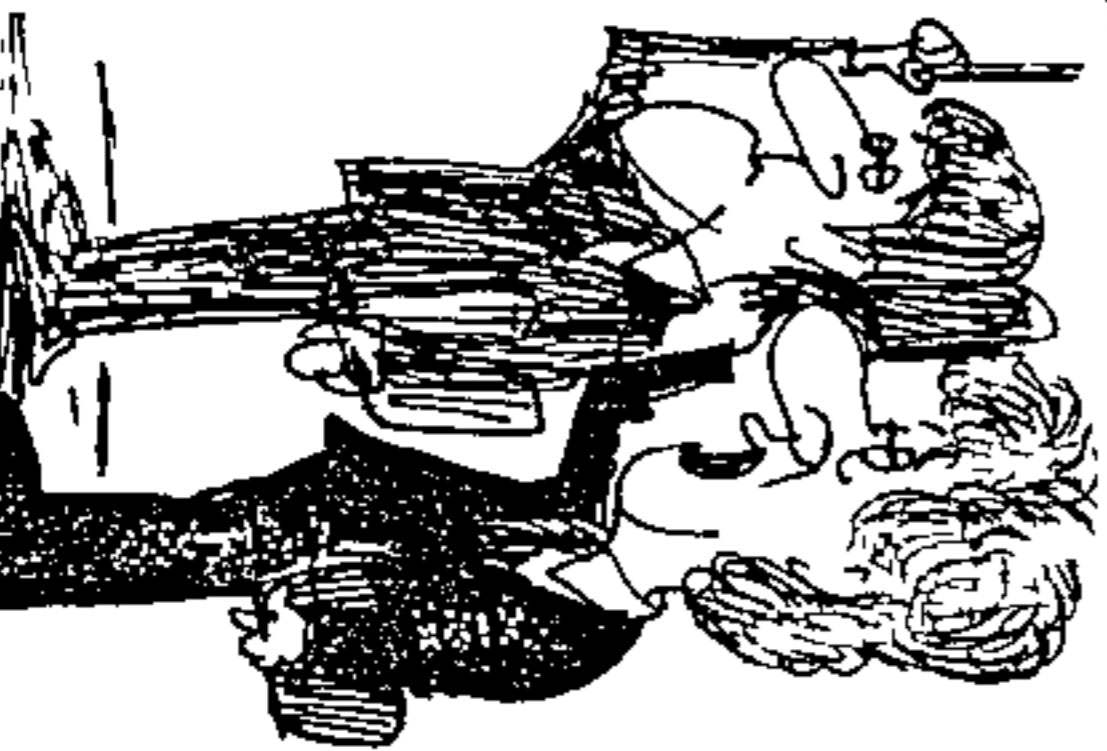
The worst violence broke out late on Sunday night at the President Steyn gold mine in Welkom, where the death toll in fighting has now risen to 15. And in Natal at the weekend, a man died and two policemen were wounded in a rocket attack on their vehicle

Elsewhere, however, workers stayed away apparently without incident. Only sporadic cases of unrest were reported

A joint Cosatu, Nactu and ANC statement said predictions of mass intimidation and violence had been exposed as "scare-mongering"

A special police "interim unrest report" issued yesterday revealed that 108 people had been arrested during the day in 16 protest marches

To page 2



"I was going to join the anti-VAT stayaway but I was intimidated by my boss"

OWN MAKES

HITS

L. WOOL

Strike: 'Isolated' cases of intimidation

By RAMOTENA MABOTE

SEVERAL isolated cases of intimidation were reported yesterday in spite of a call to the contrary by the Anti-VAT Co-ordinating Committee

Among those stopped from going to work were a woman who said she was on her way to hospital to collect prescription pills, a Cape Times reporter and train and taxi commuters

A Guguletu woman, Ms Memory Mzamo, said a group of youths refused to allow her out of the township in spite of a promise by her to produce the pills on her return

The reporter was warned minutes earlier by the same group that if he insisted on going to work he would "reap what you sow", as they intended closing all routes from town in the afternoon

The group — one of several scattered along NY 3A, next to the Guguletu men's hostel — ignored the reporter's reminder that the anti-VAT committee had exempted media workers from the strike

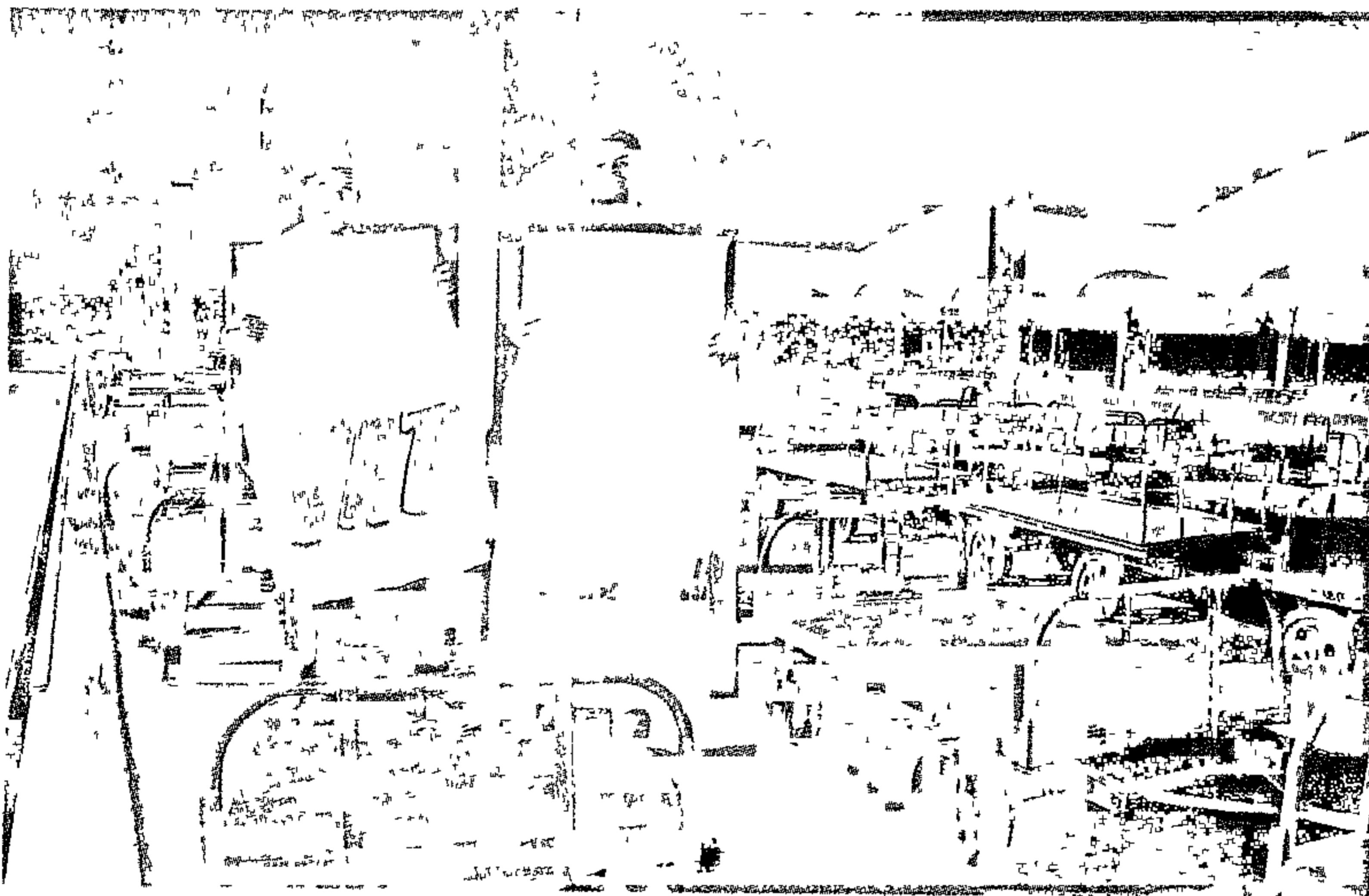
At the corner of NY1 and NY3A, a trio of youths stopped cars, particularly minibuses they suspected of being taxis, and

asked passengers where they were going

A Guguletu boy, known only as "Sthemobile" said that at about 8am a man using a loudspeaker warned people not to board trains "for your own safety"

ANC regional assistant secretary Mr Willie Hofmeyr said he had "no hesitation" in condemning the reported intimidation "We'd be very glad if people brought us any evidence so we can investigate — I'm pretty sure it wasn't ANC people"

A police spokesman said no incidents of intimidation were reported



ANTI-VAT . Members of the Epping Market Fresh Produce buyers register their protest at the municipal market in Epping yesterday

Picture BENNY GOOL

Shooting near Strand

Crime Reporter

ONE person was wounded in the Peninsula, in an otherwise a peaceful first day of the two-day national anti-VAT strike, a police spokesman said yesterday

Captain Attie Laubscher said 19-year-old Ms Moira August of the Strand was wounded in the leg, when a man travelling along the N2, opened fire at a group of people with a shotgun

Ms August was standing with a group of about 10 people near Lwandle Hostel at about 750am when the incident occurred

Police are investigating a charge of attempted murder

The ANC alleged yesterday that a security guard employed by Strand Foam Pty (Ltd) was responsible for the incident.

Hungry whites get work during strike

PRETORIA — A Pretoria charity which provides food for impoverished Afrikaner families has placed "hundreds of men, women and children" as temporary workers in factories and shops during the two-day national strike.

Kleintje Pereira of the Werk en Oorleef (Work and Survive) charity organisation said yesterday that factory managers and shop owners offered temporary jobs to the more than 5 000 Afrikaner working class families under their care.

"All of our people who were physically able have gone to work. They are working as cashiers, sales personnel and workers in factories. Unfortunately, they expect to be kicked back onto the street as soon as the strike ends," Pereira said — Sapa

Stayaway maintains wide support

Cosatu warns of further strike action

B/D by 6/11/91.

~~152~~
152

COSATU yesterday threatened further stayaways if it and other "major players" were not consulted on next year's Budget.

Stayaway levels on the second day of the anti-VAT strike was largely unchanged at 80%-100% in the Witwatersrand, eastern Cape and Durban, while the least support was in the Free State, northern Natal and the western Cape.

Sacob reported largely unchanged figures from yesterday but said some companies had reported improved attendance

Reaction to the stayaway from government has been minimal. President F W de Klerk said yesterday the strike was unjustified but he would address the issue when he opened the Transvaal NP congress tomorrow.

Cosatu and the ANC said the strike indicated that the majority of working people were no longer prepared to accept government's "diktat".

Cosatu general secretary Jay Naidoo told a news conference "the only sensible course" for government to take was to freeze further implementation of VAT and accept the need to negotiate with the entire spectrum of SA society "Those in government who are most resistant to these public pressures will have to assume full responsibility for any further mass actions necessary to make the voice of the majority heard"

VERA VON LIERES and BRENT VON MELVILLE

According to Sacob, workers in the private sector lost more than R200m in wages over the past two days — roughly the same as any potential burden imposed on workers by VAT's introduction

Department of Education and Training officials said attendance was normal at black schools and matric exams

Major retailers including Checkers, OK, and Pick 'n Pay reported support for the stayaway among staff and customers was more or less unchanged

Transnet reported commuter levels on trains and buses were 1% higher than Monday's 25% countrywide.

Chamber of Mines senior GM Johann Liebenberg said the strike was overwhelmingly rejected by the vast majority of employees on gold and coal mines affiliated to the chamber Liebenberg said figures showed only 17% of employees heeded the stayaway call.

Anglo American reported more than 83% of workers in its gold, coal and industrial divisions turned up for work

De Beers said about 61% of its employees went to work on Monday

Steel and Engineering Industries Federation of SA (Seifsa) spokesman Hendrik van den Heever said overall, 60% of engi-

□ To Page 2

Strike B/D by 6/11/91. From Page 1

neering workers stayed away from work compared to Monday's figure of 65%

Iscor was hit by a wage strike at its Durban Navigation Colliery (Durnacol) in northern Natal, and about 3 500 workers walked out, but a spokesman said there would be no problem with supply

SAB beer division spokesman Adrian Botha said conditions in the breweries re-

mained much the same as Monday, with about 90% of workers still off work

Consol spokesman Hennie Stroh said there was a slight improvement on yesterday's figure of 97% absenteeism

There was a high stayaway rate among municipal employees in major cities with unskilled and semiskilled workers making up most of the absentees



At the gates thousands gather outside Soweto's Protea Police Station yesterday to present a petition against VAT.

Picture: Alf Kumalo

Millions stayed away from work

By Paula Fray Star 6/11/91

Figures compiled by The Star from commuter organisations and big business confirm that millions of workers stayed away during the strike. Among the figures collated by The Star are

● A spokesman for Spoornet said about 680 000 passengers normally used trains servicing major townships on Reef between 3 percent and 5 percent used them on Monday and yesterday
● Spoornet spokesman Ms Durman Bosman said trains servicing Soweto, the East Rand and

Cape Town were on average 5 percent full, and those running to Pretoria, East London and Port Elizabeth "mostly empty"

● Cape Town City Tramways which usually ferries about 270 000 commuters at peak hours reported 100 percent backing for the strike in black townships and 90 percent in the coloured townships
● Durban trains carried 10 percent of their usual number of passengers

● Putco spokesman Dr Jack Visser said there was little demand from commuters except in Eldorado Park and Evaton

● Transvaal taxi commuters found it almost impossible to get transport with most Sabta drivers supporting the strike

South African Chamber of Business (Sacob) said yesterday support for the strike had been unchanged since Monday.

Support on the Witwatersrand, in the Eastern Cape and in the Durban metropolitan area was between 80 percent and 100 percent, 60 to 80 percent in Maritzburg, Bloemfontein and Pretoria, between 20 percent and 40 percent in the Western Cape, Free State Goldfields and Northern Natal

Township residents

deny intimidation

Star 6/11/91

152

Most Soweto residents interviewed on the streets yesterday said they had stayed at home voluntarily over the last two days in support of the anti-VAT campaign.

Some cited fears for their safety, coupled with a lack of transport.

None of those interviewed said they were intimidated to stay at home. They were unanimous that the main reason was that they were anti-VAT, which they described as adding to the woes of the poor. — Staff Reporter

Business losses varied 'from thousands to millions'

By Louise Burgers
and Helen Grange

Losses to business during the strike varied from millions to a few thousand rands.

The motor manufacturing industry alone suffered production losses of about R135 million, sacrificing another 3 000 vehicles to the backlog, according to the National Association of Automobile Manufacturers of SA (Naamsa)

Sacob economist Keith Lockwood said it was difficult to

ascertain the cost to the economy as it was possible for business to make up losses in time

"The economy did not close down for two days. Every business would have been hit in a different way. The real loss was in worker salaries and job opportunities."

The Johannesburg City Council transport department was hard-hit, losing close to R2 million. Transport director Stan Verrier said about 70 percent of bus drivers took the time off, leaving the council with only

about 50 percent of its service

Many passengers were transported on the municipal buses for free, as relief drivers did not know how to operate the ticket machines, he said.

Putco was virtually non-operative, said managing director Dr Jack Visser. Losses in turnover totalled R3 million in the two days

Rail Commuter Corporation manager Roelie Snyders estimated that the company lost less than R500 000 in fares during the strike as a high percent-

age of regular passengers had weekly or season tickets

Pick 'n Pay director Mike van der Merwe said the company had lost about R5 million in sales, but this would be offset by savings in staff wages

Those that incurred the most losses were small businesses, forced to close early as they had no customers

Dions marketing manager Howard Davidson said, however, that his stores showed no losses during the strike

Motor manufacturing plants

will be shutting down over four weeks in December, causing a further backlog in certain vehicle models, according to Naamsa spokesman Nico Vermeulen

"It may be difficult to make up the production losses"

According to Sacob, a long weekend would have more impact on the national economy than the two-day stayaway.

A public holiday on a working day costs the economy between R400 million and R600 million, Sacob estimates

PHOTO: J. J. VAN DER MERWE

Accord passes first test

Staff Reporters

The absence of widespread violence during the two-day anti-VAT general strike has been hailed as a victory for the peace process.

Despite the killing of 15 mineworkers on the eve of the stayaway and isolated clashes during the strike, the comparative peace was lauded by National Peace Commission chairman John Tall.

The strike was the "first real test for the Peace Accord" and that the Accord had "come through".

"Apart from the death on the mines, we are pleased. It means the parties have stuck to their word and followed the Accord," Mr Hall said.

Asked to elaborate, he added that the provisions of the Accord made demands in the leadership of the different organisations, those in favour of the stayaway and those against it, not to get involved in violence.

These provisions were that no organisation would force, threaten or intimidate others to do or engage in any mass action against their will.

"We were also instrumental in maintaining communication between Cosatu and the police during the stayaway," Mr Hall said.

According to an ANC-Cosatu statement released yesterday, 24 people were killed over the two days.

152
Stw 6/11/91.

Cosatu general secretary Jay Naidoo said, "There have been fewer deaths in the last two days of peaceful protest than there are during the normal running of the country."

The strike was condemned by President de Klerk as being unjustified and marked by intimidation.

Western Cape ANC chairman Dr Allan Boesak said that if Mr de Klerk were not prepared to negotiate the implementation of VAT, he should prepare to resign.

Speaking at a rally attended by 1 000 people at Kaya Mandi, Stellenbosch, he said, "If they (Mr de Klerk and the Government) don't want to listen to our demands, they will soon have to leave their posts. They must know that we are not a defeated people and will continue the fight for a negotiated VAT."

Big business last night said the strike had raised tension levels in an already volatile situation and unionists said further actions would be taken against the imposition of VAT on basic foodstuffs and medical care.

Ministry of Law and Order spokesman Captain Craig Kotze said the strike was intimidation on a grand scale.

He said that though there had been only a few reported incidents, intimidation was rife. "It is not something tangible but it is effective."

Captain Kotze attributed the generally peaceful situation to the fact that Cosatu

● To Page 3

Accord passes its first test

● From Page 1

— main player in the call for the stayaway to protest against VAT — had put out a directive to all its regions to apply for permission for protest marches following a meeting between ANC president Nelson Mandela and Law and Order Minister Hennis Kriel on Sunday.

Cosatu, in turn, attributed the peaceful nature of the protest to Cosatu discipline.

The strike saw millions of black workers staying at home on Monday and yesterday.

President de Klerk said he would address the issue when he opens the National Party's Transvaal congress tomorrow.

Mr de Klerk told reporters at the Union Buildings "I can not be satisfied with a stayaway action that should never have taken place."

He regretted that people had been intimidated. There was overwhelming evidence that this had been the case, he said.



The SA Chamber of Business (Sacob) yesterday warned that many employers' attitudes had hardened during the stayaway and any repetition "may result in stricter application of disciplinary procedures."

According to Sacob, workers in the private sector lost more than R200 million in wages during the two days.

It said the private sector, by making contingency plans, had been able to maintain a reasonable level of business activity despite the strike and that more emphasis might now be placed on capital intensive, rather than labour intensive, investment.

Yesterday's second day of the strike was as successful as it was on Monday, according to Cosatu's Neil Coleman.

Stayaway figures for the PWV area were even higher yesterday, he said, while figures in the eastern Transvaal and eastern Cape were at the same level as on Monday.



ins of her Pike Road, Lenasia home after a stray firework burst
● Picture Stephen Davimes

"One of the world's great tastes superbly matured brandy"

Blast may be linked to stayaway

POLICE are looking at a possible link between the anti-VAT stayaway and an explosion early yesterday that damaged the railway line linking the East Rand to Johannesburg, police said yesterday

The explosion, which occurred at Modderbee near Benoni at about 2 45am, damaged the rails, disrupting traffic *Sawetan 6/11/91*

No one has so far claimed responsibility for the damage, a police spokesman said

"The police are exploring all avenues The link between

the anti-VAT campaigners and the explosion cannot be discounted," said the spokesman *(152)*

Police suspected the explosive had been placed on the rails to keep East Rand workers at home on the second day of the national strike organised by the anti-VAT Coordinating Committee, he said *(152)*

Meanwhile police reported an explosion which damaged three railway lines between Bellville and Cape Town yesterday morning

No injuries were reported, police said

Casual labour: IFP is slated

152

So welen 6/11/91

MORE than 900 Inkatha Freedom Party supporters reported for work as casual labourers on the West Rand as an estimated 3,5 million workers observed this week's two-day stayaway.

Most of the IFP supporters were employed on a part-time basis at West Rand businesses. Eight were later given permanent employment by a dry cleaning depot while 20 are now working fulltime at a Krugersdorp restaurant.

A volunteer worker at the Krugersdorp office of the IFP, Prince Russel Zulu, last week sent letters to businesses offering to provide casual labour during the strike.

IFP leaders however said the offer was not official policy.

In response to the move, the PWV region of the African

By ALI MPHAKI

National Congress lambasted Inkatha's offer and said it was a calculated effort to undermine the general strike against Value Added Tax.

The ANC said the offer was "provocative and myopic" and appealed to employer bodies such as Saccola to warn its members not to be dragged into this "unholy alliance".

"Whilst the ANC PWV respects the right of Inkatha not to join hands with the majority of people in the general strike, the IFP likewise should respect the right of people to participate freely without intimidation or coercion," the organisation said.

Demonstrator shot dead

Soweto

From page 1

In Soweto, more than 15 000 protesters warned the Government of another five-day national general strike if it refused to heed the call for an interim government and a constituent assembly

ANC official Mr Floyd Masehe warned the Government to reply to their demands within 14 days

6/11/91
He said "If the Government keeps on ignoring our demands, we will be forced to use even harsher methods"

The Congress of South African Trade Union's Mr Neil Colman described the two-day strike as a success. Stayaway figures for the PWV area were even higher yesterday, while figures in the Eastern Transvaal and in the Eastern Cape remained the same, he said. In the Western Cape and

on some of the mines in the Orange Free State stayaway figures were not as high as on the first day.

Trains were running at even lower capacity in some areas yesterday. Buses from Putco's two main services, Soweto and Johannesburg, and the KwaNdebele-Pretoria route, which each put about 400 to 500 buses on the road every weekday, remained in the sheds as only about five drivers reported

for duty

Most medical staff at hospitals around the country reported for duty yesterday, but the absence of non-medical hospital staff was causing problems (152)

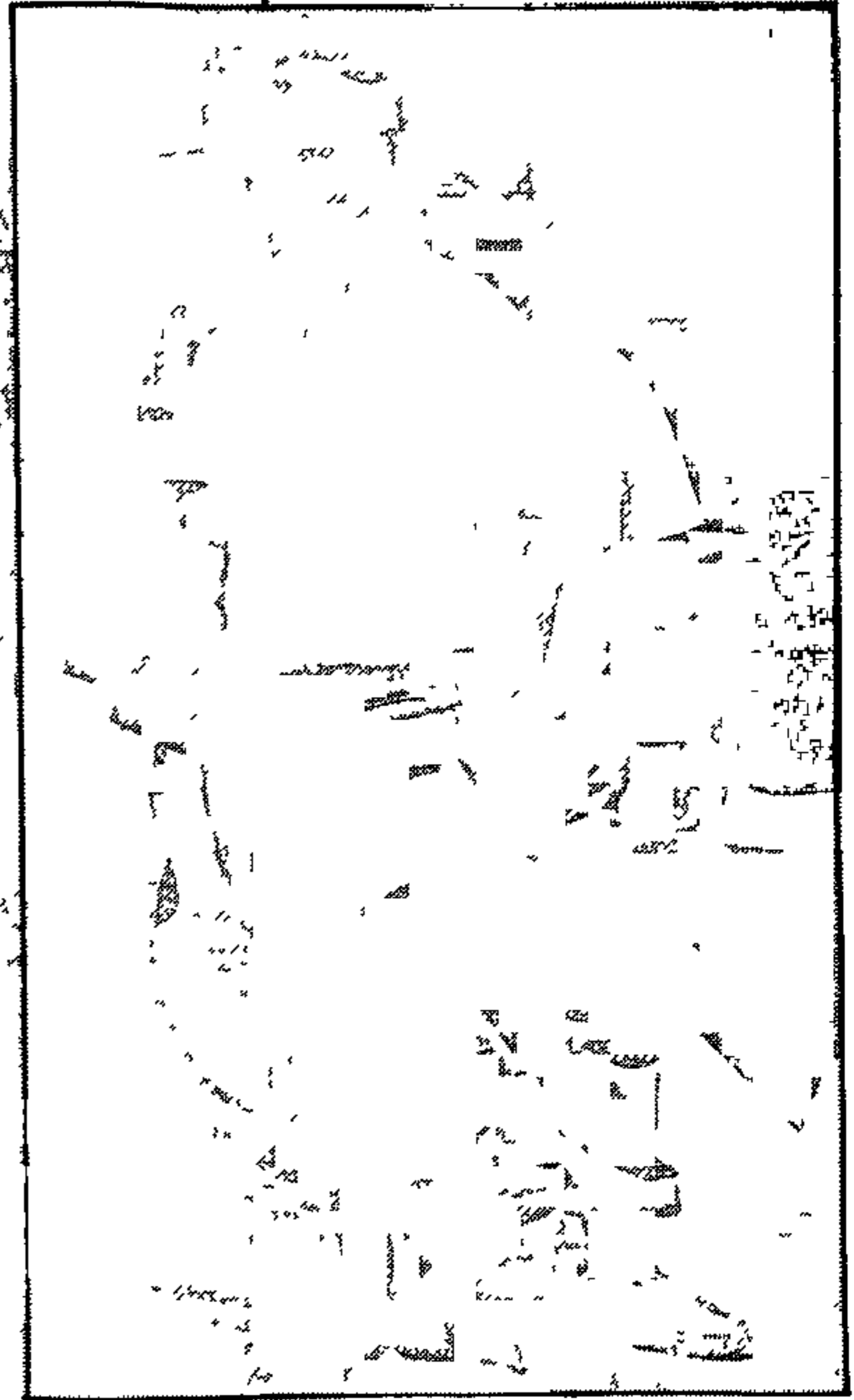
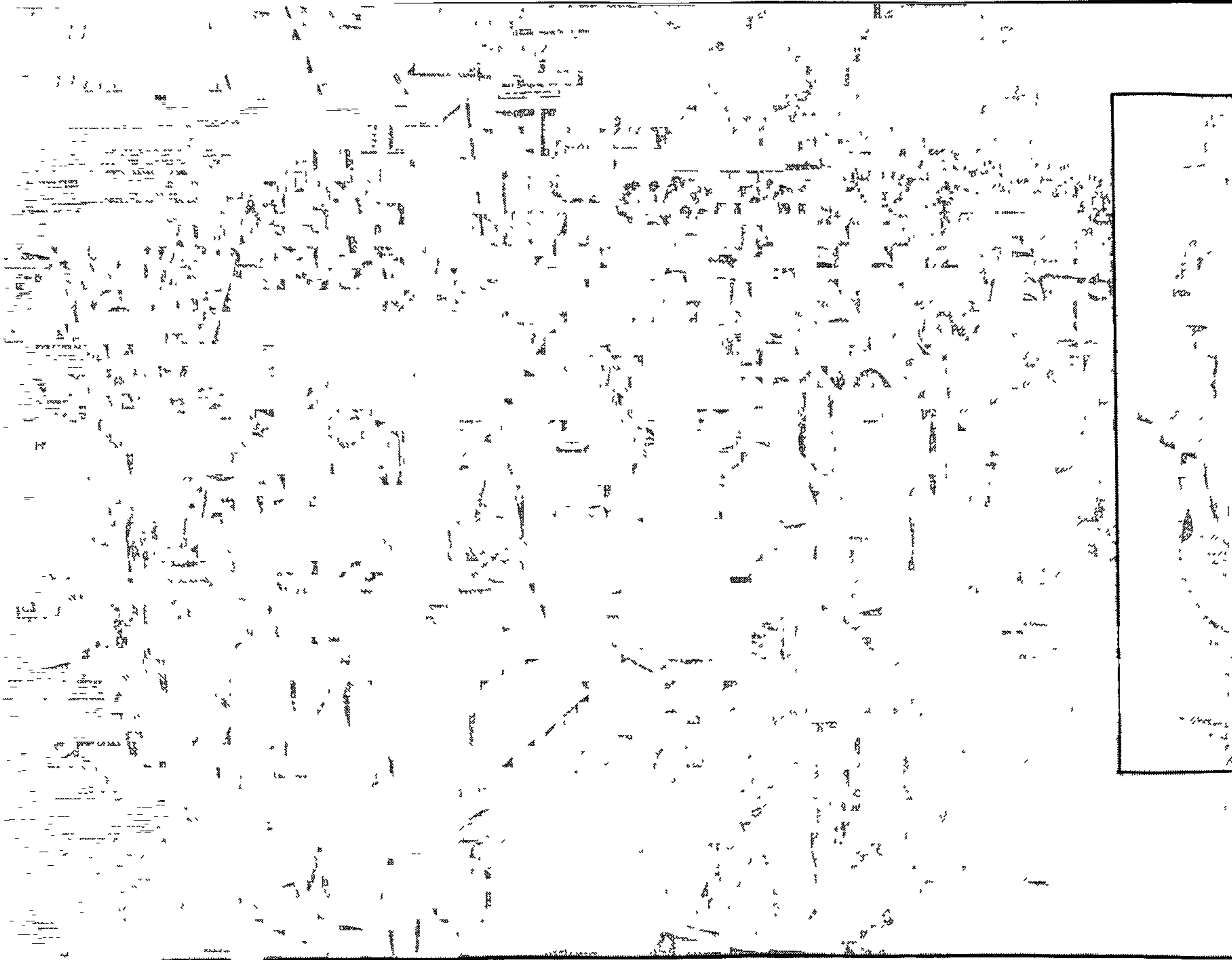
In Bophuthatwana the stayaway appeared to have been 100 percent effective

In Durban very few buses were operating and trains were running almost empty

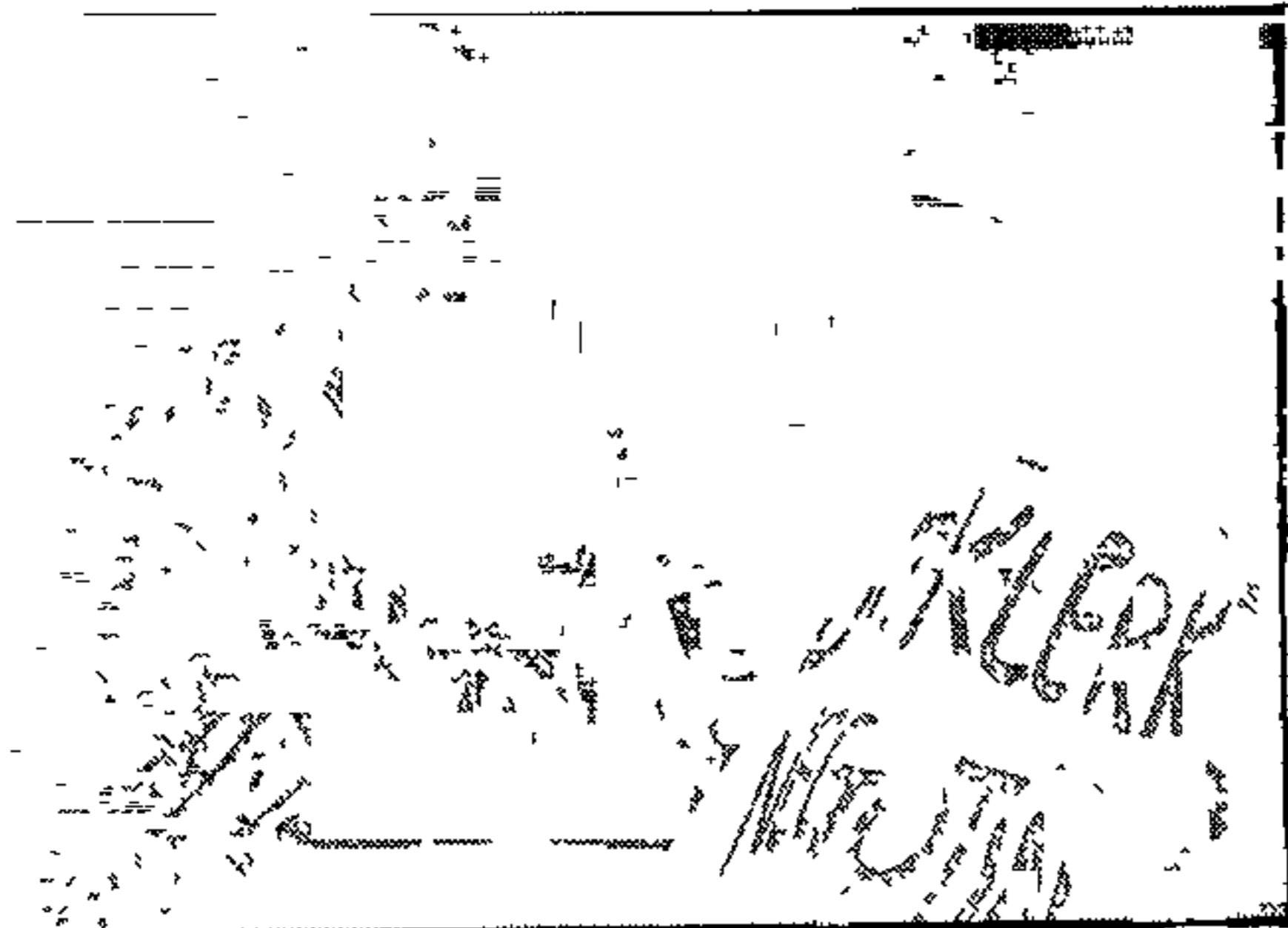
See pages 3 and 4

Stayaway

152
ARG 6/11/91

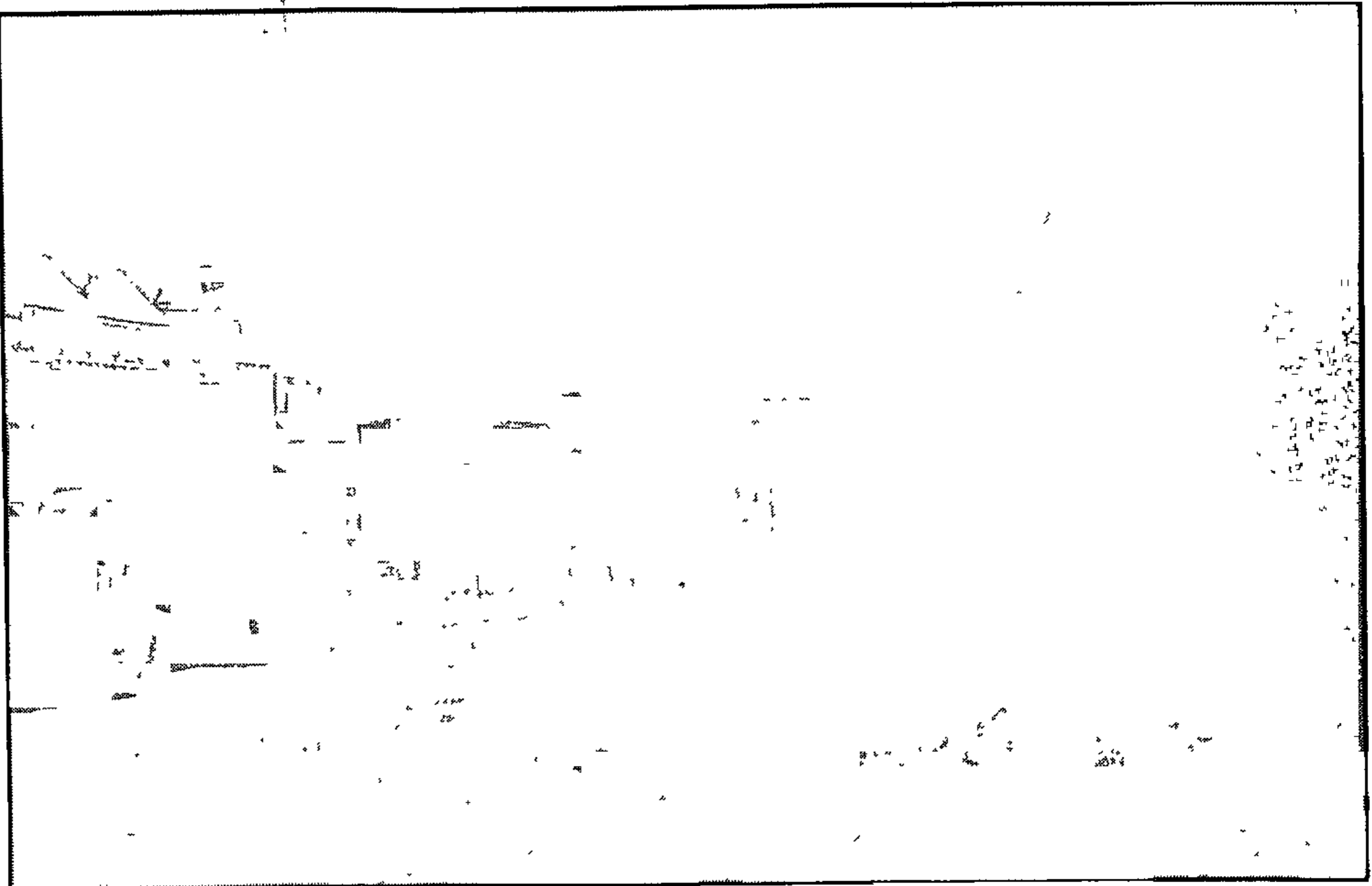


(LEFT). SCRAP VAT! Part of the crowd of about 7 500 protesters who marched to the Ikapa Town Council office in Guguletu to hand over an anti-VAT petition yesterday
(ABOVE): WATCHFUL EYE: A policeman carrying a shotgun keeps a close watch as the chanting crowd moved through the township

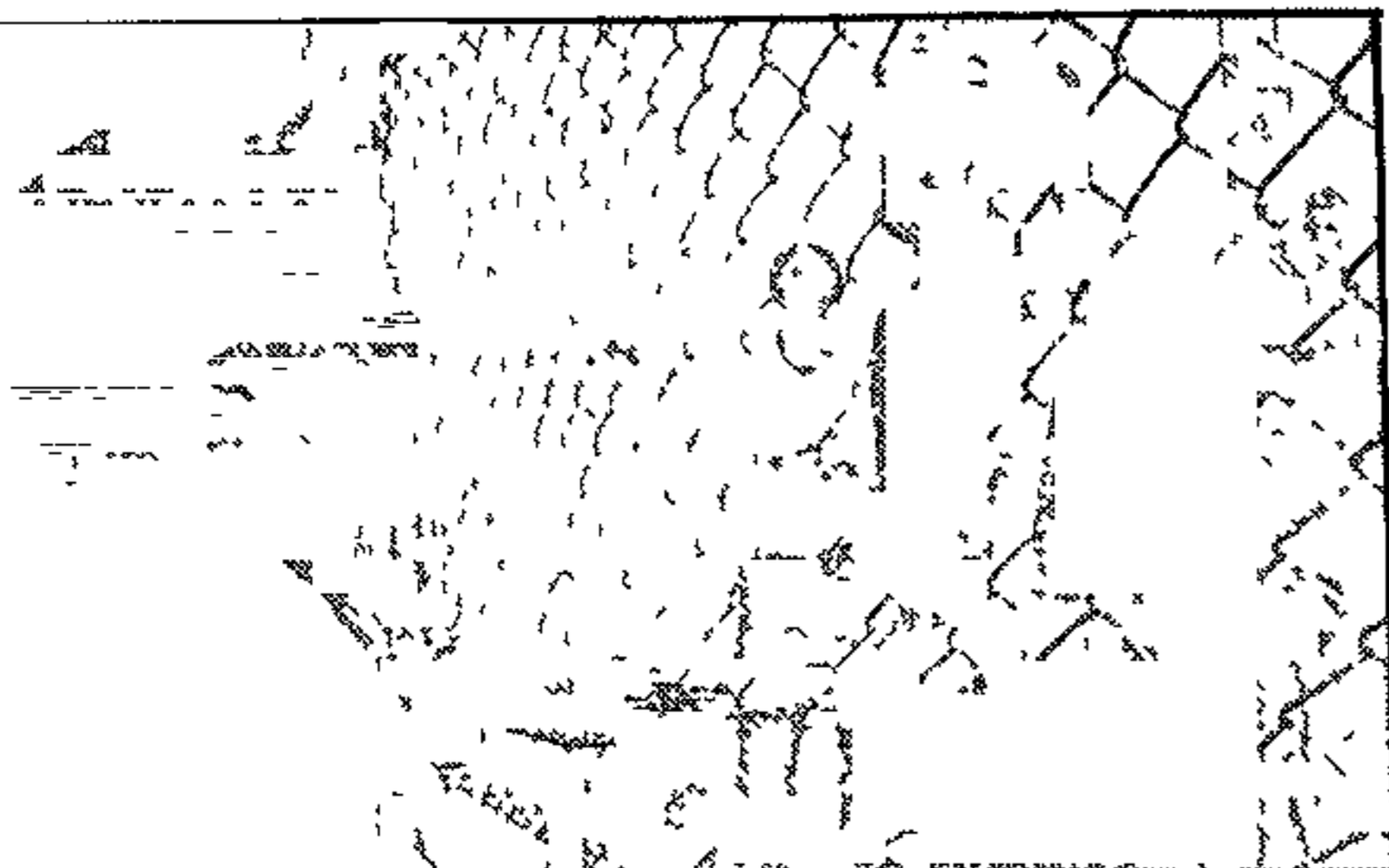


CONFRONTATION: A protester and a woman passer-by exchange opinions during an anti-VAT picket in Paarl yesterday

Picture: LEON MULLER, The Argus



BURNING ISSUE: An armoured police vehicle drives past a barricade of burning tyres in Zola Budd Drive, Khayelitsha.



WE PROTEST! Mr Tony Yengeni, a member of the ANC regional executive committee, hands an anti-VAT memorandum to Mr Kobus Olivier, Ikapa Town Council chief executive officer, at the end of the Guguletu march

Argus team watch youths stop cars

KHAYELITSHA youths stopped cars and forced out people they accused of going to work on the first day of the anti-VAT stayaway.

The incident happened at a bridge in Site B after 5 pm.

An Argus team watched as the youths, who appeared to be under the influence of liquor, blocked the street and flagged down cars and taxis. They asked bewildered-looking drivers where they had picked up their passengers and told them to "off-load everybody".

The youths said the passengers had "disobeyed the call of the people not to go to work".

Some passengers appeared to be angry but did not say anything.

Others, including four pupils with books, protested against being forced out of vehicles.

A Standard 10 pupil, who asked not be named, said he had been to fetch medicine from his uncle in Nyanga.

"I find it surprising that I am now accused of coming from work, he said showing medicine," he said.

At 6 pm acrimonious exchanges took place between the youths and three passengers who said they were St Francis Adult Centre students preparing for exams.

The angry pupils pointed out that the health and education sectors were exempt from striking.

One student asked: "What shall I do now? I don't have any more money. I have to go to study to prepare for exams. You can see my books. I am sure you're not a comrade."

A woman who was forced out of a car walked away in tears.

A man wearing a cap in ANC colours appeared from the shacks and sharply rebuked the youths for "behaving in an un-comradely fashion".

The man organised a lift for the pupils and waved the cars on.

At 6.20 pm a police vehicle arrived and fired tear-gas to disperse the youths.

Later police took away a youth who was wearing clothing similar to soldiers' uniform.

EARLIER about 7 500 chanting people marched to the Ikapa Town Council office in Guguletu to hand over a petition calling for the scrapping of VAT.

The colourful march was led by regional ANC leaders including Mr Tony Yengeni, Mrs Mildred Lesia of Women's League and Western Cape Civic Association members.

Most marchers carried ANC and South African Communist Party flags and sang freedom songs. Others carried placards which read "Tax profit not food" and "Children smallest pawn in Du Plessis VAT game."

Lagunya taxi association taxis transported hundreds of Khayelithsa ANC members to the march.

Mr Yengeni, also a South African Communist Party official, handed a petition to chief executive officer of the council, Mr Kobus Olivier through locked gates.

Mr Yengeni said the government should listen to the people "who are demanding that VAT be scrapped as they were not consulted about it".

Several marchers set fire to a cardboard coffin on which was written "Louis Le Grange died with VAT".

Police looked on as marchers loudly applauded and others sang freedom songs as the coffin burned.



WATCH
 An armed soldier keeps watch at a railway station in Soweto on the last day of the general strike against VAT

Own Correspondent

DURBAN — Cosatu has threatened more stay-aways unless it and "other major players" are consulted on the content of next year's budget

And the ANC-Cosatu alliance last night issued a plea to the government to immediately freeze further implementation of VAT

Cosatu's secretary-general, Mr Jay Naidoo, said it wanted an immediate and total re-examination of the country's budgeting and taxation system

The two-day strike was effectively "a vote of confidence in Cosatu

Strikes threat over the budget

(152)
 CT 6/11/91

and no-confidence in the government it gives us legitimacy", said Mr Naidoo "Government has no right to unilaterally restructure the economy"

Stayaway levels on the second day of the anti-

VAT strike remained largely unchanged at between 80% and 100% in the Witwatersrand, Eastern Cape and Durban, while the least support was in the Free State, Northern Natal and the Western Cape

Government reaction has been minimal President F W de Klerk said yesterday the strike was unjustified

Cosatu's Mr Neil Coleman said the second day of the strike had been as successful as the first He said 80% of the workforce in the manufacturing and industrial sectors had not turned up for work and a total of 3.5 million had joined the stayaway

The ANC-Cosatu alliance last night warned that the authorities' attitude to stayaway would inevitably have an impact on the coming all-party conference.

● More die in VAT strike violence — Page 2

9325280

Further anti-tax actions to follow?

Staff Reporter

FURTHER mass action could follow this week's national strike if anti-VAT demands are not met, regional ANC publicity secretary Mr Moziwonke Jacobs warned yesterday.

Speaking shortly after a march in Khayelitsha, Mr Jacobs said further action could not be ruled out.

Earlier, about 20 000 people joined an ANC-organised march. Marchers presented a memorandum to the Lingeletu West Town Council demanding that it does not apply VAT on service charges.

ANC national executive committee member Mr Dullah Omar demanded that the council respond within two days.

There was a moment of tension when police interrupted the marchers, because they were apparently using the wrong route.

Negotiations between police and ANC leaders were overruled by the marchers, and police conceded to the "new" route but kept a watchful eye.

Cosatu threatens defiance

(S2)

REG 6/11/91

That will be only option — Naidoo

Staff Reporters

THE Congress of South African Trade Unions has threatened "mass action and generalised defiance" if the government ignores the message of the two-day general strike protesting against value-added tax.

Cosatu secretary-general Mr Jay Naidoo said in an interview that the trade union federation was ready to enter into negotiations immediately.

But mass action and generalised defiance would follow if Cosatu was convinced that government talk of "negotiations and change mean absolutely nothing".

Asked to define generalised defiance, he said, "I would not like to go into that now. But that will be our only option — to go back to the traditional ways of defiance."

Cosatu was not setting government a time limit in which to respond, he said. "As soon as the government responds in good faith we can produce the environment in which to hold an all-party conference."

Mr Naidoo said that one of the biggest successes of the stayaway was "that our actions were disciplined, peaceful and involved so many people".

The support for the strike had been a "vote of no confidence in government".

He said Cosatu was committed to bona fide negotiations.

"Our conception of negotiations differs from that of government. They want to delay economic issues and make them a subject for a working group at an all-party conference. This is unacceptable to us because political change must be accompanied by economic transformation."

Unless the democratic movement delivered not only votes, but houses, better education and health facilities, "political change will mean little to our people."

An estimated 3.5 million people stayed away from work on Monday and absenteeism, varying from region to region, ranged from 100 percent to 20 percent.

SA Chamber of Business economist Mr Keith Lockwood said it was difficult to quantify the cost of the strike to the economy as it was possible for business to make up the losses in time.



AWAY WITH VAT: Protest marchers in Khayelitsha where about 20 000 people took part in an anti-VAT demonstration.

"The economy did not close down for two days. Every business worker has been hit in a different way. The real loss is in worker salaries and job opportunities."

A picket in Capetown yesterday was disrupted when demonstrators found the police waiting for them at the site. Revenue Department offices

About 70 demonstrators were on their way to hand over a petition when they were confronted by police who confiscated their banners and placards.

They were escorted to the regional offices of the National Council of Trade Unions in Corporation Street where they were told to disperse.

Picture: OBEID ZILWA, The Argus.

But the group, comprising members of Nactu, the Workers' Organisation for Socialist Action, the PAC and the Pan Africanist Student Organisation, occupied the building.

They left about two hours later after negotiations with the police.

More than 20 000 people marched in Khayelitsha in protest against VAT.

Soon after the march began, police blocked the road with four vehicles because the "marchers are not following the right route."

Tension built up as the community leaders, including the secretary of the Western Cape Civic



Picture: LEON MULLER, The Argus.

SIT-IN: Anti-VAT demonstrators occupy Atlantic House in Corporation Street in central Cape Town after police turned them away from the Internal Revenue offices. They left after a two-hour sit-in.

Association, Mr Roseberry Sonto, and civil rights lawyer Mr Dullah Omar negotiated with the police.

The police allowed the march to proceed after the leaders told them the people "are refusing to turn back".

Tension ran high again as the marchers reached the Lingeletu Town Council offices which were shielded by a row of Casspir vehicles manned by police.

Along Zola Budd Drive, where scores of houses have been destroyed in taxi conflict, marshals told residents "to go inside or join the people's march".

At the gate of the town council headquarters, Mr Omar handed a petition protesting against VAT on municipal services to town clerk Mr Graham Lawrence.

Mr Lawrence promised to reply today and expressed regret about how VAT was implemented.

About 500 people marched to the town council offices in Mfuleni, Kuls River, to protest against VAT and living conditions.

A memorandum was handed to the town clerk, Mr Wilfrid Murray, who said he would respond.

Mfuleni ANC vice-chairman Mr Oliver Nqubelani said more houses were also needed because there were many squatters in the township.

"VAT is a good system, but the government should have consulted us on its implementation," he said.



STRIKE SCUFFLE . . . Two youths in Lavender Hill manhandle a woman apparently returning home from work yesterday afternoon. Groups of youths and gangsters roamed the streets of Lavender Hill and Steenberg looking for workers who ignored the VAT stayaway. Many workers managed to flee the youths, but some were caught and had their faces smeared with white paint. Pictures **BENNY GOOL**

VAT strike disrupts city

Police shoot demonstrator

JOHANNESBURG — Police shot dead a demonstrator and wounded one other yesterday, the second day of the nationwide anti-VAT strike. The man was killed in Daveyton, east of Johannesburg, after he pointed an AK-47 rifle at the police, a spokesman said. Witnesses said they had seen no weapon. After the shooting several thousand people marched from the stadium to government offices to present a protest at the introduction of VAT. Lieutenant Wikus Weber confirmed one other person had been wounded. — Sapa

THE anti-VAT strike in the Peninsula yesterday caused shipping delays, a big disruption of food and laundry services at hospitals, and major sales losses in the bread and milk sectors

This was in spite of an estimated overall drop in stayaway figures (an average of ANC-Cosatu and business estimates) from between 60-70% on Monday to between 55-65% of the labour force yesterday

Portnet's Table Bay terminal manager, Mr Carl de Villiers, said two of the three cargo ships in Table Bay would be delayed by "a day or two", as some stevedoring companies (independent of Portnet) experienced major stayaways

Port Captain Mr Bill Shewell said Portnet's stayaway figures dropped from 50,8% on Monday to 40,4% yesterday and a flexibility programme had enabled his company to offer "just about a full service"

Patients at Grootte Schuur Hospital were served soup and bread as kitchen staff stayed away. Hospital public relations officer Ms Una Bloch said 70% of general assistants in the catering department and 60% of those in the hospital pharmacy were absent on both days. Nursing staff assisted "where necessary" and pharmacists delivered medication to wards themselves

The provision of fresh laundry became "a tremendous problem" at Grootte Schuur and other provincial hospitals because virtually the entire staff at the Pinelands central laundry were on strike

No deliveries

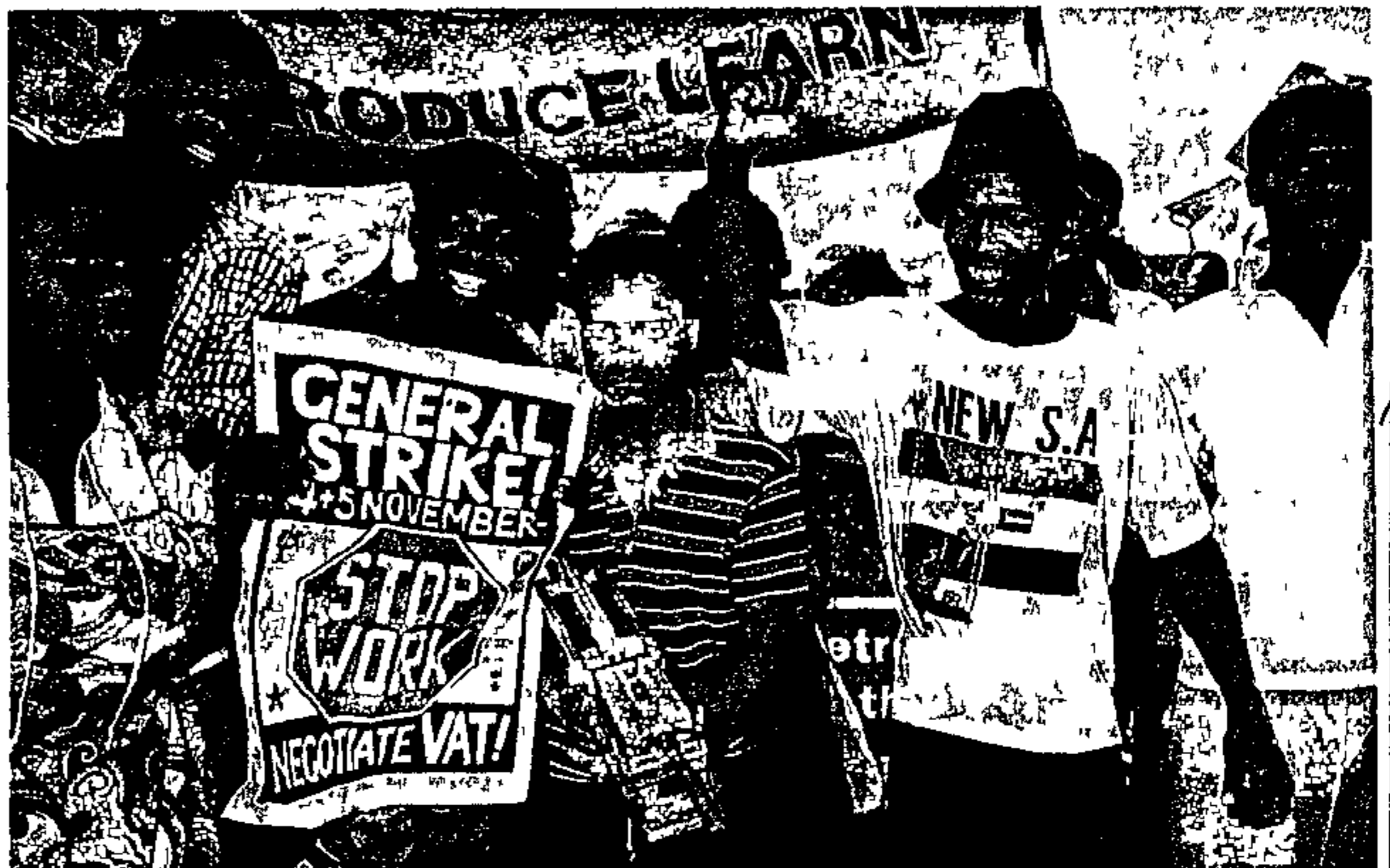
Mr Gerhard Kotze, southern director of Albany Bakeries (which has 17,5% of the national bread market share), said accurate loss figures were difficult to obtain as many of his "top admin people" were too busy baking bread

The general manager of the biggest local dairy, Dairybelle, Mr Barry Hildebrand, said no deliveries were made in the Peninsula area over both stayaway days

Spoornet spokesmen said the Khayelitsha/Cape Town trains were running at 20-30% of normal occupancy yesterday, and other lines saw trains with 70% occupancy yesterday

A City Tramways spokesman said 40% of normal services ran yesterday carrying 30% of the normal number of passengers

A spokesman for the city's largest employer, the Cape Town City Council, said half of its 15 800 employees stayed away yesterday (the same figure as on Monday) — Staff Reporters, Sapa



Crime Reporter

POLICE are still investigating what type of explosive device damaged tracks on three railway routes at Bellville station early yesterday, a spokesman said

The incident, in which a bomb exploded at about 2 40am, was seen as part of the anti-VAT campaign, Captain Hendrik Opperman said

He said the blast damaged three sections of track, which slightly affected rail traffic between Cape Town and Kuils River, the Strand and Kraaifontein

No one was injured by

Police probe railway bomb

the blast, and trains were rerouted for a short period after a driver spotted the damage

Captain Opperman said several stoning incidents took place during Monday night, most in Steenberg, Ravensmead

and Elsie's River. Several police and private vehicles were slightly damaged, he said

● A Spoornet spokesman said a bomb exploded on the line between Dunswart and Daveyton early on Monday, blowing a hole in the ground and damaging overhead line

● Two miners were killed and 49 injured in three outbreaks of violence at Anglo American's Western Deep Levels mine. Mine security personnel used rubber bullets in all three incidents — Staff Reporter and Sapa

ANTI-VAT MARCH

More than 500 residents of Mfuleni, near Blue Downs, yesterday joined an anti-VAT march, one of several that took place in the Peninsula over the two days of the VAT strike



Police slammed for anti-strike pamphlets

South 7/11-13/11/91

152

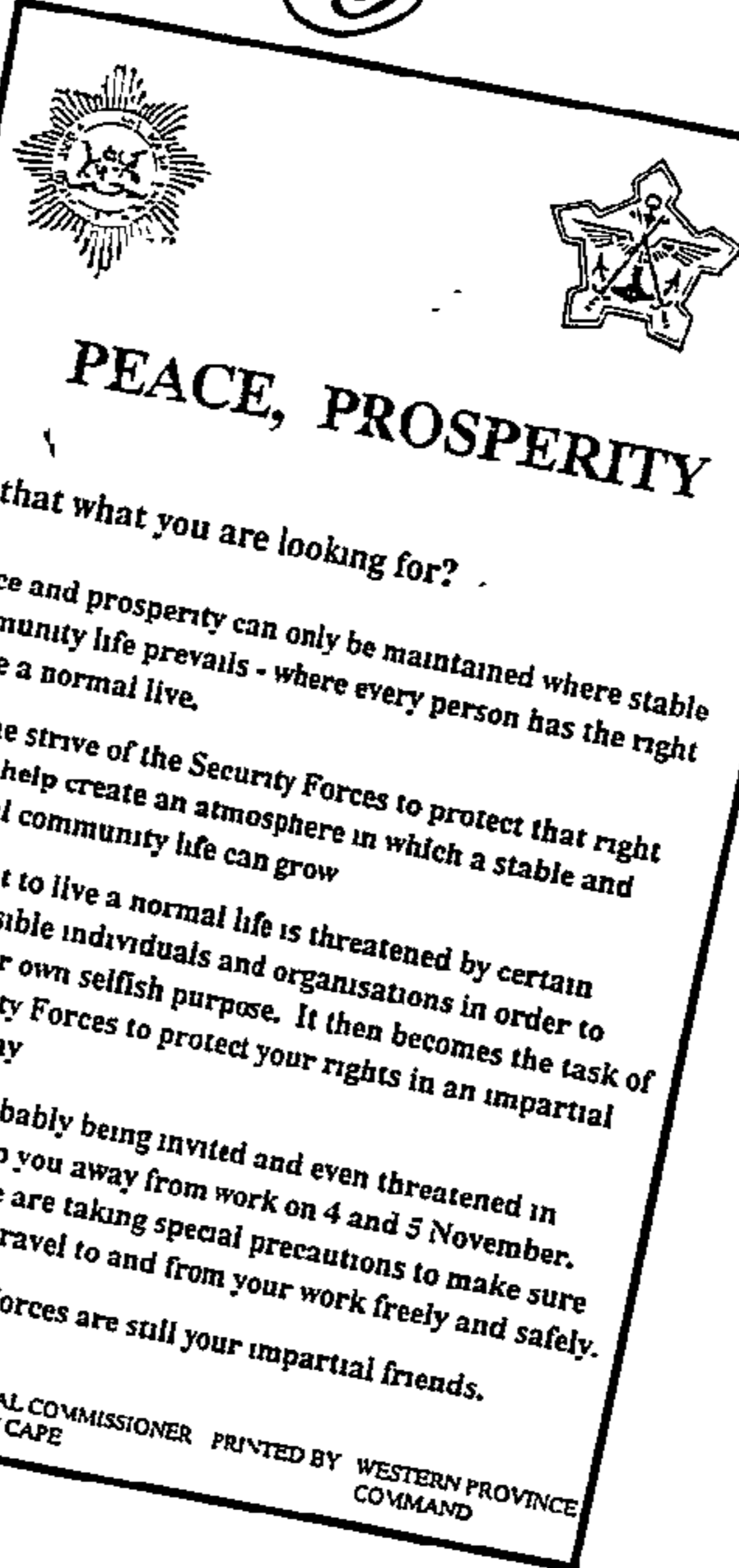
ANC SPOKESPERSON Mr Willie Hofmeyer condemned the South African Police for dropping anti-stayaway pamphlets in Langa on Sunday night.

According to Hofmeyer, ANC members in Langa saw a police helicopter dropping pamphlets during the night.

The pamphlet issued by the Regional Commissioner of Police bears the SADF and SAP logos and was printed at the Western Province Command.

It insinuates the VAT Action Committee which organised the stayaway threatened individual's right to a normal life "in order to serve their own selfish purpose". "It is strange that such pamphlets are never produced by the police when our communities are really threatened by violent attacks by taxi drivers or vigilantes," said Hofmeyer.

"When the ANC and other organisations call for peaceful and non-violent mass action we are accused of being irresponsible and selfish. It is time that the SAP and SADF become neutral forces in our



country instead of continually trying to bolster the support of the government."

The SAP and SADF were unavailable for comment.

Loud and clear signal: 'Back down on VAT'

South 9/11-13/11/91

By Heather Robertson
and Thoraya Pandey

LEADERS of Vatcom, the anti-Vat action committee, were thrilled at the surprise outcome of nearly seventy percent support for the two-day stayaway in the Western Cape.

Cosatu spokesperson Mr Bangumzi Sifingo said the government's claim of having won over the coloured community has been proven to be false.

He hailed the stayaway as a major victory for democracy and a "clear indication and mandate" for the government to back down on its hardline position on value added tax (VAT).

The fact that few cases of intimidation or violence were reported in the Cape is seen as a triumph for the region which has shown as little as 10 percent support for previous stayaways.

Vatcom's statistics are supported by City Tramways who reported that use of buses was almost nil in African areas and about 10 percent in coloured areas. Spoornet reported that use of trains was 10 percent in African areas and 50 percent in coloured areas.

A SOUTH survey of support from various sources revealed the following:

● Seventy-five percent of clothing workers in the Western Cape supported the stayaway to the delight of Sactwu officials who anticipated a

poorer response.

● South African Municipal Workers Union officials reported an 80 percent support from their members, while the Cape Town City Council reported a 50 percent stayaway of employees.

● Construction Workers Union officials report an 80-90 percent stayaway.

● Transport and General Workers Union officials report a 70 percent stayaway.

● Chemical Workers Industrial Union reports that 50 percent of members stayed away.

● Rural areas showed the highest support with a 95 percent absenteeism in Worcester and 100 percent in Upington.

Despite these successes the stayaway has been dampened by disclosures of disciplinary action taken against workers by certain companies.

On Wednesday, Cosatu officials received calls from members claiming that companies were threatening dismissal.

"While we expected that there would be some disciplinary action, we cannot gauge the number of cases at this stage yet," said Mr Nosey Pieterse, Cosatu Western Cape treasurer.

The Cape Town Chamber of Commerce has stated that it is the prerogative of companies to take action against workers who stayed away.

Mr Pieterse said: "The stayaway succeeded because of the wide-scale public opposition to the tax which

has already been felt with the increase in bread and basic foodstuffs."

He said the enormous amount of legwork that went into educational programmes around VAT in unions and community organisations also contributed.

"It is our experience in the labour movement that it is far easier to mobilise workers around bread and butter issues like wage demands and VAT than broader political issues," he said.

Mr Ben Petersen, spokesperson for the National Council of Trade Unions (Nactu), attributed the success of the stayaway to Nactu for the first time having the structures to mobilise workers.

He said the abolition of the Western Cape as a coloured labour preference area had led to an influx of African workers who are more militant.

Mr Shaheed Teladia, of Sactwu, said the positive response from clothing workers was the fruits of earlier protests.

He said while the stayaway had been a resounding success for Sactwu, it had to be noted that workers had made a great sacrifice by losing two days of their pay.

Vatcom warned of further action if the government continued to ignore the demands.

Cosatu together with the ANC, SACP, Nactu and other organisations has called for the setting up of a macro-economic forum, including all major players to negotiate on major economic issues like fiscal policy.

152

~~152~~



ON THE MARCH: 20 000 people joined ANC leader Patrick Matijane in Khayelisha on Tuesday.

'Intimidation did not cause strike'

South 4/11-13

152

By Thoraya Pandey

THE GOVERNMENT and big business this week repeatedly attributed enormous support for the VAT Coordinating Committee stayaway call to intimidation.

Cosatu spokesperson Mr Bangumzi Sifingo refuted allegations of intimidation by Cosatu and ANC members against people who wanted to go to work. They challenged security forces to come forward with evidence.

"We formulated guidelines on intimidation jointly with Deputy Min-

ister of Law and Order Johan Scheepers, that resulted in a joint liaison mechanism between the police and Cosatu," said Sifingo.

Cosatu regional treasurer, Mr Nosey Pieterse, said: "The Western Cape has a different culture. More people are intimidated by the bosses than they are by the unions."

Incidents of violence and intimidation over the two days included:

- Fourteen miners were killed in violence at President Steyn Mine, in the Northern Transvaal, on Sunday night.
- Police arrested 108 people who participated in 16 marches and dem-

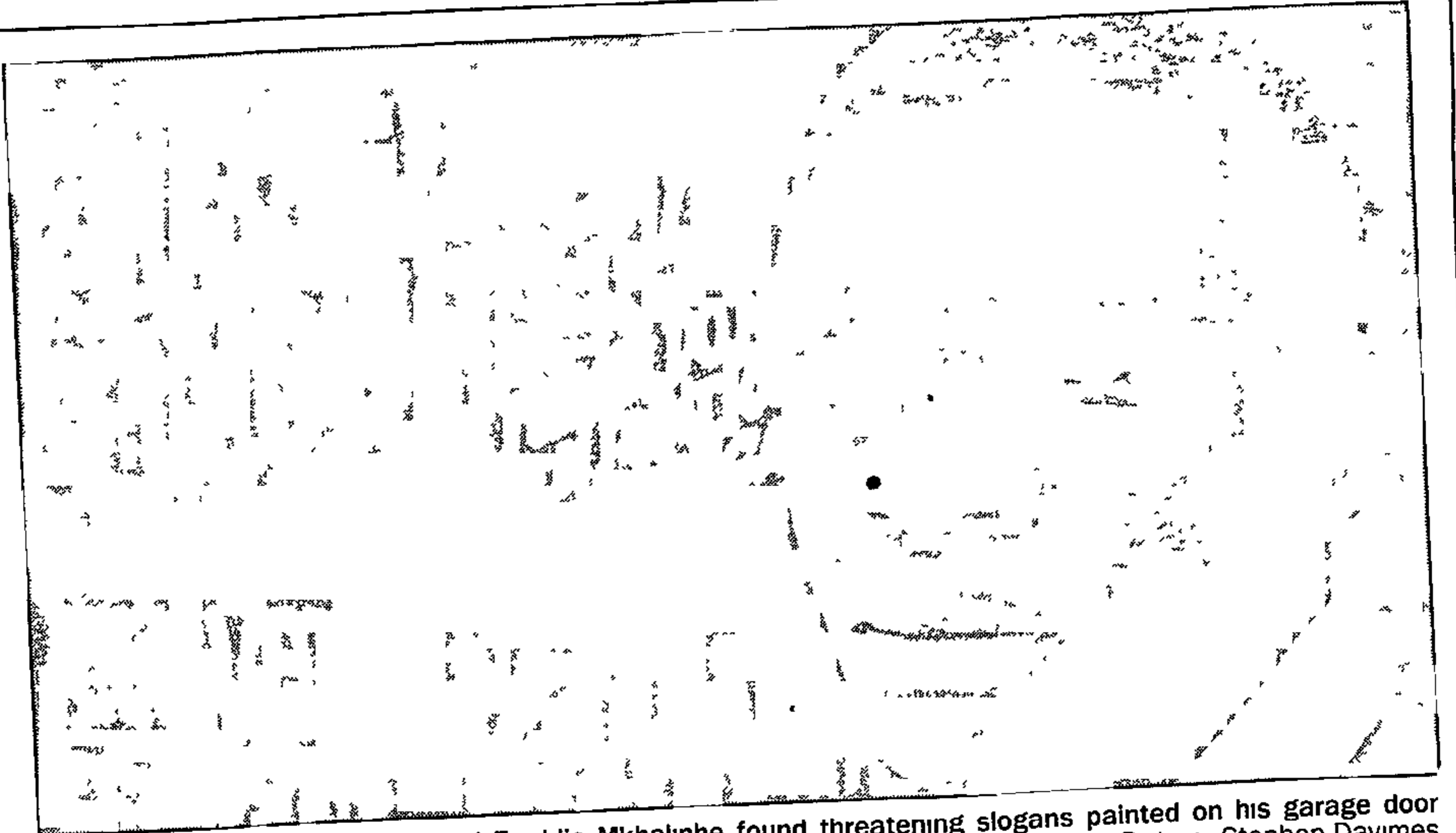
onstrations nationwide.

● In Cape Town, Ms Moira August was rushed to hospital with more than 50 buckshot pellets in her leg.

● Five people were killed in clashes between Inkhatha and ANC supporters in KwaMashu.

Sifingo said the government had no legitimacy and should heed the signal to step down as a government and allow for the establishment of an interim government.

The South African Chamber of Business (Sacob) lashed out at the action and blamed intimidation and a lack of transport for low attendance at workplaces.



Beware . . . Hillbrow security guard Freddie Mkhalipe found threatening slogans painted on his garage door after going to work during the two-day stayaway. Picture Stephen Davimes

Intimidation was factor - Kane-Berman

Staff Reporter (152) ~~152~~

Intimidation and lack of transport meant that many people who did not support the anti-VAT strike stayed away from work on Monday and Tuesday, SA Institute of Race Relations executive director John Kane-Berman said yesterday. He said Cosatu may have claimed the strike was "vol-

untary", but the language it used and the instructions it issued, belied this

"We are told that certain categories of people, for example schoolchildren, were 'exempt' but why should (anyone) have to be 'exempted' from supporting a strike that is supposed to be voluntary anyway?"

He said it was equally odd that committees organising the stayaway agreed that medical staff, teachers and

students should go about their normal duties during the strike "Why should these people need the agreement of a committee before they can go to work?"

It had been reported that pupils were told to wear uniforms or carry timetables for identification and that teachers should request letters from headmasters

Mr Kane-Berman questioned the purpose of such identification "To whom did

it have to be shown and why?"

Intimidation had been used to enforce strikes and stayaways for at least six years, he said

One in three black adults had experienced threats to enforce compliance with stayaways in the past year

Experience of coercion in the past and the "fear that it will happen again is unquestionably a factor reinforcing the intimidation in the anti-VAT strike"

Staff Reporter

THE Peninsula saw the lowest anti-VAT stayaway of all metropolitan areas, with a total wage loss of about R18 million, South African Chamber of Business (Sacob) economist Mr Keith Lockwood said yesterday

In the retail sector the Peninsula saw stayaways of 13% on Monday and 9% on Tuesday

Mr Lockwood estimated the national wage loss at R200m and contended that workers nationally would lose "more, or close to" this amount over a year through VAT and inflation

"If you consider that the basis of the strike was ostensibly to eliminate the additional cost burden imposed on workers by VAT you can see how counter-productive it was," he said

He warned that the stayaway would force business to re-evaluate labour needs and result in retrenchments

His comments were described as "asinine" and "statistical propaganda" by Cosatu's information officer, Mr Neil Coleman

Mr Coleman said Cosatu was "not into statistical chess" and that Mr Lockwood had ignored issues such as

Stayaway ⁽¹⁵²⁾ scores lowest in Peninsula

CT 7/11/91

the legitimacy of VAT and its future effect on people

The two also locked horns on Cosatu's claim that 3,5 million people had supported the stayaway

Mr Lockwood said the figure ignored workers who had stayed away for fear of intimidation and Mr Coleman said many labourers had gone to work for fear of management retribution

Mr Coleman said he was sceptical of HSRC telephone surveys which showed that 15,8% of black males felt stayaways were an effective means of bringing about political change

"The biggest lie factor is whites believing workers when workers tell them what they want to hear," he said

Areas hardest hit by the stayaway were the Eastern Cape (95%), the Witwatersrand (85%) and Durban (80%)

Own Correspondent

LONDON. — Support for the anti-VAT strike will strengthen the ANC's hand in forthcoming negotiations, two leading British newspapers predicted yesterday

"As a show of strength the strike has been impressive," The Times of London said.

"There seems little doubt that the disruptive action led by the

Strike 'will help ANC at talks'

Congress of South African Trade Unions will strengthen the hand of the ANC and its allies when negotiations begin on a new constitution"

The Financial Times said the stayaway "will

strengthen the hand of the ANC when talks begin on a post-apartheid constitution"

● Many Durban businesses were likely to adopt a "no work, no job" attitude towards unskilled labourers if there was another stayaway, general manager of the Durban Metropolitan Chamber of Commerce Mr Geoff Tyler said yesterday

EDGE

w/Man 8/11-14/11/91.

Weighing up the intimidation factor

(152) (222) (246)
 VESTED interests pose a major obstacle to gauging the extent of intimidation during the stayaway.

It is fair to assume that collective action of this magnitude entailed more "enforcement" than labour admits, but President FW de Klerk's assessment — that "large numbers of people did not take part voluntarily" — is an overstatement.

Although there is some justice in police claims that it is hard to monitor intimidation, the absence of hard evidence weakens the case.

Other than on the mines, the only reported instances are alleged assaults on bystanders during a West Rand anti-VAT march and the sabotaging of two rail lines, on the East Rand and in the Western Cape. The fatal shooting of an Inkatha youth leader in Secunda may or may not be stayaway-linked.

South African Institute of Race Relations director John Kane-Berman has suggested that fear instilled by past intimidation was a factor. There is undoubtedly truth in this — some Soweto residents surveyed by *The Star* said they feared for their lives, although most insisted they chose to stay home — but it is hardly an indictment of the strike.

The Labour Monitoring Group's estimate of a significant drop in the stayaway response on day two — from 81 percent to 68 percent — indicates that workers had some freedom of choice. That many township youths, traditionally the main stayaway "enforcers", were attending school may have reduced levels of intimidation.

The mining industry is the clearest exception: 17 miners were killed and 88 injured on Anglo American's President Steyn and Western Deep levels gold mines, while another died at Gold Field's Doornfontein operation. Both groups allege that non-strikers were attacked by colleagues supportive of the stayaway.

Labour action on the mines is frequently violent. — harsh living and working conditions have created a uniquely volatile workforce.

Low education levels among a largely migrant workforce and the isolation of workers may also serve to undermine trade union discipline and influence. **DREW FORREST**

Cosatu-Nactu co-operation boosted Cape stayaway

By DICK USHER

14/11/91

IMPROVED co-operation between the Congress of South African Trade Unions and the National Council of Trade Unions, combined with stronger Nactu participation, were key factors in the greatly increased support for the VAT stayaway in the Western Cape.

Textile Workers' Union — clothing and textiles is the region's largest industry — and backing from taxi operators and other small businesses. Support for the stayaway in the Western Cape, where participation in such mass protests has historically been weak, was at least double that of previous stayaways and approached national levels.

Overall estimates of support ranged from 40 to 50 percent, given by the Cape Chamber of Industries (CCI), to the African National Congress' estimate of about 70 percent.

The shortage of transport was allied to the participation by members of the Nactu-affiliated Transport and Omnibus Workers' Union (Towu), the majority union in City Tramways, in addition to members of Cosatu's Transport and

General Workers' Union. Towu's role was part of the overall picture of better support by Nactu and its affiliates, which according to the federation's acting regional secretary Ben Petersen flowed from improved organisation in the region.

"Over the past few months Nactu has taken important steps to improve its organisation in the region and put in place structures previously absent," Petersen said.

Two days that stopped a

nation's heartbeat

TWO FLOPPED. THIS WEEK'S WAS A TRIUMPH EVEN UNION OPPONENTS HAD TO ACKNOWLEDGE

For two days this week, millions of workers stayed home. The tax system they objected to is unlikely to disappear in response, but there is no denying that the balance of political power has shifted ... permanently. The government is not likely to underestimate the unions again.

By **DREW FORREST**

(152)

If the government used this week's VAT stayaway to "test the water" — as the Congress of South African Trade Unions chief, Jay Naidoo, maintains — it got its fingers badly burnt

After the dust has settled, the claims and counter-claims about numbers staying home, about intimidation, the hard fact remains — the stayaway worked. And it worked on a uniquely large scale against the unfavourable background of surging violence and economic hardship

Nor can the state easily dismiss workers' response as that of *staakvee* stampeding to their union masters' voice. The constituent assembly stayaway early this year elicited a patchy turnout, while the recent regional strike over violence on the Reef was an outright failure

Appealing directly to people's pockets and coinciding with political transition, when the government's right to rule is under unprecedented fire, the VAT campaign has clearly struck a responsive chord

And although the stayaway is most unlikely to force immediate changes in the tax system, it may have permanently changed South Africa's political landscape and balance of power. "There'll be no more government unilateralism on any issue," commented one business leader this week

The VAT campaign has served first and foremost to assert Cosatu's independence from its political allies and determination to play an independent role in dealings with the state, particularly in promoting a worker agenda

After the unbanning of the African National Congress, the unions ceded pride of place in the political arena to the ANC, but became increasingly restive about the movement's "top-down" political style

The charge was that congress politicians had not understood the need to "relate negotiations to a base, to back negotiations with pressure", observes SA *Labour Bulletin* editor Karl von Holdt

By narrowing the constitutional process to technical committee hearings and discussions between leaders, the ANC was seen to be falling in with government strategy, which was to

"demobilise" the left and cut it off from its real source of power

"This is the big shift signalled by the stayaway," Von Holdt said. "For the first time since February 2 last year, the negotiating process is drawing in ordinary people through mass organisations"

What the labour movement has forced to centre stage through the VAT campaign and the stayaway is its characteristic preoccupation with economic and social policy, issues which

direct role in economic and political restructuring were unacceptable and would be resisted. This is not the view of the whole cabinet — Manpower Minister Eh Louw, for example, is known to be pressing for Cosatu involvement in economic policy formulation — and is unlikely to prevail.

Although it may not be a direct participant, Cosatu is certain to be involved in some way in the economic commission set up by the impending Multiparty Conference. And the

have been low on the negotiating agenda

In effect, it is underscoring the fact that without the material upliftment of South Africa's impoverished millions there can be no meaningful political settlement — and that economic change is as centrally important as the extension of political rights and freedoms

Law and Order Minister Hennis Kriel was quoted before the stayaway as saying that Cosatu demands for a

stayaway has lent new urgency to business moves to broker a standing macro-economic negotiating forum for labour, political parties, business and the state

Of equal significance for South Africa's future is the VAT campaign's role in strengthening "organs of civil society" — organised pressure groups outside the state and political parties — which Cosatu sees as a vital prop of a democratic order

"Civil society will have a huge impact on transition and on the future democratic South Africa," Cosatu's Naidoo remarked in a recent SA *Labour Bulletin* article. "The National Party strategy is to deal only with political parties through the forum of the All-Party Congress"

Drawing together Cosatu and its historic ideological and organising rival, the National Council of Trade Unions, the campaign has served to forge new links with representatives of white

labour such as the Federation of Salaried Staff Associations (Fedsal) and the Confederation of Metal and Building Unions

The two-day doctors' "strike" over the levying of VAT on medical services is further testament to the campaign's broad appeal, and dovetails with the Cosatu national congress decision to broaden its organising focus to skilled, technical and professional workers

Although white or predominantly white unions did not join the stayaway, saying they were constitutionally precluded from doing so, they appear not to have criticised it

The Cosatu-led Co-ordinating Committee on VAT has also attracted an unprecedentedly wide range of non-union interest groups, from civic

P.T.O.

Despite the doubts, the unions did pull it off

w/ Maul 8/11-14/11/91

(152)
~~150A~~
~~243~~

By PAUL STOBER
and FERIAL HAFFAJEE

WHITE South Africans were provided with a glimpse of what a Boerestaat might be like this week when the cities emptied of black workers

Both business and labour agreed it was the biggest stay-away ever to hit the country — at a time when many doubted the capacity of the unions to organise successful mass action

Congress of South African Trade Unions spokesman Neil Coleman ascribed the success of the strike to grassroots resistance to VAT. "People know about the economic effect of VAT and how it is hitting working people and poor people in their pockets."

Cosatu estimates that between 80 and 100 percent of the country's workforce supported the strike. Its monitoring teams notched up the highest percentages in the Witwatersrand and Eastern Cape, where 100 percent stayaways were not uncommon in many areas.

Business and labour monitoring groups reported similar figures. Drawing on interviews with 500 companies nationwide, the University of the Witwatersrand-based Labour Monitoring Group reported that 81 percent of workers stayed away on Monday and 68 percent on Tuesday.

Important successes for Cosatu were in northern Natal, seen as an Inkatha stronghold, and the Western Cape, where there is traditionally a poor response to stayaway calls

In centres such as Empangeni and Isithebe in northern Natal 60 percent of workers stayed home, despite Inkatha's voluble anti-strike sentiments

Adding that in the PWV hostels and in southern and northern Natal there had been stayaways in excess of 60 percent, Coleman said "the myth of

Inkatha support in these areas has been blasted away"

The general strike was unusually successful in the Western Cape, where both business and trade union officials put the stayaway figure at between 50 and 70 percent for the two days.

Union officials in the region said the success of the action was due to thorough preparation and the intense publicity the VAT issue received in the run-up to the strike. Close cooperation between Cosatu and a resurgent National Council of Trade Unions (Nactu) in the region was also a factor

Another surprise was the support given by some farm-workers to the stayaway — the first time this has happened. Sugar employers reported that 35 percent of cane-workers in Natal had stayed home, while forestry workers in the Eastern Transvaal also heeded the call

There are signs that black workers in the strategic mining industry, traditionally unresponsive to stayaway calls, may have supported the action on an unprecedented scale.

The National Union of Mineworkers estimated that 250 000 workers, or about 34 percent of the total workforce, stayed away. But even the Chamber of Mines' estimate — an average 17 percent — indicates a wider response.

Despite the relatively low percentage turnout, the mines were the scene of the worst stayaway-linked violence

This week Anglo American requested the Standing Commission on Public Violence and Intimidation to investigate the killing of 15 workers at its President Steyn Mine in Welkom, which it says took place when miners wishing to work were attacked by anti-VAT workmates. The NUM says miners returning from an anti-VAT rally were set upon by "worker leaders traditionally in management's pockets".

THE STAYAWAY

FM 8/11/91

Making political cement

The union groupings Cosatu and Nactu, together with others in the ANC alliance, may well have demonstrated their capacity to stage an effective work stayaway

But what does the two-day general strike really amount to? Business and government are well aware that Cosatu is an important economic actor. It was not necessary, as one businessman puts it, to damage the economy to repeat the point.

As for the demands of the strike — exemption of certain “basic” items from VAT, and a union say in economic policy-making — it is difficult to take them seriously. The VAT system is already in place, and no amount of economic blackmail is likely to change it, and the policy-making demand is accepted in principle by government and is likely to be accepted in some form.

Anglo American's Michael Spicer remarks that “if (Cosatu's) Jay Naidoo is really serious about bringing down the government, why not call a six-week stayaway? An extended weekend is hardly a measure of political virility.” Spicer described the stayaway as only a qualified success. What is awaited from Cosatu, he says, is evidence that it can build and create, rather than break and stay away. The strike's knock-on effects on investor confidence and jobs mean that it was “entirely negative.”

Spicer believes the stayaway (he refuses to call it a general strike) was backed up by “fairly extensive” intimidation in the run-up.

As the largest private sector employer, says Spicer, Anglo finds it difficult to square the numbers reportedly involved in the stayaway with the fact that the mining industry had over 80% of its workers present.

Another observer reckons the high rate of

work attendance on the mines could be because they are housed in hostels, which makes them less easy to “organise,” or because many are foreign. Interestingly, certain Iscor divisions whose workers tend to live in hostels also had relatively low absenteeism.

According to Seifsa, whose affiliates draw on a work force of 350 000, the absentee rate on Monday was 65%, which dropped to nearly 60% on Tuesday. But production losses were impossible to assess as many companies had made contingency plans to reduce the impact.

The motor industry shut up shop completely for the two days.

Sacob said late on Tuesday that support for the stayaway was about the same over the two days. It estimated that between 80% and 100% of workers stayed away in the Witwatersrand, eastern Cape and Durban metropolitan areas, between 60% and 80% in Maritzburg, Bloemfontein and Pretoria, and from 20% to 40% in the western Cape, Free State goldfields and northern Natal.

Lack of transport, said Sacob, was a major factor contributing to the level of absenteeism. Private-sector workers would have lost more than R200m in wages. More emphasis may now be placed on capital intensive investment, it warned.

Aside from the numbers involved, the strike does seem to have had political symbolic value. According to Wits political scientist Rupert Taylor, it confirms the organisational ability of the ANC-Cosatu alliance, which appeared to be flagging, and gives them a sense of common purpose.

Taken further, it demonstrates the potential of the Patriotic Front alliance — revealing a degree of unity on the Left that the NP won't like from the perspective of the negotiations. That is, it appears to strengthen the ANC's preference for a two-sided bargaining table, rather than the Nats' vision of a range of independent participating groups.

Roughly translated to electoral terms, it recalls the 1989 two-day stayaway at the time of the general election that while 1m whites voted, about 3m blacks protested by staying away.

According to Numsa's Bernie Fanaroff, chairman of the Co-ordinating Committee on VAT, the strike shows that “the issue of VAT is a lot more relevant to workers than the media, government and business thought.” It was significant, he added, that the strike was well supported in Natal, which throws doubt on the level of support claimed by “other organisations” (a clear reference to In-

katha)

“We are not trying to destroy the economy,” said Fanaroff. “We'd like to build the economy but we cannot allow the government to do so unilaterally.”

What happens after the strike? “We remain open to negotiation and urge the government to meet with us as a matter of urgency.” If it does not, then it's up to the membership to decide on the next course of action, says Fanaroff.

According to labour lawyer Rod Harper, Cosatu's strike is in breach of the Labour Relations Act and conditions of employment. He says the threat to blacklist employers who discipline strikers is an unfair labour practice.

ANC POLICY

Master of the game

FM 8/11/91

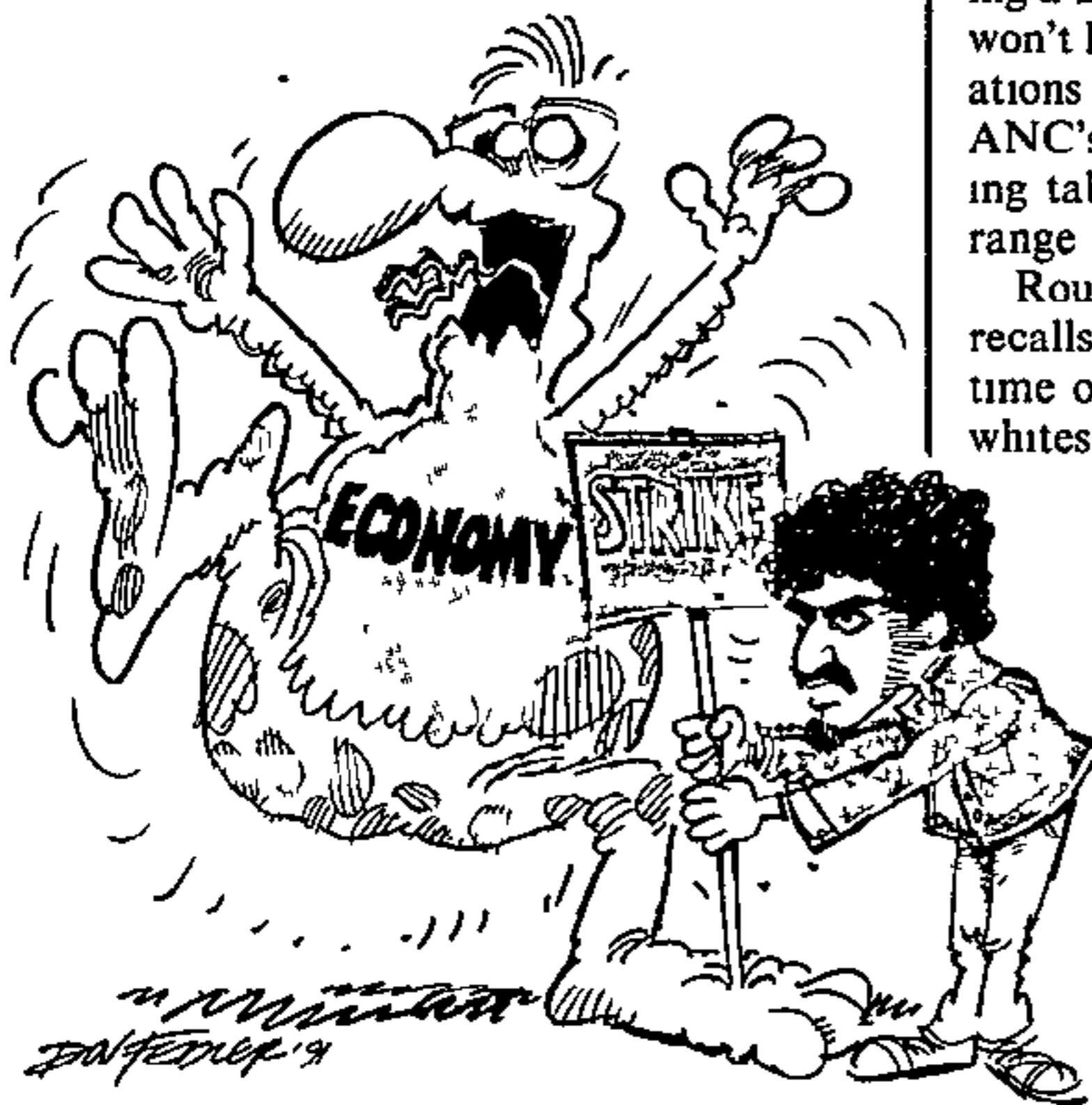
A politician who has never held public office, but who speaks in public as if he soon will be running the country, is confident indeed. That is what ANC secretary-general Cyril Ramaphosa did last week at the FM investment conference. Coming from Neil Kinnock, leader of Britain's opposition Labour Party, such confidence would be construed as intolerable arrogance, coming from Ramaphosa, in the context of SA's political history, it was unremarkable.

The looming burdens of office have clearly tempered official ANC rhetoric. Few conference delegates could quibble with Ramaphosa's assertion that the ANC and, by implication, the country, “must pursue policies that distribute the benefits of this economy more equitably. However, in doing this we must pursue policies that enhance investment. We would, therefore, be very unwise if we were to alienate investors or drive away the skills that we have in this country.”

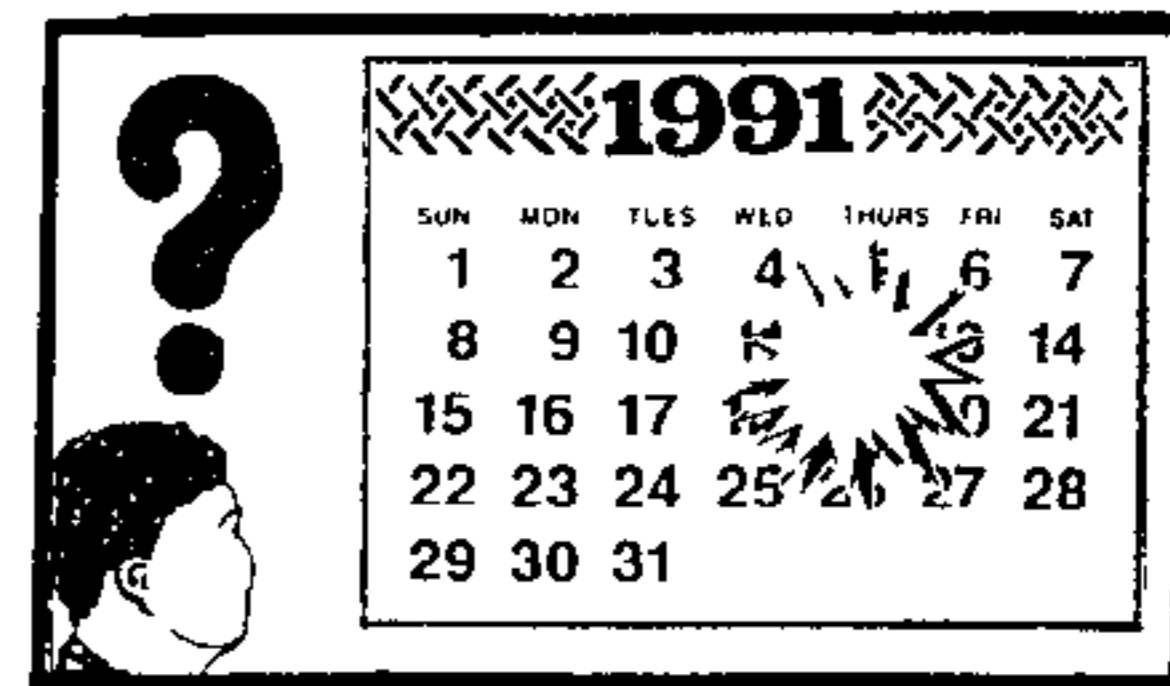
But Ramaphosa also pointed out that the link between investment and redistribution is critical to future stability and he neatly summed up the public debate. “One side fears that redistribution will stop investment, while the other fears that the pursuit of investment will be at the expense of redistribution.” And he called for the development of a “common framework of approach” to these issues.

As for the measures to achieve redistribution, Ramaphosa demonstrated an acute sense of occasion. The tone was conciliatory, the style dignified — but the remedies were vague. How else should a politician behave?

He spoke of “a combination of progressive taxation and a benefit or welfare system,” of the need to “ensure that employment, wages



CURRENT ISSUES



The General Strike

New Nation (Learning Nation) 8/11 - 14/11/91 152

Learning Nation spoke to a member of the Cosatu Wits Region Strike Coordinating Committee about strikes and stayaways.

Here is some of the conversation we had with her.

What is the difference between a general strike and a stayaway?

Some people say that it is not important to make a distinction because in both instances workers are withdrawing their labour power. On the other hand, it is argued that a stayaway is not the same as a general strike because a general strike involves occupying the factories and not simply staying at home. Unlike a national strike, there is a build up to a general strike and workers take control of the factories. I think that the most important issue about this debate around the difference is that it does not depend solely on the form of action but rather on the mood of the class and the political climate. A general strike will not just happen because the leadership calls one. It could however arise out of one small factory going on strike and then being joined by other workers, depending on the issue, the mood of the working class and the level of organisation. A general strike eventually involves the whole of the working class over a period of time. As Rosa Luxembourgh pointed out, sit-ins, pickets and so on are forms of demonstrative action; they are symbolic actions which could build up towards a general strike. She also says that a general strike doesn't cause a revolution but that a revolutionary climate could cause a general strike.

Factory occupations, sit-ins or siyalalas pose the question of who controls the factory very starkly. The stayaway is a form of action almost unique to South Africa. What is your view on stayaways?

As a form of action it has captured the imagination of South Africans. It is interesting in that it is often supported by people other than the working class. However, Cosatu called for more than just a stayaway - we called for marches and pickets as well. The strike committee has linked all the current strikes around this issue of VAT. The reason for this call was a conscious attempt to mobilise and encourage the self-activity of the working class. Marches are crucial because they involve the unemployed, the unorganised and the youth. Factory occupations would only involve workers. The kinds of calls the leadership make should be in line with the level of organisation and militancy of the class.

During the 1960s in France the students were at the forefront of the struggle which led up to the general strike there. South African students are famous for being at the forefront of struggle but in this case were asked not to participate in this action due to exams. We know that workers were unhappy about the issue because Transport and General (T and G) workers had to transport students to exam venues instead of being involved in the strike. This places a dampener on the question of unity amongst the working class in such action.

How does the call for a general strike fit in with the period of negotiations?

The call for a general strike arose at Cosatu's Fourth Congress in response to the imposition of VAT by an

illegitimate government as well as the call for a Constituent Assembly, an Interim Government, De Klerk's resignation and not to pay PAYE. It was at this time that the fact that the state was funding Inkatha became "official" and the working class was ready to take militant action. Since then the issue has become very diluted so much so that the call is only for the state to re-open the negotiations around VAT. The current position is to only call upon mass activity in so far as it will strengthen and speed up the negotiations process.

Do you have suggestions for a programme of action now that the 4th and 5th are over?

Yes! The critical factor is a programme of action around dismissals and retrenchments. Companies who have dismissed workers should be isolated and action taken against them in the form of solidarity action. But this is not the only form of defence that can be taken for workers. We need to ensure that workers taking action are physically defended. This raises the question of armed defence. We also need to follow up on memorandums handed in at various points throughout the country. These are usually never responded to by the state but this time we must ensure that they do respond.

Let's look at some examples of the general strike in history:

The general strike in Italy

After the First World War (1914 - 1918) the working class in Italy suffered greatly due to the economic crisis in the country. Militant workers, in the towns and in the rural areas went on strike and this militancy led to the increased growth of the Italian Socialist Party called the PSI. The working class was struggling around issues like wages and long working hours but the reformist within the PSI, who were mainly social democrats, did not take these struggles forward. Eventually, food riots broke out and the state sent the army to smash these but the soldiers ended up joining the people. The PSI still did nothing and so the union officials and local reformist leaders negotiated temporary price freezes and the level of militancy declined for a while.

During 1919 workers set up factory councils but these were only concerned with their own factory issues and often ignored other major struggles in the country and the rest of Europe.

However, in March 1920, a small factory floor issue led to a wave of factory occupations in the city of Turin. The bosses were now prepared for such activity and smashed the factory committees but 50 000 metal workers stayed on strike. The working class responded with a general strike which lasted 11 days. This strike, which had started as a small factory floor issue in Turin was eventually supported by rural workers and peasants all over Italy. Again the leadership of the PSI did not take this militancy forward and eventually the army was able to occupy Turin. In September the working class took up the struggle again and took over factories all over Italy but the state and the bourgeoisie responded viciously. They focussed their attack on the

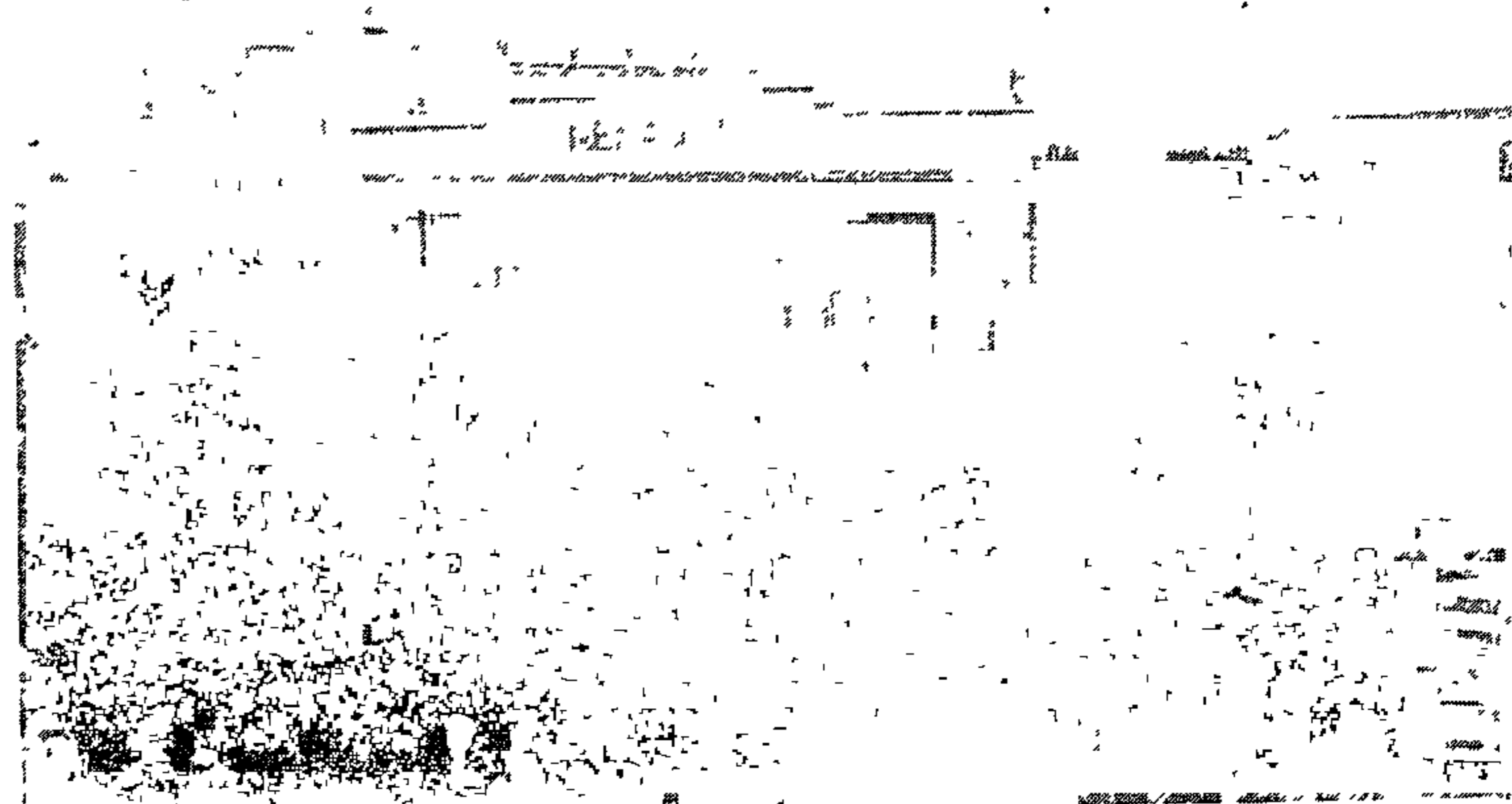
Turin workers and the revolutionary situation slipped away.

The General strike in France

Soon after May Day in France in 1968 thousands of students took action against the education and economic crisis in France. They marched through the streets of Paris where they were violently attacked by the police and many of them were arrested. They continued to hold public meetings, marches and built barricades in the street of Paris until their demands were met. In the meantime, workers had come out in support of the students and were also raising economic issues. When the students had won their demands, they handed their banners to the workers. Workers occupied factories and a general strike of ten million workers spread throughout France. This was the biggest general strike ever.

The trade union and Communist Party leaders made a deal with the government to end the strike. Workers still remember how they built democratic factory committees and how they demanded workers' control. Their actions inspired workers in Italy to also organise to occupy their factories.

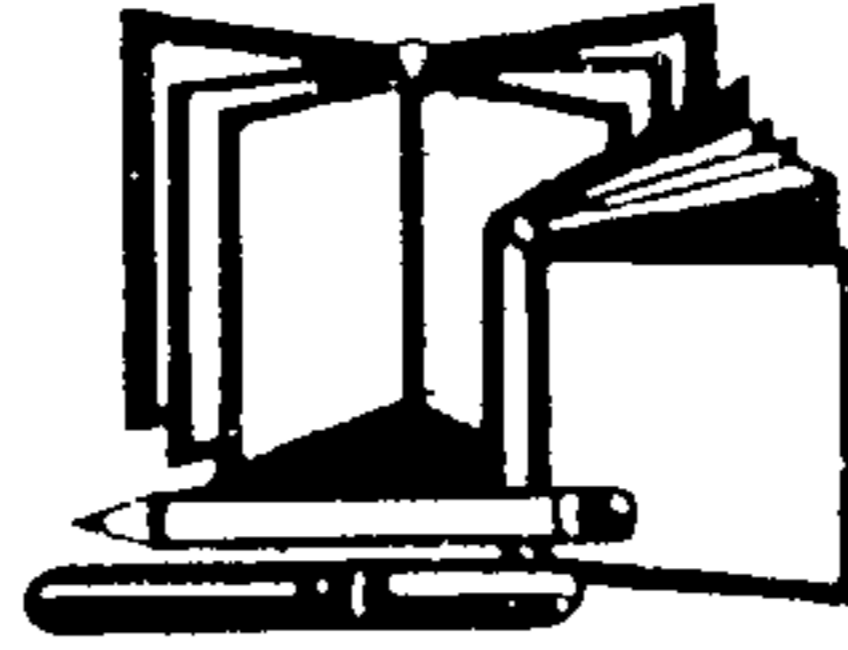
A Renault Car Worker said "Twelve million workers stood shoulder to shoulder in unity to defend their demands and their aspirations. In front of them everything else - the bourgeois state, its police, its politicians, etc. - had disappeared, didn't count for anything. The lesson will not be forgotten."



"Workers and students, unite!"

The slogan became fact at the motor factory on the 17th May 1968 in France.

SKILLS FOR LEARNING



Any person or organisation is welcome to use the material for educational purpose, but should let the Learning Nation Co-ordinator know

Our address is
Learning Nation
 PO Box 11350
 Johannesburg 2000.
 Phone: (011) 333-9746.

Careers 1

Careers and the Working Class

New Nation Learning Nation 8/11-14/11/91

This is the first article in a series that will help students and workers understand career choices and the relevance of different careers.

This series will give advice and guidance about careers and career choices. We will also show just what is required to get into particular careers, the social responsibility of various careers and encourage respect for all forms of work.

Careers, skills and the new South Africa

While we are looking forward to the day when majority rule is achieved in South Africa, we must be aware that a truly democratic South Africa will need a greater level of knowledge and skills amongst all its people. We should also expect that many middle class whites are likely to run away from majority rule and will leave South Africa with a skills shortage. For these reasons we need to pay attention to the general upgrading of the skills level of all our people. Both school students and workers should therefore be looking to improve their knowledge of all aspects of production and all the skills required to run a modern economy and a truly democratic state.

Skills shortages have played a role in making it difficult to implement radical change and development programmes in other countries in Africa. For example, after independence in Mozambique there were no black pilots, engineers or computer programmers. There were also very few doctors and qualified teachers. Therefore, any scheme for upgrading health or education was severely limited.

In South Africa we need a broad range of skilled people, including technicians, schoolteachers, engineers, computer operators, nurses and doctors. But we must understand the social responsibility of these skilled people, or we could merely produce a new elite more interested in selling their skills to the highest bidder than in uplifting the standard of living of the people.

In our next article, we will look at some current debates in the labour movement on the relationship between the level of skills and economic development.

What do we mean by careers?

Most of us think of a career as a special kind of job such as a doctor, lawyer, nurse or accountant. We wrongly call these kinds of jobs 'professions' and the work done by machinists, packers, domestics and miners merely 'jobs'. When at school, we all look to reach the level of one of these kinds of jobs. In fact, older people and teachers often ask us what we 'want to become one day'. By this we are encouraged to aspire to a profession, to have the kind of job where one wears a suit and carries a briefcase.

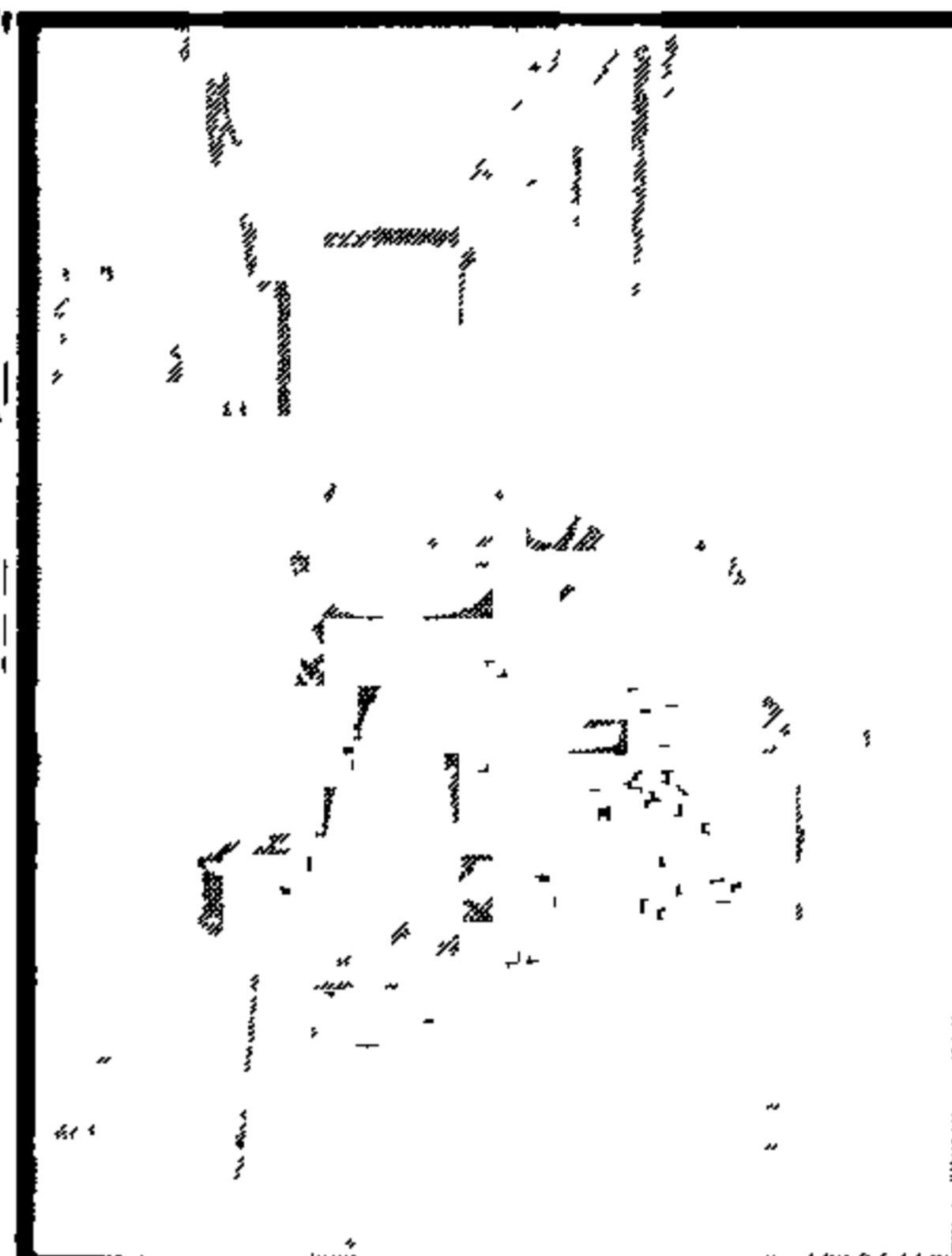
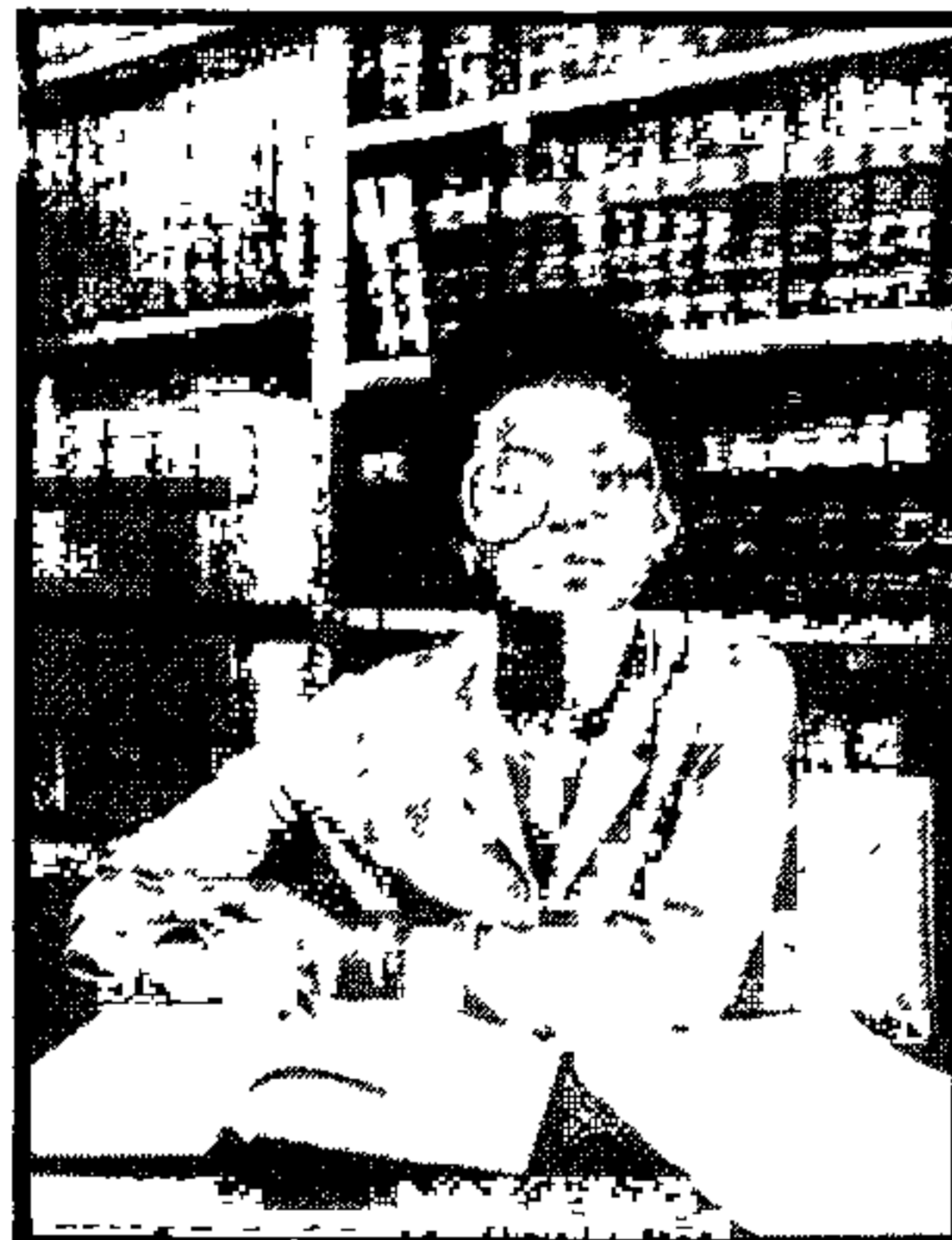
If we look around at our families and friends and at ourselves, we find that the majority of people are not in 'professions', but are workers.

One of the aims of the socialist movement throughout the world has been to break down this distinction between professional jobs and all other forms of work. Workers have struggled to get rid of the distinction between mental and manual work. They believe that all forms of labour are necessary to ensure the well-being of all people who make up society. For these reasons, this series will talk about careers as covering all categories of jobs including lawyers, carpenters, machinists and hawkers. But let us first look at why the distinction between mental and manual labour arose in society.

The division of labour and classes

The world of work is characterised by the division of labour. As society became more and more complex, so different people came to perform different jobs. Probably the first example of people performing different jobs was within the family. Firstly, on the basis of age, children either did no work or began to do simple tasks to help their parents, or learnt the skills of their parents. Another important division of labour was that between men and women.

With the development of society, the division of labour also took on the lines of class differences. The first big development here was the separation between a class of religious leaders and chiefs, who did not work, and the rest of the clan who produced the subsistence needs of the clan. Already here we see the beginnings of the distinction between 'mental' and 'manual' labour. Under capitalism, this distinction has become so widespread that thousands of different jobs and job categories



The division of labour

have been created. The class nature of capitalist society ensures that the differences within the division of labour have largely ended up in this simple distinction: manual labour suggests working class, and mental labour suggests middle or upper class.

However, this distinction is not as simple today as there are a varying degree of skills required for different jobs performed by workers and some members of the middle class do hard manual labour. But the class nature of the mental-manual divide is quite clear. Today we can clearly 'see' the class of a person by the way they dress, because the way they dress indicates whether they use their 'brains' or their 'hands'. A person who wears a suit to work is clearly one who gives orders or hardly uses his hands, while a person in overalls tends to do more physical work. Sometimes these differences are referred to as blue-collar workers as opposed to white-collar workers.

When we speak of careers and choosing a career we need to be aware of how the world of work reflects the current divisions of class and gender in our society. In South Africa we know that these divisions have also been along racial lines, with whites doing skilled or supervisory work and blacks doing the more manual labour.

Careers and school students

Because our society puts so much value becoming middle or upper class, students are urged to 'become something'. Students then want to become lawyers or doctors or pilots. Often we are completely unaware of what it takes to become a member of one of these 'professions' and whether we stand any chance at all. To be an optician

or a computer programmer can be exciting and rewarding and under capitalism, these jobs are extremely well paid. Any future South Africa will need thousands of people with these skills - there can be no doubt of that. But while our society encourages us to become one of these 'professional' people, it also limits our chances of becoming one of them.

At present, about 33% of the South African population is illiterate. The state spends far more money on the education of white children than it does on black children. Few black adults have a degree or apprenticeship. Few black people qualify as doctors because of the high cost of studying medicine.

Apartheid capitalism has made the quality of life for most blacks so bad that the struggle to survive makes it impossible for us to realise our dreams. Yet our parents make tremendous sacrifices to help us get education. The Cosas slogan 'each one, teach one' shows the determination to learn.

Careers and the unions

In the unions, workers have begun to struggle around the grading of work and the need to upgrade skills. In a union such as the National Union of Metalworkers of South Africa (Numsa), workers have begun to challenge the bosses and the state around the way skills are recognised, racial discrimination around skills and control by the ruling class over Apprenticeship Training Boards and the Department of Manpower. Workers have been doing this not to cause divisions in their ranks, but to challenge the ruling class' control over how skills are defined and recognised.

JAY NAIDOO'S STAYAWAY

152

A handful of dust

FM 8/11/91

~~HEA~~

The impact of a stayaway as practised in SA is always ambiguous — both impressive and a little desolating. It can never be claimed as a triumph of black political unanimity simply because, though well-planned and co-ordinated, the element of fear can never be properly quantified.

Apartheid made this possible by isolating black suburbs far from places of work, accessible only by a few extremely visible modes of transport. Whatever the percentage support of the strike (see *Current Affairs*), the fear of intimidation is itself intimidation and cannot be measured. The deaths on the Free State gold mines inaugurated the stayaway.

That said, business would do well to consider the two main political messages of the strike.

□ The Cosatu-ANC alliance is holding for the moment — suggesting that this axis of the liberation movement will form a powerful and aggressive component at the negotiating table, but

□ In forewarning of yet further mass actions to compel the institution of an interim government, Jay Naidoo may be over-reaching himself, since this would set in train a process of revolution from which the ANC itself has been forced away by events. If he is, in effect, simply calling for a transfer of power, Naidoo will be compelled to embark on an agenda to which the ANC is no longer committed.

Naidoo's apparent victory, therefore, could be rendered nugatory if he believes in some kind of crescendo of popular feeling that will sweep away the existing government. What form an interim government will take is what is to be negotiated. There is no alternative to that, since blacks are in no position to engage in another cycle of endless and unre-

deemed suffering. This week's stayaway hurt them most.

There is a division between Naidoo and the ANC comparable to that between the ANC-in-exile and the homeland governments in the Eighties — and it concerns the question of "co-option." You either smash the system, or choose to work within it in the hope of eventually taking it over. The ANC, by abandoning the armed struggle, has chosen the latter course though it would deny that it has chosen co-option. This is merely semantics: an interim government is an inclusive mechanism, not a ride to unbridled power.

The strike is, therefore, oddly meaningless.

What Naidoo also appears to misunderstand is that by participating in negotiations, the ANC will attain a far greater awareness of the limitation of public resources than it has at present. As an important component of an interim government it is hardly likely to abolish sales tax which will give it resources to bridge gaps and redistribute social welfare.

Such a greater awareness of limitations is, of course, part of the challenge of responsibility. It certainly makes sense — as Cyril Ramaphosa suggested to the *FM's* Investment Conference last week — to make home-ownership in townships accessible to millions by converting rents to freehold (the *FM* has itself suggested this). But then you have to consider what you mean by ownership and think a little more deeply about all the other freedoms that flow from the right to private property.

We believe that Naidoo's strike was a Pyrrhic victory for him — which means that he can afford no more such victories at all. The time to negotiate is now. ■

Star 8/11/91

National strike

'a last resort' 152

HARARE — South African blacks were advised, in an editorial in Zimbabwe's semi-official newspaper The Herald, to use the weapon of a national strike only as a last resort

The paper said this week's anti-VAT strike had sent a signal to President de Klerk that he will have to enfranchise the black majority

But, like an atomic bomb, the strike weapon was most effective when kept in storage

Both sides must acknowledge the absolute necessity for accommodating the other's fears and addressing them candidly. If this were not done, South Africa would be faced with the real possibility of a civil war —
Star Africa Service

Nats won't give up - De Klerk



FW DE KLERK

Sowetan
EMPLOYERS should motivate and discipline their workers against succumbing to intimidation by radical trade union leaders, State President FW de Klerk said last night.

Addressing the Trans-

Sowetan
By MONK NKOMO

vaal National Party congress in Pretoria, De Klerk lashed out at the African National Congress and said the NP was not prepared to allow any other party or movement to take over power in South Africa

8/11/91
"The NP has never asked for a mandate to transfer all the power to the ANC or anybody else

"We are not at all prepared to exchange one form of domination for another

"Black domination is unacceptable as white domination. The NP rejects both. Power-sharing is the answer. Domination spells disaster," De Klerk said

Illegal

Referring to this week's two-day stayaway, De Klerk warned that if organised commerce and industry and individual employers did not stand firm they and the country would pay a high price

"Only if employers act

Sowetan
8/11/91
ISZ
purposefully and in an organised manner to ensure that trade unions act within the law, will they be able to retain their rightful independence," he said

He added "Only if employers help motivate and discipline their workers against succumbing to intimidation will they be able to help prevent radical trade union leaders from gaining a stranglehold"

De Klerk lashed out at the ANC "and its ally", the Congress of SA Trade Unions, accusing them of staging illegal strikes, threats and stayaways

He said the Govern-

ment had succeeded in breaking the ANC's grip on sanctions

The ANC had now changed its strategy, he said

"As responsible governments throughout the world began to dissociate themselves from the ANC's irresponsible utterings, and even exert pressure on it, the ANC began seeking new domestic power bases. In sports and culture it saw an opportunity"

His Government had kept its word and had removed from the Statute Books all forms racial discrimination not linked to the Constitution

Bosses threaten mechanisation

Sowetan

8/11/91

By JOE MDHLELA

EMPLOYERS may consider using machinery than people if the strikes continue at the prevailing rate, a spokesman for the South African Chamber of Business, Mr Gerrie Bezuidenhout, said yesterday

Bezuidenhout was reacting to the two-day national strike organised by the anti-VAT Co-ordinating Committee. By mechanising jobs it was possible that less employment opportunities would be created, he explained

Figures varying from 80 to 100 percent were given as representing workforce that took part in the stayaway on Monday and Tuesday

Organisers regarded the strike action as a huge success, a show of strength which kept more than 3 millions workers away from the work-place

Bezuidenhout said workers in the private sector lost more than R200 million in wages over two days

"This figure negates to a very large extent any potential burden that may have been imposed on workers by the introduction of VAT," Bezuidenhout said.

He said by making contingency plans the private sector has demonstrated its capacity to maintain a reasonable level of activity despite the incidence of absenteeism.

Bezuidenhout said employers would in future step up efficiency and stop relying on the abundance of labour

Strikes in first 9 months cost SA '2 million man days'

SHARON SOROUR
Labour Reporter



STRIKES during the first nine months of the year cost the economy about two million man days, labour experts report.

Although the first half of 1991 was "relatively quiet" with a loss of only 375 000 man days, strike action accelerated during the third quarter of this year, according to the strike report of Andrew Levy and Associates.

This brought the total number of man days lost for the nine months until September 1991 close to two million, which was just under the 2,2 million figure for the same period last year.

During the last quarter, wage strikes involving the National Union of Metalworkers of SA (Numsa), the National Association of Automobile Manufacturers of SA (Naamsa) and the New Tyre Manufacturers accounted for the loss of 325 000 and 160 000 man days.

The dispute between the SA Railway and Harbour Workers Union (Sarhwu) and Transnet resulted in

about 175 000 man days lost to the economy.

The demand for higher wages triggered 62,7 percent of the strikes, followed by grievances (21,1 percent), dismissal/discipline (7,9 percent), recognition of the union (6 percent) and retrenchment (1,3 percent).

"There was a significant increase of 6,8 percent in the number of strikes over grievances compared to the same period last year and these ranged from accusations of racism to objections to the introduction of job grading systems," the report said.

The automobile sector was the most active, accounting for 36,4 percent of strike action.

In terms of man days lost, the most active unions were Numsa (42,8 percent), the SA Railway and Harbour Workers' Union (Sarhwu) at 13,2 percent, the National Union of Mineworkers (Num) at 10,6 percent, the National Education, Health and Allied Workers' Union (Nehawu) at 6,5 percent, the SA Commercial, Catering and Allied Workers' Union (Saccawu) at 6 percent and the Food and Allied Workers' Union (Fawu) at 4,8 percent.

'Stayaway cost will fall on workers'

152 (S) CT8/11/91

By AUDREY D'ANGELO
Business Editor

THE cost of this week's stayaway "will fall squarely on the shoulders of the workers with around R200m in wages being lost", SA Chamber of Business (Sacob) economists commented yesterday.

And they warned that it could lead to a further loss of jobs by encouraging the swing to automation.

"In general production levels were only marginally affected," said Sacob chief economist Ben van Rensburg.

"There is a danger that, given the current stagnant economic conditions being experienced, manufacturers will continue to re-evaluate their labour needs and the prospect of further disruptions could cause them to exploit opportunities to replace men with machines.

"On this basis, Sacob must question whether the strike was indeed the success its organisers make it out to be."

Sacob's business confidence index for October shows a further slight drop, to 88%, from 88,2% in September. This compares with an average of 92,3% in 1990.

Van Rensburg points out that the index has not receded to the low ebb which was reached in 1985.

But, he says, "the prolonged nature of the recession, in combination with other factors, has resulted in very high unemployment accompanied by high rates of inflation."

The business mood continues to be "buffeted by conflicting messages."

"The ambiguous nature of the current economic climate is well illustrated by the fact that while retail sales have declined in real terms manufacturing output has risen."

Such trends, Van Rensburg says, are "fairly common around the turning point of business cycles, because of the necessary lag between production and consumption."

He considers the failure to allow for "bracket creep" in the last budget is a major reason for falling retail sales.

"This would have started to impact negatively on the disposable income of consumers since June or July and explains in part the real declines in retail sales since then."

"Obviously, high interest rates and rising unemployment over a prolonged period have also played a significant role."

He expects a steady rise in SA's export earnings in coming months, as economies overseas improve.

"It is also to be expected that funds set aside for socio-economic upliftment and poverty relief will start to flow into the system now, resulting in a stabilising and even stimulating effect on the economy."

'A-bomb' warning to SA strikers

Argus Africa News Service

(152)

HARARE. — South Africans were advised to use the weapon of a national strike only as a last resort in an editorial yesterday in Zimbabwe's semi-official newspaper, the Herald.

The editorial said this week's strike had sent a signal to President

De Klerk that he will have to enfranchise the black majority.

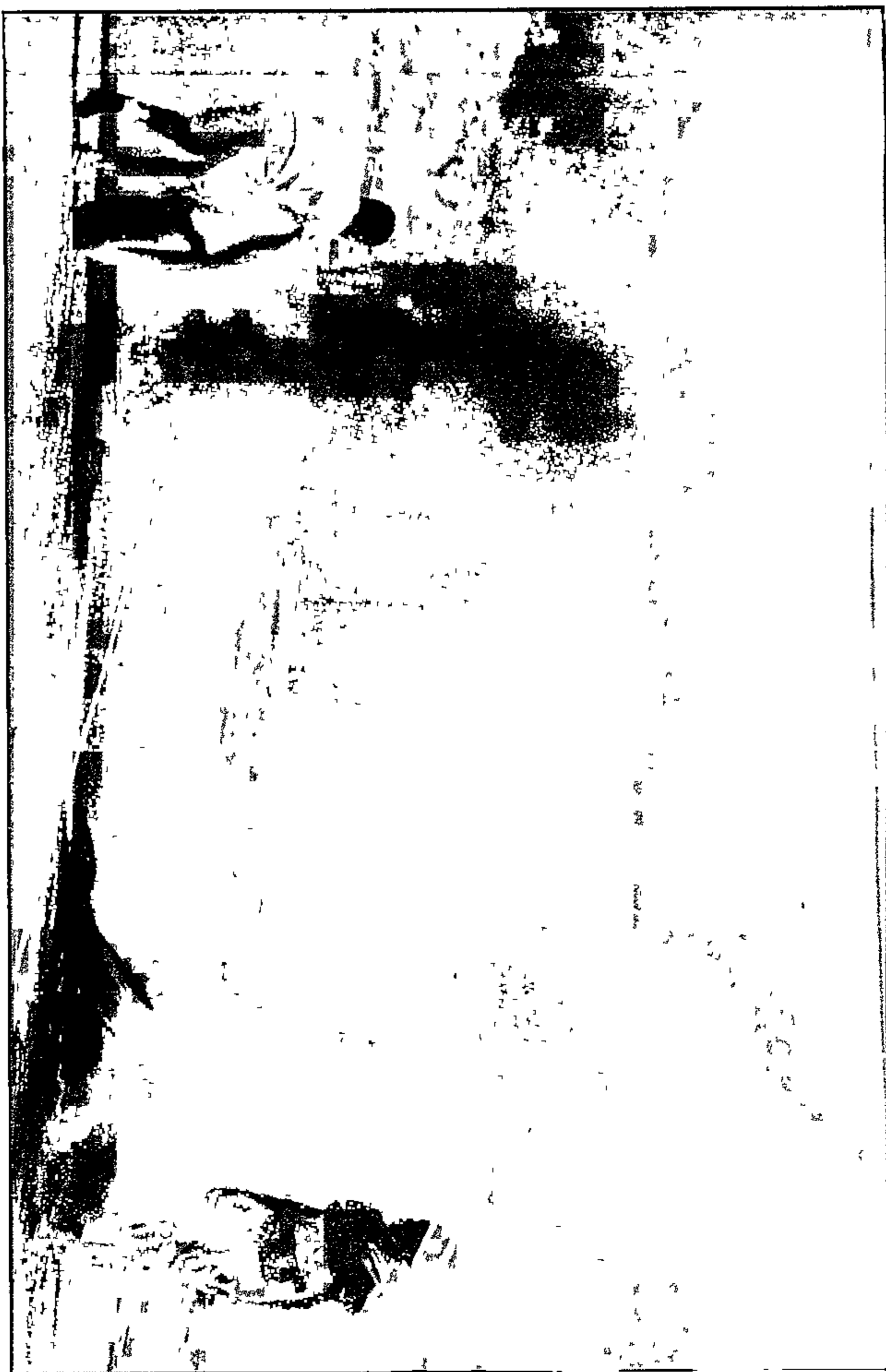
The strikers, said the editorial, had shown they could bring the country to a halt.

But like an atomic bomb the strike weapon was most effective when kept in storage.

AACT 9/11/91



WHERE THERE'S SMOKE... There's fire - and that's where VAT should be, according to these demonstrators in Cape Town.



TYRED OF VAT?... These demonstrators made a stink about the new tax with a road block of burning tyres.

Throwing VAT into the fire

CLIP news 10/11/91 (ISR)

By THEMBA KHUMALO

WORKERS showed their economic muscle by heeding the call for a two-day stayaway to protest against the implementation of VAT.

Cosatu press officer Bangumzi Sifingo said this week

He described the stayaway as a "resounding success" and scoffed at suggestions by John Kane-Berman, executive director of the South African Institute of Race Relations, that most workers could not go to work because there were no taxis and buses

The strike was rejected by the South African Chamber of Business (Saco) and the Afrikaans Handelinstuut, who said it would have little effect

Stayaway was 'a great success'

on the economy. Sifingo said "No man in his right senses can suggest that we intimidated 3.5 million people. The stayaway was our kind of referendum which has sent serious signals to the State President."

Sifingo did, however, regret outbreaks of violence which led to the killing of at least 17 miners at President Brand Steyn Mine in Welkom.

Two others died at Western Deep Levels in Carletonville and 16 were injured during a fight be-

between those who for and those against the strike

In Natal, Phumzile Mkhize's body was found sprawled in veld at Richmond and Walter Ndlovu was stabbed to death after they were accused of delaying the stayaway call

Another protester was shot dead by police in Daverton on the East Rand on Tuesday after he allegedly pointed an AK-47 at the police

Sifingo said the Anti-VAT Co-ordinating Committee had tried its best to avert any outbreak of violence for the duration of the strike

His committee members held an urgent meeting with the deputy Law and Order Minister days before the strike.

had overwhelming evidence of people being intimidated into not going to work

The ANC and Cosatu have threatened to call another general national strike which would be more detrimental to the country's economy, if the authorities do not suspend the implementation of VAT

"We call on the government to heed these responsible demands of the people and take immediate steps to negotiate in good faith on the issues of VAT and other macro-economic issues affecting our country and its future," said Jay Naidoo, Cosatu general secretary and chairman of the Anti-VAT Co-ordinating Committee, at a press conference this week



ECONOMIC MUSCLE... Stayaway demonstrators protest with clenched fist salutes and slogans. ■ Photo: FANIE JASON

Perskor workers poised to strike

ABOUT 1 000 workers at Republican Press and Republican News Agency, both Perskor subsidiaries, are poised for a national wage strike next week

Media Workers' Association of South Africa spokesman Themba Hlatshwayo said yesterday workers demanded an increase of R50 across the board

(152) C/P News 10/11/91

War of words over whether the anti-VAT strike worked ⁽¹⁵²⁾

By NORMAN WEST
Political Reporter

A WAR OF WORDS has erupted over whether this week's two-day anti-Vat strike was successful and whether the business empire might yet strike back at boycotting workers who paralysed their productivity.

Claims and counter-claims of the "success" of the strike — in terms of how many people in the Western Cape voluntarily heeded the call, how many stayed away because of alleged intimidation and how many used the strike to extend blue Monday hangovers to blue Tuesday — are still the subject of intense debate.

Well-known political analyst Professor Willem Kleynhans described the stayaway by millions of

mostly black workers in a novel way. It showed clearly how a whites-only "homeland" would look and turned white South Africa into a "Boerestan" or "white homeland", he said.

State President F W De Klerk joined in the war of words when he expressed his displeasure at the cost of the strike to the economy.

He added his voice to those of many bosses whose factories ground to a halt when he claimed there was overwhelming evidence that people had been "intimidated" into staying away.

Mr Jay Naidoo, general secretary of the major labour federation, the Congress of South African Trade Unions (Cosatu), claimed nationwide victory. Mr Naidoo claimed 65 percent of the workforce in the normally apathetic Western Cape stayed away.

Support for the strike by "coloureds" and Indians in the Western Cape, he said, "gave the lie to the claim that Mr De Klerk had won their support".

The other labour federation which sponsored the strike, the National Congress of Trade Unions (Nactu), estimated that about 70 percent of Western Cape workers stayed away.

Policy

South African Chamber of Business (Sacob) economist, Mr Keith Lockwood, refuted the Cosatu and Nactu statistics.

He said the Peninsula had the lowest stayaway response of all South African metropolitan areas.

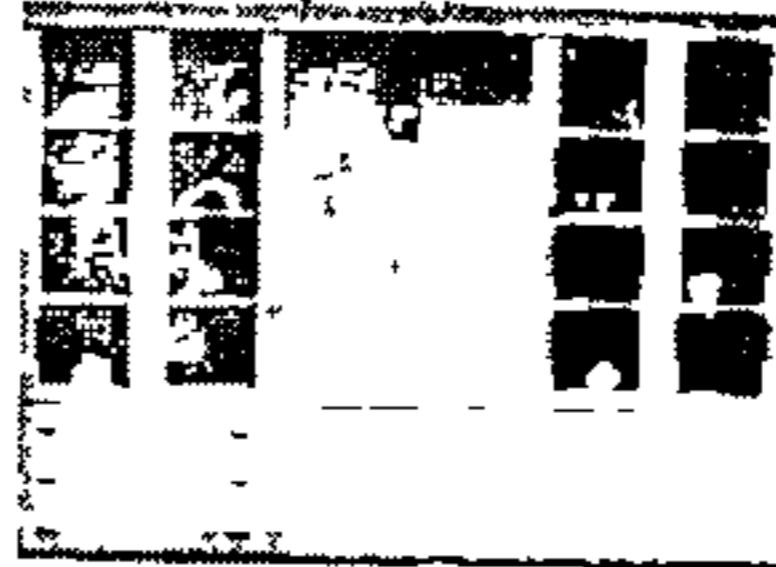
In the retail sector of the Peninsula, he said, there was a 13 percent stayaway on Monday and a nine percent stayaway on Tuesday.

It was possible that business might strike back and implement the "no work, no pay" principle — or even fire workers, he said, and the stayaway could force business to re-evaluate labour needs and retrench.

LOOKING FOR FURNITURE

Be sure to visit our showroom

17 SALT RIVER RD, SALT RIVER
WOODWORLD



LOUNGE SUITES BEDROOM SUITES DINING ROOM SUITES
 SPECIALS WALL UNITS COFFEE TABLES STUDY OFFICE

PHONE 47 1230 for brochure

6 MONTHS TERMS AVAILABLE

OUR QUALITY IS YOUR COMFORT

ERON

Print men (152) set to strike

MORE than 1000 weekly paid workers at Republican Press and Republican News Agency, both Perskor subsidiaries, are poised for a national strike next week over wage demands.

The acting general secretary of the Media Workers' Association of South Africa, Mr Themba Hlatshwayo, said in a statement yesterday workers were demanding an increase of R50 across the board.

Meanwhile, workers have been offered a R25 across-the-board increase backdated from March 1 or R30 backdated from September 1.

Bop frees 27 prisoners

STIMES 10/11/91
BOPHUTHATSWANA
yesterday released 27 political prisoners.

Welcoming Italian visitors to the homeland last night, President Lucas Mangope said the move showed his government was prepared to play its part in the changes taking place in the region.

"As I speak, these men have either been returned to their homes and families, or they are in the process of being transported home."

Doctors continue anti-VAT fight

By Brian Sokutu (152)

About 1 000 private practitioners vowed yesterday to sustain protest action against value added tax until the Government zero-rated health services and basic food-stuffs. *Star 11/11/91*

At a meeting in Johannesburg of the Health Forum of the Co-ordinating Committee on VAT, the doctors resolved to

● Call an urgent meeting with President de Klerk and Finance Minister

● Refuse to charge their patients VAT

● Reject a 16 percent increase in medical aid tariffs due next year

● Refuse to register as VAT vendors

● Urge the World Medical Association to not admit the Medical Association of South African (Masa) as member

● Urge all South African doctors to resign from Masa

The meeting was also marked by a heated debate between the doctors and Masa secretary-general Dr Hendrik Hanekom. Speakers took Dr Hanekom to task over his organisation's failure to pledge solidarity with doctors who closed their surgeries in protest against VAT last month.

Strike leaves SAA passengers hungry

A DISPUTE over the suspension of a worker by the independent catering firm supplying SAA led to passengers on internal and two international flights going without food and drink on Friday and Saturday.

A Cape Times journalist, Mr Barry Streek, said that after boarding a Cape Town-bound flight at Jan Smuts Airport on Saturday passengers were told no refreshments would be served because the catering staff were on strike. Passengers were offered ap-

ple juice and orange squash only, he said.

A spokesman for SAA confirmed that about 80% of flights were affected by a strike.

The strike had started with a sit-in on Friday evening and local flights and the New York

and London flights had been affected. The catering workers had started working again at 11am on Saturday.

An Air Chef's catering worker, who asked not to be identified, said yesterday that a work-er, Mr Bulardi Mhembu, had

with a manager's permission, taken off days due to him.

After 10 days he was informed by telegram that he had been fired. Two days later he received another telegram saying a mistake had been made and that he had been suspended without pay pending a disciplinary hearing.

A comprise was reached at on Saturday morning.

Management could not be reached yesterday for comment.

152

Intimidation experienced by workers

(152)

Star 12/11/91

As an employer of 25 black workers I cannot allow the massive level of intimidation experienced by my workers to go unheeded

My company negotiated an agreement with the union to provide transport, and if necessary, accommodation for our workers during the two-day stayaway.

However on Monday November 4 our transport vehicle was surrounded by a group of intimidators and workers threatened with their lives, the lives of their children, and destruction of their homes if they proceeded to work. Police were called and our workers asked to lay charges. Once again they were threatened with their lives if they laid charges.

Our workers were faced with being bodily harmed and their homes burnt — or retrenchment. Retrenchment, because if our particular services were not delivered on Monday and Tuesday the company stood to lose major contracts and this would lead to the closure of this company in these very difficult economic times.

As a consequence workers arrived at work only at 10 am, giving us a loud and clear signal that they were NOT in favour of the stayaway and were prepared to risk their lives in order to keep their jobs and thus food on the table. At 3 pm we had no alternative but to send them home, concealed in the back of a customer's truck, and trembling for their lives.

This was due to a strong presence of black taxis patrolling the streets to check on those at work.

Our workers are prepared to testify before a commission from the newly formed Peace Accord. I challenge your newspaper, in the name of all that is fair and just, to expose these gross acts of aggression.

As a final slap in the face to our workers, and the whole of South Africa, we were subjected to Mr Jay Naidoo on a national television broadcast swearing that there was no intimidation during the stayaway. What is a threat to one's life if not intimidation?

If the local unions, ANC and Mr Naidoo are still looking for a third force in the perpetration of violence in South Africa, I suggest they look to themselves!

David Potgieter

Welkom

The labour movement's show of strength

152
 12/11/91

IT WOULD be very dangerous to conclude, as Business Day did in its patronising editorial (Calm down, November 7), that the most significant result of the national stayaway was the loss of two days' pay by participants. The loss of wages is tragic. But to ignore the significance of their decision to lose their wages is to misjudge seriously the event's far-reaching implications.

Cosatu and its allies have demonstrated an unprecedented ability to mobilise peacefully on a mass scale, nationwide. Business Day misses the central point of the stayaway when it suggests that Cosatu cannot impose its will on government through mass action. From now on, negotiations — political and economic — will not succeed without the active support of this broad coalition.

No crude intimidation thesis will explain the breadth and depth of the stayaway. Its roots lie in the decision made at Cosatu's third national congress in July 1991 to take mass action if VAF was implemented unilaterally. "Inkathagate" dispelled any illusions of the state's capacity to gov-

ern impartially during the political transition

There has been considerable debate in the media as to the success of the stayaway. Our research, conducted in association with Marknor, was based on a telephone survey of 510 companies, representing all economic sectors and regions. The results conclusively show broad support from black workers in all sectors except mining and agribusiness (Table 1). It also shows wide regional support (Table 2). This was the largest turnout for a stayaway

GLENN ADLER, JUDY MALLER and EDDIE WEBSTER

since the Labour Monitoring Group began monitoring in November 1984

The implications of this mass action are far-reaching. Firstly, it has established the labour movement as a key actor within the patriotic front alliance. Labour took the lead in calling out its members and supporters to heed the stayaway.

Secondly, it has given ordinary working people the opportunity to shape their future through mass action. For the first time since the release of Nelson Mandela, it reasserts ordinary people's desire to be involved in the process of change. It captures labour's dual strategy of combining direct mass action with a willingness to negotiate.

Two broad demands emerged from the stayaway. The first was political: "no taxation without representation". The second was economic for a macroeconomic negotiating forum. Labour will no longer allow restructuring of the economy without its participation.

It is important to recognise the contribution of the successful stayaway to the emergence of a broad coalition. The event not only strengthened the alliance between Cosatu and Nactu. It has also, for the

first time, widened labour's support base to include white-collar unions, the small business sector and even professional groups such as those doctors who closed their surgeries. Of particular interest is the large support among coloured workers in the Cape and Indians in the Durban area. Labour has shown a capacity to reach beyond the ANC's constituency and to provide leadership in this broad coalition.

Finally, it challenges employers to make a decision about their relationship with labour. Our survey showed a larger proportion of employers (24%) than in the past were willing to impose penalties or dismiss workers who took part in the stayaway. The success of the stayaway has strengthened the hand of those who want to reach an accommodation with the union movement. Employers — and the state — now face the choice of further unrest or developing a true partnership with labour.

The authors are members of the Labour Monitoring Group based at Wits University.

Table 1

ECONOMIC SECTOR	MONDAY	TUESDAY
Financial/insurance	94%	91%
Manufacturing	81%	60%
Construction	73%	73%
Retail/Wholesale	71%	69%
Transport	59%	55%
Personal services	46%	44%

Source: MARKNOR, LABOUR MONITORING GROUP

Table 2

REGION	MONDAY	TUESDAY
PWV	81%	68%
OFS metropolitan	80%	73%
Western Cape	78%	76%
PE/Unhthage	98%	98%
East London	67%	67%
Durban metropolitan	84%	82%
Rest of Natal	73%	72%

Source: MARKNOR, LABOUR MONITORING GROUP

THANK YOU

Weak issue over which to strike

The general strike and doctors' stayaway were called by Cosatu and the ANC ostensibly because of the levy of VAT on essential goods and services. But given the number of exemptions and zero-rated items under the current VAT system, Cosatu and its supporters in the ANC picked a weak issue over which to strike.

Clearly the issue is not whether or not there is a VAT, since VAT replaces a grossly unfair and inefficient sales tax. Small businesses and small consumers were made to pay the lion's share of GST. And a VAT has been adopted in an increasing number of progressive countries, most recently in Kenya and Canada.

An infinitely more plausible explanation for the decision to call a strike is that Cosatu and the ANC wish to flex their economic muscle to prove that they control the economy and that they should dictate economic policy. This has not been articulated clearly. But the VAT debates and strikes have focused attention on the real social

issues that need to be addressed' — by means other than a VAT — such as the lack of a national health service and the insufficient welfare net.

The gist of the protest against VAT is that it lacks fairness. Of course an unmodified VAT is fair in the sense that it treats individuals equally and that it treats goods and services neutrally. But VAT is not fair if progressivity is the ultimate tax policy goal.

In order to make a flat rate VAT progressive, so that the wealthy are taxed more and the poor less, exemptions of essential goods and services need to be introduced into the system. The usual candidates for exemption are essential goods such as food, clothing and energy and essential services such as medical services and education. But in order to maintain progressivity, mainly the poor should benefit from an exemption.

The issue becomes muddled if people call for exemption of all medical services, food or energy. It is absurd to think that the Government



No interference from Mr Jay Naidoo and his colleagues, please, says a reader

and, by extension, all citizens should provide a 10 percent subsidy (that is what a VAT exemption amounts to) to consumers of champagne and caviar (food) or facelifts and tummytucks (medical services) or central heating and airconditioning (energy). Con-

versely, it is only right that goods and services consumed mostly by the poor should enjoy a 10 percent subsidy.

Differences about line-drawing between these extremes is not sufficient reason to call a general strike. In fact the Government and the ANC have covered much common ground on the need for exemptions. The economic debate should be elevated to discussion, and action, on health services, educational support and a welfare net on basic food and shelter requirements. That would be worth such a drastic measure as a general strike.

J P Snyders MA, LLM (Cantab), LLM Taxation (New York)

Randburg

I do not believe that employers should sit back and accept Mr Jay Naidoo's stayaway blow to our economy without a clear demonstration of resistance.

A principle of no work, no pay should strictly and consistently be imposed by all employers, even in respect of

domestic workers. These unfortunate intimidated people need not suffer any financial losses. They should be allowed the opportunity to make up for the 16 lost working hours by working additional hours, even on Saturdays.

Leave arrangements should solely be determined between employers and employees, without interference from Mr Naidoo and his ANC/SACP colleagues. We do not need their involvement in a breakdown of discipline and responsibility in labour relations.

I personally intend to implement an arrangement with my employees to make up for lost working hours and trust that other employers will follow suit.

It is imperative that further stayaways should be discouraged by means of counter actions. I believe Mr Naidoo is already active in organising the next stayaway for the first trivial issue that may arise.

W R du Plessis
Secunda

to have tea test sit up bottle
depict baby bath
of change trails
real seake
a luno si dings

BRIEFING

The Star Tuesday November 12 1991 19

CYRIL Ramaphosa is a man who weighs his words carefully and assesses the terrain thoroughly before committing himself to a course of action.

Stayaway just first salvo

Thus he should be taken seriously when he warns that the recent two-day general strike or stayaway against VAT was but the first battle in a long campaign.

He compares the stayaway against VAT to the limited strikes used by the trade unions in their fight to secure amendments to the Labour Relations Act, especially the clause which made trade unions legally accountable if their members engaged in an illegal strike.

Mr Ramaphosa, who was in the forefront of the struggle against the original Labour Relations Act, recalls: "We embarked on limited stayaways but then we settled down to sustained action."

The former general-secretary of the National Union of Mine-workers adds: "Those sustained actions were devastating blows against the regime and caused it to settle down to negotiations with us."

Extrapolating from that campaign to the present one against VAT, Mr Ramaphosa says: "The trade union move-

ment and the ANC are vastly experienced in engaging in long-term campaigns. Those who think the fight against VAT is just a two-day roadshow are making a very big mistake."

Mr Ramaphosa has been quoted as describing himself as a Marxist. The quote, published in the Financial Mail, juxtaposes with his statement that he is not, and has never been, a member of the South African Communist Party.

It is, of course, quite possible to be a Marxist without being a card-carrying member of the SACP. The intellectual and philosophical parameters of Marxism are much wider than those of the SACP.

Mr Ramaphosa refuses to confirm or deny that he is Marxist. Instead he describes his formative experiences as a trade union leader. "You can read between the lines," he says.

Mr Ramaphosa is invited to comment on the perception that the ANC's economic policy is confused and contradictory.

He disagrees, saying that what emerges from seemingly divergent statements by ANC leaders are differences in emphasis, not contradictory statements. He refers to an article published in The Star which highlighted the statements on nationalisation made by ANC leaders over the past 21 months or so.

"As you read through it, you found that it was the emphasis that tended to be a bit different than contradictions."

The ANC, Mr Ramaphosa says, has not yet finalised its economic policy. It will not do so until "early next year" when discussion on draft policy documents will be concluded.

The ANC has "just emerged out of banning" and, in the absence of an official economic policy, its leaders have had to express views on economic policy matters. In so doing, their emphasis may have differed from time to time.

He feels the ANC has been unfairly pressured to define its economic policy in detail when "many parties, including the National Party, do not have a clear and coherent policy."

He fires a verbal shot at the NP to complete the point.

"What the National Party has done to the economy of our country is clear testimony of how bad their economic policy has been."

Until the ANC formally adopts a comprehensive economic policy, the Freedom Charter of June 1955 serves as the most important touchstone against which to test economic policy statements.

"No question about that," Mr Ramaphosa affirms.

"But we also recognise that the Freedom Charter as adopted in 1955 did not anticipate the type of situation we are in today and therefore needs to be revisited. The ANC is going to revisit policy positions that were set up in the Freedom Charter when it determines its economic policy."

The interview turns to a related subject: nationalisation, which Mr Ramaphosa refuses to rule out as an option for a future ANC government.

"The question of nationalisation should be considered within the framework of government intervention. Government has to intervene to redress imbalances that exist in our country. The free-market system, the private sector, is not capable of addressing the imbalances."

But Mr Ramaphosa emphasises, government can intervene in a variety of ways, through nationalisation, through joint ownership of enterprises, and through monetary and fiscal policies.

When or if a future ANC government decided to nationalise portions of the economy, it would do so only after "research and analysis" in which the key criterion would be to see how it could "benefit the country."

Note would be taken of experience elsewhere. Mr Ramaphosa says. Not to do would be shortsighted.

He agrees that the ANC has failed to attract significant white support. Its failure to do so is, however, being addressed "right now."

He attributes the marked antipathy of the majority of whites to ignorance and prejudice, dismissing the possibility that it stems from their knowing what the ANC stands for.

"We are organising so that we can get into those areas where we are weak and actually begin the process of explaining what the ANC stands for. We have found that more often than not, when people get to know what the ANC is all about, they come to our side."

"You will be surprised to know that quite a number of Afrikaans-speaking white people are coming over to the ANC of their own volition, saying 'I want to be a member of the ANC. I want to work for the ANC. I want to be addressed as ANC'."

But, of course, while people have their own fears and these fears have to be addressed, it is put to Mr Ramaphosa that many whites have heard reports of, and are appalled by, ANC detention camps, allegations that its guerrilla commanders and political commissars tortured dissidents, and intolerance and bigotry among its young members.

"We have never denied that detentions took place," Mr Ramaphosa replies.

"They took place when the ANC was a beleaguered organisation fighting against a vicious enemy who was sending spies into the camps to kill and to destroy the organisation. When you are dealing with a brutal enemy like the South African Government, these things had to happen. But they belong to our past."

As a demonstration of its bona fides, the ANC has appointed a three-member commission to investigate the question of detention, and torture.

Mr Ramaphosa says, "I am not anxious whites, the ANC's commitment is to multiparty democracy and tolerance."

12/11/91

152

The fight against VAT is not over, ANC general-secretary Cyril Ramaphosa tells PATRICK LAURENCE

Appalled

"We are organising so that we can get into those areas where we are weak and actually begin the process of explaining what the ANC stands for. We have found that more often than not, when people get to know what the ANC is all about, they come to our side."

"You will be surprised to know that quite a number of Afrikaans-speaking white people are coming over to the ANC of their own volition, saying 'I want to be a member of the ANC. I want to work for the ANC. I want to be addressed as ANC'."

But, of course, while people have their own fears and these fears have to be addressed, it is put to Mr Ramaphosa that many whites have heard reports of, and are appalled by, ANC detention camps, allegations that its guerrilla commanders and political commissars tortured dissidents, and intolerance and bigotry among its young members.

"We have never denied that detentions took place," Mr Ramaphosa replies.

"They took place when the ANC was a beleaguered organisation fighting against a vicious enemy who was sending spies into the camps to kill and to destroy the organisation. When you are dealing with a brutal enemy like the South African Government, these things had to happen. But they belong to our past."

As a demonstration of its bona fides, the ANC has appointed a three-member commission to investigate the question of detention, and torture.

Mr Ramaphosa says, "I am not anxious whites, the ANC's commitment is to multiparty democracy and tolerance."

Mr Ramaphosa is invited to comment on the perception that the ANC's economic policy is confused and contradictory.

He disagrees, saying that what emerges from seemingly divergent statements by ANC leaders are differences in emphasis, not contradictory statements. He refers to an article published in The Star which highlighted the statements on nationalisation made by ANC leaders over the past 21 months or so.

"As you read through it, you found that it was the emphasis that tended to be a bit different than contradictions."

The ANC, Mr Ramaphosa says, has not yet finalised its economic policy. It will not do so until "early next year" when discussion on draft policy documents will be concluded.

The ANC has "just emerged out of banning" and, in the absence of an official economic policy, its leaders have had to express views on economic policy matters. In so doing, their emphasis may have differed from time to time.

He feels the ANC has been unfairly pressured to define its economic policy in detail when "many parties, including the National Party, do not have a clear and coherent policy."

He fires a verbal shot at the NP to complete the point.

FW blames strike for violence

From CHRIS WHITFIELD

TEL AVIV — President F W de Klerk has claimed that the anti-VAT stayaway sparked the violence that has killed 76 people at President Steyn mine near Welkom. (152) et 13/11/91

In an apparent reference to Co-satu, Mr De Klerk told a press conference yesterday that the violence occurred "because unilaterally, and with regard to a matter which had nothing to do with employer-employee rela-

tionships, a radical union called a strike"

He said that reports he had received indicated that the mainly Sotho mineworkers had wanted to go to work, but "a particular trade union led by Xhosas insisted they should not go to work, and that caused the fight"

Meanwhile, Sapa reports that the National Union of Mineworkers has claimed that Anglo American has presented an ultimatum to miners at Presi-

dent Steyn mine, demanding that all workers from the Number Two Shaft hostel return to work by tomorrow or face dismissal

About 4 000 Number Two Shaft hostel inmates have remained at the mine, while 4 000 to 5 000 workers from the Number Four Shaft hostel have been sent home in an attempt to defuse the situation.

Overnight joint security mechanisms were established to avoid conflict between the factions

Stayaway took heavy toll

INDUSTRIAL and mass action, such as the one called by Cosatu, Nactu and 12 independent trade unions last week, have had serious and negative economic implications and may contribute to instability and violence in South Africa. *Sowetan 14/11/91*

This view was expressed by the South African Chamber of Business in its economic monitor released at the chamber's monthly meeting in the aftermath of the two-day national stayaway on November 4 and 5.

Sacob's deputy director, Dr Ben van Rensburg, said business had lost hundreds of thousands of rands as a result of the action, although he did not have the exact figures.

(152)



Workers quit ⁽¹⁵²⁾ strike

14/11/91
ABOUT 800 workers who went on strike after a colleague was dismissed for displaying condoms in front of white female colleagues have resumed their duties - five weeks later.

5000 term
The workers at R&R Tobacco Manufacturers in Croesus and its satellite companies in Selby and Heidelberg, were protesting against what they termed "unfair dismissal" after a shop steward, Mr Bongane Mthimkulu was dismissed on September 30

A spokesman for the Food and Allied Workers Union said the workers had decided to return to work although Mthimkulu had not been reinstated.

Greys Hospital dispute (152)
■ More than 350 general workers on strike at Greys Hospital in Pietermaritzburg have been warned they face dismissal if they do not return to work, according to the National Education, Health and Allied Workers' Union. W/Maw (S/11-21/11/91)
The strike started last week in protest against the suspension of three colleagues who observed the national stayaway in protest against VAT. The strikers want their unconditional reinstatement. (152)

Building strike looms (S) (S2)

■ A wage strike was looming in the Transvaal building industry after employers' failure to respond to letters of demand, Cosatu's Construction and Allied

w/ma 15/11 - 21/11/91

w/ma 15/11 - 21/11/91
Workers' Union (Cawu) said this week.

Threatening a legal strike, Cawu said it had sent out letters of demand to individual employers urging them to press the Master Builders' Association "to negotiate in good faith".

(S) (S2)
Cawu has rejected an MBA offer of a R3,50-an-hour increase in industrial council negotiations, demanding R5 an hour.

MBA spokesman M Duffield said his members had received letters from Cawu, but that these had merely informed them of a deadlock in wage talks.

Star 15/11/91

Cosatu to stage marches

By Abel Mushi

(152)

The Witwatersrand region of the Congress of South African Trade Unions announced yesterday it would stage marches and pickets in central Johannesburg next Wednesday to highlight the plight of workers at present on strike countrywide.

Wayne Chain, chairman of an ad hoc committee co-ordinating the strike, said the strikes mainly involved wage disputes among Cosatu's unions and at companies including Ellermes,

Nu-World, Haz and Checkers.

Cosatu said 290 workers on a day shift were dismissed at Crown Cork for heeding a strike call on September 30.

Nu-World had expelled 95 workers for demanding basic union rights, and at Haz, workers were on strike to demand union recognition, Cosatu claimed.

A spokesman for Crown Cork said 226 workers were dismissed for taking part in an action aimed at hundering a disciplinary hearing. Comment from Nu-World was not available.

Lesedi staff are back after work boy

(152) By JOE MDHLELA

WORKERS at Lesedi Clinic in Soweto yesterday returned to work after embarking on a one-day work stoppage in protest against the alleged disappearance of R6 million from the hospital.

The decision was negotiated by the National Education Health and Allied Workers Union after meeting the clinic's management committee.

A union spokesman said should management fail to meet the workers' demands, employees would resort to strike action again. *Sowetan 15/11/91.*

Some of the demands by the workers included the freezing of a moratorium on wage increases because the clinic was said to be "technically insolvent".

Nehawu representative Mr Alfred Motsa said the workers were hard-hit by economic-related problems and would not accede to the company's request to "freeze" wage increases until November next year.

The union also claimed that the clinic continued to make illegal pension fund deductions from the workers' salaries although the company handling the fund had not received contributions since August.

The company, Alexander Forbes Consultants and Actuaries, yesterday confirmed they had not received contributions from the clinic since August.

Meanwhile, the clinic's chairman Dr Nthato Motlana admitted yesterday that R400 000 had been embezzled at the hospital.

He denied allegations that R6 million had been misappropriated and said the clinic was doing everything possible to recover the missing money.

Axing of top unionist as 'spy' slammed

152

ARG 16/11/91

Weekend Argus Correspondent

JOHANNESBURG. — The unmasking of a top Cosatu and National Union of Metalworkers of South Africa trade unionist as an alleged security police spy has been widely condemned by trade unions and political groups.

Cosatu and its largest affiliate, the National Union of Metalworkers, revealed on Thursday that Mr Maxwell Xulu, president of the Metalworkers' Union, had been suspended because of "overwhelming" evidence that he had been providing information to the security police.

Mr Xulu, a Cosatu central-committee member and former national treasurer of the federation, did not outrightly deny the allegations but said he had not received official notification of his suspension.

Cosatu publicity officer Mr Bangumzi Sifingo said yesterday he could not disclose evidence of Mr Xulu's alleged security police involvement.

He sharply condemned government "interference" with bona fide unions and the use of taxpayers' money to pay informants.

"We are surprised that the

government in this day and age still spends money and manpower to infiltrate unions while it is supposed to be negotiating a new democratic future," he said.

Democratic Party manpower spokesman Mr Tony Leon said if the allegations were true, this was an indication of "the security mindset which still persists" in the government despite the formal disbandment of the security police.

"This is like putting a short fuse into a tinderbox because labour relations are so delicate.

"If true, this is plain stupidity which has no place in the South Africa of today."

Even the Conservative Party, which recently expressed outrage at alleged security police infiltration into its ranks, condemned the alleged security police involvement in the Metalworkers' Union.

Publicity secretary Mr Chris van den Heever said the "basic principle remains the same", that the government should not spy on bona fide political parties and trade unions.

At the time of going to press, the Ministry of Law and Order was investigating the allegations.

Car makers face radical shifts in labour relations

PARIS — The 22-day strike which crippled Renault last month cost the company an estimated Ff1,4bn

"We have a huge amount of change to make in our working systems, and we don't have much time," says union leader Bernard Espel, who heads the Mining and Metals Federation at the confederation Francaise Democratique du Travail.

Renault is not the only company running out of time, and its strike offers some painful lessons for car manufacturers and other industries across Europe. To survive Japanese competition, many have begun radically changing production systems. What they have taken longer to understand is that the new systems will not work without an equally radical shift in labour relations

"This is the challenge of the 1990s," says Karl Ludvigsen, a London-based consultant. "It is the biggest, most difficult issue facing the motor industry in Europe."

But simply, the problem is that Japanese-style production systems — with gimmicky names like "just in time" and "total quality" — are highly complex and fragile. They can yield huge productivity and profit gains, but they demand close employee co-operation

A strike, or even a big dispute, threatens the whole system

One example Just-in-time production dictates that parts be delivered

to a factory at the last minute, slashing inventories and finance costs. It can also help give a single assembly line the flexibility to produce different products, but it does away with stocks. If one plant stops producing an essential part, other plants in the manufacturing process must shut down

Prof Garel Rhys, of the Cardiff Business School in Wales, says that while France's performance on this score has been particularly bad, the problem is one that faces all of Europe, even Germany

Strategy

Since the Second World War union representatives have had seats on the boards of big German companies, fostering Germany's strong labour-management co-operation. But even companies such as Volkswagen have not gone far enough to change work practices, Rhys says, and Daimler-Benz is just starting to face the issue. VW, which in recent years has bought labour peace with 6% annual pay increases, is not boosting productivity fast enough to justify such steep wage increases, he maintains

The labour-management changes being considered are profound. In the past, industrial employees were often trained to do monotonous jobs. Today, with so-called "lean manufacturing" and automation, workers need to learn many jobs, solving problems and working in less predictable ways

Japanese car makers in Britain have won virtual no-strike contracts from their unions, says academic Chris Brewster. In exchange, they offer unions far more access to financial and marketing information than other European countries. Industry sources say employee turnover in some Japanese factories has been higher than expected

To get co-operative employees, many companies, notably Japanese car makers, hire workers only after extensive qualifying programmes

Many countries have legal limits on weekly work hours, compulsory overtime or flexible schedules. That makes it harder to change labour practices in countries such as France and is one reason why Britain is blocking French proposals for EC-wide labour rules.

Fiat has tried to deal with the labour issue by getting rid of labour. "Fiat more or less says they will never get the Italians to work like the Japanese," says Rhys. "So their strategy is to become even more automated than they are"

Of major European countries, Italy loses by far the most days to strikes — as much as 1 000 times the number of days lost in Germany, according to the ILO. But labour experts say that just as important is whether strikes lead to sit-ins and severe disruptions — as often is the case in France — and whether workers co-operate when working — AP-DJ.

N
s
p
R
K
T
P
T
E

Deaths total: success or failure?

I refer to your editorial "For whom the blood flows" (The Star, November 12) You are obviously correct that "the anti-VAT strike seems to have served as the catalyst for violence" The question is why it has taken The Star a week to recognise this fact

By Wednesday November 6 some 24 people were already dead in the stayaway, among them the 15 killed in the initial violence at President Steyn Yet in your front-page story that day evaluating the stayaway you chose to highlight claims that it had been a victory for the National Peace Accord Your choice of front-page headline — "Accord passes first test" — showed that this was your own view too

If 24 deaths in a stayaway are

Star 20/11/91.
a victory for the peace accord, I wonder what would constitute failure?

Your editorial that day quoted the claim by a trade union official that there have been fewer deaths in the last two days of peaceful protest than there are during the normal running of the country It was evident that you agreed with him and shared his complacency You relegated the fatalities to virtual postscript status at the bottom of the article

Of particular interest is the second headline in The Star of November 12, viz "Claims of third force behind President Steyn violence"

Such claims may or may not be valid It is, however, odd that it was not until this claim was made that The Star finally de-

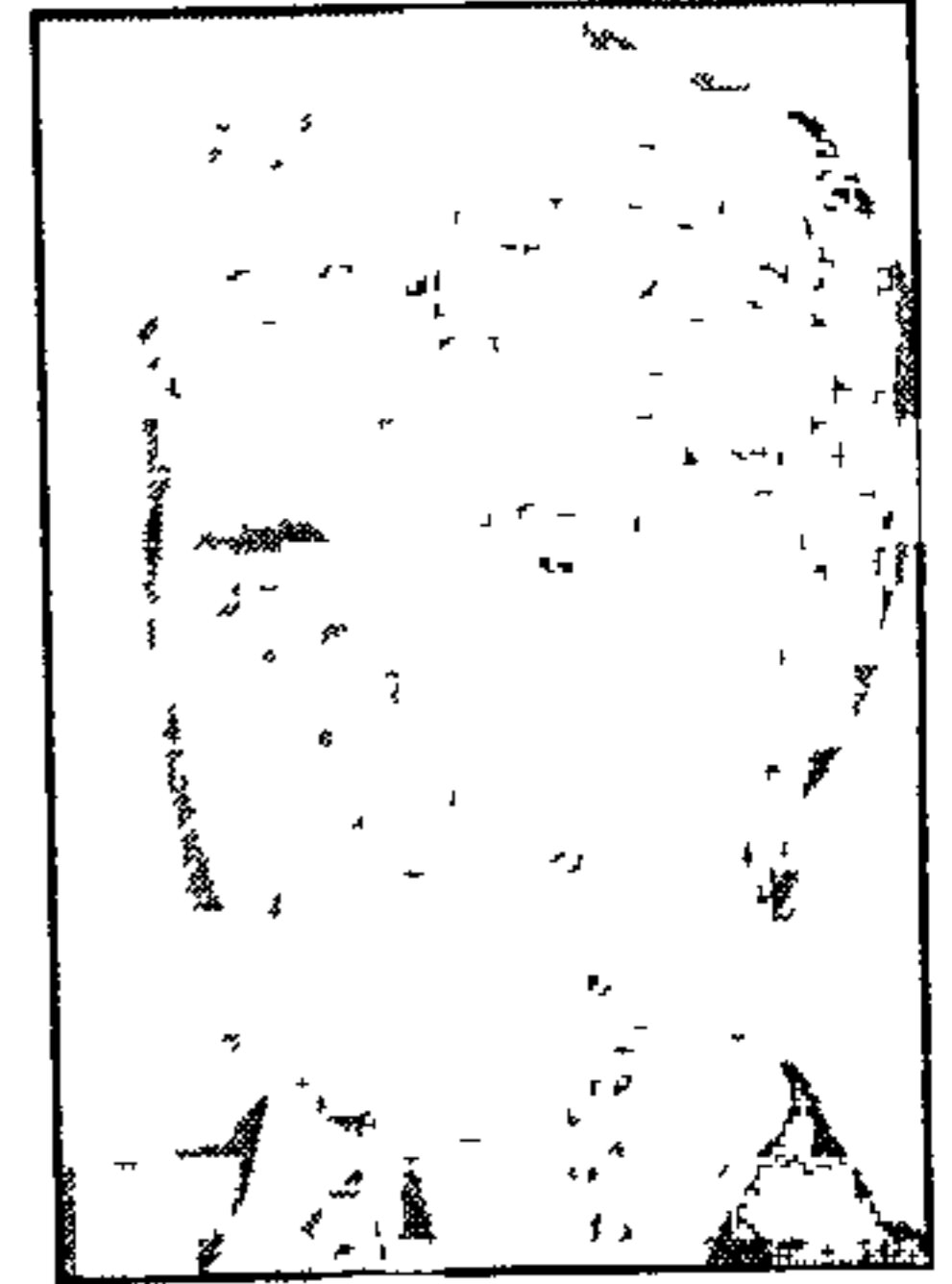
ecided to highlight the violence during and after the anti-VAT stayaway, whose main achievement so far is a death toll at President Steyn and elsewhere of about 85

152
[Signature]

J S Kane-Berman
Executive Director
South African Institute
of Race Relations

Braamfontein

The Star did not support the stayaway We warned beforehand that lives would be lost and deplored the loss of life afterwards Nonetheless, it was remarkable that violence was limited to one mine Elsewhere, the stayaway took place without serious incident, even if Mr Kane-Berman refuses to recognise it — Editor



John Kane-Berman ... querying reporting of claims about the two-day stayaway.

Pick'n Pay staff threaten strike after 33 arrests

JACQUELYN SWARTZ
Staff Reporter

(152)
MAY 23/1971

MORE than 1 400 workers at 23 Pick'n Pay stores in the Western Cape are threatening to embark on a wildcat strike today in solidarity with 33 employees who were arrested at the Claremont branch.

The 33 were protesting against the suspension of a union shop steward. The workers, members of the SA Commercial, Catering and Allied Workers Union (Saccawu), were also protesting against alleged racial discrimination and inconsistencies

practised by the company, said union organiser Mrs Zoe Holland.

The workers staged a three-hour sit-in last night at the Claremont head office, she said.

"The sit-in started about 5.30pm in the boardroom after talks with management failed. We were demanding that they lift the suspension because Pick'n Pay have no witnesses," said Mrs Holland.

Mrs Holland, who was also arrested, is set to appear in the Wynberg Magistrate's Court together with some of the workers. Separate dates

have been set for the other workers.

Today workers at the Milnerton branch downed tools and employees at other branches were expected to follow, said shop steward Miss Sharon Mtyata.

"We are hoping to be supported by branches throughout the country, including Johannesburg," she added.

Pick'n Pay general manager for the Western Cape Mr John Barry said the company would not press charges, but the investigation into the actions of the shop steward would continue.

He said the shop steward had been

suspended with full pay and benefits.

"We are going to have the inquiry and have well-established procedures which we follow at all times," Mr Barry said.

Pick'n Pay managing director Mr Hugh Herman said there was no basis for the strike as the company did not practice racial discrimination and "did not distinguish between people of various races."

He said the company employed an even-handed policy.

However, workers planned to continue with the industrial action.

Union lockout hits city firm

STRIKING Ivor Garb employees tried to prevent trucks and casual labourers from working at the furniture dealer's Cape Town warehouse yesterday, said company co-director Mr Lawrence Kaplan **ET 20/11/91**. Company representatives later met an official from the South African Chemical Workers Union (Sacwu), and the strikers left the Commercial Street warehouse, said Mr Kaplan.

— Sapa

(152)

18/11/12 GAD/13

Stayaway in Maokeng

RESIDENTS of Maokeng township near Kroonstad will begin a two-day work stayaway today in protest against their local council's decision to demolish squatter shacks in the area (152)

The Maokeng council yesterday pulled down about 40 shacks after squatters refused to vacate the area voluntarily

2 000 ^{IS 2}
furniture
workers
on strike

By IKE MOTSAPI

THE South African Commercial Catering and Allied Workers' Union yesterday called for the boycott of all Ellerines stores and its subsidiary companies

More than 2 000 striking workers at Ellerines, Towntalk, Rheingold, Royal, Oxford and Furniture City began a sit-in yesterday until their wage dispute had been resolved

The "war" between the union and the management was declared by Mr Jackie Masuku and Mr Bukani Mngoma, Ellerines national negotiators, at a Press conference in Johannesburg yesterday

Dismissing

Management spokesman Mr Pierre de Villiers denied the company was considering dismissing strikers.

He said 72 percent of workers were back at work after accepting the company's wage offer.

"Workers still on strike represent about 28 percent of our workforce," he said

Masuku said "We have declared war on the management of those targeted furniture stores because they have told us that they want to dismiss our members who are on a legal strike"

De Villiers said it was sad to learn that striking workers were to stage sit-ins at all "our stores throughout the country"

He said "It is also sad to learn that a boycott of our stores has been called by Saccawu. We obviously cannot dictate to them"

Mngoma said workers were demanding.

●R197,50 across-the-board increase,

●R1 090 minimum wage a month,

●March 21 each year be regarded as a paid commemorative day

Strikers arrested

■Nineteen striking members of Nactu's South African Chemical Workers' Union were arrested in central Cape Town this week while picketing outside their employer's warehouse. (152)

A police spokesman said the workers, from Ivor Garb, were arrested after gathering in the "red zone" near parliament — a legally demarcated no-go area for public demonstrations.

The strikers were released after paying a R50 admission-of-guilt fine.

W/Maw 22/11-28/11/91
Reports from Weekly Mail staff, Sapa



ON GUARD . . . Mr William Nquma (left) and Mr Welcome Msila back at work at Community House after a "pay dispute" was resolved.

Picture BENNY GOOL

CT22/11/91 (152)

Union bosses locked out in 'pay dispute'

Staff Reporter

SECURITY guards, whose employers include Cosatu-affiliated trade unions, had their pay docked because they stayed away during the VAT-strike earlier this month.

The guards work at Community House in Salt River, where the tenants include unions, the Western Province Council of Churches and the South African Communist Party. The guards are employed by the tenants

Yesterday the guards locked out the tenants in an attempt to draw attention to their plight.

The situation was "quickly resolved" when representatives of the tenants

intervened to reverse the no-pay-for-striking decision, it was learnt.

It was also learnt that the members of the organisations in Community House held a "heated" meeting to thrash out the problem with the administration committee, made up of representatives of the tenants

A source at the building said the security guards' pay row appeared to have been caused by a "communication problem".

Security guards who were asked to comment on their actions merely shrugged off questions with broad smiles.

Striking Ellerines employees held

ABOUT 250 Ellerines strikers were yesterday arrested for picketing outside Ellerines stores nationwide

They were held after the South African Commercial Catering and Allied Workers Union defied an Industrial Court order preventing pickets outside Ellerines stores

16/11/91
C/P 24



TRIBAL TROUBLE ... Xhosa workers fired from Prop Plant Hire are fighting their dismissal. ■ PIC: SIPHERWE MHLAMBI

WHEN Krugersdorp boss Melchior Van Niekerk fired nine of his Xhosa workers, allegedly swore at them and told them to go to Nelson Mandela to get their wages, that's exactly what they did

The workers went to the ANC head office in Johannesburg to report

Fired Xhosas go to Mandela


C/PRES 24/11/91
the matter to Mandela. They were referred to Cosatu and eventually to City Press for help.

Van Niekerk denies he dismissed the workers or insulted them, saying they were casual employees who were dismissed

because the temporary work was finished. "He called us kaffirs and said that all Xhosas must go. He told us he would not pay us our wages and we must go and cry to Mandela for our money," Mzwandile

Vumbi said. Van Niekerk denied he had discriminated against Xhosa-speakers. The Legal Resources Centre is assisting the men to fight their dismissal.

Readers' Hotline



Helping you with your problems

PO Box 548
Kengray 2100



Vital labour judgment soon

S/Times 24/11/91 152

THE Appellate Division is expected to hand down judgment in the next few weeks on a vital point of law which could affect all unions and employers

At the centre of the dispute between the National Union of Mineworkers (NUM) and the East Rand Gold and Uranium Co (Ergo) is whether an employer can negotiate behind a union's back and deal directly with its employees

Deadlock

Both parties agreed that workers could use a lawful strike to soften management up during collective bargaining. But there was a dispute over whether a strike in 1987 was lawful or not

The NUM and Ergo signed a recognition agreement in 1984 which said the

By CATHY STAGG

union was the sole collective bargaining agent.

During 1987, when wage negotiations became deadlocked, a conciliation board failed to resolve the matter. An overwhelming majority of union members voted to strike.

Ergo wanted to avoid the strike, particularly a sit-in, because industrial action in previous years had led to damage to the plant. So it sent its employees a letter setting out its last offer — which included back-dating the increase to June 1.

Of more than 12 000 workers, 70 — including five union members — accepted the offer. But the strike went ahead.

And so did the sit-in. The company obtained an urgent interdict, but the

workers ignored the court order, the police were called and used teargas to clear the plant. The strike continued.

The company issued an ultimatum — return to work or be fired. By August 28 virtually all the workers were back on the job.

The issue which led to court action was that strikers and non-strikers were treated differently. Strikers' increases were effective from August 28, non-strikers' from June 1.

The NUM claimed this was an unfair labour practice, took the matter to the Industrial Court and won. But on appeal, the result went the other way.

Finally the Appeal Court was asked to make a ruling because, it was said in argument, the Labour Relations Act did not give clear enough guidelines.

Attack

A full bench of five judges was asked to draw the line between what was fair and what was unfair.

Mr Martin Brassey, for the union, said that to bypass the union — even after deadlock — was to attack the collective bargaining structure itself.

The recognition agreement was designed to ensure industrial peace. And instead of breaching its terms, the company should have cancelled the agreement or dismissed workers, he said.

But Mr John Myburgh SC, for Ergo, said dismissal was the last weapon employers should use in the present economic climate.

The strike was unlawful, Ergo claimed, because the NUM had bargained in bad faith — it had never intended to reach agreement.

Judgment was reserved.

NEWS IN BRIEF

(152) (100)

250 workers arrested

ABOUT 250 workers were arrested nationwide on Saturday after the SA Commercial, Catering and Allied Workers' Union decided to defy an industrial court order preventing striking workers from picketing Ellerines stores, Saccawu said at the weekend.

The union issued a statement saying it was aware of the serious consequences of its action and that picketing workers could be arrested

8/25/11/91

250 arrested as
union pickets
Et. 25/11/91
Ellerines stores

JOHANNESBURG —
About 250 workers were
arrested at nationwide
pickets on Saturday
after the South African
Commercial Catering
and Allied Workers
Union decided to defy
an Industrial Court
order preventing strik-
ing workers from picket-
ing Ellerines stores, the
union said on Saturday.

Ellerines said after
the court hearing on Fri-
day that the parties had
decided to resolve the
wage dispute. (52)

The company said the
union had reduced its
wage demand for non-
sales employees from
R205 a month with a
minimum of R1,098 a
month to R197,50 with a
minimum of R1,090. The
union said it condemned
the police action, which
had sought to intimidate
workers into submis-
sion — Sapa

Hotel locks out striking staff after 'disruptions'

B Day
26/11/91

VERA VON LIERES

080 152

ABOUT 150 striking SA Commercial, Catering and Allied Workers' Union members were yesterday locked out of the Riviera International Hotel in Vereeniging, owners Sun International said.

A company spokesman said the lock-out was linked to a dispute — declared earlier this year — over wages and employment conditions and union demands for a centralised bargaining forum in the industry.

Union members last week voted for industrial action and staged a series of intermittent strikes at the weekend. These "had a disruptive effect on the hotel's operations", Sun International said in a statement.

"Intimidatory action was experienced with striking employees refusing to curtail their strike action to designated areas. In view of these actions the hotel decided to impose an exclusionary lock-out on these employees."

Workers could return to work only if they accepted management's final offer on wages and other conditions of employment. The lock-out would remain in force until the dispute was resolved, the statement said.

The company was offering a R103 across-the-board increase and a monthly minimum wage of R841.

Union negotiators could not be reached for comment.

6/11/92
Analyst

Pickets continue (152)

A STRIKE by more than 1 000 workers in the Ellerine Holdings group entered its seventh week yesterday with the arrest of more than 40 strikers who defied an industrial court order on picketing. Nearly 300 strikers have been arrested since strikers started defying the November 22 interdict.

A major issue was submerged by the anti-VAT strike, says Mike Siluma

Showdown looms over the economy

Star 27/11/91

152

THE Congress of South African Trade Unions' demand for the formation of an economic forum to deal with economic issues in the transition to a nonracial democracy — a call that tended to be submerged in the furor surrounding this month's anti-VAT strike — has paved the way for a new battle front between Pretoria and the ANC-SACP-Cosatu alliance over control of the economy.

In the strike's aftermath, Cosatu and its anti-VAT allies threatened sustained action over VAT, but debate within the alliance is pointing increasingly towards an even more fundamental showdown with the Government on overall economic policy.

Cosatu has expressed fears that the Government is hastily restructuring the economy to protect whites' interests and ensure that a new government would not be able to meet the economic needs of the underprivileged majority.

Jay Naidoo said "By restructuring the economy during a period of transition, the Government is trying to ensure that the democratic movement enters political negotiations with one arm

held behind its back"

The roots of the union drive for a macro-economic negotiating forum, or an economic policy forum, lie in last year's watershed agreement between Cosatu, the National Council of Trade Unions, employers and the State on new labour legislation. Parties to the agreement acknowledged the need to "discuss, in an appropriate forum, the impact of labour relations issues on the economy".

In the interim, Cosatu and allied organisations have moved with speed to formulate their proposals for an economic forum, but not before dealing with some prickly tactical questions raised by the concept of such a forum.

Chief among these are:

- How to link the alliance's participation in constitutional talks (which are, in any case, bound to impinge on the economy) with Cosatu's campaign for a separate economic forum
- Whether Cosatu should attend the multiparty talks as a separate entity or as part of the ANC-SACP alliance, given Cosatu's determination not to be relegated to the spectators' stand in the talks.

● How the forum would relate to existing advisory bodies such as the State President's Economic Advisory Council and the National Manpower Commission

● Whether, by taking part in a forum including the Government, Cosatu and its allies would make themselves co-responsible, in the eyes of their followers, for the country's economic problems

The forum — which would include the Government, the main political parties, the unions and organised business — would deal with macro-economic policy, including VAT and the Budget; socio-economic needs, including housing, health and welfare; and labour market policy

This means the forum cannot get off the ground without the participation of the Government and the employers. But what are their views on the matter?

While the employers and the Government say they are committed to some form of "appropriate forum" to discuss labour and other economic issues, they have not put forward their views on its structure and functions

Bobby Godsell, the labour

spokesman for the employer body the SA Consultative Committee on Labour Affairs, said no agreement had been reached on what would constitute an "appropriate forum". "It's my opinion that most employers acknowledge the need for ways in which key economic stakeholders like the unions and business can make an input in economic matters in an orderly and constructive way. But there is no developed Saccola position on the issue."

The Government seems to believe any forum on the economy should be subordinate to political negotiations. Before moving from his portfolio as Manpower Minister, Eli Louw said the Government's view was "while organised labour and organised employers are important players in the economic debate, they are not the only ones", and there was a need to link economic initiatives with constitutional talks

He added: "Having parallel talks (on the constitution and the economy) is an option, but there are other options. The Government cannot make any prescriptions." □

Ellerines in bid to end six-week strike

Sowetan 24/11/91 152

ELLERINES Holdings has proposed a fresh round of talks in a bid to end a six-week strike in which more than 300 workers have been arrested, the SA Commercial, Catering and Allied Workers Union said yesterday.

The meeting, proposed for today, may upset union plans to march to the company's head office in Germiston, an union spokeswoman said.

She said the company had proposed the date for the first face-to-face meeting with Saccawu since November 19. The proposal was faxed to the union yesterday.

The company's human resources general manager, Mr Pierre de Villiers, confirmed the invitation and that the company was still waiting for the union's

SA Press Association

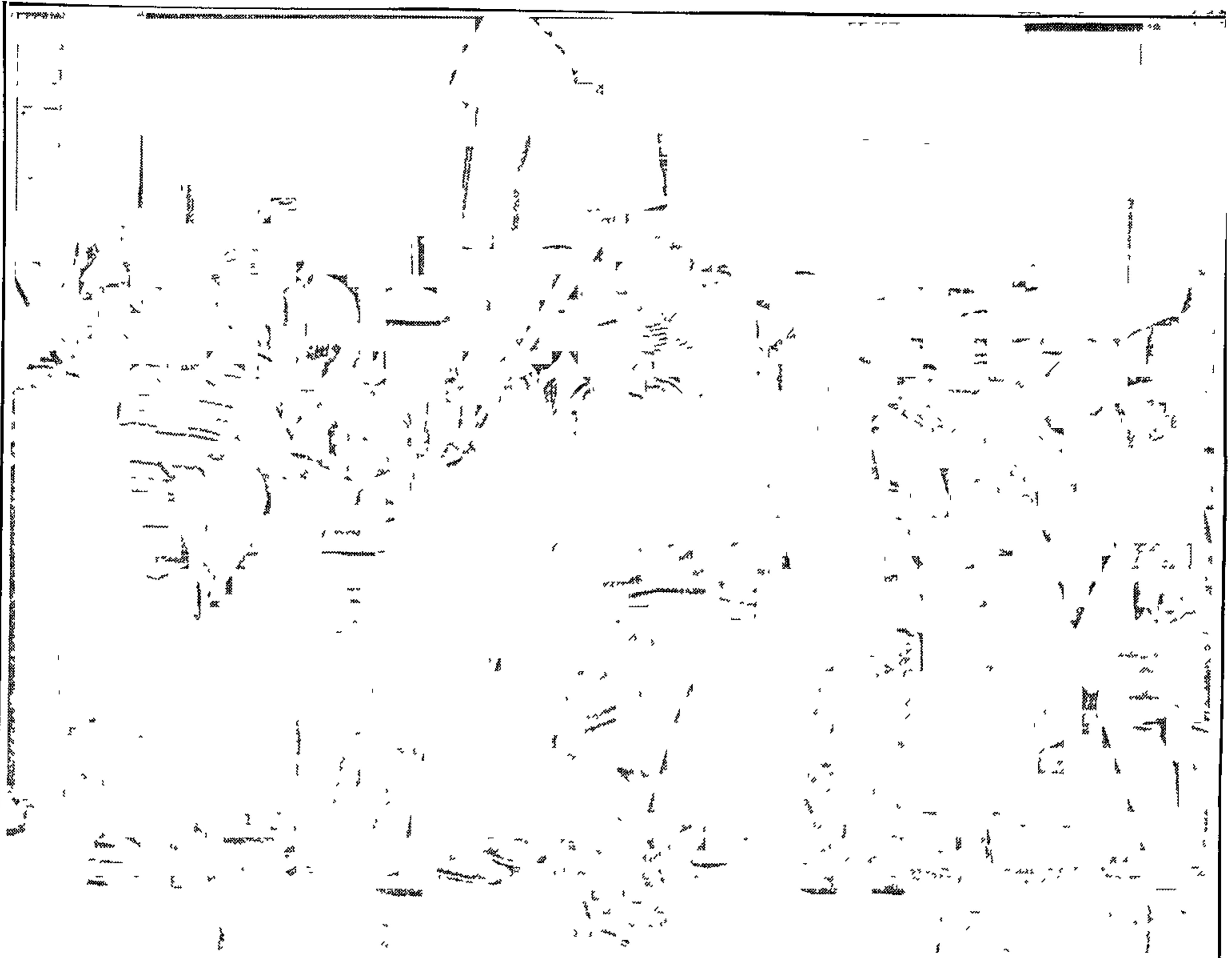
response

He said if the march went ahead it would not necessarily compromise negotiations and added that a date still had to be finalised for the meeting.

Meanwhile, another 54 striking members of Saccawu were arrested yesterday as workers kept up their defiance of an Industrial Court interdict restricting pickets.

The union spokesman claimed 41 workers were arrested in Vereeniging, eight in Pretoria and five at Evander.

This followed more than 40 arrests on Monday and 250 by last Friday, according to the union.



Picture LEON MULLER, The Argus

DEMONSTRATING STRIKERS: Some of the more than 200 striking Peninsula Security Guards workers demonstrate outside the the company's Salt River offices. (152) ARG 28/11/91

Toy-toyi and sticks as security guards strike

EDWARD MOLOINYANE
Staff Reporter

MORE than 200 Peninsula Security Guards workers are on strike over a wage dispute.

Strikers — members of the Transport and General Workers Union — holding placards demanding a minimum wage and some armed with sticks, yesterday toyi-toyied and sang freedom songs for more than an hour in front of the company's Salt River offices.

A few policeman in a van watched, but there were no incidents

Shop steward Mr Mziwoxolo Ngxangana said the group had been demonstrating since Monday and would continue to do so until the company negotiated with the workers

Mr Ngxangana said workers decided to strike after talks between the company and their union stalled earlier this month

Under tight security, strikers were allowed into the building individually to collect last week's wages before they marched to the Salt River station

Householders asked to double-up on refuse bags

CLIVE SAWYER
Municipal Reporter

AS sporadic industrial action continues to disrupt refuse removal, city engineer Mr Arthur Clayton has asked householders to "double-bag" refuse and sprinkle it with ammonia.

Mr Clayton said refuse collections were disrupted in different areas daily.

"It's a type of go-slow, with cleansing staff not completing their rounds, apparently on purpose," he said.

Uncollected refuse was left for the next collection.

In Mitchell's Plain and parts of the southern suburbs, this meant uncollected refuse lay around for a week.

"We need the public to co-operate by putting refuse in two bags — double-bagging it — and sprinkling ammonia on their refuse," Mr Clayton said.

There had been no further meetings between city council and SA Municipal Workers Union officials, but discussion of union demands to go back to twice-weekly collection throughout the municipality was continuing via correspondence, Mr Clayton said.

Samwu branch secretary Mr Roger Ronnie said the city council had sent a letter which said workers who did not do their duties would have pay docked.

This was a contravention of the Basic Conditions of Employment Act, and the city council should follow proper disciplinary procedures, Mr Ronnie said.

He said the industrial action was a "grassroots, spontaneous" reaction and had not been organised by Samwu.

"Workers have been walking behind trucks instead of running, and returning to their depots to have lunch instead of eating it on the road as they would normally," he said.

However, cleansing staff were keeping to full working hours, Mr Ronnie said.

● See page 4.

17 strikers held

SEVENTEEN striking South African Chemical Workers Union members were arrested yesterday when they gathered at Strand Street's Ivor Garb outlet. Sapa

(152) CT 28/1/91

Strikes at Nampak hinder production

BLO-uy 29/11/91

PACKAGING group Nampak lost more than 150 000 man days mostly due to strike action in the year under review, chairman Brian Connellan said in his 1991 report

A strike on the issue of central bargaining was the major factor behind the lost time

He also said 1992 earnings from the group — which was the largest packaging operation in SA — would probably be below those in 1991

Connellan believed the critical need for better productivity remained a tremendously difficult ethic to establish in SA

"The message that unless SA industry can become world competitive in every sense, inflation will not be defeated and real growth will not eventuate, has yet to gain broad acceptance"

Lost wages — resulting from the lost man days — amounted to R7,5m which he believed contributed in a small way to the nation's downward economic spiral

"The responsibility that rests with management, workers and unions to understand the real dynamics of an economy and to jointly and actively promote growth is enormous," he said

Connellan said that despite predictions of an economic upturn developing by mid-1991, reality saw continuing and steepening decline in growth across the entire spectrum of the economy

This saw demand drop in most markets served by the packaging industry although, he added, the beverage sector remained reasonably impervious to the economic decline until the last quarter, when it also began to show signs of weakening

"Margins came under severe pressure as market shares were vigorously defended as part of our strategy to maintain

our pre-eminent position in the packaging industry"

He said several new entrants to the already overtraded packaging market, together with the existing surplus in productive capacity in several key areas, further complicated matters for the industry

However, he said one pleasing trend was the low level of increase in many raw material prices as a result of weak world market demand

With world economies in recession, he was not bullish on export opportunities

But Nampak's faith in the long term future of the packaging industry remained at a high level as shown by the R298m of capital expenditure spent this past year

Of this, R209m was targeted at new capacity and new projects. Significant undertakings completed during the year on schedule were the new R50m glass plant in Durban and the new R110m tissue mill at Klipriver

Planned capital expenditure for 1992 exceeded R300m and included the new R122m beverage can plant at Springs where work had already commenced and which was scheduled to be commissioned late next year.

On prospects for the coming year he said despite economists and politicians attempting to "talk the economy up", Nampak's reading of the present economic scenario remained pessimistic, with too many factors currently present that militate against any major upturn during 1992

While operating profit was expected to show modest improvement, higher interest charges and an increased effective tax rate would probably reduce the rate of growth in earnings to below last year's

WILLIAM GILFILLAN

Own Correspondent

MARITZBURG — Opponents of Trust Feeds Inkatha chairman, Mr Jerome Gabela, threatened to "put a tyre around him" after unrest broke out in the area in August 1987, his wife testified yesterday

Mrs Seraphina Gabela was giving evidence at the trial of seven policemen and former special policemen charged with the murder of 11 people and the

Wife tells of 'tyre' threat

attempted murder of eight others at Trust Feeds in 1988

She said that one night in August 1987 she heard a crowd of people on the road outside shouting at Mr Gabela "They

were saying they were going to put a tyre around him as he was a police informer"

Mrs Gabela also told the court that in November 1988 six special constables had been brought to their home by a white policeman. The next night they were visited by a person who identified himself as the "station commander"

The hearing continues

152
CT 29/11/91

Rubbish dispute ~~refuses~~ refuses to budge

PATRICK FARRELL
Weekend Argus Reporter

(152) ARG 30/11/91

CAPE Town's erratic refuse removal service seems set to stay that way — at least for the time being.

This follows a deadlock in negotiations between the council and the refuse workers' union, the South African Municipal Workers' Union (SAMWU).

Although workers are collecting refuse, some cleaning staff are alleged to be leaving some rubbish behind on purpose.

The dispute has been simmering since the council decided to cut back services and introduce once-a-week refuse removal.

The union wants the twice-weekly removal reinstated because they claim workers face increased health risks from rubbish left lying for a week.

"Some workers at Mowbray reported an outbreak of skin rashes after the once-a-week collection was started," said union branch secretary Mr Roger Ronnie.

The council's executive committee chairman, Mr Richard Friedlander, said the council was meeting the union early next week to try to solve the dispute. Until then the situation would remain as it was.

He said at this stage the council was still considering whether to take action against the workers allegedly responsible for the erratic collections.

Mr Ronnie said the union would continue to support workers who were randomly collecting some bags of refuse on their rounds but leaving others.

Natal journalists in protest over pay

Weekend Argus Correspondent

152

DURBAN — Editorial staff at all four newspapers in the Natal Newspapers stable downed tools and picketed outside their building in Greyville yesterday afternoon in protest against management's refusal to meet salary demands.

About 50 reporters and sub-editors joined the picket. Management offered a 14,75 percent pay increase after a demand for 19 percent.

The picket was sparked by what journalists called the "intransigence of management" and news that Argus directors had voted themselves a 38 percent increase, "bringing their salaries to over R5'000 a week".

Staff of The Daily News, The Natal Mercury, The Sunday Tribune, and Post Natal were joined in the walkout by staff members of the Sunday Times

ARG 30/11/91

Conflicting views on mobilisation probed

152
ARC 27/11/91

WHEN three million workers downed tools to support the recent Cosatu-led two-day stayaway, more than 20 people were killed and the economy took a punishing jolt. How effective is mass mobilisation and what are the costs? Labour Reporter SHARON SOROUR investigates ...

IN South Africa's volatile political climate, mass mobilisation is dangerous and destructive

This is the virtually unanimous view of economists and other industrial relations experts, according to research by Dr Anthea Jeffery of the Institute of Race Relations

But to trade unions and extra-parliamentary groupings, mass action is one of their most powerful weapons in their bid to influence government thinking.

The government, however, is convinced that intimidation is inherent in mass mobilisation and underpins all kinds of mass action, particularly if participants stand to lose their jobs or their wages

These conflicting views are at the heart of South Africa's political and economic schism, reflected in the crippling two-day stayaway.

An estimated three million workers adhered to Cosatu's call and stayed away from work on November 4 and 5

But the action, which cost workers R200-million in wages, was undermined by allegations of intimidation and the death of at least 24 people

The economy suffered substantial losses running into billions of rands, as well as a further diminution in investor confidence, says the institute in a new book, *Forum on Mass Mobilisation*

In the study, a senior state official warns that mass mobilisation is dangerous and destructive and will lead to a mass exodus of skills and entrepreneurship from South Africa if it goes too far.

"It will collapse the economic system. We want to build — not from a state of collapse — but from what we have now," he says

Others, who put the issue in a long-term perspective, warn that the disruption caused by mass mobilisation can result in "self-imposed" sanctions, deterring foreign investment far into the future.

"Countries which are prone to this kind of atmosphere suffer from almost perpetual sanctions afterwards," according to a senior academic in strategic studies

The report says the ANC is aware of the risk of deterring foreign investment but also sees this as promoting its present purposes

"The fact that mass mobilisation will put off foreign capital is something which is inherent and well understood," an ANC member told Dr Jeffery

"The ANC does not want capital to come into South Africa — this is well understood by the leadership and is part of the equation"

ANC president Mr Nelson Mandela has warned in press reports that the lifting of sanctions before it is approved by the ANC will lead to mass action "on a scale which would make South Africa so unstable that no wise businessman would want to invest here".

Mass mobilisation can work effectively only in a situation where there is total involvement. It does not allow for divergent views.

According to the police, a climate of fear has already been created to force people to adhere to calls for mass action.

But while the ANC acknowledges that intimidation does occur, the organisation emphasises that it actively discourages it and tries to prevent it

"It also argues that many township residents voluntarily support mass action, especially if it involves an issue which affects them 'in the gut'," Dr Jeffery says.

There is widespread confrontation between the government and the ANC on mass mobilisation and both sides cannot be expected to end it, Dr Jeffery says.

"There is a strong sense that the ANC is not playing fair and should renounce destructive, intimidating mass action because it has committed itself to the peace process," she says.

The government is not demanding that the ANC abandon mass mobilisation but confine it to "political" mass action, which includes mass meetings and legal protest marches, a state official says

"If this is not done, the country may be washed down the drain and a new administration may be left to govern over the ashes," he says.

The ANC, for its part, emphasises that it has never agreed to renounce or limit mass action.

The organisation and its allies emphasise that the National Party cannot be trusted and the only way to ensure a speedy transition to the new South Africa is to maintain mass action in all its forms

SPOT OF REALITY IN A PLAQUE OF STRIKES

S/Twed (Buss) 1/12/91
 452

By ADRIAN HERSCH

LABOUR relations this year will be remembered for a high strike rate, huge job losses — and a dramatic return of the stayaway. But 1991 will also be remembered as the year in which bonus and productivity agreements in the mining industry were reached.

These agreements marked the first acceptance by black trade unions of the need to take responsibility for reviving flagging sectors of the economy.

The year was also characterised by modest wage arrangements in other sectors, signalling a more realistic approach by organised labour.

Action

There are widely differing views on whether there will be more stayaways linked to political issues.

Pat Stone, a senior consultant for Andrew Levy & Associates (ALA), believes stayaways could be on the way out.

Labour consultant Mike Beaumont says the action could remain part of the South African scene.

ALA estimates that about 3.8-million mandays will be lost to work-related strike action in 1991 compared with last year's 4-million.

Most mandays were lost in the automobile sector.

As many as 100 000 jobs may have been lost this year. Most were in mining, where about 40 000 jobs were lost, and the metal industry, which shed about 35 000 positions.

Not surprisingly it was these two giant sectors, covering more than 750 000 workers, which set the scene for wage increases based on economic reality. The Chamber of Mines

and the National Union of Mineworkers (NUM) reached agreements for both gold and coal mines relatively quickly — without the traditional declaration of a dispute.

Most gold-mining houses settled at a basic 6% increase, plus a bonus linked to the gold price. In addition, productivity payments are provided for at some gold mines.

The chamber-NUM increase for collieries ranged between 6% and 19% — the lowest the union has ever negotiated. There were no productivity or bonus provisions.

De Beers and the NUM settled for a 12.5% increase. The union rejected a productivity offer saying the situation was different to the crisis in gold.

The national metal industrial council agreement increases were between 12% and 15%.

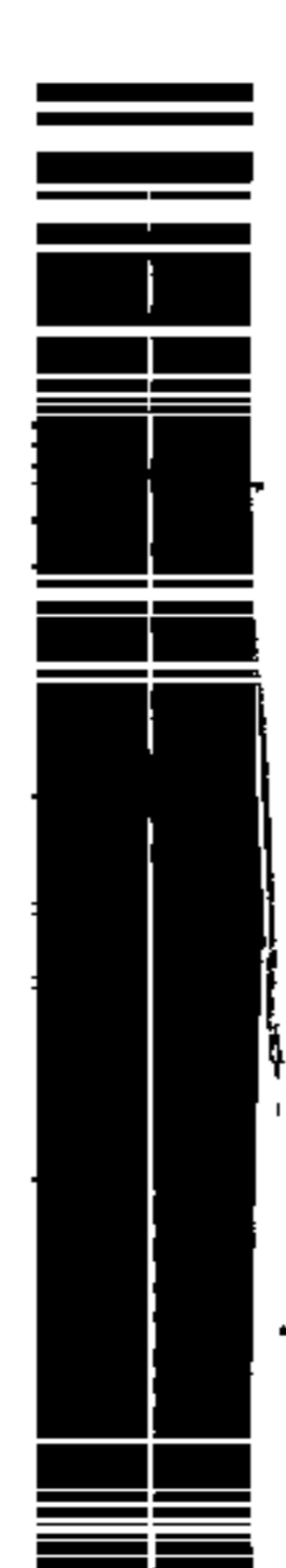
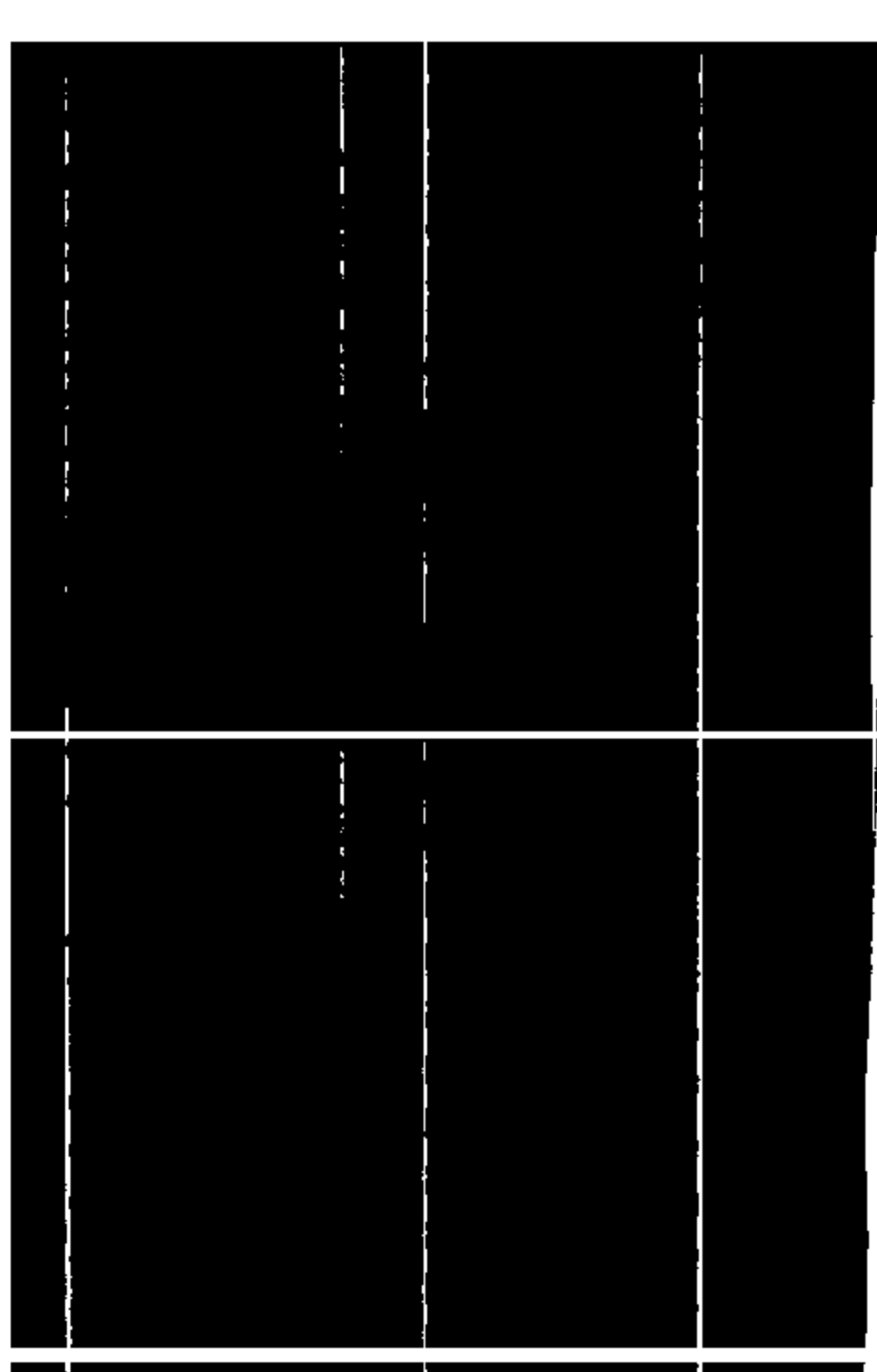
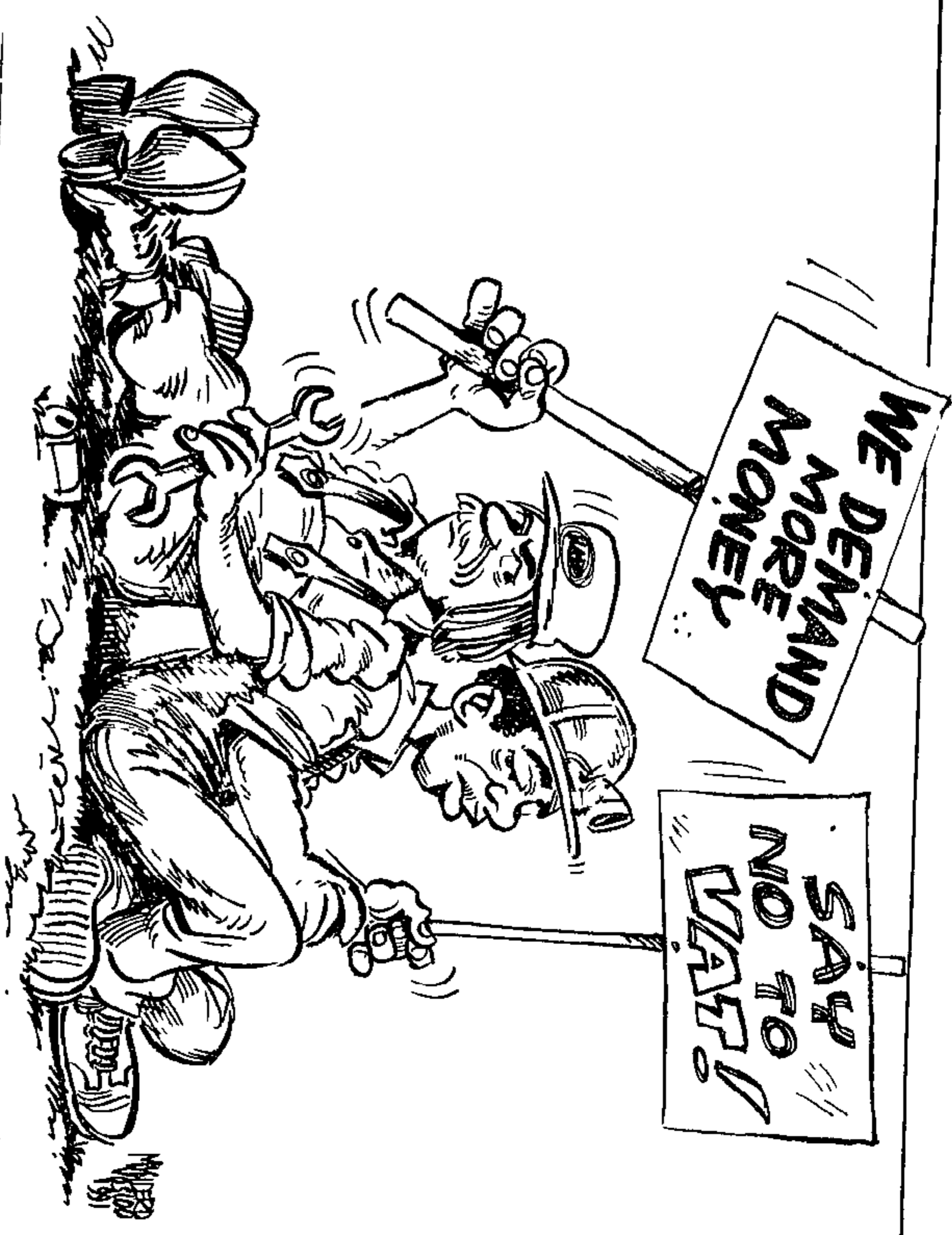
The National Union of Metalworkers of SA (Nunsa) held a strike ballot and Seisa a lock-out ballot, both gaining a vote in favour.

But industrial action, given conditions in the industry, was never really an option this year. The balloting had more to do with posturing.

Metal and mining have a long tradition of centralised bargaining. According to Mr Stone, there is a growing tendency to this type of negotiation in other sectors and could account for increased strike action there.

The move to centralised bargaining about issues ranging from wages to a national provident fund, has the potential to pull large numbers of workers into national industrial action.

This factor, says Mr Stone, is the key reason why a high strike rate is likely to continue next year.



Cuthberts gets order against union

VERA VON LIERES

CUTHBERTS on Friday obtained a Supreme Court order interdicting more than 150 striking SA Commercial, Catering and Allied Workers' Union (Saccawu) members from intimidating and harassing customers and staff, the company said.

Cuthberts group human resources manager Paul Gartner said on Friday that 154 out of 1 200 employees had embarked on strike action since November 20. The union said 200 workers were on strike.

The strike centred on the union's limited representation in the company, Gartner said. "The union currently represents only slightly more than one out of every 10 employees and the company has therefore not conceded to a demand that they negotiate wages and working conditions with this union until the union has a majority representativity in the group."

Saccawu spokesman Stanley Mngomezulu said last week demands included a R300 across-the-board increase and a monthly minimum wage of R1 200.

Saccawu said two employees were dismissed in the Vereeniging store for refus-

ing to comply with instructions to work at another store (152) (S)

"In an attempt to demoralise workers, the company is issuing notices of disciplinary inquiries to shop stewards for alleged 'misconduct and intimidation' held in their absence," Saccawu charged.

Gartner said four inquiries were held after repeated calls to stop harassing customers and staff. The inquiries resulted in three dismissals.

□ Talks continued on Friday between Elerine Holdings and Saccawu aimed at resolving a more than six-week-old wage strike (Bidow) 2/12/91

About 1 050 union members out of a total workforce of 3 808 were still on strike last week, the company said. About 300 workers had been arrested since November 22 for defying an Industrial Court interdict restraining picketing.

□ A lock-out of about 150 striking Saccawu members at the Riviera International Hotel near Vereeniging continued on Friday, a union spokesman said.

Garbage talks go on council may get tough

ARG 4/12/91
CLIVE SAWYER, Municipal Reporter
CITY council top management is to meet SA Municipal Workers' Union negotiators today in a continuing bid to resolve the refuse collection crisis — but is also considering tougher action.

"We are looking at our options and considering our legal position," said executive committee chairman Mr Richard Friedlander.

Asked if this included tough action against the union, he said all options were being considered.

The go-slow tactics by cleansing workers — which union officials have said are spontaneous — have left piles of refuse bags in the city centre and suburbs.

Talks between city council management and the union ended inconclusively at 6.30pm yesterday.

"The situation is not as simple as some would like to make out. We have established procedures to deal with problems like this," said Mr Friedlander.

Reacting to calls by fellow councillor Mr Arthur Wienburg for disgrun-

152
tled residents to dump their refuse at councillors' homes, Mr Friedlander said the suggestion was irresponsible.

"We are doing everything in our power to resolve this, and whatever Mr Wienburg may think, we shall continue to follow legal procedures."

Mr Friedlander said the council was determined to get the controversial once-a-week changes to the refuse collection system working properly.

"It has been pointed out more than once — and overlooked — that once-weekly refuse collection is the norm in other major cities," Mr Friedlander said.

Mayor Mr Frank van der Velde, who lives in Plumstead, one of the first areas to be affected by the new system, called for calm.

He called on residents to "remain calm and pull together and assist each other as in past crises."

"I am confident in the meanwhile that the negotiating team will find out what the union demands are. Demands have not been made," he said.

Mr Van der Velde said the union had not yet declared a dispute.

Refuse go-slow solution today?

152

Municipal Reporter

PROSPECTS look good for a solution today to the refuse-removal go-slow impasse that has affected the southern suburbs for the past five weeks

No news about the refuse dispute was forthcoming from the council yesterday, but it is known that some sort of "joint statement" is being prepared

And yesterday afternoon a SA Municipal Workers' Union (Samwu) official, who declined to be named, confirmed that there had been "correspondence" between the council and the union yesterday

He also said a meeting between the two parties would take place at 1 30pm today, and he predicted that they would "probably reach agreement"

In October the council announced that some 40 000 households from Mowbray to Bergvliet would have their refuse collections halved — from twice a week to once a week — by the end of November

By the beginning of November this cost-cutting plan had run into severe problems, mainly because of dissatisfaction among the cleansing staff who said their rounds had become more onerous, unpleasant and dangerous under the new system. Some embarked on "go-slow" industrial action

In certain areas the once-weekly collections were not implemented owing to union opposition, although residents had already been notified of the change. CT 5/12/91

A great deal of confusion between the new and the old systems followed. Residents would put out their refuse on the once-weekly date, only to have it stand there until it was collected on the old system

Store 'had no choice'
CUTHBERTS had no option but to call in police when striking workers broke a mutually accepted Supreme Court order laying out picket rules, a company spokesman said yesterday. (152) (2)
"There is no blanket call on the police to break the strike," said Paul Gardner, in response to Saccawu claims the company had used police on Monday to break the two-week strike

Alamy 5/12/19

South 5/12 - 11/12/91

Striking security guards arrested in wage dispute

152

MORE than one hundred striking workers were arrested this week in a picket over deadlocked wage talks outside the Peninsula Security Guard offices.

The 155 workers were arrested on Monday.

A union spokesperson said the R50 bail for each worker amounted to R7 775. The money for bail was raised at the workers' hostel.

The workers have been striking since November 25.

The strike is the result of a deadlock in wage negotiations between Peninsula Security Guard and the Transport and General Workers Union.

The workers, who earn R116,75 a week, are demanding a basic wage of R150 a week. The company offered R125 for a 60-hour week.

The company declined to comment.

Strikers arrested

(152) 2/5/191

JOHANNESBURG — Police arrested 10 striking workers in central Johannesburg yesterday morning and more arrests were expected in Pretoria as picketing continued at strike-bound Cuthberts outlets in the Transvaal

3 000 strikers fired (152)
CT 5/12/91

DURBAN — More than 3 000 striking workers at the Durnacol coal mine in Northern Natal were fired by Iscor yesterday after they failed to return to work following a four-week strike

800 store workers to ballot for national strike

ABOUT 800 employees of Lewis Store (Pty) Ltd and Dan Hands are to ballot for national strike action next week because of management's alleged refusal to recognise their union

The workers, who are members of the South African Commercial Catering and Allied Workers Union, have given the union the go-ahead to opt for strike action, according to its organiser, Mr Billy Mounakwa.

Mounakwa said "At a conciliation board meeting on November 22 1991 Saccawu declared a deadlock with Lewis Stores and Dan Hands. This is despite the fact that Saccawu represents a substantial number of workers at these stores

"The union is demanding that the company should recognise it as being representative of the majority of workers within these stores and negotiate on a national basis. The company is preventing the union from negotiating wages and other substantive issues on behalf of its members.

"The union has been battling for recognition with the company for the past three years "

Management spokesman Mr HT Clark, who spoke for both companies, said he was shocked to learn of the intended action by Saccawu.

Clark said management and the union had an agreement that recognition will be granted once Saccawu

BY IKE MOTSAPI

could "show that it has a majority of members at our stores"

He said the union only represented about 15 percent of "our workforce"

He said "Management intends taking the union to a court of agreement reached between the stores and itself"

Elna Boesak may lose her job at SABC

A TWO-man SABC commission may rescind her staff code agreement

At

Cuthberts and union seek to resolve strike

VERA VON LIERES (152)

CUTHBERTS and representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) will hold a meeting tomorrow to try to end a more than two-week-old strike by about 150 workers at Cuthberts outlets *Birken Elizabeth*.

Saccawu spokesman Stanley Mngomezulu said yesterday the union had proposed the meeting.

The strike had already resulted in the arrest of 18 union members in Johannesburg yesterday for allegedly contravening a court order limiting the size and location of pickets and barring strikers from intimidating staff and customers, Mngomezulu said.

A customer at one Cuthberts shop was also apparently arrested in a mix-up. Workers were also arrested in Pretoria and Germiston this week.

Cuthberts personnel manager Paul Gartner confirmed the meeting would take place and said the company had issued an ultimatum for workers to return to work by next Tuesday or face dismissal.

Gartner said the strike, which started on November 20, was non-productive and was crippling the company's business.

He said workers were striking in response to the company's reluctance to negotiate on a collective basis given the union's limited membership.

The union represented slightly more than one out of 10 employees and the company would therefore not concede to a demand to negotiate wages and working conditions until the union represented a majority of workers.

Saccawu said workers embarked on strike action after management refused to enter into negotiations over wages and working conditions saying the union's membership was far less than 50%.

^{w/mail}
Shoe-store strike

■ Three of the country's biggest shoe-store chains have been hit by a pre-Christmas strike. 6/12-12/91

Members of the SA Commercial Catering and Allied Workers Union at ABC, Barnes and Cuthberts have been on strike since November 20. Working conditions and recognition are the key flashpoints.

Cuthberts' management has refused Saccawu recognition, saying its membership at the stores is way below 50 percent. Because of this, the company says, it would be forced to effect two parallel sets of wages and working conditions.

In addition to recognition, Saccawu is demanding a minimum wage of R1 200, with a R300 across-the-board increase. (152)

The 200 strikers have picketed and demonstrated outside the stores. This week Cuthberts applied for a court order restraining workers from alleged unlawful misconduct and intimidation. (35)

Reports by Weekly Mail Staff
w/mail 6/12-12/12/91

Dustmen in work-to-rule to have wages docked

MS 2
APR 6/12/91

CLIVE SAWYER
Municipal Reporter

THE city council is to dock wages of cleansing workers taking part in the unofficial work-to-rule which has left refuse piling up all over the city.

Executive committee chairman Mr. Richard Friedlander has asked residents to take their uncollected refuse to cleansing depots.

Municipal Workers Union branch secretary Mr. Roger Ronnie said it seemed council management would dock wages according to the amount of work left incomplete in the

case of one area in Wynberg, this would be a whole shift's wages.

He rejected council claims that legal procedures had been broken.

As we see it, workers are keeping to their contractual obligations and not to collect on both sides of the street at once, not to run behind trucks, and to take lunch at the depot," Mr. Ronnie said.

The go-slow was not industrial action but perfectly legal behaviour, he said.

In a letter to the union, city engineer Mr. Arthur Clayton said em-

ployees who had "rendered imperfect service over the past week" would have wages deducted.

The inadequate service was seen as collective industrial action.

"We call on the union to exercise its responsibility by calling on its members to return to normal practice by completing their beats."

In a newspaper advertisement, Mr. Friedlander said residents could choose to drop off domestic refuse at cleansing depots.

Security staff would accept deliv-

eries after hours from people unable to drop off refuse during the day.

Mayor Mr. Frank van der Velde said last night the city was the "filthiest" it had ever been and warned that more cuts to municipal services could be expected if dramatic rates increases were to be stayed off.

City councillors were taking "a lot of flak" about cutbacks in refuse collection and verge-cutting services but more cuts could be expected. Administration costs were rising.

(152) (335)
- W/Mant 6/12-12/12/98
Numsa said the workers
were due for retrenchment
today. It said it would
appeal for support from its
members in other plants,
from the Cosatu and the
"tripartite alliance", and
from the International
Metalworkers' Federation.

Hiveld fires strikers

■ More than 4 000 workers at Anglo American's Highveld Steel Corporation this week downed tools over demands for "meaningful discussions" on the retrenchment of 600 colleagues, according to the National Union of Metalworkers. The company said workers at the plants involved— Highveld Steel, Transalloys and Rand Carbide — re-turned to work on Tuesday.

12/12/91
Wisney 6/12

(152) (189) (328)

Highveld strike to fight layoffs

WITBANK ^{15/11/91} - All the black workers at Highveld Steel, the huge iron and steel manufacturer in Witbank, resumed their strike yesterday in an attempt to stop the company retrenching 600 employees

About 4 000 workers downed tools again following their brief work stoppage on Tuesday, National Union of Metal Workers of SA (Numsa) spokesman Frank Boshieio said yesterday.

Attempts to negotiate a compromise on Wednesday had failed, said Boshieio

Numsa first attempted to convince the company that it should retain the services of the 600 workers and then, apparently conceding that the retrenchment would go ahead, negotiated with management over a settlement package for the affected employees

Boshieio said the company was offering a retrenchment package of two weeks pay for every year a worker had been employed

Numsa was demanding four weeks pay for each year

He conceded the strike was illegal in terms of the Labour Relations Amendment Act, because no strike ballot had been conducted (152)

"The problem is that the company wants to retrench the 600 workers tomorrow. There is no way to block them except by an immediate strike"

The company gave notice of their intention to retrench on November 12, just three weeks before the 600 employees were to lose their jobs, Boshieio said.

Numsa expects the company to seek legal means to force the strikers to return to work.

It says it will oppose such action and the strike will continue.

Only white employees were at work at Highveld Steel's three plants in Witbank yesterday.

Management confirmed the strike and said negotiations would continue early today.

It said workers had downed tools at Vantra, Transalloys, Rand Carbide and Highveld Steel yesterday. — Sapa.

Strike

tive committee are trying to stop the strike from spreading to unaffected depots and to other workers, such as street cleaners.

There are about 2 000 cleansing workers, half of whom are engaged in refuse removal

The city council decided while drawing up its budget earlier this year to cut its refuse removal service from twice a week to once a week as a cost-saving measure. It had hoped to save R3,2 million in a year, roughly the equivalent of a one percent increase in rates.

Five compacter vehicles, which cost close to R500 000 each, have not had to be replaced because the new system requires fewer vehicles.

The union denied yesterday that its members were on a go-slow, but they said they were "currently not prepared to do more than they are legally obliged to do"

In the past, they said, the workers had done far more than was required of them by their employment contracts or by the law. For example, they used to collect from both sides of the street at the same time, although safety regulations stipulate that they should work on one side at a time.

Workers said yesterday that they used to run behind the trucks to finish early, and skip lunch breaks, but recently they had not felt inclined to do this.

City engineer Mr Arthur Clayton said deductions had been made because workers who did not complete their rounds were rendering "an imperfect service".

Mr Van der Velde appealed to householders yesterday to try to reduce their amounts of refuse by making use of waste-glass igloos, flattening tin cans, and collecting newspapers rather than throwing them away.

Exco chairman Mr Dick Friedlander, said last night. "After protracted negotiations, it appears as if the situation regarding the cleansing services, the parties have reached a common position in that Samwu will need to report back to their constituency

"We hope that this will lead to a resolution of the problems in regard to the cleansing services."



READY TO FIGHT Workers at the Mowbray depot stage a sit-in after some of their colleagues' pay was deducted
Picture BENNY GOOL

PAY CUT, SO DUSTMEN STRIKE

By PETER DENNEHY
Municipal Reporter

HUNDREDS of refuse removal workers at five cleansing depots in Cape Town went on a wildcat strike yesterday when 50 of them had their pay cut for allegedly embarking on a "go-slow".
The Mayor of Cape Town, Mr Frank van der Velde, was worried yesterday that the strike might spread next week.
A showdown is looming between the Cape Town City Council and its refuse removal workers, who are discussing tak-

ing the council to court
Four hundred or more workers at five depots — Wynberg, Claremont, Mowbray, the central business district and Sea Point — immediately stopped work yesterday in solidarity with their pay-deducted colleagues, as they had threatened to do.
The wildcat strike is virtually certain to continue into next week. Workers said they had discussed converging on the Civic Centre "to demand their pay" on Monday morning

The South African Municipal Workers' Union (Samwu) said it is considering laying complaints with the police against the council for making what it regards as illegal pay deductions without the workers' consent.
Seven or eight weekly paid workers at the Mowbray depot said they had each suffered pay deductions of between R11,92 and R87,23.
Meanwhile, the mayor and the execu-

top page 4

4 000 steel men out on strike

By **THEMBA KHUMALO**

AS Christmas draws near, 4 000 black workers at Highveld Steel Corporation in Witbank have downed tools in protest against the retrenchment of 600 of their colleagues.

The strikers, most of whom are members of the National Union of Metalworkers of South Africa (Numsa), have vowed not to return to work until the management agrees to hold meaningful talks with them on the retrenchment issue.

A statement issued by the strikers claimed that the employers refused to discuss a severance package or any alternative arrangement.

"The standard agreement for the industry provides that companies will consult in good faith with a view to reaching agreement on any retrenchment or redundancy. This was an agreement between Seifsa and the metal unions." (152)

It went on to say management failed to inform the retrenched workers in time about their pending plight.

The corporation's management was not available for comment.

Meanwhile, about 150 workers at Cuthberts, Barnes and ABC shoe stores have entered their third week on strike.

They are demanding a R1 200 minimum wage, a R250 across-the-board increase, a 13th cheque and improved working conditions for black staff.

According to Stanley Mngomezulu, spokesman for the South African Commercial and Catering Workers' Union (Saccawu), discrimination against black workers is rife at the three stores.

There is disparity in salaries between black and white staff doing the same job.

Paul Gartner, personnel manager for the stores, said racial practices were against his company's policy and anyone found practicing racism was dealt with.

"The strike is about the recognition of Saccawu and the other demands have just been added to make the strike big. In all our stores Saccawu is supported by only 176 employees out of a total of 1 200."

'Refuse strike could be over'

12/15
152
CT9/12/91

Municipal Reporter

THE go-slow strike by council garbage collectors could be over, the city council says

This follows a meeting between union officials and city council executive committee (exco) members which went on until late on Friday

Yesterday exco chairman Mr Richard Friedlander said that in the context of the discussions with the union officials, he was hopeful that normal services would be restored

He did not wish to say more

It is also believed that striking city cleansing workers have been offered their docked pay back — but, only if they go back to work

About 400 of the council's 1 000 or so refuse removal workers sat in at five depots on Friday, in a

wildcat strike sparked off by the council docking the weekly pay of 50 union members whom it alleged were on a "go-slow"

The union is unhappy with the switchover to once-a-week refuse collections (instead of twice), which it says were introduced without sufficient consultation with the workers

Deal

It also claims the changeover has had a negative impact on working conditions. It denies embarking on a go-slow, but says its members are doing only what is legally required of them (working to rule)

It is understood that a proposed deal to end the labour unrest was put to the union negotiating team by the council team on Friday evening

It was then up to the union team to report this back to its members. The council had apparently hoped that this report-back could take place over the weekend

Senior union officials could not be reached for comment yesterday

Sources at the Samwu head office in Athlone yesterday said they knew of no mass meeting that had been called over the weekend. They thought it would be impracticable to call one at such short notice

It therefore seems likely that at least some of the workers will begin their day today with a meeting or meetings to discuss the council's proposals

Last week, a handful of the workers said they were considering coming into town to demand their money this morning

Cuthberts strike ultimatum

152
8

ABOUT 150 strikers at Cuthberts shops in the Transvaal face dismissal if they do not return to work tomorrow, personnel manager Mr Paul Gartner has warned. He said the company and the South African Com-

mercial, Catering and Allied Workers' Union had met on Friday to look at ways to end the two-week-old strike. He added. "Our ultimatum still stands". Saccawu spokesman Mr Stanley Mnogomezulu

said union proposals on settling the strike had been rejected. These included calling on the company to withdraw charges of intimidation against striking workers and stopping managers from "harass-

ing" picketers. The union agreed to accept the company's pay offer for the July 1991/92 period. Mnogomezulu said Saccawu condemned the ultimatum and demanded its immediate withdrawal.

16/12/91
Sowetan

Refuse go-slow is over officially, but there's still some confusion

CLIVE SAWYER, Municipal Reporter
CITY council management and the SA Municipal Workers Union have reached a confidential agreement, officially ending the refuse collection go-slow — but there is still confusion among cleansing workers

In some areas the go-slow was continuing because of a breakdown in communications

City engineer Mr Arthur Clayton said officials would visit workers at their "beats" today to explain that the go-slow was over

Areas where there were still refuse collection problems included the central business district and Muizenberg, he said

Workers at the Wynberg, CBD and Claremont depots told The Argus the go-slow was still on.

Other depots, including Athlone, said there was no go-slow

Mr Clayton said the SA Municipal Workers Union had asked city council management not to disclose details of the agreement which ended the go-slow after leaving refuse piled up in many parts of the city

However, he could confirm that there would be an urgent investigation of "certain operational problems"

A union spokesman said workers had gone back to their normal shifts and "everything was back to normal"

152
ART 10/12/91

Signature APD Local 3423 Sapa-News

Refuse shifts back to normal

ET 10/12/91 (152)

Municipal Reporter

COUNCIL refuse workers returned to normal shifts yesterday — but uncollected refuse bags in the city pointed to some still “working to rule”

Yesterday morning workers called off a sit-in at five Cape Town cleansing depots

SA Municipal Workers Union official Mr Stanley Brickwa said the workers had gone back to their tasks after consultations with shop stewards at the depots and that “everything is back to normal”

City engineer Mr Arthur Clayton said yesterday the council had never required of the workers that they should carry out their tasks on the run

“I sincerely hope this episode is over,” he said “Everybody is back at work, but we still have to assess whether all the rounds were completed”

People who called the Cape Times yesterday said their refuse had not been collected

Mr George Frost of the Elizabeth Hospital (part of the New Medical Centre in the old Hamrad Building in Rose Street) said he had telephoned to complain about non-collection but the person who took his complaint could not say when the refuse would be collected

In Tamboers Kloof, rubbish bags which had been piled up on the corner of Milner and Upper Buitengracht had not been collected by the afternoon

2-month Ellerines strike called off

By Abel Mushi

The two-month-old country-wide strike at stores belonging to the Ellerines Group ended yesterday after an agreement was reached between the group's management and a workers' union.

The SA Commercial Catering and Allied Workers Union (Sac-cawu) yesterday called off the marches, pickets, and sit-ins which started on October 7 after a breakdown in wage negotiations and related issues.

Strike co-ordinator Bukani Mngoma told a media conference that, although workers could resume work immediately, Ellerines had agreed to give workers until next Tuesday to return to work.

According to the Sac-cawu executive, all the demands were met, albeit on a compromise basis in some cases.

The agreements include:

- A minimum wage of R1 057,50 a month
- A R175 across-the-board wage increase backdated from July 1
- March 21 as a paid commemorative day for union members
- A 7,5 percent commission for sales advisers after sales exceeding R30 000

Mr Mngoma said Sac-cawu had also focused attention on job security in an effort to protect jobs of sales advisers who were threatened with dismissal, if they failed to meet sales targets set by management.

The company had agreed to grant the sales advisers more time to achieve their targets, he said.

Sac-cawu hailed the settlement as a victory for workers who braved court and police harassment.

Highveld Steel strikers return to work

ABOUT 4 000 workers at Highveld Steel in Witbank returned to work yesterday after agreement was reached between management and workers' representatives, a Highveld Steel official said

The workers, most of them National Union of Metalworkers of SA (Numsa) members, had been engaged in illegal industrial action since last Tuesday to protest against the retrenchment of 600 workers

"In terms of the same agreement, management and employee representatives have been holding talks today to resolve the situation," the official said

Sapa reports that most of Highveld Steel's skilled workforce left their posts yesterday morning in protest against alleged discrimination by management. About 800 white workers were involved in the action

The Mine Workers' Union said all but nine black workers who were dis-

missed last week after the illegal strike had been re-employed, Sapa reported

Highveld Steel management declined to comment yesterday on the action taken by skilled workers but said negotiations were continuing with employee representatives

Meanwhile, management at Iscor's Durnacol mine in northern Natal said yesterday it had begun to re-employ workers. About 3 100 workers were dismissed after a month-long strike

This followed a meeting with the NUM earlier this week at which the parties failed to reach agreement on re-employment conditions

An Iscor spokesman said management had indicated that former employees would be given preference in the selection of a new workforce

NUM acting general secretary Marcel Golding said this week the

company intended to re-employ about 2 000 workers, and was using a lawful strike to effect retrenchments

The Iscor spokesman said the mine would employ only about 2 000 workers as it had been over-staffed

The union was aware of the situation, he said

Management would respond to a union proposal for mediation in the matter today, the spokesman said

A Gold Fields spokesman said yesterday Doornfontein gold mine had applied for a court order to evict 4 018 dismissed employees from the mine. The application would be heard in the Pretoria Supreme Court tomorrow

The mine had previously said about 5 800 workers were dismissed after beginning an illegal strike last Monday and refusing to abide by an ultimatum to return to work last Wednesday

12/12/91
VERA VON LIERES

Staff Reporter

152

(152)

(FST)

(ST)

STAR

Metalworkers call off strike

12/12/91.

were due to lose their jobs

The 4 000 employees of Anglo American's Highveld Steel Corporation in Witbank who were given an ultimatum to return to work on Tuesday or face dismissal returned to work yesterday, an Anglo spokesman said

The spokesman said this followed an agreement reached with management on Tuesday.

In terms of the agreement, Tuesday's talks continued until yesterday and management and employees' representatives

agreed to hold further talks today to resolve the situation, the spokesman added

All employees would return for their respective shifts, the statement added

The illegal strike by the workers, in defiance of a court interdict obtained by the company which ordered them back to work by Monday morning, affected the vanadium and ferro-alloy operations

The spokesman said the strike's impact on Highveld's ability to market its products had not been seriously affected

The spokesman denied claims by National Union of Metalworkers regional secretary Frank Boshelo that the union was forced to act immediately as management had informed the union of its intention to retrench workers only on November 12, three weeks before they

He said that in terms of the agreement with the union, employees were given three weeks' notice of the retrenchments, which were also discussed at several meetings. In addition, severance pay had been paid

Mr Boshelo said workers went on strike in an attempt to block the retrenchments

The strike is a sequel to the downing of tools by workers at the mine last Tuesday in protest against the retrenchment of 600 employees



PLACARD PROTEST: UCT workers protest at the graduation ceremony in support of dismissed workers

Five UCT strikers sacked

South 12/12 - 18/12/91
By Quentin Wilson

FIVE UCT workers have been dismissed following disciplinary hearings relating to a strike earlier this year.

A total of 47 workers face disciplinary measures and all hearings should be completed by the end of this week, according to the university "court" roll.

Mr Harold Harvey, spokesperson for the Transport and General Workers Union, has voiced disapproval at the ongoing procedures.

"We have found disciplinary measures so far to be very inconsistent. Other than the five who have been dismissed there have been 12 or 13 others who have been issued final warnings for offences more serious than that committed by those dismissed," he said.

The September strike followed dead-locks on several issues during wage negotiations. Demands included a R300 across-the-board increase and more say in the restructuring of the university.

Lectures were disrupted and burn-

ing barricades were erected at university entrances during the strike.

"We are still in dispute with the administration on the issue of disciplinary action and are suggesting mediation on this and all other issues and ways of re-establishing our relationship with the administration," Harvey said.

"This has been made more difficult as management has embarked on a retrenchment exercise in the canteen area. We have submitted to them that doing this is in breach of Industrial Court guidelines.

"They haven't consulted with us on the necessity of these retrenchments, ways of avoiding or minimising them or the selection criteria of those to be retrenched," he said.

The union sees this as a further attack on them as most of those who are to be retrenched took part in the strike action.

UCT registrar Mr Hugh Amore denied not consulting TGWU. "We have consulted and will continue to consult," he said. He declined to comment about the disciplinary hearings as he was busy with graduation ceremony preparations.

Fifty-six arrested for demonstrating

(152) CT 12/12/91

FORTY-SIX people were arrested at Athlone and 10 at Macassar for taking part in illegal placard demonstrations on Tuesday, a police report said.

A City Tramways bus was stoned at the Nyanga bus terminus on Monday. Damage was estimated at R800.

At 10 45am on Tuesday, at the same place, the rear window of another City Tramways bus was smashed by stone-throwers.

● Three people have been shot dead at Mahlabathini and Matubatuba in northern Zululand. No arrests have been made.

● Natal's Dispute Resolution Committee, the first of these structures in terms of the National Peace Accord, was launched in Durban yesterday — Sapa

~~120~~ **Strike suspended** 152

The strike by about 950 white workers at Highveld Steel, Rand Carbide and Trans Alloys has been temporary suspended until today — under the provision that management would not re-hire 550 retrenched members of the National Union of Metalworkers of SA

STAR 13/12/91

'Scab' woman worker set alight

A WORKER who refused to join a strike at the Riviera Hotel in Vereeniging yesterday was set alight by her co-workers (152) (355A)

Police spokesman Lt-Col David Bruce said Gladys Bhengu, 34, of Sebokeng Hostel, reported for work at 6 am yesterday and was grabbed by male workers who poured petrol over her and set her alight. CIPren 15/12/91

"Evidently, these persons wanted to strike, while Mrs Bhengu wanted to work," Bruce said. Her condition is satisfactory

Putco fires illegal strikers

THE Putco bus company has fired 167 employees who embarked on an illegal strike at its Selby depot in Johannesburg this week

Putco spokesman Brian Treweek said it was the third illegal strike this year by members of the Transport and Allied Workers' Union over a dispute about plans to transfer a number of workshop employees to another depot

He said the decision to sack workers had been taken because 25 buses at the depot were sabotaged by disconnecting fuel lines and pouring sugar into the engine blocks

Strike-breaker is set alight

A FEMALE employee who refused to participate in a strike at the Riviera Hotel in Vereeniging on Saturday was set alight by her co-workers after they had poured petrol over her

Mrs Gladys Bhengu, 34, was rushed to Sebokeng hospital where her condition was said to be satisfactory. (S/12/71)

No arrests have been made

Police seek men who set 'scab' hotel cook alight

STAR

16/12/91

152

Vereeniging Bureau

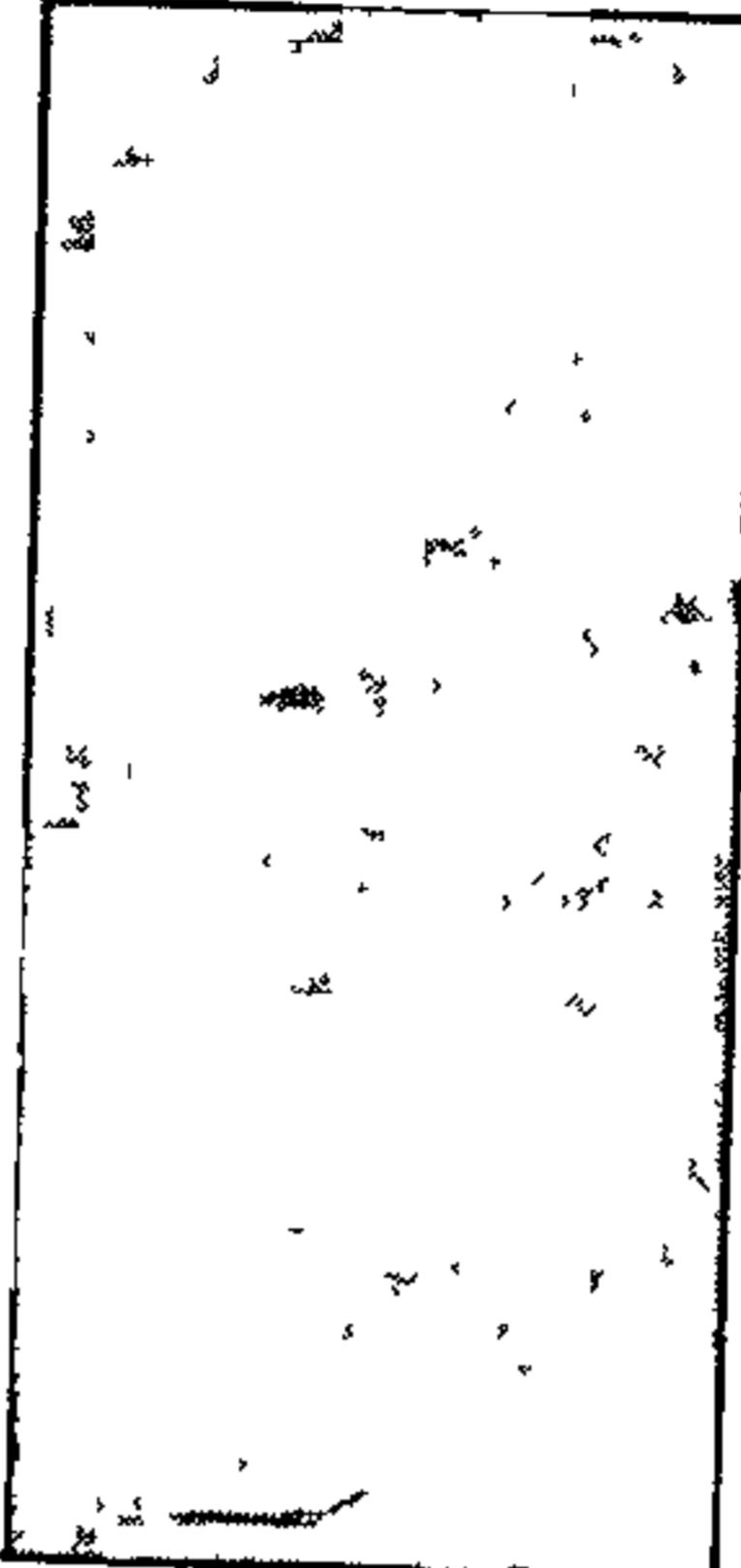
Police are still searching for the suspects who set a fire to and badly burnt a Vereeniging hotel cook as she was about to report for duty early on Saturday morning.

Considered a "scab" for refusing to observe a strike at the Riviera International Hotel, Gladys Bengu (34) was confronted by three men before being doused with petrol and set alight.

Miss Bengu, a divorced mother of three, suffered third-degree burns to her back and parts of her arms. She is in satisfactory condition at the Vereeniging Hospital where she is expected to remain for the next three weeks.

Miss Bengu said she was near the hotel when three men — whom she recognised as two chefs and a waiter she had worked with — confronted and harassed her about going to work.

One of them produced a small bottle of petrol, emptied the contents on to her back and set her



Gladys Bengu suffered third-degree burns to her back and arms.

alight. The trio then fled.

Enveloped in flames, she rolled over and over. A member of the public helped her put out the flames while a security guard called the police and an ambulance.

Alex McMath, general manager of the hotel,

yesterday said he was shocked and disgusted by the attack. He said Miss Bengu had been employed at the four-star hotel since its establishment in 1985.

After visiting her in hospital yesterday morning, Mr McMath said "She is a very brave lady, and is still smiling despite all the pain she is enduring. We have assured her we will take care of all her medical expenses and hold her job — however long it takes her to recover."

According to Mr McMath, Miss Bengu is one of only 40 of the 158 employees at the hotel who are not taking part in the strike.

The strike, which began on November 25, followed a wage dispute involving members of the South African Catering and Allied Workers Union. The hotel was making use of temporary staff and coping well, Mr McMath said.

Everything possible was being done to protect those staff members who were still working.

Vertical text on the left margin, possibly a page number or reference code.

Vertical text on the right margin, possibly a page number or reference code.



Strike at Kentucky

Workers at 20 Kentucky Fried Chicken outlets in the PWV area have been on strike since Saturday, a spokesman for the South African Commercial Catering and Allied Workers Union said. Union spokesman Bethuel Mdakane said workers were demanding centralised bargaining and a minimum wage of R1 200.

17/12/91
STAR

152

Bid to end Saccawu strike after attack

VERA VON LIERES

152

MANAGEMENT at Riviera International Hotel and the SA Commercial, Catering and Allied Workers' Union (Saccawu) were yesterday locked in mediation in a bid to resolve a strike that started more than three weeks ago, company and union spokesmen confirmed.

This follows the "setting alight" at the weekend of hotel worker Gladys Bengu as she was about to report for duty.

Witwatersrand police spokesman Lt Col Dave Bruce said yesterday Bengu alleged she was attacked by two chefs and a waiter who worked with her at the hotel. Police were still searching for the suspects.

A Saccawu spokesman said the union did not support violent solutions to strikes, and on that basis initiated mediation in a bid to settle the dispute. He said details surrounding the incident were still under investigation and it was not clear whether Saccawu members were involved.

About 150 workers were locked out of the hotel on November 25 after the declaration of a wage dispute earlier in the year. A company spokesman said the lock-out was linked to a dispute over wages and employment conditions and union demands for a centralised bargaining forum in the industry.

Management said at the time workers could return to work only if they accepted its final offer on wages and other conditions of employment.

The union spokesman said the company was offering a R103 across-the-board increase backdated to July 1. Saccawu was demanding an additional R9 from January 1 and that the company agree to join a forum consisting of all Sun International regions where the union had recognition to negotiate centralised bargaining.

He claimed the company's intransigence in dealing with the dispute had created a confrontational situation at the hotel.

Strike spreads (152)

The wage strike by workers at Kentucky Fried Chicken outlets in Johannesburg has spread to the western Cape and is expected to move to other towns, a union spokesman said yesterday. Up to 20 Johannesburg outlets have been hit by the strike and a few have closed, says the South African Commercial Catering and Allied Workers Union. STAR 20/12/91.

Accident crisis is ^(S2) shaping

11/21/12/91
SHARKEY ISAACS
Weekend Argus Reporter

CAPE Town ambulance-men are planning to work to rule over the festive season when accidents and assaults in the Peninsula reach an annual peak

They rejected a move to re-introduce overtime at a meeting yesterday

Their overtime was stopped in August by the City Council which operates the service for the Cape Provincial Administration

But the staff decided to postpone a work stoppage and to continue under protest after a proposal by the council management to beef up services in the holidays with a squad of trained volunteer ambulance reservists at a rate of R70 a day

Yesterday, ambulance-men staged a peak-hour placard demonstration on Rhodes Drive near the University of Cape Town. The demonstrators moved to Liesbeeck Parkway after a six-car fender-bender crash near UCT.

Motorists blamed the demonstrators for the pile-up, claiming placards distracted two drivers

The

E

(Daily Post)

Spect Fram

Our tra the m large

Cni Sho Sho Sho



Ambulancemen stage protest

Staff Reporter

CT 21/12/91

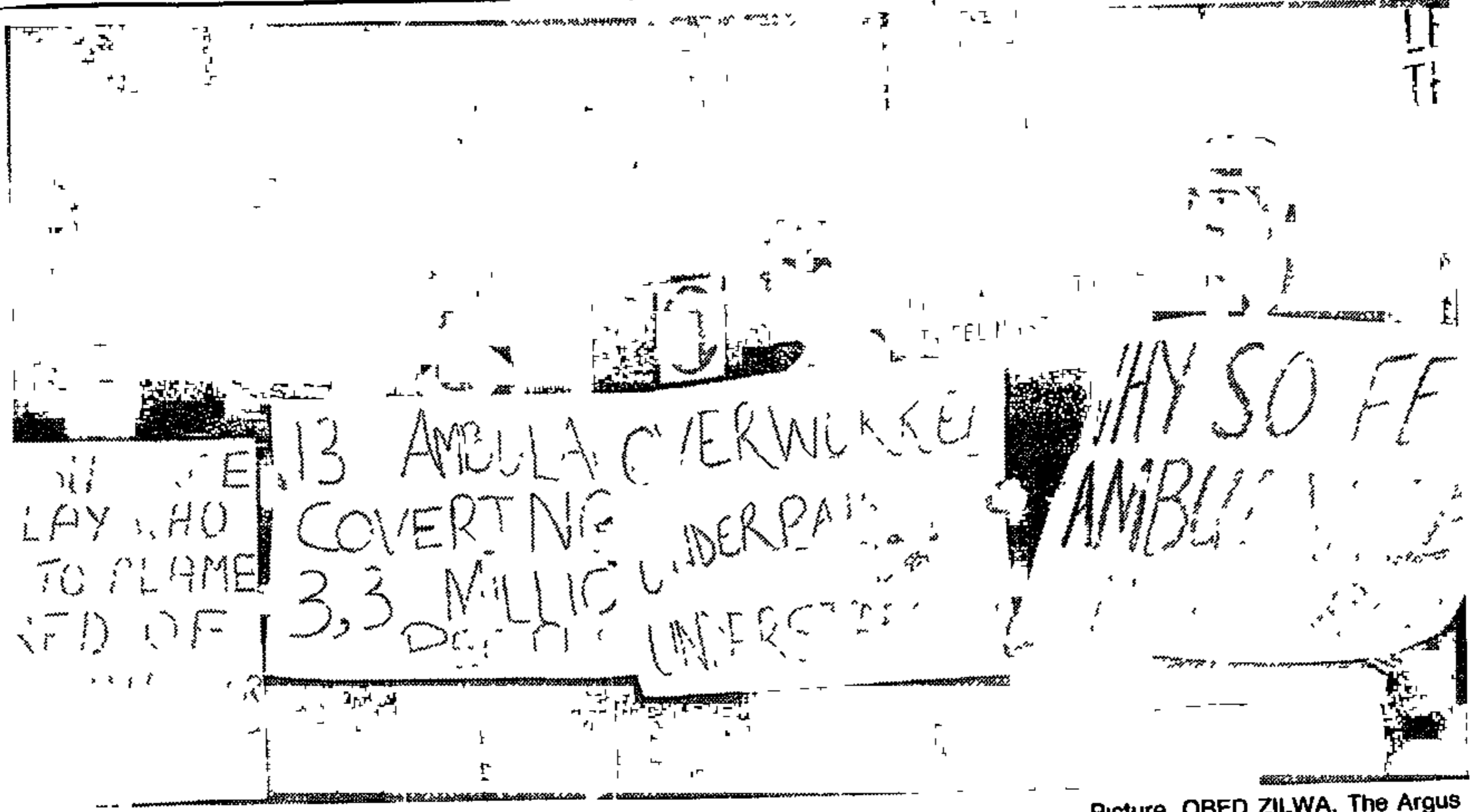
DISGRUNTLED ambulancemen held a placard demonstration near Mostert's Mill along Rhodes Drive opposite UCT yesterday morning to protest at long shifts, low wages and the general state of the ambulance services in the Peninsula

Two car accidents occurred on Rhodes Drive near the demonstration about 7am, causing a traffic jam stretching several kilometres long and going as far back as Wynberg

No one was seriously injured and it was not known if the demonstration was a contributing factor to the accidents, Cape Town traffic chief Mr Wouter Smit said

About 20 ambulancemen bearing placards stating "Tired of waiting for an ambulance" and "Ambulancemen are overworked" took to Rhodes Drive at 6am to air their grievances over an understaffed service which would have to cope with an increase in emergencies over the festive season

The demonstration was criticised by the chief officer of Ambulance Services in the Western Cape, Mr Rod Douglas, who said the action was unfortunate and that management felt "aggrieved and disappointed"



Picture OBED ZILWA, The Argus

PROTEST: Ambulancemen demonstrate at the Civic Centre today.

ARG 23/12/91

(152)

City ambulance medics protest over 'crisis'

VUSI KAMA, Staff Reporter

OFF-DUTY ambulance personnel demonstrated with placards at Cape Town Civic Centre today to protest against a "crisis" in the ambulance service.

Their placards highlighted a staff shortage, one reading "13 ambu-

lances for more than 3 million people"

The demonstration lasted three hours.

Mr Rod Douglas, chief officer of the Ambulance Rescue Services, said the management had not been contacted about the grievances and his office did not know why there was a

demonstration.

"It is unfortunate that they chose this period to hold it," said Mr Douglas "Our services are under great pressure"

His door was open for discussions A spokesman for the South African Municipal Workers' Union declined to comment

INDUSTRIAL REL. — STRIKES

1992

JANUARY — MAY

10/11-16/11/92
Gloom over the Sun empire

It's a little gloomy at the Ciskei Sun where the 700-strong workforce has been locked out after going on strike. And management has issued a directive that workers will be dismissed if they do not return to work by the end of the month.

According to the South African Commercial Catering and Allied Workers' Union, management has refused to re-open negotiations. They

believe that their offer is "fair and market-related". The company is offering R810 a month, an increase of R110. (R152)

At the Riviera Sun, the parties are still in deadlock over disciplinary procedures. And at the Wild Coast Sun, a conciliation board meeting this week tried to solve a deadlock which arose after the company refused to backdate the wage agreement to July 1.

Only the Venda Sun has had some success at effective labour relations. A

wage agreement of R150 a month was successfully concluded and will be backdated to July 1.

UCT hears appeal from sacked staff

SHARON SOROUR
Weekend Argus Reporter

APPEALS are being heard against the dismissal of University of Cape Town workers who were fired after the week-long strike last year.

Three appeals were heard by the university administration this week, according to Ms Wilhelmina Trout, a shop steward of the Transport and General Workers' Union. ARG 1111/92

The remaining eight appeals would be heard next week.

Ms Trout said: "After the appeal hearings this week, one person was re-employed, not re-instated, the dismissal of another was upheld, but she was given the option of paying a R1 200 fine over 12 months and the remaining worker's dismissal was not lifted," she said.

The union intended to fight the appeal, she said.

The UCT campus was disrupted by a strike last September when workers erected burning barricades on access roads. Students sympathising with them disrupted lectures by turning fire hoses on lecturers and fellow students.

She said five of the 11 dismissed workers were union shop stewards. "The union has declared a dispute over what we believe to be victimisation of its members. The case will go to mediation."

US can dial a donation to the ANC

B10ay 16/11/92

SIMON BARBER

WASHINGTON — Americans wishing to contribute to the ANC now need only pick up their telephones and dial 1 900 230 8880.

The call will cost them \$5,95 (about R16), a portion of which will be sent to the Mandela Freedom Fund and will, they are assured, be used for charitable purposes. In return, they will hear a two-minute taped message from former congressman Walter Fauntroy expressing his "sincere gratitude".

A six-minute update on the state of play on Wall Street or in the top TV soap operas can be had for about the same price.

ANC president Nelson

Mandela is understood to have provided his own message, but this has not yet been put on the service.

The number has yet to be publicised.

Callers are warned in advance that they must be over 18 to hear the message. This is to deter children making vast donations to the ANC.

Fauntroy, whom the ANC has retained as its Washington consultant, says that despite the founding of Codesa and the political progress it implies, SA's humanitarian needs "must not be overlooked".

Proceeds, he implies, will be used to reduce mal-

nutrition, train doctors, nurses and teachers and provide new clinics, schools and textbooks.

When the message ends, callers are asked to give their names and addresses, to be placed on a mailing list which the ANC can use to raise further funds.

It is unclear what percentage of the R16 will make it to ANC coffers.

However, a spokesman for the ANC's Washington office, Wantu Zenzile, said "whatever comes in comes directly to us".

Nothing would go to Fauntroy's firm, Walter Fauntroy and Associates, which was already being paid a retainer estimated at \$200 000 a year.

Two stabbed 'by pickets' in Industria

B10ay 16/11/92

BIRK HARTFORD

TWO employees of Eureka DIY in Industria, near Johannesburg, were seriously injured when they were stabbed close to the factory yesterday.

SAP spokesman Capt Eugene Opperman said the injured employees claimed that the attack was "carried out by SA Commercial, Catering and Allied Workers Union (Saccawu) members or supporters who tried to intimidate workers into staying away from work".

Opperman said a third employee had been beaten up.

A Saccawu spokesman said workers had picketed the factory since Tuesday. The union was unable to comment on yesterday's violence as it was unaware of what had happened.

However, Saccawu said 44 of its members at Eureka DIY had been arrested at Langlaagte station yesterday; 38 had been charged with disturbing the peace and each was fined R100.

Opperman said Saccawu had promised that its pickets, dismissed in December after a strike, would not interfere with customers or employees who wanted to work. "Saccawu even went so far as to threaten the police with legal action if any of its members were unlawfully arrested while picketing".

Police were investigating charges of intimidation and serious assault.

Union slated as 3 injured

STAR 14/1/92

Crime Staff

Police have condemned the leadership of the South African Commercial Catering and Allied Workers Union (Saccawu) after three workers were injured in an attack early yesterday at a plant in Industria, Johannesburg

Police spokesman Captain Eugene Opperman said two workers employed by Eureka DIY were seriously injured after being stabbed several times and a third was beaten up near the firm's premises

He said that according to the injured workers

and other witnesses, the attack was allegedly carried out by "members or supporters" of Saccawu who attempted to intimidate workers to stay away from work.

Captain Opperman said in a letter to the police yesterday "The action of Saccawu members or supporters this morning at Eureka DIY is proof that the leaders of the organisation are unable to control any of its members and/or supporters," he said, adding that the union's leaders should take full responsibility for the attack.

Saccawu official Elise Stainbank said she could

not comment on the police claims because she "had only heard through the grapevine" about the incidents (152)

The union had not responded to The Star's request for commentary on the allegations at the time of going to press.

Captain Opperman said the names of the seriously injured workers — who were taken to the JG Strijdom Hospital — would not be released until their next of kin had been informed.

Police were investigating charges of intimidation and serious assault, he added.

Workers on strike over assault claim

By MATHATHA TSEDU

152

ABOUT 60 workers at Price Club in Pietersburg yesterday embarked on a 24-hour work stoppage in support of a demand to suspend a security guard

A spokesman for the workers, Mr Sam Mohlapamaswi, said the security guard assaulted a worker in December last year

Sowetan 14/11/92
The worker had to receive medical treatment as a result of the assault, Mohlapamaswi claimed

He said a hearing which was chaired by the store's manager, Mr Wayne Parker, found the security guard not guilty.

The general manager of Price Club, Mr Billy Rendall, said he could not comment on the matter until he had presided over an appeal on the claim

He said the manager who had presided over the initial hearing was "convinced that nothing happened"

The appeal will be heard on Wednesday, he said

Mossgas men on pay strike

Staff Reporter (S2)

WORKERS at Mossgas went on strike yesterday

The strike follows a deadlock in discussions about additional payments for construction workers who will be demobilised as the Mossgas project comes to an end.

CT 25/1/92
The National Union of Metalworkers of South Africa regional organiser, Mr Bimba Mangqabashana, said about 9 000 workers support the strike. But public affairs manager at Mossgas, Mr Harry Hill, said it involved no more than about 1 000 people.

Journalists vote to go on strike

CF 30/1/92 (152)

JOHANNESBURG — South African journalists this week voted to strike by 250 votes to 237

The strike ballot was conducted among members of the SA Union of Journalists (SAUJ) at Times Media Limited, Argus and the SA Press Association

SAUJ president Mr Sven Lunsche said there had been an 80,1% poll

Company breakdowns are

● Argus — 177 in favour of industrial action, 156 against and four spoilt ballots

● TML — 63 in favour of industrial action, 68 in favour of settlement and three spoilt ballots

● Sapa — 10 in favour of industrial action, 13 in favour of settlement and one spoilt vote

There was strong support for industrial action in Cape Town, Durban and Pretoria

‘Well treated’

“We are now analysing the results with a view to deciding what action will be taken

“At the request of the Argus company, the SAUJ is expected to meet the management delegation of the three companies today,” Mr Lunsche said

Mr Steve Mulholland, managing director of TML, said the results at TML Johannesburg had shown “quite clearly” that the “vast bulk of our staff are not unhappy with the packages that we give and that they are satisfied they are well treated”

TML in Johannesburg employed 231 journalists. Of 91 union members, 46 members voted. Eighteen voted for a strike, Mr Mulholland said

Journalists say 'yes' to industrial action

By Shareen Singh

The majority of journalists at Times Media Limited, Argus and the South African Press Association are in favour of industrial action, the results of a strike ballot showed yesterday

South African Union of Journalists' president Sven Lunsche said there were 250 votes in favour of industrial action and 237 votes against in an 80,1 percent poll.

The majority who voted for action were from the Argus company, with 177 yes votes, 156 no votes and four spoilt papers.

At TML, 63 voted for

industrial action, 68 voted for a settlement and there were three spoilt ballots.

At Sapa, 10 were in favour of action, 13 in favour of a settlement, and one spoilt vote

"We are now analysing the results with a view to deciding what form of action to take," Mr Lunche said

At the request of the Argus company, the union would be meeting the management delegation of the three companies today.

Newspapers owned by the companies include The Star, Business Day, Sunday Times, The Daily News, The Natal Mercury and The Argus

STAR 30/1/92

152

Protests promised over tax impasse

STAR 30/1/92

152

By Shareen Singh

About 40 organisations, including Cosatu, Nactu and the ANC, yesterday decided to mark Budget Day — March 18 — with protest action to get the Government to reopen negotiations on value added tax.

At a press conference in Johannesburg after the third VAT summit, Cosatu's spokesman on VAT, Dr Bernie Fanaroff, said the organisations, which make up the Co-ordinating Committee on VAT (VCC), had unanimously rejected the Government's contention that all economic issues should be discussed through Codesa.

Most organisations in the VCC were not eligible to join Codesa, yet they were committed to fighting for measures that would alleviate po-

very, Dr Fanaroff said VAT was clearly not working out as the Government claimed, and predictions made by organisations opposed to the tax had proved accurate, he said.

Since the introduction of VAT there had been no massive increase in investment or purchases of capital goods, and businesses were increasingly admitting that VAT would not make a difference to production costs.

Instead of prices coming down as the Government claimed, the Central Statistical Services had shown an increase in inflation and food prices, Dr Fanaroff pointed out.

Measures to prevent price abuse were inadequate and even Vatwatch had admitted this.

Poverty relief programmes were not adequate and only R14,5 million of the Government's R220 million allocation for poverty relief had

been distributed

These issues — and zero-rating on basic foods, electricity and medical supplies as well as special provisions for small businesses — were pressing issues that had to be discussed with the Government.

"Despite what the Government says, we believe they will increase the VAT rate," he said.

The organisations at the VAT summit had decided to convene a series of public hearings on February 14 and 15 to which members of the public as well as Finance Minister Barend du Plessis would be invited to air their views on VAT.

A free telephone service would be in operation on those days. The number to dial from anywhere in South Africa was 0800-11-7611.

A food price summit and a poverty relief forum would also be convened in coming weeks.

and opinion in the media shall be protected. Cen-
sorship shall not take place." — Sapa

Journalists vote to strike

The Argus Correspondent (152) ARG 30/1/92
JOHANNESBURG. — The majority of journalists at Times Media Limited, Argus and the South African Press Association are in favour of industrial action, the results of a strike ballot showed.

South African Union of Journalists president Mr Sven Lunche said there were 250 votes in favour of industrial action against 237 votes against in an 80,1 percent poll concluded yesterday.

The majority who voted for action were from the Argus company with 177 yes votes and 156 against.

At TML, 63 voted for industrial action and 68 for a settlement. At Sapa, 10 were in favour of strike action and 13 were against.

The union will meet the management delegation of the three companies today.

MENT
to the
stute of

re rated
me

he
stand-

ear
to make
ng

or are



~~213/199~~
For the record

(152)

It was reported in this newspaper yesterday that the majority of journalists at Times Media Limited, Argus and the South African Press Association voted in favour of taking industrial action over a wage dispute TML managing director Steve Mulholland points out that only a majority of journalists who are both members of the South African Union of Journalists, and who voted, were in favour of industrial action, which should not imply that a majority of SAUJ members at TML voted for such action

STAR 3/1/92

Strike over claimed attack on patient

By RAY NXUMALO

HILLBROW Hospital staff yesterday marched through the grounds to the superintendents' office to protest against alleged assaults on patients by security guards

Demonstrators — mostly members of the National Educational Health and Allied Workers' Union (Nehawu) — handed over a memorandum containing a number of grievances, including demands for recognition and a revamp of disciplinary procedures

Nehawu vice-chairman Siphwe Mazibuko said no member of Nehawu had been assaulted, but the union was ensuring this kind of behaviour stops

The Transvaal Provincial Administration "is aware of the alleged assault that took place in the casualty department of the Hillbrow Hospital between a patient and members of the security company", said TPA media liaison officer Rikus Delport.

The TPA and the security company, is investigating the matter

Mazibuko said a manager of the security firm is the son of the hospital's deputy director — who is also chairman of the disciplinary committee accused of unfairly dismissing hospital employees

AECI rent protesters return ⁽¹⁵²⁾ to work _{AECI 1/2/92}

SHARON SOROUR

Labour Reporter

WORKERS at AECI in Somerset West have returned to work after a three-day work stoppage to protest against a hostel rent increase.

The workers, members of the SA Chemical Workers' Union (Sacwu), downed tools on Monday, said union spokesman Mr Peter Roman.

Employees, who worked for AECI Explosives and Chemicals, Kynock Fertiliser and AECI Engineering, Cape, were unhappy that their rent had increased from R69 and R75 to R86 and R93 a month.

Mr Roman said the workers were unhappy because they felt they could get rooms in Khayelitsha for R35.

About 500 workers were involved, said Mr Roman, but this was disputed by AECI Somerset West factory manager Mr Bertie Humphries, who said 190 took industrial action.

The management had consulted the residents' committee between June and October and hostel-dwellers were advised in November of the pending increase, he said.

The increase, on January 1, was a "normal, annual increase".

Workers agreed to return to work after a new package was discussed, Mr Humphries said.

STRIKE BALLOT

Sunday Times Reporter

THE result of a ballot on industrial action by members of the SA Union of Journalists did not accurately reflect the view of journalists employed by Times Media Ltd, a management spokesman said yesterday. (152) (113)

He pointed out that of the 231 journalists employed in Johannesburg by the company — owners of the Sunday Times — only 18 had voted in favour of industrial action. (15) (15)

TML staff had also rejected industrial action at national level, with 68 voting in favour of a settlement in the wage dispute and 63 favouring a strike.

There are 1 214 journalists working for TML, the Argus group and Sapa in South Africa. Of these, 619 are members of the SAUJ, and 80 percent of them took part in the ballot.

The national result of the ballot was 250 in favour and 237 opposed to industrial action. (111) (112)

12
GEP

Hospital employees

152

GO on strike

By Montshiwa Moko

About 300 employees at the SA Institute for Medical Research (SAIMR) in Hillbrow have been on strike since Monday because of a dispute over transport allowances

Those involved in the stoppage were mostly black staff and included technicians, labourers, clerks, cleaners, drivers and security personnel

The workers said yesterday their colleagues at Baragwanath Hospital were getting transport allowances of R100 while they were getting only R30 or nothing. Allowances for some Baragwanath staff had been increased by R70 last year

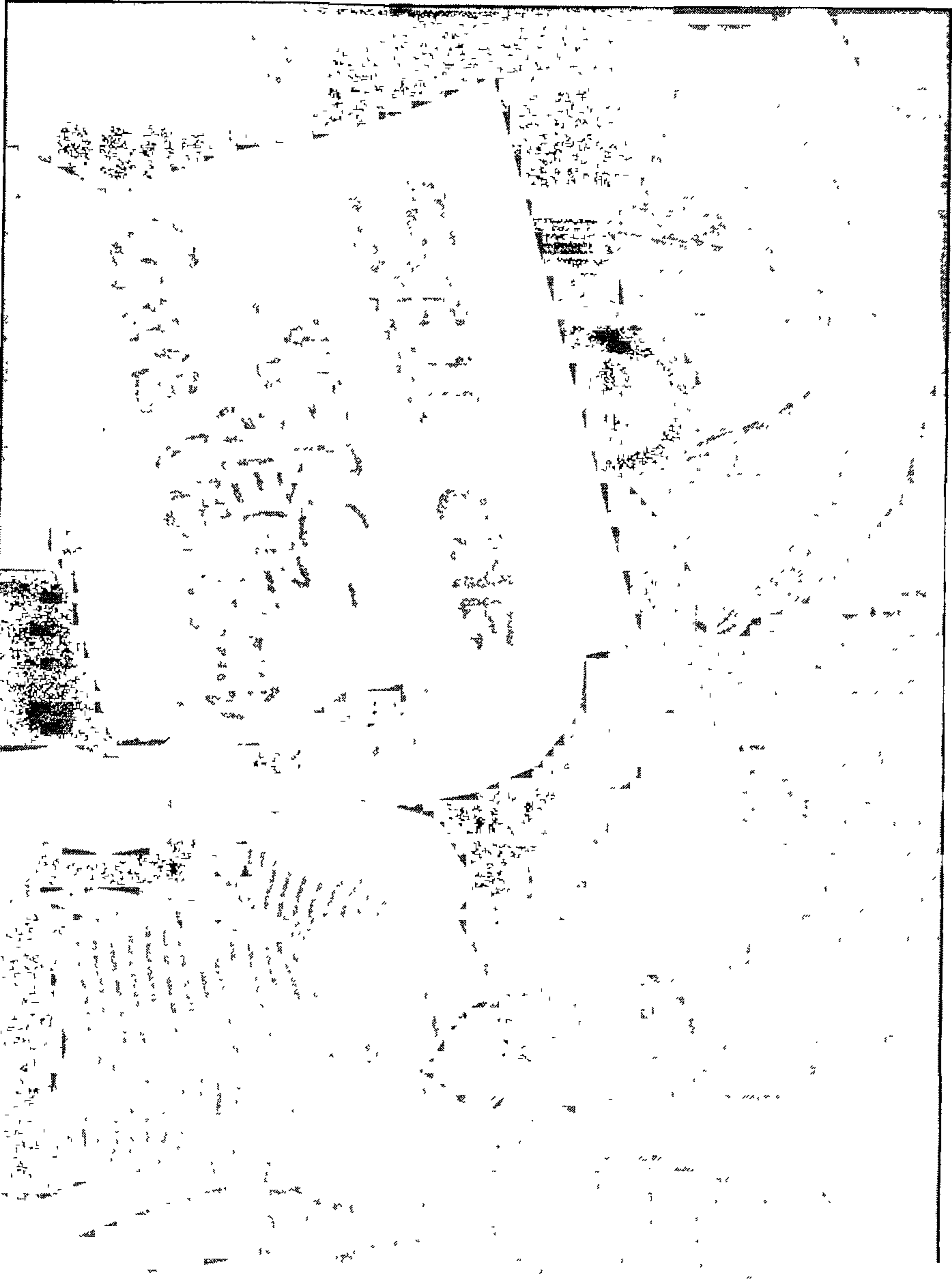
A spokesman said other staff involved in the dispute included workers at laboratories at Rietfontein, Tembisa, Natalispruit and Johannesburg hospitals

SAIMR deputy-director Dr Richard Doehring said the strike was unprocedural and illegal and they had given those involved in the action until 11 am today to go back to work or face the consequences

Dr Doehring said management had told the workers that the issue was a remuneration problem and should be discussed in the context of annual wage negotiations which were to take place next month

"We feel it would compromise discussions if it was discussed outside that context"

Management and a workers' delegation decided after a meeting lasting more than two hours yesterday to continue talks at 9 am today



Workers demands . . . employees at the SA Institute for Medical Research (SAIMR) in Hillbrow claim colleagues at Baragwanath Hospital are getting transport allowances of R100 while they are getting only R30 or nothing. Picture: George Mashini

Demotivated staff demand 16%

Urgent talks to avert bank strike

Sowetan
LAST-MINUTE negotiations have taken place to avert a strike by more than 18 500 First National Bank employees, which could close branches throughout the country.

The results of a strike ballot by members of the SA Society of Bank Officials - the country's oldest and biggest banking-sector union - were due to be announced yesterday

Union general secretary Mr Ben Smith was locked in last-minute negotiations with management yesterday, according to a union spokesman

Earlier Smith said he was confident workers would vote in favour of tak-

5/2/92
Sowetan Correspondent

ing some form of industrial action

The union accused the bank of "demotivating" its 25 000 employees by failing to keep a five-year-old "payment-on-performance" agreement and adopting a "market-related" policy for pay increases

The members of the 38 000-strong union are demanding an increase of 16 percent based on performance

The management is offering 13 percent

First National Bank senior general manager Mr Jimmy Mackenzie said

152
although he did not believe workers would vote to take industrial action, if there was "total support" for a strike, the bank would have no option but to close, review the situation and take necessary steps

Smith said employees felt "cheated"

"The bank vowed not to move the goal posts if their staff achieved outstanding results. Our members accepted the challenge and have produced record profits for four consecutive years," Smith said

Last year was another record year with bank profits rising 16,8 percent from R329,8 million to R385,1 million, Smith said

FNB strike averted

STAR 6/2/92
Strike action involving First National Bank's 25 000 employees has been averted following the failure of the SA Society of Bank Officials (Sasbo) to secure sufficient support for industrial action in a strike ballot

The ballot had been held following a deadlock in pay talks between Sasbo and FNB

The bank said in a statement yesterday that there had been "overwhelming support" among employees to ac-

cept its wage offer, made in December, of minimum wage increases ranging from 12 percent upwards, based on merit. Effective from January 1, the increases would push up the bank's wage bill by 13 percent

A Sasbo spokesman confirmed that the union had accepted the offer

Sasbo this week began wage talks with the Standard Bank, affecting nearly 23 000 employees
— Staff Reporter.

CT 6/2/42

Shots fired during strike

SECURITY officers at the Steeldale Construction company in Epping Industria yesterday fired shots in the air as a crowd of protesting workers on a legal strike since Tuesday, allegedly attacked non-striking workers.

Managing director of the company, Mr W Cradock, said he believed the action of the security officers "saved a life-threatening situation"

Mr Cradock said he had witnessed the strikers assaulting other workers, but a spokesman for the workers, Mr Peter Roman, was not available last night to confirm the claim (S2)



GET MOVING ... Lightbody's employees, upset about retrenchments in the wake of the company's provisional liquidation, make their feelings known outside the firm's premises in Observatory. Workers claimed they had not been consulted about the cutback in jobs. Police dispersed the protesters after about 30 minutes, saying they were a traffic risk. Picture STEWART COLMAN

Staff Reporter

ABOUT 50 workers in the Lightbody's clothing chain who have been retrenched yesterday demonstrated outside the company's premises in Observatory.

The workers and members of the SA Commercial, Catering and Allied Workers' Union who carried placards, said they had not been consulted about being retrenched.

The chain was provisionally liquidated in the Supreme Court on January 31 because it was unable to pay a debt of nearly R3 million

Retrenched workers (152) in protest

CT 7/2/92

A spokesman for Lightbody's workers yesterday said the management of the chain — which has 39 retail outlets in the Western Cape — had not consulted the workers about retrenchment on

24 hours' notice. Dismissed workers had received no offer of retrenchment packages.

The group's financial manager, Mr Sedick Steenkamp, denied that workers had been retrenched without being consulted.

He said: "We had meetings with the union and the workers prior to us being provisionally liquidated and explained why."

The group had made losses of R1,8 million in 1991 and the liquidators had insisted that all unprofitable outlets be closed. The company was negotiating with "big groups" to buy the business.

More fight sackings in court

By CHARLENE SMITH

DISMISSAL cases before the Industrial Court and the Labour Appeal Court more than doubled in the second half of last year.

Increasing numbers of senior management employees are taking their dismissals before the industrial court. While the most common reason for the dismissal of blue collar workers is "misconduct", it is "incompetence" for senior staff

Figures released by Van Zyl, Rudd and Associates in a series of nationwide labour law seminars which began last week show that in the first half of last year there were 62 Industrial Court cases. In the second half of the year, the court's case load had increased to 105 cases.

The Labour Appeal Court workload soared from five in the first half of 1991 to 18 in the second half

In a major change of attitude, the

Industrial Court indicated that mass dismissals as a result of stayaways, could be legally contested in future.

The Industrial Court said "the fact that a stayaway is politically motivated does not release an employer from the obligation of holding proper disciplinary inquiries. en masse dismissals, without individual inquiries, may justifiably be seen as political retaliatory action by the employer against stayaways as such, apart from being unfair to the employee"

Insubordination was not viewed lightly by the courts, which had also held that it was legitimate for employers to isolate those inciting strikes for disciplinary action.

Failure of employees to obey safe-

ty regulations was also viewed in a serious light. The court said that, "where the failure to obey any reasonable and lawful job instruction or safety rule or regulation was both serious and deliberate, the employee may be said to have repudiated his employment contract and it was competent for his employer to dismiss him" S/Times 9/2/92

A white collar employee was no less entitled to receive a fair hearing than lower paid contemporaries, the Industrial Court ruled

He must have received warnings, been properly informed of the allegations against him, been given a fair hearing with opportunities to state his case, adequate time to prepare for the hearing and the employer must have attempted to help him rectify his inadequacies.

152

Striking journalists picket the Cape Times

Own Correspondent ^{STAR} 12/2/62

CAPE TOWN — Journalists at the Cape Times went on a one-day strike yesterday to protest against a wage offer by Times Media Limited (TML)

About 45 journalists picketed outside Newspaper House in the city centre. Placards said "A free press — not free labour", "Resist an annual pay decrease" and "We want to keep up with inflation too"

Objecting, TML said the journalists were "all privileged members of society enjoying salaries and benefits ranked in the top range available in this country"

It added "The Cape Times will continue to publish as it has done for an unbroken 116 years It is sad that journalists have chosen to try to attack this great tradition"

The Cape Times was using freelance reporters and students, but sources said most sub-editors and the finance department were on strike

The action follows a wage dispute between the SA Union of Journalists and Sapa, the Argus group and TML

The journalists are opposing a 12 percent increase offer by TML The Argus is offering increases of 15 percent and Sapa 14,5 percent

Journalists at the three groups are demanding increases of 17 percent with a guaranteed across-the-board increase of 11,9 percent.

IANZA

R759⁰⁰

TRIDENT
BATHROOM
SUITE

SPECIAL

Cape Times journalists strike

Staff Reporter (152) CT 12/2/92

SOME Cape Times editorial staff members staged a one-day strike yesterday to protest against a wage offer by Times Media Ltd

The journalists, all members of the South African Union of Journalists, picketed outside Newspaper House in St George's Street

Cape Times Editor Mr J'C Vivers said the Cape Times used

resources normally available to the newspaper to publish as usual

A statement from Times Media Ltd said the company regretted that journalists had chosen to strike

"These are all privileged members of society enjoying salary and benefits ranked in the top range available in this country," the TML statement said

"The Cape Times will contin-

ue to publish as it has done for an unbroken 116 years. It is sad that journalists have chosen to try to attack this great tradition."

The journalists embarked on the strike in protest against TML's pay increase offer of 12%, with a minimum of 8,4% across-the-board

The SAUJ is demanding a 17% salary increase, with an 11,9% guaranteed component

Fidelity Guards fires more than 100 strikers

MORE than 100 striking Fidelity Guards' employees in Durban were sacked by the national security firm yesterday

Managing director Mr Roy McFarlane said in Johannesburg yesterday that the workers, who had been on strike since last Thursday, had been given an ultimatum to return to work *Sowetan 12/2/92* (152)

He said the time limit for them to return to work yesterday morning had passed, which meant their employment with the company had ended

McFarlane said initially 40 workers - many of whom were facing disciplinary hearings - had gone on a strike to demand the dismissal of the assistant manager and the operations manager, who they claimed were "racist Afrikaners"

He said the allegations were untrue. Furthermore, the assistant manager did not speak Afrikaans and the operations manager was Asian

"Frankly, I don't think they know themselves why they went on strike," he said

McFarlane alleged the strikers had gone to various clients' premises and intimidated workers to go on strike. This had swelled their ranks to between 100 and 150 men

He said clients had not been inconvenienced. Alternative guards had been employed and installed - Sapa

Journalists (S2) accept offer ARG 13/2/92

JOHANNESBURG — The annual wage negotiations between the SA Union of Journalists (SAUJ) and the Argus, Sapa and Times Media Limited have been settled

SAUJ president Mr Sven Lunsche said the union had accepted "under protest" the Argus offer of 15 percent, 14,5 percent from Sapa and 12 percent from TML

"Seventy per cent of the total is across the board. The rest is on merit. In addition, the grades, which determine minimum salaries for the first five years for journalists, will be increased by 14 percent in respect of Argus and Sapa and 12 percent for TML."

Mr Lunsche said journalists at the Cape Times, who embarked on a one-day strike on Tuesday, had agreed to accept the union's majority decision despite their voting for continued industrial action.

"While the Cape Times journalists voted to continue their industrial dispute, they, nevertheless, accepted the majority decision by the union to settle. The increases will be backdated to January."

"The union would like to record its extreme disappointment with the manner in which negotiations have been conducted this year. — Sapa

Journalists in pay protest

Weekly Mail Reporter

152

FOR THE first time in 116 years, the *Cape Times* almost did not hit the streets this week when journalists and editors at the newspaper went on strike. W. Mail 14/2 - 20/2/92

Members of the South African Union of Journalists (SAUJ) held a one-day strike on Tuesday to protest against Times Media Limited (TML) offers made at annual wage negotiations

SAUJ national organiser Karen Stander says it is unlikely that the strike will lead to action at other publications in the company's stable. Although the strike ballot was 80 percent in favour, the union did not achieve the majority vote of its members

TML has made an offer of an 8,4 percent increase with a 3,6 percent merit component. The union is demanding 17 percent for its members with 11,9 percent guaranteed

According to media reports, TML this week expressed regret at the strike. The company also said: "Journalists are all privileged members of society who enjoy top-ranking salaries and benefits"

Stander said that although the strike had ended, the union reserved the right to take further action

The Argus Group and the South African Press Association have made better offers of 15 percent with 10 percent guaranteed, and 14,5 percent with 10,5 percent guaranteed respectively.

However, no settlements have been reached because the union must make a joint agreement with the three groups in terms of its bargaining agreement.

Both TML and Argus have agreed to extend their housing subsidy to married women whose husbands did not already receive housing allowances.

**Strike likely
to spread** 152

DIRK HARTFORD

THE 10-week-old strike by 600 Kentucky Fried Chicken workers in 52 stores in the Transvaal and Cape looks set to spread after employers rejected a union proposal for regional wage bargaining 6/26/72

Union spokesman Alan Horwitz said more stores had now joined the strike and were balloting

South African Police with a view to keep awaiting-trial juveniles out of prison

89 Mr A J LEON asked the Minister of Law and Order



- (1) How many civil claims were instituted against the South African Police in 1988, 1989, 1990 and 1991, respectively.
- (2) In respect of each such year, (a) how many such claims were settled out of court and (ii) at what cost to the State and (b) what total amount in damages was awarded against the Police by the courts?

B234E

THE MINISTER OF LAW AND ORDER

	1988	1989	1990	1991
(1)	3 903	3 768	5 456	4 791
(2) (a) (i)	360	277	229	231
(ii)	R699 594,86	R686 135,78	R611 132,48	R107 304,69
(b)	R209 995,74	R182 422,28	R845 317,67	R847 209,91

Labour disputes/work stoppages/strikes: SAP called

152

93 Mr P H P GASTROW asked the Minister of Law and Order

In how many instances were the South African Police called to the scene of (a) labour disputes, (b) work stoppages and (c) strikes in 1991?

THE MINISTER OF LAW AND ORDER

- (a) 287
(b) 113
(c) 523

B241E

95 Mr R M BURROWS asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Pinetown Police district of the Natal Region in 1991?

THE MINISTER OF LAW AND ORDER

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(gu)	(h)	(i)	(j)
Bellar	1	12	27	150	5	21	59	27	83	322	73
Hillcrest	47	20	34	178	43	148	158	66	150	828	44
Kwa-Dabeka	65	15	187	137	74	117	92	—	117	285	44
Malvern	17	15	73	267	15	77	151	22	140	629	74
Mayville	13	12	23	200	25	72	288	17	152	542	106
Pinetown-West	64	23	251	236	85	366	151	5	290	636	50
Westville	8	11	27	106	10	74	84	54	102	635	54

Note

- (gu) — vehicles
(gu) — bicycles

HOUSE OF ASSEMBLY

Durban South police district: crime statistics

96 Mr R M BURROWS asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f)

robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Durban South Police district of the Natal Region in 1991?

B242E

THE MINISTER OF LAW AND ORDER

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(gu)	(h)	(i)	(j)
Amarnintott	51	57	57	220	33	194	360	76	163	656	163
Brighton Beach	36	14	73	302	25	166	251	49	161	602	147
Louis Botha Airport	—	—	—	6	—	—	29	—	12	2	—
Montclar	55	32	98	256	51	323	167	16	148	365	211
Wentworth	19	11	207	689	24	128	103	11	370	234	240
Lanmontville	41	16	73	185	58	182	12	7	79	128	—

Note

- (gu) — vehicles
(gu) — bicycles

97 Mr P G SOAL asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f)

robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Pretoria Police district in 1991?

B246E

THE MINISTER OF LAW AND ORDER

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(gu)	(h)	(i)	(j)
Atteridgeville	29	7	638	991	200	400	115	2	498	337	215
Brooklyn	4	27	98	341	32	112	961	753	289	2 800	194
Erasmia	11	5	64	106	16	46	36	16	70	290	37
Verwoerdburg	7	31	72	164	20	83	396	170	164	1 099	55
Pia Central	21	37	243	910	53	537	983	67	426	932	579
Pia West	18	8	99	517	58	121	297	96	314	659	233
Sunnyside	8	13	33	501	17	55	1 042	134	629	1 140	170
Wierdabrug	11	14	105	247	38	101	243	173	207	1 286	81
Laundum	6	2	75	201	23	42	101	—	128	248	132

Note

- (gu) — vehicles
(gu) — bicycles

98 Mr C W EGLIN asked the Minister of Law and Order

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f)

robbery, (g) theft of vehicles and cycles, (h) damage to property, (i) housebreaking with intent to steal and theft and (j) possession of drugs were reported at each specified police station in the Cape Town police district in 1991?

B263E

HOUSE OF ASSEMBLY

Strike fails to disrupt soft drink supply

By Day 27/2/72
MARCIA KLEIN

ABOUT 250 workers at major soft drink distributor Amalgamated Beverage Industries (ABI) have been on strike since Monday

The company said yesterday that about 250 workers in the distribution department at ABI's Johannesburg soft drink plant were on strike

Asked whether the strike meant people would be without cold drinks during the current heatwave, an ABI spokesman said the company had made contingency plans

He added that all soft drink wholesalers in the Johannesburg area had adequate supplies

A new distribution system had been agreed on with workers, but when a manager arrived to implement the scheme distribution workers refused to work

The Food and Beverage Workers' Union could not be reached for comment yesterday

LABOUR BRIEFS

**Rhodes workers
down tools** (52)

■WORKERS at Rhodes University in Grahamstown this week downed utensils and cleaning equipment to protest against the university's new job evaluation policy. Thousands of students were left without food this week and the administration had to pay students for every missed meal because of the strike.

About 300 workers are on strike.

ASH . . the Cape Festival 1992 got off to a royal start yesterday when Janene is was Sonja Rabe and accepting the bouquet for second princess was Qaanita and former Festival queen, Natasha Springett Thibault Square came alive with the s for the crown and Mitchells Plain Youth Group national dance troupes as they to

Warders fired for Pollsmoor strike

ST Times (CM) 1/3/92 (152)

By KURT SWART

TWELVE prison warders are to be dismissed because of their involvement in a protest strike at Pollsmoor Prison two years ago

The dismissals, subject to a final plea to the Commissioner of Correctional Services, follow a disciplinary hearing involving 70 warders, all of them members of the Police and Prisons Civil Rights Union (Popcru)

In addition, two warders are to be demoted

Disciplinary hearings also took place at Diepkloof Prison in Johannesburg, St Albans Prison in Port Elizabeth, and General J C Steyn Prison in Kirkwood, as well as in Queenstown, Grahamstown, King William's Town and East London

Poor

The hearings arose from a sit-in by Popcru members during March 1990 to highlight their dissatisfaction with alleged apartheid practices in the SA Police and the Department of Correctional Services

The Cape inquiry ran for six months, during which evidence was led about the shortage and poor quality of housing for black members, inequality in sports facilities, discrimination in promotions and the alleged incarceration of children as

young as eight years in maximum-security prisons

The allegations have been denied by prison authorities

A spokesman said the department could not allow its staff to "act in an undisciplined manner by, for instance, participating in strikes" because it provided an essential service to the community

"The Prisons Act and regulations provide for an effective procedure for grievances to be dealt with responsibly"

The hearings in Johannesburg, Queenstown, Grahamstown, St Albans and General J C Steyn Prison had been concluded but the process had not been finalised, the spokesman said

The King William's Town and East London prison inquiries, concluded in 1990, led to 15 warders' being dismissed and four demoted. These dismissals became final when an appeal was rejected

The department's policy is not to divulge the names of staff involved in disciplinary actions, but Popcru sources say the dismissed Pollsmoor warders include

the union's secretary-general, Warrant Officer Peter Loggenberg

Other Pollsmoor names given by Popcru are Sergeants Carolissen, Ramalaine, Masala, Lakay, Fortuin and Speelman, and Warders Jordaan, Lottring, Van Staden, Plato, Minnaar and October

Those demoted in rank were named as Warrant Officer Pietersen and Sergeant Jackson

Under departmental regulations, members who face dismissal or demotion have 14 days to lodge an appeal

"We will make use of this final channel and we have already met our attorneys," a Popcru spokesman said

Actions

Two Popcru warders initiated a Supreme Court action last year to halt the Pollsmoor hearing on the grounds that cassette tapes containing key evidence for the defence had disappeared while under prison guard

However, the Supreme Court case was postponed indefinitely

If the warders' dismissal is made final the court application will be resumed, a Popcru spokesman says. Other actions will also be considered

Warders fired after striking

PRETORIA — Twelve prison warders who participated in a strike at Pollsmoor Prison two years ago will be dismissed and two others will be demoted.

Similar inquiries relating to strikes at prisons around the country have been held, the Department of Correctional Services said yesterday. Fifteen warders from King William's Town and East London have also been dismissed and four demoted for striking — Sapa

ET 3/3/92

Murder rap 6 hear argument

By MARTIN NTSOELNGOE

(152) (210)

FIVE men sat stone-faced in court this week hearing argument why they should be punished for the murder of five colleagues who refused to join an illegal strike two years ago. Also on trial is an alleged hit man.

This was during advocate Chris van Vuuren's argument in the trial of Richard Khazamula Ngobeni, 38, Jeffrey Siphon Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, Samuel Kgosiekgolo Molepo, 39, and 24-year-old alleged hitman Joseph Mdumiseni Bhengu.

The men appeared before Judge du Plessis and two assessors at the Rand Supreme Court. They have pleaded not guilty to five counts of murder, nine of attempted murder and two of arson.

Van Vuuren argued that the six men had conspired to murder their colleagues in October 1989 during an illegal strike at a well-known engineering firm in Cleveland, Johannesburg.

Van Vuuren said five of the men were employed by the engineering company, while Bhengu was a hired hit man. He said Ngobeni played a leading role in all the crimes.

He said one of the State witnesses, who may not be named, claimed he was ordered by Ngobeni and Khumalo to hunt down strike-breakers. Defence advocate Modise Khoza asked for the acquittal of the five accused men, saying they had "water-tight alibis."

Both the State and defence have called 180 witnesses since the trial started in August 1991. At that stage the accused had already spent 22 months in detention.

The murders followed an illegal strike allegedly initiated by members of the National Union of Metal Workers of South Africa at the Cleveland engineering firm.

The hearing continues tomorrow.

Political comment and newsbills by K Sibiyi, headlines and sub-editing by S James, both of 2 Herb Street, Johannesburg.

By MONWABISI
NOMADLO

152

Blacks strike for white colleague

AN EAST Rand company came to a standstill this week when its entire black workforce went on strike after one of their white colleagues was fired for allegedly distributing anti-VAT pamphlets last year. *C/Pren 8/3/92*

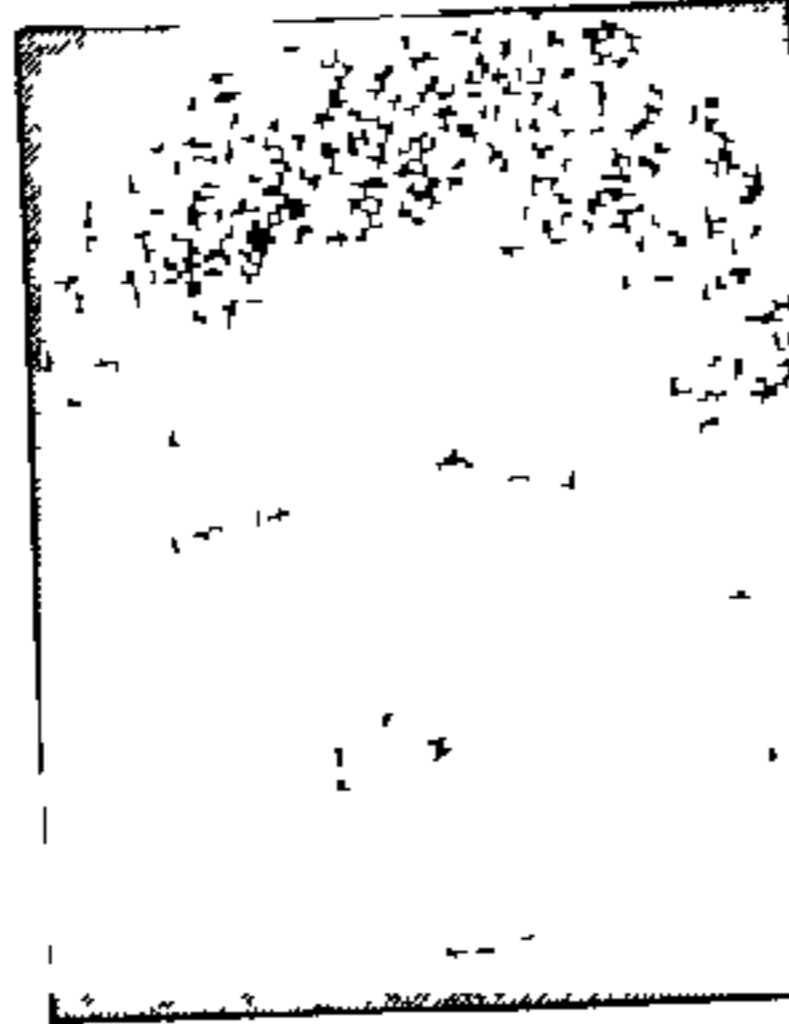
Portuguese immigrant and unionist Mario de Castro was allegedly dismissed in November last year at the Nigel plant of a specialist electrical pylon manufacturing company, Feralin, said the National Union of Metalworkers (Numsa).

Feralin spokesman G Apostolidis declined to speak to City Press about De Castro's case before the matter went into arbitration.

The strike entered its 12th day yesterday, said Numsa organiser Rolly Xipu.

Xipu added that the 500 black workers were demanding De Castro's reinstatement.

In a message to his black colleagues De Castro said he was fired for, amongst other things, defending workers' freedom of speech and expression - and for negotiating a minimum R2-an-hour increase for all workers, irrespective of their colour



FIRED UNIONIST ... Mario de Castro.

8/3/92
He added that he was fired last year "within 10 minutes, without a written warning with a letter attached to it."

During the November 4 and 5 stayaways against the introduction of VAT, De Castro distributed anti-VAT literature to three colleagues, he said.

"On November 6, I was called by the management and fired on the spot," he said.

De Castro said he has been working for the company since February 1986.

"The management has been at pains to find an

excuse to get rid of me because I have been at the forefront of the workers' struggle," he said.

"The company does not like or even recognise Numsa," alleged De Castro.

The management and Numsa have reached a deadlock on negotiations concerning De Castro's future in the company, since negotiations started last Wednesday, Xipu told City Press.

Xipu said the company wanted to offer the fired man R11 000 to pay him off and settle the matter.

But, the union wanted R20 000 paid to De Castro, failing which he should be reinstated, Xipu said.

He also accused the company of recognising Inkatha-affiliated Uwusa and not Numsa, which had "proven support in the company".

Xipu said after Numsa declared a dispute with Feralin over the dismissal, 96 percent of the workforce voted in favour of going on strike to demand De Castro's reinstatement.

Civil servants plan pay protest

GERALD REILLY

PRETORIA — A nationwide protest campaign will be launched this week by 11 public sector employee organisations against government's "unacceptable" pay increase offer from July of 8,54%, a spokesman for the organisations said at the weekend.

Each of the organisations will determine its own form of protest.

Political observers say the protests will come at a bad time for government.

More than a million government workers are affected by the deadlocked pay negotiations, and about half of them are white voters. *B12paw 9/13/92*

The spokesman said the organisations represented 305 000 public servants, but the outcome of the pay negotiations would affect more than a million state employees.

Negotiations started on February 17 when the organisations demanded increases which the Commission for

Administration claimed would have amounted to an overall 31% hike.

This was rejected by the commission, which made a counter offer of 7,5%. This, in turn, was rejected by the organisations. Negotiations were resumed on Wednesday and Thursday last week, but again ended in deadlock.

The commission upped its offer to 8,5%, while the employees dropped their demand to a 21% increase.

The commission then raised its bid by 0,04%.

The employee organisations again reduced their claim — to 15,3%. A spokesman said they had taken into account the economic recession, the drought and the need to curtail government spending.

The commission, however, refused to budge from its 8,54% offer.

Negotiations will continue, but but no date has been fixed.

Agreement on national food industry forum

CAPE TOWN — Cosatu's Food and Allied Workers' Union (Fawu) and multinational cereal manufacturer Kellogg this week signed the first agreement towards setting up a national food industry forum, Fawu general secretary Mandla Grayanya said on Friday.

The proposed national body would include all players in the food sector and serve as an industry-wide negotiating forum, he said.

The March 3 agreement with the Kellogg Company of SA was the first to involve a formal, signed commitment to the envisaged forum, Fawu head office spokesman Mansoor Jaffer said.

Grayanya said a food industry forum would negotiate minimum positions on matters like collective bargaining, training and development, economic restructuring, worker participation and a code of conduct for transnational companies. The agreement followed others between Fawu and firms in the food industry, including Donald Cook and Anglo American subsidiary Rhodes Fruit Farms.

The union hoped management and labour representatives would meet in early May to discuss setting up the forum. — Sapa. *B12paw 9/13/92*



Security police 'implicated in parcel bomb blast'

JOHN CARLIN
The Independent

(15)

JOHANNESBURG. — A deserter from the British armed forces has revealed evidence implicating the South African security police in a parcel bomb explosion, officially attributed to right-wing fanatics, which killed an ANC sympathiser in Durban in October 1990. The case became a cause cé-

lèbre in South Africa in part because the victim, Mr Nic Cruse, was white and also because two of three rightwingers charged with the murder, Adrian Maritz and Henry Martin, went on a hunger strike. Upon being released on bail, the two fled to Britain.

Interviewed by a BBC2 documentary to be broadcast tonight, Mr Maritz and the sergeant, who asked not to be

identified, corroborated each other's allegations.

Mr Maritz denied he had anything do with the bombing.

"The chap who did it is a warrant officer in the security police. His father is a colonel and they are protecting him," Mr Maritz said.

The British serviceman deserted and fled to South Africa in August 1990. He worked as a

trainer for Mr Eugene Terre-Blanche's A.W.B.

In November 1990, the sergeant was arrested in connection with the Durban bombing. Last year British authorities intervened and he was allowed to return home.

He said in London: "Police interrogated me. I told them I had no involvement with the bombing." **APG 10/3/92**

AP/Martha P. Hernandez

(152)
sowetan
10/3/92

Strike continues

MANAGEMENT and workers at Pretoria's Lipton factory have not yet settled a wage strike which started on February 5, the company said yesterday

In a curt statement, a spokesman for the Lipton tea and coffee company said "Approximately 150 employees have been on a legal strike since February 5 for wage increases"

BTR Dunlop verdict due today

SA's longest strike by more than 900 BTR Dunlop workers could be closer to resolution if an Appeal Court hearing today rejects BTR Dunlop's appeal against a 1989 Supreme Court decision in favour of the union

The Supreme Court decided the president of the Industrial Court should have recused himself as he had associated himself socially with BTR management. BTR wants that decision set aside so the Industrial Court judgement — that the dismissal of strikers was legal — would hold

Ex-BTR worker and Numsa organiser Philip Dladla said the majority of workers dismissed in 1985 were still unemployed, meeting regularly and demanding their jobs back

DIRK HARTFORD

He said their dismissal had a devastating effect on Howick as BTR Dunlop was the major employer there. But the union had organised a T-shirt and agricultural co-op which had provided income for some

Dladla said Numsa's campaign to get the dismissed workers reinstated had been one of the biggest waged by the union movement. This included

- Numsa representatives attending BTR's general meeting every year to put the strikers' position.
- An international tour by a drama group of Sarmcol workers, and
- Solidarity action by Dunlop workers in SA and abroad

Strikers pledge to go on until demands met

152

ARG 11/3/92

SHARON SOROUR
Labour Reporter

HUNDREDS of Kentucky Fried Chicken workers on a countrywide strike for 11 weeks have warned they are prepared to carry on with industrial action until their demands are met.

According to SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Mr Allan Horwitz the workers had support from the International Union of Foodworkers, which was raising money for the strike.

"This means we can continue striking indefinitely," Mr Horwitz warned.

The strike had the active support of political organisations such as the ANC, PAC and SACP, which were taking part in pickets throughout the country, he said.

Saccawu would meet the Food and Allied Workers' Union (Fawu) soon to discuss "blacking action" in an attempt to stop supplies reaching the affected franchises, Mr Horwitz said.

About 600 workers at 54 shops —

including about 160 workers at 16 in the Western Cape — downed tools on December 27.

Western Cape shops affected include those in Bellville, Parow, Goodwood, Durbanville, Brackenfell, Tokai, Cape Town, Claremont and Plumstead.

The union was to meet the most of the 48 franchisees tomorrow to discuss the strike, Mr Horwitz said.

Franchisees would be asked to agree to regional bargaining within the framework of a national recognition agreement, to reinstate about 45 workers dismissed from shops in Warmbaths, Brits and Soweto and to undertake not to discipline strikers in terms of alleged misconduct during the strike, Mr Horwitz said.

One Transvaal franchisee, De Bruyn Mansfield, — which lost more than R500 000 because of the strike at six of its shops — had agreed to the proposals and picketing had stopped at the sites.

"If franchisees sign a document accepting the proposals, the strike effectively ends," Mr Horwitz said.

SABC faces a wage strike

Sowetan

11/3/92

By MATHATHA TSEDU

THE SABC is faced with a strike by Media Workers' Association of South Africa members if a deadlock over wage negotiations is not resolved at a conciliation meeting.

Disclosing this in a statement this week, Mwasa accused the SABC of breaking an undertaking to review wages last October and said the corporation has insisted that it will only review wages after observing what other companies are offering.

SABC negotiator Mr Christo Pretorius yesterday confirmed the deadlock with Mwasa and said the SABC was aware of the allegations made by the union.

The corporation was however unwilling to comment, saying it did not wish to conduct negotiations through the media, he said.

152

Mwasa said the SABC had asked that wage negotiations be shelved in February last year until the completion of a national recognition agreement.

Wages were to have been reviewed last October after the corporation had given workers increases of between zero and four percent.

The corporation refused to review the wages last October but later relented, only to again refuse to

look into the wages, claiming that the state of the economy did not allow any increases then, the union said.

"It is disappointing that a company like the SABC does not seem to understand bilateral relations which have nothing to do with the performance of other companies. The dispute still has to go to a conciliation board before a strike ballot can be conducted. No date has been set for the hearing.



Mass action 'not against referendum'

152
CT 12/3/92
Staff Reporter

MASS action against the budget was not intended to disrupt the whites-only referendum, the ANC/Cosatu/SACP alliance said yesterday, announcing their campaign which started on Monday

The major action of the campaign, the "people's budget parliament", would be held next Wednesday, March 18, on the Parade, similar to the "people's parliament" on January 24

Alliance spokesman Mr Willie Hofmeyr said that even though they hoped not to disturb the referendum, it was time to look at "serious" issues affecting the majority of South Africans and not only a section

Members and supporters of the alliance would gather on the Parade where senior members of the alliance, including Mr Cyril Ramaphosa and Mrs Winnie Mandela, would deliver an address before a march to Parliament

The alliance also called on workers and pupils to go to work and school respectively, it was not calling for a stayaway but there would be a few hours' action

Cosatu said it hoped to meet major employer groups, including the Cape Chamber of Commerce and Seifsa, to discuss the working hours and conditions of "parliament" day

Pickets, marches and rallies would also be held in other major cities around the country on that day, but the Cape Town action would be the biggest

On March 21, Sharpeville Day, a number of rallies would be held in the country, the biggest one being in Khayelitsha. It was hoped it would be addressed by Mr Nelson Mandela

Noordgesig in stayaway action

RESIDENTS of Noordgesig near Soweto yesterday staged a stayaway in protest against letters of eviction from the Johannesburg City Council.

According to Noordgesig Civic Association spokesman Mr Mike Felane, the residents embarked on a rent and electricity boycott two weeks

ago because of inadequate infrastructure, services and electricity in the area which has 1 300 houses.

He said about 800 members of the community delivered a letter to the local councillor, Miss Cathy Seefort, demanding her resignation.

A letter of demand has also been sent to the chairman of the Johannesburg

Management Committee, Mr Ian Davidson.

"The crowd will not disperse until we have had a reply," said Felane.

Only teachers had been allowed to ignore the stayaway so that schooling would not be affected.

"If Seefort does not resign we will seek a court order. A vote of no confidence was passed at a mass

meeting recently and it was decided she should vacate her post. She has not done so yet."

Felane said there were many defects in the houses. Services were implemented and infrastructure improved and then the work had been stopped.

People were receiving electricity accounts in excess of R1 000 a month, he

said.

Because of the rent boycott certain residents had been warned they would be evicted yesterday.

Seefort was not available for comment early yesterday but her mother, Mrs Cathy Seefort, confirmed that about 600 people had delivered a letter to her daughter yesterday morning - *Sapa*

Sowetan 12/3/92

IS2



SABC may

go on strike

ET 13/3/92

JOHANNESBURG — South Africans may wake up to blank television screens and silent radios on Monday if SABC employees go ahead with a three-day wildcat strike from midnight on Sunday.

A strike by the Media Workers' Association of South Africa and the South African Broadcasting Staff Association would effectively silence all coverage of the referendum and the budget. But SABC employees are tight-lipped about whether or not it will go ahead — Sapa

Workers restrained over Simba strike

LIBBY PEACOCK, Supreme Court Reporter

AN INTERIM interdict, restraining the Food and Allied Workers' Union and more than 500 of its members from striking at the premises of Simba Cape (Pty) Ltd, has been granted by the Supreme Court

In an affidavit, Mr Jacobus van Heerden, the human resources manager of the applicant, Simba Cape in Parow Industria, said all the striking union members were employed by his company

Simba Cape was becoming increasingly concerned at the "unreasonable militant stance adopted by the union and its members"

On Wednesday the members marched through the company's premises chanting and singing, he said

Simba had armed security guards who were instructed not to interfere with the strikers as it could possibly have led to "violence and bloodshed"

Strikers used abusive language towards clients who wanted to enter the premises, Mr Van Heerden said

Mr Justice A J Lategan ordered that the Food and Allied Workers' Union be interdicted from encouraging its members to persist with their "illegal strike" and that the individual respondents be restrained from persisting with the strike

They are also to be restrained from congregating at the entrance of the premises, from preventing employees or members of the public from entering or leaving the premises and from harassing, intimidating or interfering with employees or members of the public

The return date is April 8.

ARG 13/3/92
152

NEWS IN BRIEF

Sacwu appeals to embassies

THE SA Chemical Workers' Union has asked the US and Australian embassies to help settle a six-week-old strike at Epping engineering company Steeledale Reinforcing and Trading over over management's refusal to negotiate wages at plant level. However, both embassies said they did not usually get involved in local disputes.

Steedale MD Wally Craddock said the company saw no reason why it should be forced to negotiate at plant level by an almost unknown minority union.

Simba workers out on strike (152)

MORE than 600 workers at five Simba plants went on strike this week over "blatant racial discrimination practised by the company" South 14/3-19/3/92

"Workers have taken this action after numerous unsatisfactory attempts to address the racist practices," said a

spokesperson for the Food and Allied Workers Union (Fawu)

"A young inexperienced white man was employed as an area sales manager in George, ignoring experienced black workers," the union claims

The company was not available for comment

SABC promises staff pay rise

S (Times) 15/3/92
1527

By CLAIRE ROBERTSON

AFTER a week of threatened wildcat strikes and a breakdown in pay talks, the SABC has told workers they are to get a pay increase this month.

In a letter handed to all staff as they left the Auckland Park headquarters in Johannesburg on Friday, group chief executive Wynand Harmse announced that the board had approved the rise, with amounts to be negotiated.

A demand by the Media Workers' Association of SA, with about 800 SABC members, for a R1 500 across-the-board increase was rejected last month by the corporation, which offered between four and seven percent.

Mwasa declared a dispute

over this and related issues, and the matter was referred to the Department of Manpower for conciliation proceedings.

At this, talk of a wildcat strike flared among Mwasa members, and it was reported that television and radio services faced a blackout over the crucial referendum and budget days this week. The union demed any involvement.

Now Mwasa and management are to hold an urgent meeting tomorrow at the union's request.

"There was no strike planned in the first place," said shop steward Vincent Mfundisi.

He said further action after tomorrow's meeting would depend on the mood of the workers.

Business Times Reporter

ALTERNATIVE dispute resolution, the revolutionary labour strategy which promises employers and workers quicker and cheaper solutions to industrial strife, has passed its biggest test

A team of negotiators and mediators ended a strike by 7 500 workers which brought almost all operations at KwaNdebele's Ekandustria development area to a halt.

John Howard, managing director of the Resolutions Board which led the talks, says "This avoided a crippling dispute which could have dragged on for months in an industrial court, incurring huge legal costs"

Simmering

The independent board was set up seven months ago with Nic Wiehahn, author of much of South Africa's modern labour legislation, as chairman

It aims to defuse tensions by making negotiation possible through the use of alternative dispute resolution (ADR) methods

Mr Howard says ADR, which has applications far beyond labour disputes, has been adopted by 500 of the biggest US companies

The Ekandustria dispute,

Jaw-jaw to end strikes

S/Times (BUS) 21/2/92 152

which hit almost all the 90 industrial employers, had its roots in KwaNdebele's lack of labour law

Simmering dissatisfaction was brought to a boil by the calls for mass stayaways in protest against VAT, says Mr Howard

"The union calls brought to the surface at least 10 different issues which workers wanted to resolve. Employers refused to negotiate because the strike was considered unlawful and a crisis was likely"

Professor Wiehahn, who is also chairman of KwaNdebele's Labour Advisory Commission, led a team of negotiators and mediators

appointed by the Resolutions Board to the area

The board, which has put together a panel of mediators, including attorneys, retired judges and labour consultants, believes the Ekandustria dispute was a major test for ADR

Professor Wiehahn says concessions were made by both sides, but the biggest cost was lost pay for thousands of workers

He says ADR has application in commercial, agricultural and civil disputes

"The legal system is heavily overburdened and ADR provides an effective, less costly and less damaging form of negotiation"

Fewer mandays lost, but most 1991 strikes longer (152)

SHARON SOROUR, Labour Reporter

INDUSTRIAL unrest decreased last year with the economy losing 3,8 million mandays compared with 4 million lost in 1990

According to the latest I R Data strike report, only 375 000 mandays were lost in the first half of 1991 compared with 1,2 million lost in the same period in 1990

The overall figure for 1991 reached 3,8 million as strike action acceler-

ated during the second half of the year when wage bargaining started

Strikes in 1991 were generally longer than those in 1990. Strikes lasting not more than a day dropped dramatically from 40,4 percent to 23,6 percent. But the number of strikes lasting 10 days or more rose from 11,2 percent to 32,6 percent

"This indicates union awareness that against a tough economic backdrop there is a need to be selective in taking industrial action and to mobilise where either there is a hope of success or a determination by union members to make sacrifices whatever the outcome," the report said

Strikes involving 500 workers or more rose from the 1990 figure of 38 percent to 49 percent last year

This statistic was heavily influenced by the fact that many of the key strikes featured the employers of large labour groups like the automobile and tyre manufacturers, Impala Platinum Mines and the National Contract Cleaners' Association.

Increasing pressure for centralised bargaining, which was a feature of both 1990 and 1991, would continue to result in strikes involving large numbers of workers, and would increase the number of mandays lost.

The most active unions in terms of mandays lost were the National Union of Metalworkers of SA (Numsa), followed by the Transport and General Workers' Union (TGWU), the National Union of Mineworkers (Num), the SA Railway and Harbour Workers' Union (Sarhwu) and the National Education, Health and Allied Workers' Union (Nehawu)

Numsa also led the field in terms of the number of strikes

Strike threat by 8 000 workers at VW

ABOUT 8 000 workers at Volkswagen's Port Elizabeth and Uitenhage plants could go on strike next week over the dismissal of 39 press shop workers last Thursday for failing to reach revised company production schedules. *B/Daw 20/2/92*

Cosatu president, Numsa member and Volkswagen worker John Gomomo said the results of a strike ballot would be known today. If, as he expected, a majority voted for a strike, VW would be given three days' notice before the strike began.

VW spokesman Matt Gennrich confirmed the ballot had taken place but said work was continuing as normal. He said a

152
DIRK HARTFORD

strike would be unprocedural and negotiations with Numsa were continuing.

The issue underlying the dispute is whether management has a unilateral right to set production targets. Last September, VW revised press shop production targets from 160 to 211 floors an hour. VW was "satisfied" these targets could be achieved easily and believed the failure of the 39 dismissed workers to achieve them was "wilful defiance of a legitimate instruction". However, Numsa said workers consistently were unable to reach VW's target.

Truckers warn of Tvl strike

By Ferial Haffajee

TRUCKERS and other workers in the industry could soon cripple the goods transportation sector with strike action.

The sector's four unions have declared a joint dispute with the Motor Transport Owners' Association (MTOA) in the industrial council for the Transvaal goods transport industry.

It is the first joint dispute in the industry, involving the Congress of South African Trade Unions' Transport and General Workers' Union (TGWU) and three other unions. TGWU organiser Thulani Dlamini said: "We hope it's the start of unity." *w/mant*

Wages are a central issue, but the demand for a national industrial council is also high on the union's negotiating agenda. A strike ballot will be held next week *2/12-2/12/92*

The MTOA is offering wage increases of between 14 and 18 percent for the highest and lowest paid workers respectively. The union's demand is for increases of between 49 and 44 percent.

■ The TGWU will also declare a dispute next week with the National Contract Cleaners' Association over the latter's withdrawal from negotiations for a national industrial council in the contract cleaning industry.

Drivers' strike ballot today

152

Sowetan 26/2/92
MOTORVIA workers will decide on possible strike action today following the breakdown of negotiations between the Transport and General Workers Union and management regarding minimum wage rates, long service allowances and end of year bonuses

Motorvia transports and delivers vehicles across Southern Africa and makes extensive use of drivers

In a statement issued yesterday, the union said strike ballots were being held throughout the country and the result should be available today

Motorvia's management, according to the union, at first offered a minimum rate of R345 a week for drivers and R370 for pilot drivers and supervisors

The offer was later reduced to R293 for drivers and R301 for pilot drivers and supervisors. The offer was turned down by the union

It also found Motorvia's refusal to increase end of year bonuses from two weeks' pay to three weeks unacceptable. It also demanded that Natal workers be treated in the same as workers in other areas regarding long service allowances

"Motorvia can easily resolve the dispute. It has the financial muscle to do so but is not prepared to because of tight mandates from its board of directors," the union said

- Sapa

Motorvia strike ballot (152)

A BALLOT at Motorvia has yielded a 90 percent vote in favour of strike action. A strike could cripple this trans-Africa vehicle transport business but also win better working conditions for its employees. (152)

The Transport and General Workers' Union, which is in dispute with the company, alleges that the company reduced its wage offer for drivers, supervisors and pilot drivers. *will mail 28/2-53192*

The initial offer of the company was R345 for long-distance drivers and R375 for pilot drivers and supervisors. The company's revised offer is R293 and R301. (222) (355)

Metal bosses, unions looking at key issues

STRIKES, stayaways and sanctions are some of the controversial issues to be investigated by employers and trade unions in the metal industry

The parties set out their proposals for growth and job creation at a meeting this week

The beleaguered metal industry shed 35 000 jobs in 1991

Latest figures show that the high lay-off rate has continued this year — 3 103 jobs were lost in January

The National Union of Metalworkers of SA (Numsa) proposes the establishment of a framework organisation as the basis for the negotiations about job creation

Overlap

It wants the organisation to deal with labour stability, training and affirmative action, sanctions, strengthening the metal industrial council, and workers' rights

A comprehensive information base, to be shared by both parties, should be established

Numsa proposes that researchers begin compiling reports on trade, investment patterns and productivity

Employer organisation Seifsa says that because of the establishment of the National Economic Forum most macro-economic issues will have to be dealt with in it

But macro- and micro-is-

By ADRIAN HERSCH

sues overlap in several areas

Seifsa holds that because of this the parties in the metal industry will have a look at issues such as stayaways, illegal strikes and sanctions

Numsa, a Cosatu union, says it is committed to developing "a healthy, internationally competitive industry which increases employment

opportunities"

Although the partners have this ideal in common, there are widely divergent views on how to achieve it

The "critical question", says Numsa, is whether sufficient common ground on key questions of industrial policy can be found

The joint management-union growth and job creation committee will meet again on March 31

Mandela held talks on striking warders

S/Times [CM] 15/3/92.

By KURT SWART

ANC president Mr Nelson Mandela intervened on behalf of warders facing dismissal from the prisons department for taking part in a protest strike, it was revealed this week.

Mr Mandela and the advocate representing the warders, Mr Denzil Potgieter, met the Commissioner of Correctional Services Lt Gen W H Willemse late last year to make representations on behalf of the warders, said Mr Potgieter.

The 12 warders who were told they faced dismissal after a marathon disciplinary hearing at Cape Town's Pollsmoor Prison are all members of the Police and Prisons Civil Rights Union (Popcru).

The disciplinary action followed the participation of 70 Pollsmoor warders in a sit-in strike in March 1990 to highlight alleged racial discrimination in prisons.

The hearing, which started in July 1990, ended in September last year when the presiding officer Col J C Robberts recommended the dismissal of 63 of the 70.

According to Mr Potgieter, Popcru members approached Mr Mandela at an ANC banquet at the Lord Charles Hotel in Somerset West in late September last year

and asked him to intervene on their behalf.

"On November 28 last year Mr Mandela and I met the department commissioner Gen Willemse in Pretoria.

"The meeting took place in a cordial spirit and we reached certain agreements on how the matter was to be handled," said Mr Potgieter.

Last month the final recommendations in the disciplinary action were made and 12 warders received written notice that they faced dismissal. In terms of the department's regulations, the warders were invited to submit representations as to why they should not be dismissed.

This week spokesman for the Department of Correctional Services, Col Danie Immelman, said that no representation "from the members involved" had yet been received.

Said Mr Potgieter: "The commissioner has not yet decided on the matter. He will make his final decision on the fate of the warders once he has his department's report as well as the representations from the warders on his desk."

Similar disciplinary hearings in connection with the countrywide warders' sit-in strike were also conducted at seven other prisons.

(152)

Police cleared of murder

MARITZBURG. — Members of the police and military police were absolved of complicity yesterday in the murder of ANC-aligned Table Mountain chief Mhlabanzima Maphumulo.

An inquest found Chief Maphumulo's death in February last year was "brought about by murder committed by persons unknown".

Mr Justice Page found that the evidence of a key witness in the case, Mr Sipho Madlala, was false.

Mr Madlala came forward as a witness after alleging in the press that he was part of an alleged police and military police hit squad which had assassinated Chief Maphumulo. CT 17/5/92

The judge found that Mr Madlala gave several versions at different times about the actual assassination of the chief and the part he personally had played. (152) ~~152~~

The court found no reliance could be placed on his evidence. — Sapa

15/05/72

Public servants protest (54) (152)

PUBLIC Service Association (PSA) members would not formally take part in protest actions by civil servants tomorrow but could spontaneously demonstrate in other ways such as organising protest meetings, suspending overtime service and making full use of teatime and lunch hours, PSA GM Hans Olivier said. He said the PSA demanded more than an 8.82% general salary adjustment.

Public servants polled on salary strike action

PRETORIA — Public service staff associations and trade unions are polling their members to find out whether they support what would be an illegal strike.

Our correspondent reports from Durban that 10 of the 11 employee organisations have agreed in principle to stage a one-day stayaway on March 20 in a bid to compel government to give in to their salary demands

Branches are being asked whether they back "hard" or "soft" industrial action as a protest against government's latest pay increase offer

Protests against the offer — increased to 9,9% from 8,45% at pay talks between the 11 organisations and the Commission for Administration — will start on Friday

The employee groups are planning various actions, including go-slows and public protests

152
8/Day 17/3/92
GERALD REILLY

If the workers choose the hard option, widespread disruption of services could result, a spokesman for the associations' caucus said

The hard option is a strike and the soft would include stayaways, absenteeism and working to rule

One of the associations involved is the Public Servants' Association which has branches in every state department Others are the Health Workers Union, the Hospital Personnel Association, the Institute of Public Service, the Public Servants' League, the Public Service Union and the SA Nursing Association

The spokesman said although the Public Service Act outlawed strikes and service disruptions, the associations felt the collective bargaining process had to include this option "otherwise we are helpless"

ABI fires 131 workers after mass inquiry

IN WHAT could be an industrial relations precedent, ABI has dismissed 131 Coke truck assistants after a mass disciplinary inquiry

The Food and Allied Workers' Union (Fawu) said the inquiry followed an assault on a Fawu member — allegedly for "scabbing" during a strike sparked by workers' dissatisfaction over the negative outcome of a breathalyser test on a depot manager. The workers claimed the manager was inebriated and that he did

DIRK HARTFORD

not conduct the test — on himself — properly *BIDAY 17/3/92*

ABI said the workers were found guilty of assault and insubordination

Fawu said the workers were given 30 minutes to appeal. They refused and were dismissed. Their dismissal sparked a one-day sympathy strike at ABI plants in the Transvaal involving 2 000 of ABI's 4 500 workers

Fawu condemned both the attack on the worker and management's

"unprocedural and irresponsible" handling of the situation. The union said ABI breached its recognition agreement by not giving 48 hours' notice of a disciplinary inquiry

ABI said the "crisis situation" demanded a shorter notice period and that workers had been given sufficient notice

Fawu is demanding the immediate reinstatement of the workers and has applied for a conciliation board hearing on the dismissal

SABC services hit by wildcat strike

ABOUT 3 000 SABC employees at offices around the country yesterday started a wildcat strike which could seriously affect a number of radio and television services.

National co-ordinator of the strike Vincent Mfundisi said workers had demanded a R1 500 across-the-board wage increase. Management had refused to increase its 7% across-the-board offer, he said.

Negotiations, which began in October last year, had reached deadlock.

Taped

About 500 strikers — mostly members of the Media Workers Association of SA (Mwasa) — gathered on the grounds of the SABC's Auckland Park studios yesterday afternoon to demonstrate their anger at management's rejection of their demand

According to Mfundisi, the strike had already hit Radio Xhosa, which had played only taped music since midday yesterday.

The strikers — including black presenters, journalists, labourers, cameramen, producers and studio crews, as well as a few white employees — were waiting to see what other effects they would have on broadcasts.

The SABC said in a statement that if the

KATHRYN STRACHAN

strike continued certain services broadcasting in African languages would be affected.

Radio Xhosa and Radio Zulu are the biggest stations in the country.

The SABC was trying to fill the gap by using black managers and white staff from English and Afrikaans stations, Mfundisi said.

Sources said that white members of the SA Union of Journalists and the SA Broadcasting Staff Association who refused to do striker's jobs were being threatened with disciplinary action.

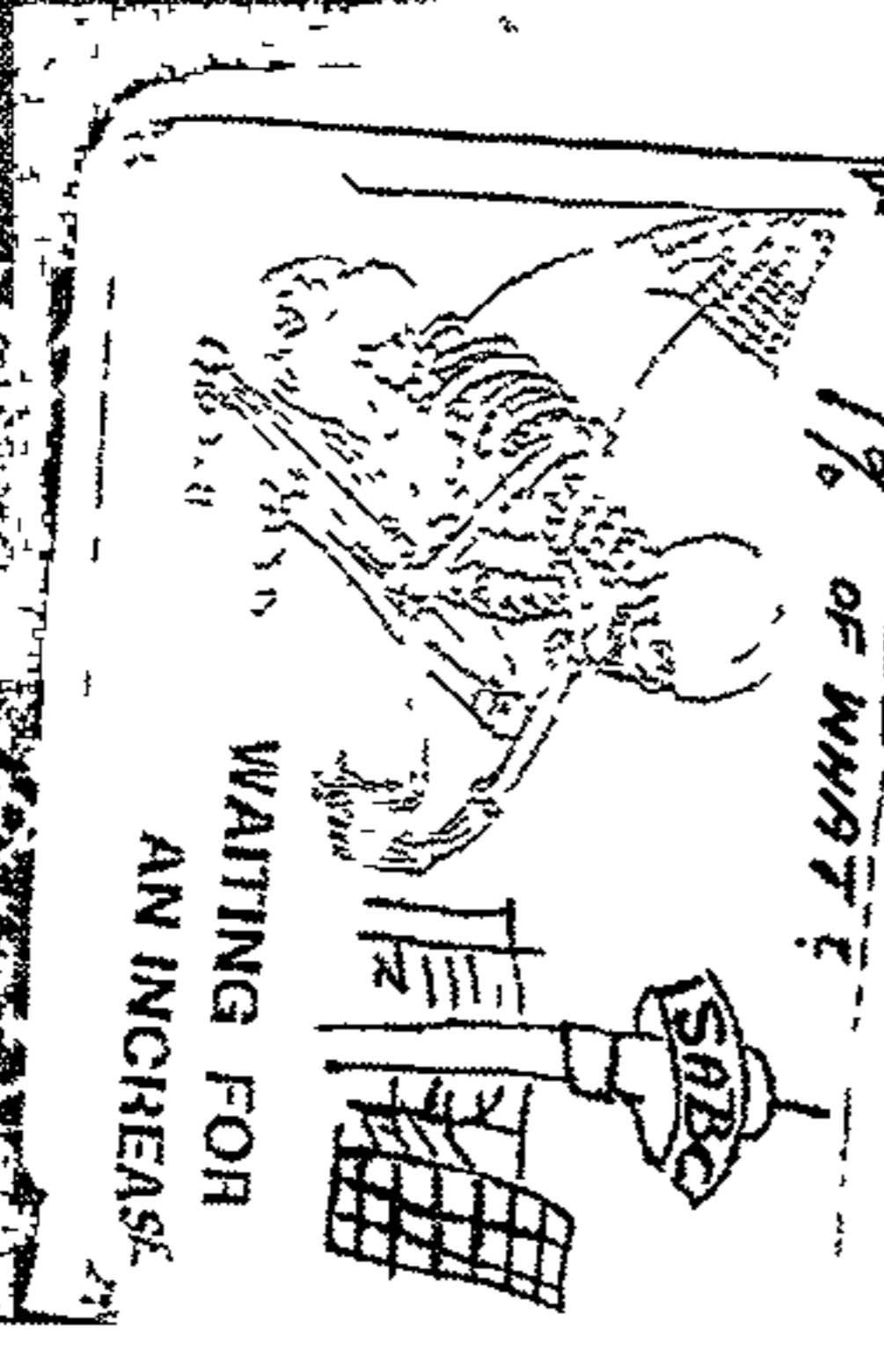
Mfundisi said the Port Elizabeth studios started the strike at 7 30am yesterday. He said the Johannesburg, Durban and Cape Town studios had joined at midday.

Bloemfontein employees were also expected to join the strike.

The SABC said another meeting between the union and management would be held today.

Its statement said the strike was "rumoured to be political."

Mfundisi denied this, saying that the action was over a wage issue. It was management, he said, which had chosen dates close to the referendum for negotiations.



One of the 500 SABC strikers who demonstrated outside the Auckland Park studios yesterday against the wage increase offered by management. Picture: BRIAN HENDLER

Black SABC

workers go on strike (152)

JOHANNESBURG — More than 1300 black SABC employees countrywide embarked on a wildcat strike yesterday afternoon to force management to grant higher wage increases, a member of the Media Workers' Association of SA (Mwasa) revealed.

The strike by black labourers, journalists, producers, artists, cameramen and studio crews was in protest against a 7% wage hike offered by management.

The SABC did not respond to claims by Mwasa that Radio Xhosa programming had been completely disrupted and the station was merely playing taped music. *ei 18/3/92*

Broadcasting centres affected were Cape Town, Durban, Pietersburg and Port Elizabeth. Employees at studios in Bloemfontein were expected to join the strike later yesterday, said a Mwasa spokesman.

Wildcat strike leaves radio stations off air,

By Peter Wellman ^{STAR} 18/3/92

A wildcat strike by mainly black SABC workers around the country affected at least four radio services yesterday before it was called off late in the afternoon pending further pay talks

The Media Workers Association of SA (Mwasa) earlier said about 1300 workers were involved, but the strike was spreading and up to 3000 members, ranging from labourers to programme presenters, were expected to join

Workers in Johannesburg, Cape Town, Port Elizabeth, Pietersburg and Bloemfontein had joined in, said the union

The SABC gave no figures but said the Sotho, Venda, Tsonga and Lebowa services had been affected. Mwasa said Radio Xhosa was off the air and only taped music was being played

Vincent Mfundisi, an Mwasa national co-ordinator, said that

at Auckland Park headquarters the stoppage occurred after Mwasa had demanded a R1 500 across-the-board increase and management had then offered 7 percent

The strike began spontaneously after Mwasa officials reported to members about Monday's pay talks with management, and about 500 Auckland Park employees staged a spirited sit-in on the lawn in bright sunshine from lunchtime.

'Political'

"They have lost patience," said Mr Mfundisi. "We have had no increase for 18 months, and have been in these negotiations since last October."

The SABC said "Salary negotiations, which began on Friday last week after the SABC board gave certain mandates to management regarding salary increases, are continuing."

The corporation said the strike was "political", but Mwasa said it was purely con-

nected to wage negotiations

Some whites joined the strike, sitting near posters saying "Referendum yes, 7% no"

Workers demanded that SABC labour relations officer Christo Pretorius address them, but he refused shortly before the strike was called off

Mwasa official Tsidiso Ralitabo said pay talks would continue today and there would be a report-back to members at noon tomorrow.

No workers were locked out, and there was no police presence

About 100 workers downed tools in Port Elizabeth, reports Eena However, the general manager of the SABC's eastern Cape broadcasting, Steyl Boucher, said the strike did not affect referendum coverage

"About 15 percent of the total staff are on strike. A small percentage of those on strike are involved in broadcasting," he said. No decision had yet been made on what action would be taken against the strikers

Now legal for nurses to strike

NURSES may now legally strike—and that's official. Restrictions on strikes by nurses have been removed with the promulgation of the Nursing Amendment Act.

This means that nurses

^{Some fear} taking part in, or inciting a strike will no longer be criminally liable.

However, such actions remained ethically unacceptable and would still be subject to disciplinary steps by the SA Nursing Council,

said its president, Professor Wilma Kotze (S2).

The amending Act also makes provision for the council to impose a fine in addition to the penalties provided for in Section 29 of the Nursing Act - Sapa

BIP day 18/3/92

Strike not definite (152)

A SPOKESMAN for the caucus of the 11 public servants' associations involved in pay talks with government said in Pretoria yesterday he knew of no organisations which had definitely opted to strike over government's latest 9,9% pay offer, as was reported yesterday. The Public Service Act prohibits civil servants from striking.

PSA 'cannot take part in stayaway' ^(35/1)

Staff Reporter

STAT
19/3/92

The threat of widespread disruption in the public service tomorrow receded further yesterday when the biggest public sector union, the Public Servants' Association (PSA), dissociated itself from a mooted stayaway

Announcing the decision, PSA general manager Hans Olivier said the PSA, with 90 000 mem-

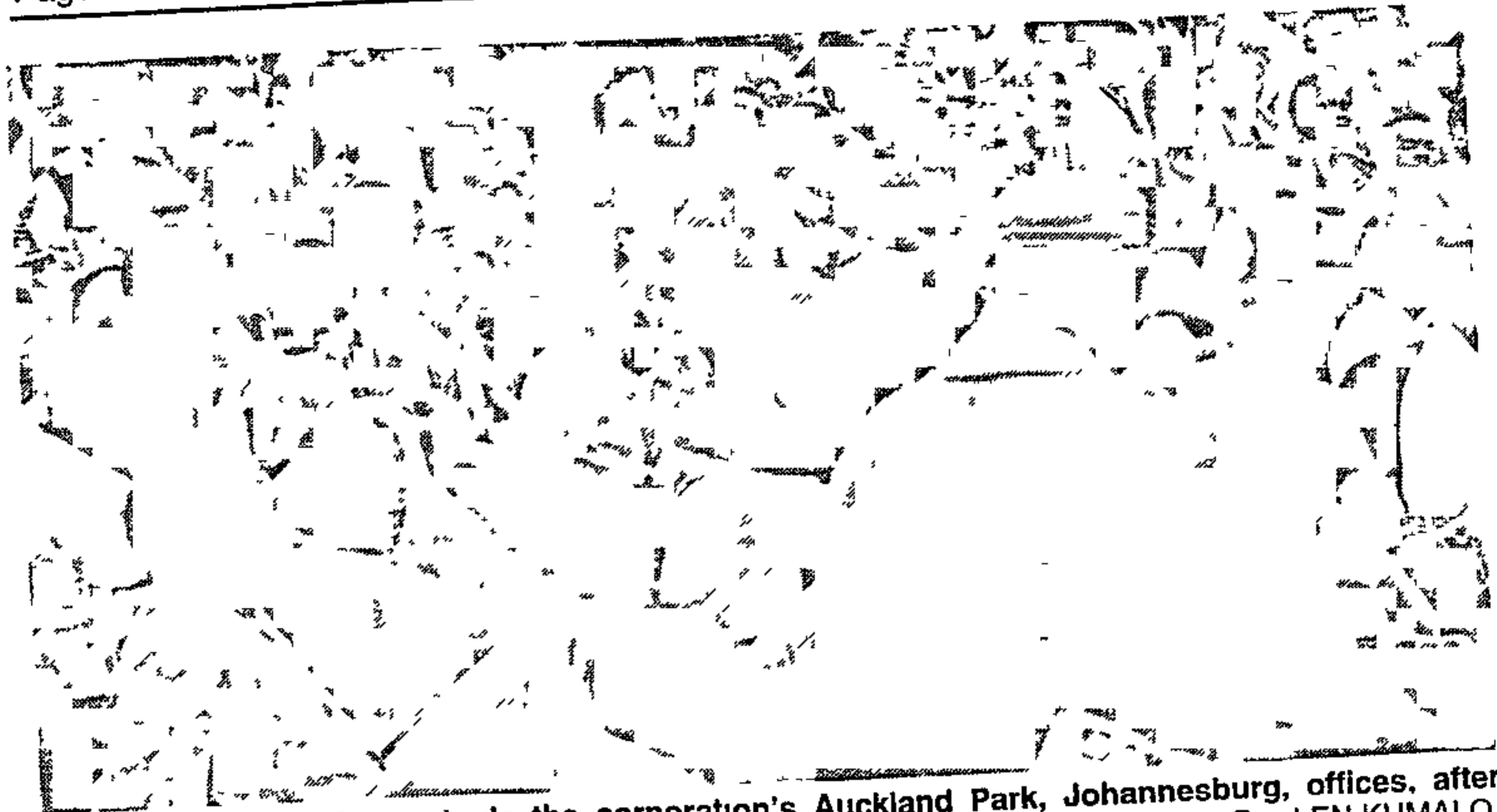
bers, was in the process of consulting members on the kind of action they would take should talks with the Commission for Administration break down

"It is therefore not possible for the PSA to formally take part in protest actions on (Friday) (but) it is quite possible that branches or groups of members could in the meantime spontaneously demonstrate their frustrations in various ways," said Mr Olivier

⁽¹⁵²⁾ Actions that members might participate in included protest meetings and working to rule

The PSA had "to take into account that a deadlock has not yet been reached"

The PSA announcement follows a weekend decision by 10 other public service employee organisations to urge members to embark on industrial action tomorrow to back their demand of a 15,3 percent pay rise. The CFA is offering 8,82 percent



SABC workers gather outside the corporation's Auckland Park, Johannesburg, offices, after downing tools yesterday. PIC LEN KUMALO

Radio stations off air during strike

So we can

18/3/92

152
[scribble]
[scribble]

Sowetan Correspondent

A WILDCAT strike by mainly black SABC workers around the country affected four radio services yesterday before it was called off in the afternoon, pending further pay talks.

The Media Workers Association of SA said about 1 300 workers were involved, but the strike was spreading and up to 3 000 members were expected to join, ranging from labourers to programme presenters

Workers in Johannesburg, Cape Town, Port Elizabeth, Pietersburg and Bloemfontein had joined in, said the union

The SABC gave no figures but said the Sotho Venda, Tsonga and Lebowa services had been affected Mwasasaid Radio Xhosa was off the air and only taped music was being played

Vincent Mfundisi, a Mwasas national co-ordinator said the stoppage happened after Mwasas demanded a R1 500 across the board increase, and management offered 7 percent

The strike began spontaneously after Mwasas officials reported to members about Monday s pay talks with

management and about 500 Auckland Park employees staged a spirited sit-in on the lawn from lunchtime

"They have lost patience," said Mfundisi "We have had no increase for 18 months and have been in these negotiations since last October "

The SABC said "Salary negotiations, which began on Friday last week after the SABC board gave certain mandates to management regarding salary increases, are continuing "

The corporation said the strike was "political", but Mwasas denied this and said it was purely connected to wage negotiations

Some whites joined the strike, sitting near posters reading "Referendum yes, 7 no"

Workers demanded SABC labour relations officer Christo Pretorius address them but he refused

Mwasas official Tsidiso Ralitabo said pay talks would continue today and there would be a report-back to members at noon tomorrow



People jam protest marchers fill the streets in central Johannesburg

STAR 19/3/92

(152)

Picture, Jacob Rykiff

Own Correspondent

CAPE TOWN — Retrenchment packages for civil servants, including teachers, are estimated to cost R250 million this year.

The wage bill of the public service will rise by R2,283 billion this year, according to Government estimates of

Public service wage bill up 2,2-bn

STAR 19/3/92

expenditure. This spending will also cover the last phase of the programme to give male and female teachers equal pay. Barend du Plessis disclosed that another R2 billion would be

spent on topping up civil service pension funds which showed "a substantial actuarial shortfall". Last year R1 billion was spent on topping up pension funds. Mr du Plessis said employer

contributions would have to increase to fund the pension funds fully, and this year R578 million would be spent.

Civil pensioners are to get a minimum increase of R30 a

month, the increases depending on length of service.

Military pensions are to be calculated by a new system based on average salary with allowances for loss of earning power. Pensions will also be raised by 5 percent. These changes, to apply from April 1, will cost R22 million this year.

matically
nd delay,
long and
ugh the
3192
ar "shelf
eveloping
e systems
ystem ca-
long and
er a four-
ar a path
ublished

Between 1960 and 1970 student numbers had increased, but since last year the figures had fallen
University of Cape Town first-year figures were also down — by 4.4%

had almost doubled "There are programmes here that black students prefer, and we offer a lot of African languages," he said

Mwasa calls off wage strike at SABC

THE Media Workers' Association of SA (Mwasa) yesterday called off a wage strike by 1 300 black SABC employees, shortly before pay negotiations were due to begin

The strike by black labourers, journalists, producers, artists, cameramen and studio crews was called on Tuesday to support a demand for a

R1 500 a month across-the-board annual increase after management offered 7%

An SABC media spokesman confirmed that striking employees had returned to work

Talks between Mwasa and SABC labour relations officer Christo Pretorius began yesterday — Sapa

Ban lifted on writings by Buthelezi

WRITINGS by Inkatha president Mangosuthu Buthelezi have been unbanned 16 years after they were published

According to a recent Government Gazette, the first issue of the first volume of the magazine Inkatha, written by Buthelezi, is no longer undesirable

The gazette lists the author of the publication, which was produced in 1976, as one "Mntwana Mangosothu Buthelezi" Inkatha leaders have been un-

able to shed light on the publication's content or say why it had been banned

The gazette also unbanned the ANC's In Defence of the African Image and Heritage

The unbanned list includes a feast of Marxist memorabilia, including titles from the former Soviet Union such as The Problems of Building Socialism and the old classic, The ABC of Communism by

Nikolay Bukharin
Black consciousness leaders Steve Biko and Barney Pitso Moseneke's writings in the SA Student Organisation's newsletter of 1973 and the selected speeches of Malcolm X are now also (officially) undesirable

A pamphlet by the Natal Indian Congress, the only ethnic organisation among the ranks of the ANC-aligned Where Are We Going? has also been unbanned

Despite all the glastnost Frank Mayville's The Joys of Oral Sex and Erin Caine's Amazons were both declared undesirable, as was a Brief History of the Revolutionary Activities of Comrade Kim Il Sung, once required reading in Khmer Rouge re-education camps

*"Give a man a fish
and he profits but a single dish.
Teach him the art of reel and reel
and he'll never lack a meal"*

Alliance threatens huge mass action

STAR 19/3/92

152

CAPE TOWN — Unprecedented levels of mass action, including a national strike, would be initiated by the ANC/SACP/Cosatu alliance if the Government refused to meet the demands contained in the Peoples' Budget by June or July, Cosatu general secretary Jay Naidoo said yesterday.

Addressing a press conference in response to the, he said the Budget presented by Finance Minister Barend du Plessis had not addressed the demands raised by the three movements.

Mr Naidoo said that, following the landslide "yes" majority in the referendum, the Government should enter into "decisive negotiations with the democratic movement on major socio-economic issues facing our people".

The alliance's key demands include an end to unilateral restructuring of the economy, Government involvement in an Economic Negotiation Forum to debate key economic issues, no VAT on food, electricity, medicines and medical services, the reduction of food prices and the equalisation of pensions.

Tito Mboweni, of the ANC's economic policy department, said the ANC rejected the Government's unilateral adoption of fiscal policy without more representative involvement.

He said social expendi-

ture in key areas such as social welfare and poverty relief, pensions, employment creation, health, education and housing showed "precious little evidence" of the Government's commitment to meet pressing social needs.

The ANC had proposed a Fiscal Commission to examine different tax options. While it had no specific policy in favour of a wealth tax, the movement believed in shifting the tax burden from the individual to "those who can afford it".

Dr Bernie Fanaroff of the Co-ordinating Committee of VAT said the Budget had failed to address major demands such as a zero-VAT rating on food, services, medicines and medical services, properly planned poverty and drought relief schemes and the stabilisation of food prices.

He said the committee would seek meetings with the Minister of Finance, control boards and other bodies to pursue its demands — Sapa.

● The Budget would force trade unions to take a much tougher stance during metal industry pay talks which begin today, secretary of the Confederation of Metal and Building Unions Ben Nicholson said. He said the Budget would have a negative impact on workers' pockets.

Firm urges strikers to return

The Argus Bureau

PORT ELIZABETH — The management of the Lennon pharmaceutical company has appealed to 680 factory workers, who have been on strike since Tuesday, to return to work

But talks remain deadlocked today at Lennon, the largest pharmaceutical manufacturer

in the country.

Chief executive Mr David Webster, said earlier this week that because of reduced business it had become necessary to cut staff by between 180 and 210

The proposal was put to workers, who were asked for suggestions

Factory workers immediately

went out on strike to protest against management's proposal.

Mr Webster said workers had been warned the strike was illegal if they did not return other avenues would have to be pursued

He said the strike was costing the company about R100 000 a day but the work stoppage had not affected the company's service to customers.

(15) ARG 20/3/92

Emergencies only as Groote Schuur hit by stayaway (152)

SHARON SOROUR, Labour Reporter AUG 20/3/92

GROOTE Schuur Hospital will accept only emergency cases today because of a one-day work stayaway by public servants locked in a wage dispute with the government.

Hospital authorities said they expected to be severely affected and services would have to be curtailed drastically.

Tygerberg Hospital management said they would operate normally as staff were expected at work and planned only a lunchtime protest march.

According to the Health Workers' Union, thousands of Western Cape health workers are expected to take part in the stayaway.

Some workers at the Somerset, Conradie and Woodstock hospitals are expected at work but plan placard demonstrations during their lunch hours.

Plans for widespread mass action by hundreds of thousands of public servants dive-bombed this week when several worker organisations opted out of the stayaway, which they deemed to be "premature and illegal".

It is not clear how many Western Cape civil servants will take part.

The Public Servants' League accused the other organisations of betraying their colleagues by agreeing in principle to support the stayaway.

At least three of 11 public service organisations pulled out — the 90 000-strong Public Servants Association, the South African Nursing Association and the 20 000-strong Institute for Public Servants.

PSA general manager Mr Hans Olivier said the organisation would not take part because negotiations with the commission were continuing and the protest actions were therefore "illegal and premature".

Members of the National Education, Health and Allied Workers' Union (Nehawu) in the Western Cape also pulled out of the stayaway but would hold lunch-hour demonstrations, a union spokesman said.

The 11 organisations represent more than 305 000 public servants nationwide and the talks affect more than one-million workers.

Stayaway threatened by civil servants

Staff Reporters

STAR
29/3/92

Up to 199 000 civil servants today may stage an unprecedented countrywide stayaway after a deadlock in salary negotiations with the Commission for Administration.

Public Servants' League (PSL) spokesman Neville Petersen said eight public service staff associations were taking part in the protest action. Individual organisations could, however, decide what form their protest action would take.

The 11 unions representing civil servants demand a 15,3 percent increase, against an offer of 8,82 percent.

Mr Petersen said the following organisations would take part in the protest: the Hospital Personnel Association of SA, the Health Workers' Union, the Institute for Public Servants, the National Education Health and Allied Workers' Union, the Natal Provincial Staff Association, the Public Service Artisan and Allied Workers' Association, the Public Servants League and the Public Service Union.

Some associations may not stage a stayaway, but plan to hold placard demonstrations during lunch and tea breaks.

Mr Petersen said the "predominantly white" Public Servants Association (PSA) and the South African Nursing Association had refused to take part in the protest action.

The Transvaal Provincial Administration yesterday appealed to employees not to engage in disruptive action.

LABOUR

Colonel's secret recipe for workers

WIM cut 20/3-26/3/92
 By Ferial Haffajee
MANAGEMENT and labour finally found a recipe to end the three-month strike at 14 Kentucky Fried Chicken outlets in the PWV region this week.

In terms of the agreement, the union has secured a regional wage bargaining unit within the framework of a single national recognition agreement.

Dismissed casual and permanent workers will be reinstated and the disciplinary charges laid against workers for misconduct during the strike will be dropped.

The union believes the approval of a centralised bargaining mechanism in the PWV will have a ripple

effect in persuading other Kentucky franchisees to also join.

And the union hopes that the agreement will pave the way for other franchise outlets to accept centralised bargaining structures.

However, strike action accelerated at branches in the Western Cape with a demonstration on the Parade attended by Chris Hani on Tuesday. The strike will also continue at those branches in the PWV which are not party to the agreement.

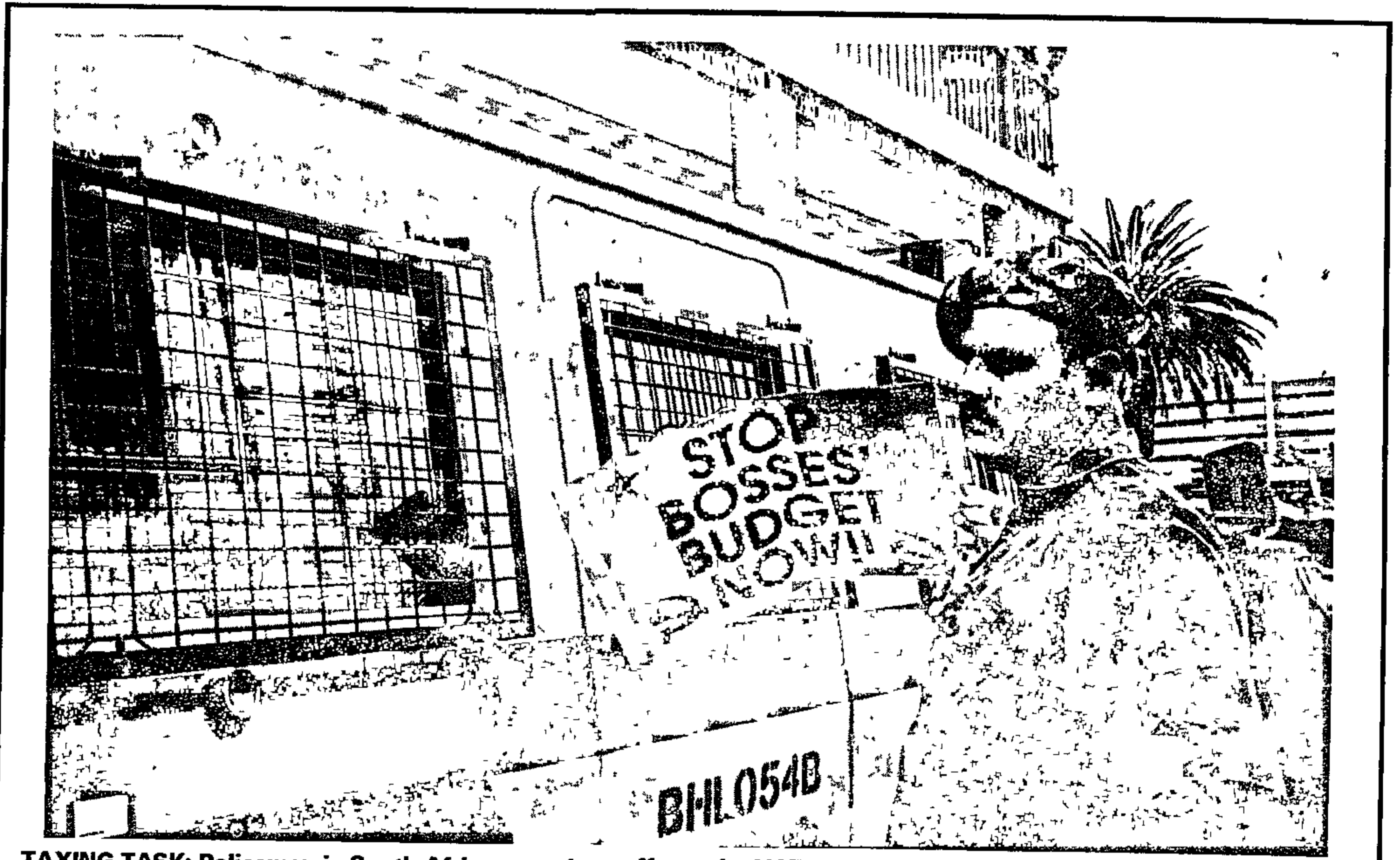
Strike ballots are being conducted in the Northern Transvaal, Free State and Natal.

South African Commercial, Catering and Allied Workers'

Union organiser Allan Horwitz said the union was expecting opposition to applications for picket action from Conservative Party-controlled town councils in the Northern Transvaal, but said it would oppose any such moves in the supreme court.

The strike has also won new members for the Congress of South African Trade Unions affiliate: workers at five Kentucky branches in the Transvaal deserted the National Council of Trade Unions-affiliated Hotel Liquor Catering and Allied Workers' Union to join Saccawu.

Wage negotiations in the new bargaining unit begin next month.



TAXING TASK: Policemen in South Africa may also suffer under VAT but this one was not photographed taking part in the protest march in Cape Town this week: He was removing the placard stuck onto his van Photo Yunus Mohamed

SABC staffers bring bosses to table

SHOP STEWARDS and national executive members of the Media Workers Association of South Africa staged a sit-in strike at the SABC's Johannesburg head office this week.

However, Mwasa called off the strike on Wednesday morning when negotiations started with SABC management.

Mwasa general secretary Mr Sithembele Khala said they had decided to stage the sit-in after

failed attempts to get a meeting with the SABC board of directors.

"The sit-in is a protest against the SABC's insensitivity and total disregard for the feeling of our members," Khala said.

Mwasa's 1 300 members at the SABC embarked on a wildcat strike on Tuesday to support their demand of a R1 500 across-the-board wage.

The SABC management has offered a seven percent increase and

a further four percent merit increase, which has been rejected by the union.

Khala said the Department of Manpower had set a Conciliation Board meeting for March 27, and if the dispute was unresolved they would conduct a ballot for further industrial action.

Mwasa national organiser Mr Vincent Mfundisi said the union was planning to solicit the support of political organisa-

tions, including the ANC and the PAC.

He hailed the strike, which reportedly blacked out the SABC's regional radio stations, as a 95 percent success.

In Port Elizabeth, SABC workers also ended their wildcat strike and returned to work on Wednesday morning.

More than 100 workers went on strike in support of the wage demands — **Sapa and Pen**

South 21/3 - 26/3/92

250

152



152 (18) (17)

TPA receives report on strike

The Cilie Commission of Inquiry report on the week-long strike at Ga-Rankuwa Hospital in 1990 has been handed to Transvaal Administrator Dame Hough

MEC for health services SES Ferreira said the report would be evaluated before being referred to the Administrator in Executive Committee for consideration

The commission was

chaired by Mr Justice P M Cilie, assisted by advocate H Botha and Professor R Lipschitz, a senior neurosurgeon

STAR 23/3/92
The commission was appointed to look into the causes and consequences of the strike, to decide whether any patients died because of the strike, and if anyone was criminally liable — Pretoria Bureau

NEWS IN BRIEF

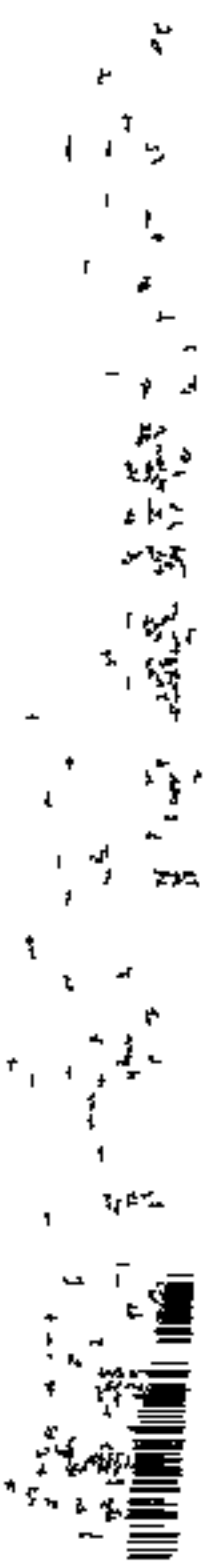
Public servants protest

SOFT industrial action is expected by some of the 11 public service employee organisations today in protest against an "absurd" government pay increase offer of 8,82% from July 1.

Public Servants' Association deputy GM Cass van Rensburg says this may include absenteeism.

TPA director-general Anrea Cornelisson has appealed to TPA workers to refrain from stayaways or other protest actions.

23/3/92
B. Ray



Strikes set to intensify — survey (152)

By Mike Siluma

STAR 25/3/92

More than 135 000 man days were lost to strike action in the first quarter of this year, with the retail and mining sectors being the hardest hit, labour consultants Andrew Levy and Associates reported yesterday.

In its quarterly survey of the pattern of industrial action since January, ALA said that while the strike figures were high for the first quarter, they nevertheless levelled off when compared with those for the same period last year (180 000) and were far below the 1990 January to March high of 550 000.

Unions accounting for the most days lost were

the SA Commercial, Catering and Allied Workers Union and the National Union of Mineworkers.

ALA warned that the figures were likely to rise sharply over the coming months, when the pay-talks season gets under way, especially with the decision by some companies to offer no pay rises this year.

Also likely to cost the economy more time lost was the planned action by Cosatu if its political and economic demands were not met by the Government.

Turning to the causes of strike action, ALA said grievances had accounted for 39,3 percent

of strikes, wages 25 percent and recognition or bargaining levels 14,3 percent.

"The grievance trigger is significantly higher than usual, indicating that shop-floor militancy is reflecting itself in 'control' issues such as changes in working practices, for example the introduction of short time and the use of contract labour.

"A distinct feature is the increase in strikes triggered by racial incidents (for example allegations of racialism against white management), indicating a hardening of attitudes on the shop floor between the different interest groups," ALA added.

Sufferer drops dead during lecture on Aids STAR 25/3/92 (152)

NAIROBI — A Kenyan patient suffering from Aids collapsed and died before a shocked audience of school pupils gathered to listen to his lecture on the killer disease, the Daily Nation newspaper reported.

The man, whose name was not disclosed, died moments after he was introduced to the audience of some 300 pupils at St Charles Lwanga Secondary School in the port city of Mombasa on Monday, the paper said.

He had been invited by the Know Aids Society of Kenya to enlighten the students on the dangers posed to their lives by the disease, which is said to be spreading at an alarming rate in the city — Sapa-AFP.

ANC stayaway call in Nelspruit

(152)
Sowetan
24/3/92

THE ANC and Cosatu in the Eastern Transvaal have called for a stayaway tomorrow when Andries Sithole, who was killed in a bomb attack, is buried

Sithole, of Pienaar Trust, worked as a gardener for Mr Con Booyens, the headmaster of Hoerskool Nelspruit. He died when Booyens' home was bombed on March 16

African National Congress spokesman Mr

Jackson Mthembu said the work stayaway was the first protest action against violence, terrorism and racism in the Eastern Transvaal

"The ANC strongly condemns the emergent bomb attacks on citizens' homes and public institutions"

Mthembu said the ANC was convinced that the bomb attack on Booyens' house was the work of "rightwing terrorists"

"The ANC in the Eastern

Transvaal calls on the rightwing to stop their terrorist actions and join negotiations for a peaceful South Africa," he said

Police have offered a reward of R20 000 for information which could lead to the arrest and conviction of people responsible for the bomb attacks on Booyens' house and that of rector of the Lowveld Agricultural College, Mr Fourie Krizinger - Sapa.



100 sit in over axed workers

(152) Staff Reporter (27)

ABOUT 100 train conductors from two unions sat in at the Paul Sauer Building for hours yesterday waiting for a senior Commuter Corporation official to address them on eight dismissals which they regarded as unfair

Mr Dennis Kika, chairman of the Cape Town branch of the SA Harbour and Railway Workers' Union (Sahrwu), said three white people had committed the same offence, for which their eight black colleagues had been dismissed. Yet the three were still in the same job.

Ms Marise du Preez of the Commuter Corporation's public relations department said late yesterday that the conductors had agreed to appoint a delegation, and that discussions would start today.

Salary cuts start strike

Daveyton Town Council's black officials and municipal workers went on strike yesterday to protest against a reduction in salaries

They threatened to bring all council services, including grave-digging, to a standstill unless a white official, whom they claimed had unlawfully reduced salaries, was fired

They claimed town secretary H S Prinsloo had reduced their salaries without consultation

Workers' representative Paul Ntholeng said after Mr Prinsloo had reduced salaries an arbitrator found

the town clerk's actions to be unlawful

He said the arbitrator was appointed by agreement between the council and the SA Association of Municipal Employees

"Mr Prinsloo was fined R4 320, which was to be deducted from his salary for 12 months

"In the past our black staff members have been found guilty of offences and have been dismissed without the option of a fine"

Mr Prinsloo and town clerk, T J Erasmus, could not be reached for comment at the time of going to press — East Rand Bureau

Workers locked out in bid to end long strike

SHARON SOROUR
Labour Reporter

ONE of the largest Kentucky Fried Chicken franchises in the Western Cape has legally locked out striking workers in a bid to end a three-month strike

Southern Cape Fast Foods locked workers out of stores in Bloubergstrand, Milnerton, the Strand, Stellenbosch, George and Worcester this week, a company spokesman said.

The workers, members of the S A Commercial, Catering and Allied Workers' Union (Saccawu), went on strike on December 16 over centralised bargaining.

Union spokesman Mr Allan Horwitz said 15 of 48 Kentucky Fried Chicken franchisees in the country had settled with the union, effectively ending the strike at more than 40 stores

Southern Cape Fast Foods had stipulated that workers would be allowed to return to work if they accepted management's final wage proposal of a 6 percent across-the-board increase, withdrew a demand for centralised bargaining and accepted a new "labour matrix system"

The company spokesman said workers would not lose their status as permanent workers, and any change in their hours would not necessarily mean less money

Mr Horwitz charged that the lock-out had been "unsuccessful" as more than 20 workers in the Strand and Stellenbosch had rejected all three conditions and had joined the strike

Although 15 Kentucky Fried Chicken franchisees nationwide had settled, the strike was spreading, with about 100 workers in six Northern Transvaal stores joining it

Council workers protest wage cuts

Sowetan 25/3/92

152

Sowetan Correspondent

ALL black workers and officials of the Daveyton Council went on strike yesterday to protest against a reduction in salaries.

The striking workers threatened to bring all services rendered by the council, including grave digging, to a standstill if a white official who they claim unlawfully reduced salaries was not fired

They claim town secre-

tary Mr HS Prinsloo reduced the salaries of staff members without consulting them

Workers' representative Mr Paul Ntholeng said the staff had resolved at a meeting early yesterday they would continue the strike until Prinsloo was dismissed

Ntholeng said after Prinsloo had reduced em-

ployees' salaries, an arbitrator found the actions to be unlawful

He said the arbitrator was appointed by agreement between the council and the South African Association of Municipal Employees

"Prinsloo was fined R4 320, which was to be deducted from his salary for 12 months

"In the past our black staff members have been found guilty of various offences and have been dismissed without being given the option of a fine

"Prinsloo is rude and discourteous and he must go," Ntholeng said

The decision to stop services was not aimed at harming the community, but was the only way of resolving the matter

Ntholeng said Prinsloo arrived at the council

premises on Monday accompanied by some councillors who "appeared to have been armed"

Yesterday Prinsloo arrived at the offices to find the entrance blocked by employees He then left

The workers carried placards which read "Prinsloo go to Pietersburg, Prinsloo go to Oranje"

Neither Prinsloo nor town clerk, Mr TJ Erasmus, could be reached for comment yesterday

Racism a cause of strikes — survey

DIRK HARTFORD *ISZ*

GRIEVANCES, including a marked increase in allegations of white racism, were the main cause of strikes which cost 135 000 man-days in the first quarter of this year, the quarterly survey of labour consultants Andrew Levy & Associates found.

The survey said 39% of strikes were caused by grievances, which showed shop floor militancy was expressing itself in "control" issues such as changes in working practices, the introduction of short time and contract labour.

Last year wages triggered 68% of strikes. But this quarter only 25% of strikes were wage related, a figure which could accelerate rapidly as hard bargaining rounds in the mining, metal and retail sector get under way in the second quarter. *B/Day 26/3/92*

Strike activity this quarter was lower than the previous two years, but higher than expected, given the economic situation. Cosatu's four-month programme of action around political and economic demands, which could culminate in a general strike in July, was likely to inflate strike figures further this quarter.

The most active unions on strikes were the Food and Allied Workers' Union, SA Commercial, Catering and Allied Workers' Union, NUM, Numsa and the National Education, Health and Allied Workers' Union. The strikes at Kentucky Fried Chicken and Impala Platinum together accounted for 83 000 lost man-days.

Workers are fired over VAT march

ABOUT 400 workers at Sabrix brick manufacturing company in Sandfontein, Pretoria, have been dismissed for taking part in last week's march to protest against the Budget and Value Added Tax

The workers, all members of the Construction and Allied Workers' Union, an affiliate of Cosatu, were fired on Wednesday

A spokesman for the workers said the entire workforce took part in the march from Brown Street to the Union Buildings in Pretoria last Tuesday to protest against the Budget

"We asked permission from the managing director a day before the march. He did not have time to discuss the issue with us. Instead he told us he was a businessman selling bricks and had nothing to do with the march," a spokesman said

152
Sowetan 27/3/92
The company's managing director, Mr J Robertse, could not be reached for comment yesterday. His office said several times that he was at a meeting.

The workers' spokesman said they received notices in their pay slips last Friday warning them that they had acted illegally.

"The company's lawyer informed the entire workforce after a meeting between management and union shop stewards on Wednesday that their services would be terminated from noon that day.

"He also told us to come and fetch our salaries today."

The spokesman said they intended holding another meeting with management today to have the workers reinstated. He said several recruits from Mozambique had already been employed since Monday -
Sowetan Reporter

)R

Sana says 'no' to strike by nurses

Sowetan 30/3/92

(152)

Sowetan Correspondent

STRIKE action by nurses is a violation of patients' right to safe care and amounts to unprofessional conduct, according to the South African Nursing Association

In a statement setting out its official policy on nurses and strikes, Sana said it would not condone or use strike action as a means of resolving disputes between employers and nurses

It also condemned intimidation of nurses who refused to strike

On the other hand, Sana believed that nurses should "never" be placed in a situation where they felt there was no other option but to strike

They therefore had a right to fair and equitable employment practices, to reasonable conditions of employment, and to a fair dispute resolution procedure.

The latter, which should be negotiated by the employer and the organisation representing nurses, should exclude strike ac-

tion but include compulsory arbitration, the statement said

Further, nursing services should be declared essential services in legislation, which would entrench the right to arbitration

Sana also said it welcomed the concept of "group practice" - where doctors, nurses, pharmacists and other health professionals were partners in private practice

Once legislation limiting such practice had been removed, nurses would be able to offer their skills as partners in a private health team, instead of merely being employees, as was mostly the case

Group practice would also make a significant contribution to health care by offering a comprehensive, cost-effective "one stop" service to patients and the community

ything

lo

he



Tote strike disrupts bets

S/ Times 29/3/72

A STRIKE disrupted tele-betting yesterday, just hours before the country's richest race, the R1,25-million Administrator's Cup, was due to be run at Turffontein.

About 150 tele-bet terminal operators at the Totalisator Agency Board's Johannesburg office, members of the SA Catering and Allied Workers' Union, went on what they said was a legal strike yesterday morning. They are demanding higher pay and a reinstatement of their working hours.

TAB deputy general manager Gordon Cox said the strike was illegal as no dispute had been declared. (152)

Cosatu SAYS WANTS TO STRIKE

By CHARLENE SMITH

A TOP-LEVEL Cosatu economic conference is to issue an investment code and demand the urgent implementation of a public-works programme to ease unemployment

And Cosatu is furious that the government has pulled out of policy forums on socio-economic issues, including education, the economy, housing and health. It has warned of massive strikes and protest action if such forums "are not established and already negotiating issues by July"

A major worker summit is being planned for May — which will include Cosatu, Nactu and other unions — to discuss strategies, "including a major strike", if these demands are not met.

not Succeed 152

Cosatu general secretary Jay Naidoo said the conference, held this weekend, disputed that foreign investors were flooding to South Africa

"That would require an investment climate. The 'yes' vote merely contributed to confidence that negotiations can succeed. All there is, is agreement to reach agreement," he said.

The conference considered how to include job creation, equal opportunities, education and training, health and safety, worker rights and corporate social responsibility in an investment code

Workers in pay protest at Red Cross Hospital

ABOUT 100 workers staged an hour-long sit-in at the Red Cross Children's Hospital in Rondebosch yesterday

The sit-in was part of countrywide demonstrations for pay increases

Mr Wilfred Alcock, chairman of the National Education, Health and Allied Workers' Union in the city, said the workers occupied all offices in the administration building at Red Cross.

A memorandum, listing demands that included a non-racial health and educational system, permanent status for all workers and for all public sector workers to be covered by the Labour Relations Act, was handed to medical superintendent Dr Rodney Marshall

The union was also seeking a minimum wage of R724 and a 15,3% across-the-board increase, Mr Alcock said.

He said workers also staged sit-ins at the road and works branches in Kraaifontein, Nyanga, Bellville and Paarl

The union planned to hold a march in Cape Town on May 27

● Meanwhile in Klerksdorp, workers at two hospitals staged a sit-in yesterday in support of pay demands — Sapa

Ivory trading 'not justified'

ZIMBABWE'S resumption of ivory trading was not justified unless it was guaranteed not to become a conduit for illegal ivory trade — a guarantee Zimbabwe could not provide, Wildlife Society of Southern Africa executive director Tony Ferrar said yesterday.

However, Zimbabwe did have too many elephants.

The country had a moral obligation to other ivory-producing countries to ensure controls against the introduction of illegal ivory into any of the phases of its transactions.

It was vital to openly demonstrate income derived from ivory sales was passed directly to conservation agencies and rural communities — Sapa

Murder trial judgment begins

8/00ay 31/3/92

JUDGMENT in the murder trial of five Numsa members and a man they allegedly hired to help with an intimidation campaign against non-striking colleagues at Haggie Rand, in which five people were killed, began in the Rand Supreme Court yesterday.

Shop stewards' chairman Richard Ngobeni and worker representatives Jeffrey Mtshali, Malvert Ngubane, Malan Khumalo and Samuel Malepo, have pleaded not guilty to five counts of murder, nine counts of attempted murder, two counts of arson and one count each of unlawfully possessing firearms and ammunition.

Joseph Bhengu, allegedly hired as a "hit man" by leaders of the intimidation campaign, also pleaded not guilty on all 16 counts.

Ngobeni and the other Numsa members on trial were dismissed after an illegal strike in October 1989.

Judge du Plessis, sitting with two assessors, said it was most probable that the gatherings of dismissed workers during the dispute were or-

ISZ SUSAN RUSSELL

ganised by a workers' representative group known as the "committee of 10" as claimed by Abram Keele, an alleged accomplice of the six who turned State witness.

Ngobeni, the judge said, was clearly a member of the committee or intimately involved with it. As committee members, the other Numsa members would have been regarded as leaders by co-workers.

All the victims except one worked in the wire mill section. The one exception had been in the company of an employee from that section when he was attacked.

"This common factor renders the possibility that the attacks were individually planned remote," Du Plessis said. "Furthermore it indicates the attacks were planned by people opposed to the continual working of the victims."

Judgment will continue today

Railways police set to return

A SECURITY force similar to the disbanded SA Railways Police could soon be patrolling trains and railway stations if high-level talks between the SA Rail Corporation and the SAP are successful.

This was disclosed yesterday by MD J J Nel, who said the carnage on the trains since July last year had led the corporation to investigate all possible means of ending train violence. 8/00ay 31/3/92

The Railways Police was integrated into the SAP in 1986.

"The corporation and the SAP are investigating the possibility of a dedicated security force to concentrate on the security of commuters and their environment, such as railway stations and trains," Nel said.

Police stations are also planned for railway property. — Sapa

Railway police soon?

CT 31/3/92
JOHANNESBURG — A security force similar to the disbanded SA Railways Police could soon be patrolling trains and railway stations if high-level talks currently under way between the SA Rail Commuter Corporation (SARCC) and the SA Police are successful.

This was disclosed yesterday by SARCC managing director Dr J J Nel.

The Railways Police force was integrated into the SAP in 1986.

Asked about allegations that renegade taxi operators might be fomenting the train violence to decrease the corporation's current passenger rate, Dr Nel said they were aware of the rumours — Sapa

STAR 31/3/92

PAC sticks to stayaway and boycott plans

Staff Reporter

152/111

The Pan Africanist Congress said yesterday it was going ahead with plans to call a national stayaway and a trains boycott in the PWV area to protest against the ongoing violence in the country

West Rand region secretary Tumediso Modise said the PAC had called a meeting in Johannesburg on Thursday to discuss the proposed action with the ANC, Azanian People's Organisation, civic associations and trade unions

Mr Modise was speaking at a press conference after the weekend West Rand region conference in Soweto, which was attended by some national executive committee members, including Lesoane Makhanda, UN representative in New York

Six men on murder charges

By SONTI MASEKO

JUDGMENT in the trial of five former employees of Haggie Rand and another man, who have all been accused of murdering five non-strikers during an industrial action in 1989 and 1990, continues in the Rand Supreme Court today

Jeffrey Mtshali (35), Mr Malvert Ngubane (41), Mr Malan Khumalo (44), Joseph Bhengu (26) and Samuel Malepo (40)

In the first day of judgment yesterday, Mr Justice BR du Plessis, assisted by two assessors, accepted as admissible confessions made by some of the accused and evidence of an accomplice who testified under warning

They have been charged with five counts of murder, nine of attempted murder, two of arson and two of illegal possession of firearms

The judge also accepted evidence by the State that the accused themselves pointed out various areas where the offences were committed

The State alleges that the men embarked on an intimidation campaign against Haggie Rand employees and scab labourers during a strike in 1989 and 1990

The six men are Mr Richard Ngobeni (39), Mr

As the industrial action continued, the accused - with the exception of Bhengu - decided to identify workers who did not go on strike (152)



Small, illegible text or markings at the bottom right corner of the page.

Haggie Rand six guilty of murder

152

Sowetan 11/4/92

By SONTI MASEKO

SIX men were yesterday found guilty of murdering five people and attempting to murder seven others who had refused to join a strike at East Rand engineering company Haggie Rand in 1989

Mr Justice RB Du Plessis in the Rand Supreme Court rejected submissions by the men that they did not take part in the crimes between November 1989 and April 1990

A total of 18 crimes, including murder, attempted murder, arson and the illegal possession of firearms were committed

The trial was postponed to June 1 to hear evidence in mitigation. The convicted men, Richard Ngobeni (39), Jeffrey Mtshali (35), Malvert Ngubane (41),

Malan Khumalo (43), Joseph Bhengu (26) and Samuel Malepo (40) are in custody.

The men, except Bhengu, were dismissed by Haggie Rand following an industrial dispute in October 1989

The court found that they engaged in acts of intimidation to force workers to strike

The judge found Ngobeni, Mtshali and Khumalo guilty on charges of attempted arson. They were also convicted on two counts each of attempting to murder the two employees and occupants of the houses.

Several other workers were shot. Five died and nine survived.

sight? ⁽¹⁵²⁾ ARG 1/4/92

SHARON SOROUR, Labour Reporter

ONE of the three Western Cape Kentucky Fried Chicken franchises affected by a three-month strike is set to sign an agreement with the SA Commercial, Catering and Allied Workers Union to end the action at three outlets.

According to union spokesman Mr Allan Horwitz, Natcor would be the first Western Cape franchise to sign an agreement, following 14 other franchises nationwide

The franchises and the union have reached agreement on regional wage bargaining within the framework of a single national recognition agreement, the reinstatement of casual and/or permanent workers dismissed for taking part in the strike and the waiving of disciplinary charges based on alleged misconduct during the strike.

More than 200 workers at about 34 franchises are still on strike, after downing tools from December 16 over centralised bargaining

Mr Horwitz said about 30 workers had been on strike at Natcor's three outlets in the Gardens, Sea Point and Rosebank

But about 120 Western Cape workers were still on strike at stores owned by the other two franchises, McHill and Southern Cape Fast Foods, he said

Last week Southern Cape Fast Foods responded to the strike by legally locking out all workers at six of its eight stores — in Bloubergstrand, Milner-ton, The Strand, Stellenbosch, George and Worcester

A Southern Cape Fast Foods spokesman said workers would be allowed to return to work if they accepted a final wage proposal of a six percent across-the-board increase, relinquished a demand for centralised bargaining and accepted a matrix system regarding hours of work

Hillcove, trading as McHill, is set to contest the legality of the strike in the Cape Town Supreme Court on April 8

Mr Horwitz warned that although several franchises had signed agreements with the union, strike ballots had been conducted at four Northern Transvaal franchises involving about 150 workers.

Epping strikers appeal to ANC

ABOUT 70 striking workers, all members of the SA Chemical Workers' Union, have called on the ANC, PAC and Azapo to help settle a strike at an engineering company in Epping (152)

The strike, now in its eighth week, concerns management's refusal to negotiate wages at plant level, according to union spokesman Mr Peter Roman. CT 2/4/92

The ANC in the Western Cape yesterday condemned the actions of the company — Sapa

Pupils freed after protest (52)

Star 2/4/92
The Katlehong Town Council yesterday withdrew charges against 52 Cosas members arrested by the police yesterday for trespassing after illegally occupying the council chambers. The move came after a group of pupils invaded council premises and demanded the release of their arrested colleagues. The pupils had demanded the return of 19 white teachers withdrawn from three schools following attacks on teachers.

Tedelex (182)

on strike

ET 2/4/92
BETWEEN 30 and 40 Tedelex workers embarked on a strike at the company's premises in Epping yesterday morning, a spokesman for the Metal and Electrical Workers Union of SA, Mr Raymond Snyders said.

He said the dispute centred on a missing machine

A Tedelex spokesman said the matter was under investigation — Sapa



Faint, illegible text at the bottom left of the page, possibly bleed-through from the reverse side.

Faint, illegible text at the bottom right of the page, possibly bleed-through from the reverse side.

6 guilty of murdering scabs

By MARTIN NTSOELNGOE

SIX men stood grim-faced this week as a Rand Supreme Court judge found them guilty of five murders, nine attempted murders, arson and the illegal possession of firearms

Judge R du Plessis, assisted by two assessors, described the gruesome murders and intimidation of co-workers who refused to join an illegal strike at Haggie Rand on the East Rand

The judge said this happened after five Numsa members embarked on an intimidation campaign, enlisting the services of a hired hitman, after they were fired when their strike misfired.

The six were found guilty of the murder of Bernard Marekane, Dugmore April, Meshack Bhekuyise Mabilzela, James Mothokoa and Samuel Ntshuntsha. They attempted to murder Seth Mwenda, Abraham Mbatha, Peter Maponya, Mack Thabo, Johannes Mabaso, Elias Ntsibanyoni, Lawrence Maseko, Abel Matsabo and John Themba

Richard Khazamula Ngobeni, 38, of Naledi, was found guilty of four counts of murder, eight of attempted murder, two of attempted arson and the illegal possession of a 9 mm pistol.

Jeffrey Siphon Mtshali, 34, of Moroka, was found guilty on a charge of murder and one of attempted murder.

Malvert Ngubane, 40, of George Goch hostel in Benrose, was found guilty on one charge of murder, seven of attempted murder, two of attempted arson and charges of illegal possession of a firearm and ammunition.

Malan Khumalo, 42, of Orlando East, was found to have participated in all five murders, nine attempted murders, two cases of attempted arson and possession of a 9 mm pistol, a 375 magnum revolver and ammunition.

Samuel Kgosiekolo Malepo, 39, of Katlehong, was convicted on a count of murder and two of attempted murder.

Coming to the hired hitman, Joseph Mdumiseni Bhengu, 25, of Nancefield hostel, the judge said he was guilty of two murders

mak- Others are paid with job - save prostitution -
ome- forged notes and fighting will do.

Hard times force the blind to beg

By FRED KHUMALO

152

s been
s most
, with
of gui-
otsumi

WHEN 80 blind workers went on strike at an Umlazi home for the blind last May, little did they know the trouble and poverty they were courting.

n Sun-
Mohla-
ontem.
to the
where
ng day

Now, 11 months later, the workers from eNduduzweni Place for the Blind in Umlazi are still without work and money. They are so desperate that some of them have resorted to begging in the street

"But people have no money to give to beggars these days," said Kenneth Majozi, a resident at the home.

started
ifontein
, known
d Mice.

"You would be lucky to come back home with three rand It's tough." *C/Pres 5/4/92*

from
hlakeng
d Uncle
King
Madubu-

The workers embarked on a strike last year when Geoff Hilton-Barber, the director of the Natal Society for the Blind, introduced a "piece rate" scheme which meant they were to be paid according to productivity.

ned the
z Proph-

The workers saw the scheme as an effective reduction of their R60 weekly wages and withheld their labour, calling Hilton-Barber to the negotiating table

No deal

Hilton-Barber refused to negotiate with the Paper, Print, Wood and Allied Workers' Union (Ppwawu), the union representing the workers.

the line
ompeted
ger jazz
e Orlan-
963

He told City Press this week that when he introduced the "piece rate" he was trying to alleviate the problems of the institution which lost R500 000 in the 1991 financial year. "You can't go on paying high wages when there is no productivity"

up after
nd mem-
Gibson
n 1968

Hilton-Barber said when the situation became desperate, he decided to hand the institution over to the KwaZulu government's Department of Welfare and Pensions.

me acted,
ed guitar

Eric Mhlongo, KwaZulu secretary for the Department of Welfare and Pensions, said he was not ready to comment on when exactly his department would take over control of the facility

FIFA president
velange, who
South Africa
day, no doubt
two fond mem
soccer admini

It was the
can dispute
tipped the s
favour for th
of Fifa-in 19

The Afri
Confedera
gave him all
condition t
he could t
racially-str
ball Associ
Africa (Fa
cial Afric
and India
pelled

Havela
represent

Workers arrested for trespassing

Sowetan 9/4/92

152

ABOUT 200 workers at a brick manufacturing company in Pretoria have been arrested after refusing to vacate the premises since their dismissal last week.

The workers, who are members of the Construction and Allied Workers' Union, alleged they were fired for having taken part in a march to the Union Buildings to protest against the Budget and Value Added Tax.

The march was organised by the Congress of SA Trade Unions and the African National Congress.

Northern Transvaal police spokesman Colonel Willie Vlotman said yesterday that 189 workers

By MONK NKOMO

were arrested for refusing to vacate the premises at South African Bricks in Boekenhoutkloof near Hercules.

Vlotman said the former employees, most of whom stayed on the premises, were asked to leave after the company had obtained an interdict in the Pretoria Supreme court on Tuesday restraining them from being in the area.

He said the 189 refused to leave in spite of the court order. Police were called and they were arrested.

They were due to appear in the Pretoria Magistrate's Court today on charges of contempt of court and trespassing.

A spokesman for the company declined to comment on the matter and said the issue was "very sensitive at the moment".

A spokesman for the workers accused management of ignoring their grievances and of refusing to discuss job-related issues with them.

He also said he viewed the dismissals as an unfair labour practice.



C

Black schools teachers end strike

JOHN VILJOEN
Education Reporter

152

ARG 9/4/92
payment of acting allowances, and income tax deductions which left some teachers with zero pay cheques

MORE than 1 000 teachers at black schools in the Western Cape have returned to work after a brief strike over salary problems

Ms Carelse said that only 15 out of the more than 200 teachers with salary problems had been paid at the end of last term when the strike action was decided on.

The teachers began the strike yesterday morning, but the action ended after a planned report-back meeting.

But at yesterday's meeting a delegation which met Department of Education and Training Western Cape director, Dr Johan Brand, reported that the remaining teachers could collect salary cheques.

Teachers decided that authorities had made satisfactory progress on meeting demands over a salary dispute, said Ms Vivien Carelse, Western Cape head of the South African Democratic Teachers' Union

The strike began over a three-month non-payment of salaries to newly-appointed teachers, the non-

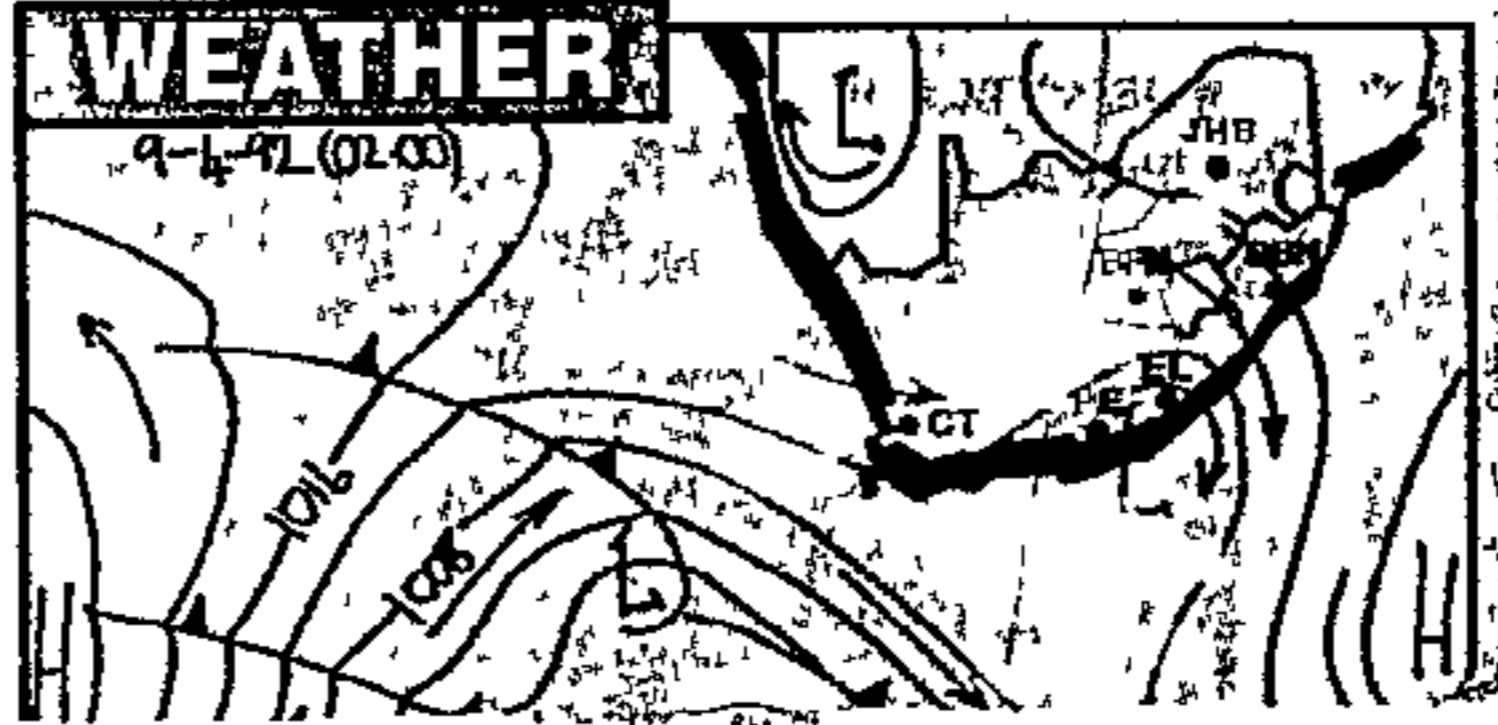
Teachers felt the DET had showed it was pressurised enough by their strike ultimatum to take action to solve the salary problems, she said.

Cloudy

Forecast for the Cape Peninsula and Boland

□ Partly cloudy and mild, becoming cloudy and colder later with rain.

□ Wind, fresh north-westerly, becoming strong north-westerly this afternoon



Chaos as 198 men

appear in court

THE Pretoria District Court had a marathon sitting on Wednesday night when 198 members of the Construction and Allied Workers Union appeared in connection with a charge of ignoring a Supreme Court order.

The men, all former employees of Sabrix, a brick manufacturing company, were fined by the company after staging a strike a few days ago.

They were arrested late on Tuesday after the company's managing director, Mr Joseph Robertse, had obtained a Supreme Court order against them.

This was after the men had earlier refused to leave the hostel, owned by Sabrix, at Boekenhoutkloof and Zandfontein.

The men filled the public gallery as court workers tried to clear paperwork. This forced the court to sit until about 6.30pm.

Two magistrates, a prosecutor, two interpreters, 25 policemen and clerks had to remain at work until the case had been dealt with.

Magistrates Mrs C Walker and Mr M van der Spuy had to stay even longer as they signed the 198 warrants authorising the granting of the R100 bail set for each of the men.

80 velen 10/4/92

152

152

Preparations and paperwork for the case began at 10.30am. The accused were brought to the courts at about 2.30pm.

In between, State prosecutor Mrs MJ van Heerden and the policemen checked, rechecked and wrote out the charge sheets.



Kentucky seek interdict to clip strikers' wings

Supreme Court Reporter

(152) ARG 10/4/92

THE owners of 22 Kentucky Fried Chicken outlets have applied to the Supreme Court for an interdict restraining 47 staff members from striking.

Members of the South African Commercial Catering and Allied Workers Union (Saccawu) have been involved in a strike at some Kentucky Fried Chickens branches nationwide since December.

S J and M M Hilcove CC, owners of 22 Kentucky shops in the Western Cape, the Transvaal and Natal, want the court to declare industrial action at their Bellville, Tokai, Brackenfell, Claremont, Durbanville, Goodwood, Parow and Plumstead branches illegal and workers ordered back.

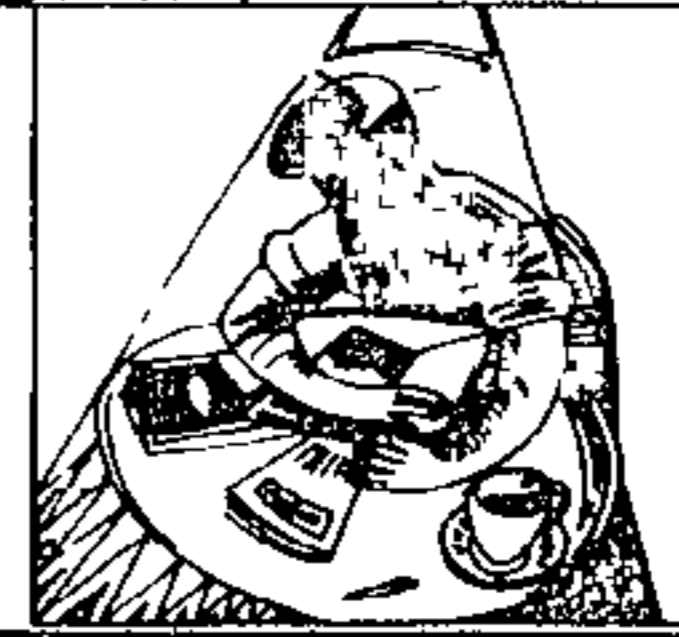
In an affidavit Mr Stuart John Hilcove, managing member of S J and M M Hilcove CC, said the strikers had illegally taken action before they were in dispute with the company.

He said the close corporation had worked very hard to build up a customer base. Once a customer was disappointed, the habit of buying from Kentucky and not from its competitors would be broken and be difficult to re-establish.

Yesterday the matter was postponed.

Mr G W Woodland, instructed by Sonnenberg, Hoffmann and Galombik, appeared for the applicants. Mr J R Whitehead, instructed by Bernadt Vukic and Potash, Abel and Getz, represented the respondents.

WORKERS' EDUCATION



Trade Unions 6: Leadership and Strikes

New Nation (Learning Nation) 10/4-15/4/92
 So far in this series, we have looked at what trade unions are and what their role is. We have said unions are organisations of workers who have united to fight against their common exploitation on the factory floor. We saw that the strength of trade unions is that they build class consciousness among workers. The weakness of unions is that they can also prevent workers from developing this consciousness. What allows the unions to play a progressive role in our struggle is whether or not they have working class leadership and working class politics.

We want to continue this week by looking at how

- working class leadership takes up struggles in the unions
- this way of taking up struggle helps to build class consciousness amongst workers.

Let's use the example of strikes

Strikes are the strongest weapon workers have in their struggles against the bosses on the factory floor. Remember, we said that in the capitalist system, all profit comes from the labour of workers. By refusing to work, workers refuse to give the bosses profit. Making profit is the heart of the capitalist system. If bosses cannot make profit they will be driven out of the industry and into bankruptcy. Strikes are therefore the strongest weapon workers have in their struggle against capitalist exploitation.

Proper preparation for strikes

Because strikes are the workers strongest weapon, they must be used effectively. The one thing that makes any strike effective is proper preparation. This is the thing that a truly working class leadership will give most attention. Although strikes are the best weapon of workers, we know that class struggle is fought from two sides. The bosses are well organised. They can depend on the SAP, on the law, which allows them to dismiss striking workers, and on scab labour. They can also depend on their spies among the workers, who can warn them when workers are planning to strike. Then they can plan production and deliveries so that they will not lose too much profit. There are times when the bosses use strikes to dismiss the best worker militants. Sometimes the bosses, will simply use their immense wealth to sit out strikes, waiting for the workers to give in first.

Within the working class there are endless examples of strikes that failed. In all these cases, the workers fought heroically, against big obstacles, over long periods of time only to be defeated in the end. When we look closely at any one of these examples, we will see that most of the time the workers were defeated by their own lack of proper preparation.

Lessons from previous struggles

Working class leadership always draws lessons from previous struggles, from victories as well as defeats. In this case, the clear lesson is that although strikes are a powerful weapon, proper preparation is vital to make them effective.



There are many other things to be considered before a strike. For example, workers must look at how much stock the bosses have in the warehouse. This will give an indication of how long the bosses would be able to hold out during the strike. Workers also look at the production levels to see how busy the bosses are. Sometimes the workers decide to ban overtime well before the strike, so that the bosses cannot stock-pile their products in the warehouses in preparation for the strike.

In line with this, workers also consider the best time to strike. The best time to strike is obviously when the factory is at its busiest. But wage negotiations often do not happen at the same time as the factory is at its busiest. So workers must decide if they are going to have a legal or an illegal strike. This obviously depends on how well organised the workers are.

Something to think about....

Maybe you have been in a strike, or perhaps you have a friend who has been. Think about this strike and answer the following questions. When you answer, think about what you can learn from your experience.

- Before our strike, were we clear on why we were striking? In other words, did we have clear demands?
- Were the demands and the decision to strike arrived at by the majority of workers? Was this done democratically?
- Did we strengthen our organisation on the factory floor before the strike? How did we do this?
- Did we mobilise our members through pamphlets and questionnaires, asking them about what kind of increase they needed. And whether the organisation was strong enough to win such an increase?
- Did we make sure those workers who were not union members were encouraged to join? Sometimes these workers are critical to production, and can weaken our strike if they don't join us or at least agree to strike with us.
- Did we organise solidarity action well before the strike itself? Did we meet with the workers who work in the factories our company deals with? Did we say to these workers that we were planning a strike and would like solidarity from them?
- Did we send workers to meet with the community and political organisations to discuss support from these organisations?
- Did we have lists of products to be boycotted or targeted before the strike?

Picketing

Those of you who have been in strikes before have probably also been involved in picketing. Workers picket to stop scab workers from entering the factory. They also picket to stop delivery trucks from entering or leaving the factory. This kind of action needs special skill and definite tactics.

The strike is an excellent time for the leadership to sharpen the political consciousness of the strikers. The strike itself does this in many ways. During the negotiations, workers know their demands are justified. But they see the determination of the bosses not to give up even a small part of their profits. When the strike starts, the SAP is the first to arrive. They arrest the pickets and harass the strike leaders. Workers see clearly how the state is a brutal weapon of the bosses. In the morning, when they open their newspaper, they see only the bosses side of the story about the strike.

Workers see that the whole society is built in a way that benefits the profits of the bosses. The strikers begin to see that even a struggle for a wage increase succeeds only if it is also tied to a broader struggle to break the whole capitalist system.

Working class leadership builds on these conclusions. When the strikers meet to discuss progress of the strike, the leadership also organises discussion on the related political questions that show the need for broader, united working class organisation.

Holidays 'cost' ~~875~~

SA R521 million'

By Paula Fray

152 2007

South Africa's long list of public holidays costs the country an estimated R521 million in lost revenue each time workers stay away from work, says the National Productivity Institute.

There will be three four-day weeks this month as a result of Easter and Founders' Day holidays

However, NPI executive director Dr Jan Visser noted that only five working days would be lost this year as a number of the holidays fell over weekends.

This excludes the "unofficial" holidays such as June 16 and 17

"It's just awkward at the moment as our public holidays are concentrated in April and May," Dr Visser said. He noted the long weekends were a welcome break for workers.

"I only hope that in the new SA this will be changed for the better that we won't have more public holidays," he said.

STAN 10/4/92

ILO moots far-reaching labour reforms

DIRK HARTFORD

THE International Labour Organisation's influential fact-finding and conciliation commission has made a host of far-reaching recommendations for the reform of SA's industrial relations system — including extension of the Labour Relations Act to farm and domestic workers "as a matter of priority"

The recommendations avoid detailed prescriptions. Implementing all the recommendations would make SA labour law among the most advanced in the world.

The commission's report — to be released next week with comments by government, Cosatu and Saccola — seeks to identify areas in labour law and practice that are incompatible with "the well-established body of jurisprudence developed by the ILO during the past 70 years"

The 300-page report is the result of a three-week investigation earlier this year by a high-powered ILO-appointed team.

Sections of the report which could be controversial include recommendations to abolish racial criteria for membership of organisations, to entrench the right to strike and picket, to include farm and domestic workers under the Act, and to bring homeland and public-sector labour legislation in line with a reformed Act.

The commission recommends the Act be redrafted — taking its recommendations on freedom of association into account — to make it user-friendly.

It urges government to "pursue vigorously" the reactivation of the National Manpower Commission (NMC) in a tripartite structure acceptable to all concerned parties. It believes government should be involved in the NMC — but not necessarily as a full voting member.

On the right to strike the report recommends

- Simplifying pre-strike procedural requirements and amending provisions relating to strike ballots (so that a union will not be required to have an absolute majority of members' votes in order to strike),
- Widening the definition to allow unions to strike over economic and social issues that affect worker and trade union rights (political strikes are not included),
- Removal of criminal sanctions for

peaceful strike action,

- Protection of workers against dismissal for legitimate strike action,
- Narrowing the definition of essential services to allow workers in, for example, local authorities to go on strike, and
- Providing effective arbitration for all essential service workers who are unable to strike.

The report also recommends that organisational rights and facilities be guaranteed to unions — including access to

employer premises (especially where workers live on the premises) and space for union meetings and business.

Planned legislation covering public sector workers should be enacted as soon as possible, taking cognisance of the commission's recommendations — which amount to granting the public sector similar rights to those contained in a reformed Act.

Saccola will hold a seminar on the ILO's report next Friday to discuss its implications in detail.

ILO proposes shake-up in strike laws

SUNDAY TIMES 7/6/92

By ADRIAN HERSCH

RECOMMENDATIONS by the International Labour Organisation (ILO) in a report on SA — particularly about strikes — are set to become the centre of vigorous debate between management and labour.

One recommendation is that workers be protected against dismissal when striking legitimately.

Labour lawyers say the report could be the "most telling development in our labour law since the Wiehahn reforms in the late 1970s".

Major

SA's regaining of ILO membership does not depend on implementation of the recommendations as they stand.

But a labour lawyer says the report will have a major influence "because it sets the parameters for debate about our labour law".

The report notes the work done to revise the Labour Relations Act (LRA), but makes wide-ranging proposals.

Recommendations relating to strikes include

- Provisions regulating the right to strike (simplification of the pre-strike procedural requirements)

- Amendment of the strike ballot provision

- Narrowing the definition of essential services and provision of arbitration for all workers not allowed to strike

- Removal of criminal sanctions for peaceful strike action

- Protection of workers against dismissal for legitimate striking

The report says the new LRA "should be simplified and structured in such a way as to be readily usable and understandable by all interested parties".

The commission finds the "legislation and practice in force in each of the homelands is incompatible, to varying degrees, with the international principles of freedom of association".

It recommends that the Government deal with the problem "urgently".

The report says legislation should be extended to agricultural and domestic employees, giving them rights "in common with other workers in SA".

The parties drawing up legislation for public service employees should make "every effort" to resolve the outstanding issues in their negotiations so that the law can be enacted as soon as possible.

"The evidence and arguments adduced in the course of the proceedings made it clear that the Government is aware of the need for reform in the trade union and labour relations field. This provides a hopeful framework within which the various issues and problems identified can be addressed," says the report.

Repealed

The Government asked the commission for advice on how to improve and streamline the industrial court system. The commission was unable to oblige, but says a request to the ILO director-general will be favourably received.

The commission, which visited SA in February, was originally called for by Cosatu when it complained to the ILO about the 1988 amendments to the LRA. The amendments were repealed, but the Government allowed the commission to widen its investigation.

Public servants plan mass protest today

^{13/Dec}
CAPE TOWN — The Public Service League of SA has announced a mass stayaway and demonstration meetings by about 50 000 public servants countrywide today

League GM Bernard Wentzel said in a statement the action was to demonstrate "utter rejection" of government's proposed 8,82% general salary increase from July 1

The league was demanding 15,3% and a minimum salary of not less than R850 a month

"The Commission for Administration, as employer, is always using the public servant to address its supposedly critical financial position," he said

^{20/3/92}
This was totally unacceptable and mass demonstration would underline the seriousness of public servants' frustrations

Meanwhile, the SA Nursing Association has taken a firm stand on plans for stayaways and marches by nurses negotiating salary increases

The Sana said the proposed actions could lead to disruptions of services and impaired patient care

"The stand of the association is that nurses should not be placed in a position where they need to withhold their services from patients in order to exert pressure on the employer to obtain better conditions of service"

The 20 000-member Institute for

¹⁵²
Public Servants will not participate in the stayaway

Institute president Solomon Matseke said all members of his organisation rendered essential services

He said the institute would register rejection of the proposed 8,5% increase by staging voluntary lunch-hour pickets

He said negotiations with the Commission of Administration would continue until consensus was reached on a 15% across-the-board increase

The Transvaal Provincial Administration appealed yesterday to its officials to refrain from participating in stayaway and protest actions — Sapa

152
Sowetan
27/3/92

Striking violates patients' rights

STRIKES by nurses were violations of patients' rights, the South African Nursing Association said on Thursday.

The Sana central board said after consultation with all branches, it finalised a policy on nurses and strikes.

"Sana is of the opinion that a strike by a nurse is a violation of the patient's right to safe and continuous nursing care," it said.

However, it was believed that a nurse should never be placed in a situation where she felt there was no other option open to her.

The nurse had a right to fair and equitable employment practices, reasonable conditions of employment and a fair dispute resolution procedure negotiated between the employer and the representative organisation for nurses, which should exclude strike action but include compulsory arbitration.

Nursing services should be declared essential services in legislation — thus entrenching the right to arbitration.

Sana said: "It will not condone, nor utilise, strike action as a means of dispute resolution between employers and nurses."

"Strike action by nurses where the patient's right to safe and continuous nursing care is endangered, constitutes unprofessional conduct" - Sapa

Knight for the Iron Lady

FM 10/4/92
RETHINKING LABOUR-MANAGEMENT RELATIONS by Christopher J Bruce & Jo Carby-Hall (Routledge, 168pp, price on request), **KILL THE MESSENGER** by Bernard Ingham (Harper-Collins, 398pp, R89.99)

Each of these books challenges the strike as a rational form of industrial action; one of them proposes a substitute, the other calls a halt

Bruce is a labour economist, Carby-Hill an academic lawyer with practical experience in industrial relations. They propose compulsory arbitration as an alternative to work stoppages in industrial disputes. This,



they argue, will produce better results in terms of both efficiency and equity.

In the last resort work stoppages may be unavoidable but parties to an industrial dispute must, they say, be put to a final and binding choice between two modes of conflict resolution: a work stoppage or arbitration. No strike must be called to overturn an arbitration award.

The authors would make arbitration the norm. No work stoppage would be lawful save by leave of a commission on which workers, employers and the Minister responsible for industry would be represented. The authors claim advantages for permitting the right to a strike or lockout to survive on this

attenuated basis, but do not consider how the members of an important union would be likely to react if it were refused the right to strike. Many readers will conclude that if arbitration has the merits the authors claim for it, no scope exists for permitting work stoppages.

A difficulty I have is this: it is through calling strikes that union leaders loom large on the national scene. Where would the working class movement be if these men ceased to be news, dropped out of the headlines? And don't many workers gain a vicarious satisfaction from their prominence?

Bernard Ingham's book is an autobiography which culminates with an account of his role as Margaret Thatcher's chief press officer.

He emerges as a chivalrous and indeed a comprehensive advocate of Thatcher, whom he sees as being above all a caring person.

Ingham came of a working-class background, became a reporter at the age of 16 and stood as a Labour candidate in a municipal election in his early 30s. Later he became a temporary civil servant and took up a position as a press officer in the Board for Prices & Incomes.

Some three years later he transferred to the newly formed Department of Employment & Productivity as speech writer for the Minister, Barbara Castle, of whom he became a fervent admirer. He says of her: "Most of all Barbara Castle prepared me for the big stuff. She, like Margaret Thatcher, was a substantial politician endowed with good looks, energy, fire, intelligence, determination and guts. And the greatest of these is guts. Both Barbara and Margaret were made of sterner stuff than their parliamentary parties and the Cabinets of which they were members."

Castle took productivity as seriously as employment. She saw that a radical change in the attitudes and behaviour of trade union leaders was essential to the performance of the British economy. She prepared a policy document called "In Place of Strife" which went to the Cabinet for approval but was rejected, only Prime Minister Harold Wilson supported it.

By 1970 Ingham had become utterly disillusioned with Labour's handling of the unions and thought they deserved to lose the election of that year. He fully endorsed the ideas of Edward Heath, the new Tory prime minister.

But to put these ideas into effect Heath would have had to make a break with consensus politics; this he failed to do.

As for the Labour government that came between Heath and Thatcher, it achieved nothing on the industrial scene. Only after 1979 were Heath's ideas on industry translated into reality by Thatcher; she believed that consensus politics were the result of woolliness and irresolution.

When Thatcher took office in 1979, Ingham was moved from a much less prominent job to that of chief press secretary to the prime minister, he remained in this position until her fall from power in November 1990. His admiration for her was such that he could not work for any successor.

Strangely enough, Ingham barely mentions Thatcher's Employment Act of 1990, it is to Bruce and Carby-Hall that the reader must turn for an account of its provisions and those of her earlier Act of 1988. Ingham leaves us to infer that she did what her predecessors had failed to do.

The concern of union leaders over unemployment in the wake of excessive wage claims, crocodile tears. Their denial that other unions would make claims if those of the coal miners were conceded a bromide.

This is the book of a Yorkshireman who pulls no punches — which is one of the reasons why it will live as an account of British government from the inside.

Radford Jordan

Genref refinery faces strike

■THE Genref refinery in Durban and 50 South African Energy Company depots across the country could soon face strike action from the Chemical Workers' Industrial Union (152)

Last week a conciliation board at the refinery deadlocked and the union this week held discussions with its members to discuss balloting and industrial action. The parties have been in dispute since the end of February.

The issues in dispute are the company's refusal to join a centralised bargaining forum, refusal to pay the costs of transferring to a rate for the job system, and controversy over the recognition of depots and the payment of overtime.

Gengold bought over the refinery and the depots from Mobil when it disinvested.

W/marf 16/4 - 23/4/92



Jhb threatens to retrench workers

CIT 17/6/92

By Carol Hills
JHB. Johannesburg City Council is threatening to make large-scale retrenchments if unions refuse to back down on unrealistic pay and benefits demands.

Our efforts to streamline the organisation are being obstructed by unions pursuing their interests at the cost of the city management committee chairman Ian Davidson said yesterday.

If the unions refuse to exercise voluntary restraint we may well be forced into large scale retrenchments at a time when there are few alternative avenues of employment.

The threat of drastic staff cuts comes amid allegations that management committee mismanagement is responsible for yet another multi-million rand deficit in the council budget.

The council however is blaming union militancy for the deficit.

During the worst recession since the Second World War the unions are making unrealistic pay and benefit demands that would add R240 million to the budget Mr Davidson said yesterday.

He said the demands were 'unjustifiable' in the light of a finding that the council was overstuffed and already had good staff benefits packages compared with the public and private sec-

tors. He pointed out that the ratepayer would have to foot the bill.

A city like Durban which has a comparable budget operates with a third less staff than Johannesburg. Ratepayers are entitled to ask why we do not match that sort of performance.

The message is clear. We must enhance productivity. Ratepayers cannot afford runaway increases in rates and tariffs in order to pay for an oversized bureaucracy. That is why the council embarked on a radical restructuring last year, he said.

The council was reducing top management structure posts from 813 to 407. However its streamlining efforts were being obstructed by unions pursuing their interests at the cost of the

city. Mr Davidson emphasised that retrenchment was a last resort but said that although alternatives had been suggested in negotiations the unions had clung to their unrealistic demands.

He appealed to the unions to face up to what the recession was doing to Johannesburg's economy and play a responsible role in helping the city meet growing demands for affordable services.

Meanwhile the council is facing a budget deficit said to be about R80 million and the management committee is being accused of mismanaging the city's financial affairs.

When you get this situation in a company the first people you look at are your top management, said Independent Killiney councillor Sam Moss.

The management committee is sitting pretty.

Looking at its decisions you see a National Party/Democratic Party coalition which rides contemptuously over the opposition and can outvote us at all times.

They are displaying incompetence beyond comprehension, he charged.

It was vital that the public ask whether the coalition was in the city's best interests and that residents' associations be made aware of what is being done with their money.

They need to protest. They should be seen and heard. They should be taking action and making demands on the management committee to make it accountable to the public, he said.

Stayaway: Strong action is urged

CAPETOWN. One of the country's most influential employer organisations has recommended that disciplinary action be taken against workers who stay away from work because of mass action.

In this particular case it would constitute an illegal strike. Steel and Engineering Industries Federation of South Africa spokesman Mr Hendrik van der Heever said yesterday.

The ANC and Cosatu backed mass campaign for an interim government was expected to start today, June 16.

Cosatu's affiliate in the metal industry Numsa represents more than 170 000 employees of the sector's 320 000 strong workforce.

Mr Van der Heever said metal industry employers were advised to comply with the Seifsa directive issued before the anti-Vit stayaway in November last year which had led to dismissals.

We suggested a policy of no work, no pay but as mass action would be an illegal strike we've advised our member organisations to use their discretion when taking disciplinary steps.

Spoornet with about 160 000 employees has opted for a policy of no work, no pay but will consider disciplinary action if warranted.

Business groups have again warned of the negative economic impact and human cost of mass action.

The South African Chamber of Business, the Afrikaanse Handelsinstituut, the Johannesburg Chamber of Commerce and Industry and Anglo American's Gold and Uranium Division all advised yesterday they would follow a policy of no work, no pay.

No pay for staying away, say employers

B. J. A. 16/6/92

DIRK HARTFORD

BUSINESS organisations yesterday called for a no work, no pay policy as they and unions engaged in a war of words over the ANC alliance's mass action campaign.

Sacob, the Afrikaanse Handelsinstituut, the Johannesburg Chamber of Commerce and Industry, Spoornet and Anglo American's gold and uranium division all advised yesterday they would follow a policy of no work, no pay. Sapa reports.

Seifsa recommended that disciplinary action be taken against employees staying away from work because of mass action.

In this particular case, it would constitute an illegal strike, Seifsa spokesman Hendrik van der Heever said of the campaign which starts today.

Cosatu yesterday said employers had done nothing about the issues motivating the mass action programme.

If there is a better way to stop government corruption and death squads and get movement at Codesa, we would like to hear about it, a Cosatu spokesman said.

Cosatu has asked business organisations to support its mass action

campaign as the quickest route to establishing the political stability needed for economic growth.

A Sacob spokesman said business did not have a position on these issues. In any event it would rather engage directly with government than through Cosatu.

We are concerned about government corruption and the (assassinated) activist Matthew Goniwe affair, but we don't respond to every issue like Cosatu does. There are institutions like the Goldstone Commission, the Justice Department and Codesa which should be used to solve these problems.

Meanwhile, the thousands of workers currently on strike at TPA hospitals, SABC and Toyota could swell to hundreds of thousands in the next few weeks if negotiations in the textile, municipal, transport, forestry, metal, car tyre, retail and mining industries were not settled, Cosatu said.

Disputes had already been declared in many of these sectors.

Tomorrow 250 000 member Numsa will unveil its mass action plan for the metal, motor car and tyre and rubber industries.

Major job cuts likely at Transnet

B. J. A. GERALD REILLY 22/6/92

PRETORIA. Transnet has identified 5 800 redundant jobs and is set to embark on a big retrenchment and early retirement programme.

The organisation's manpower utilisation programme will reduce its total number of workers to less than 150 000.

A spokesman said the financial strain caused by declining revenue was a major reason for instituting the programme.

Personnel affected would be offered retirement and retrenchment packages determined by length of service, the spokesman said. Efforts would be made to move affected workers to other jobs.

He said it was highly unlikely that Transnet would thin out staff to a point where it might have difficulty coping with the demands of an economic upturn.

In the voluntary retirement package workers would get a cash handout of one

month's salary for every five years' service with a maximum of six months' pay in addition to a pension based on service.

The spokesman said Transnet's labour costs were unacceptably high making it necessary to identify unnecessary jobs.

Federation of Transnet Trade Unions general secretary Abe Koekemoer said employment had been slashed by about 120 000 workers to the current 150 000. Two years ago the then Sats offered workers early retirement. About 4 000 accepted.

Koekemoer said retrenchment packages had become a major issue in the drawn-out pay negotiations with management.

Negotiations would be resumed this week, and if no agreement was reached the unions were likely to demand arbitration.

Company's business is the busting of strikes

S. J. W. 17/6/92
 By THABISO LESHOAI

THE African National Congress mass action campaign has seemingly given rise to a new business opportunity - strikebusting.

A new company calling itself 'Strikebusters' is offering to organise scab labour for business concerns that have been hit by strikes.

The company which calls on job-seekers to join the national anti-strike force promises to place people in permanent and part-time jobs in a hospital, hotel, supermarket, garage, factory, construction site or office.

The company's offer coincides with the ANC's call for mass action which is to include mass stayaways, marches, pickets, occupation of factories and strikes as a build up to a general strike on August 1.

For a joining fee of R25 applicants are asked to furnish the company with their full names, ID numbers, residential address, telephone numbers, occupation, qualifications and 'hours presently employed'.

The company gives a Lynwood Pretoria, post box address. The company placed its anti-strike advertisement in a major Sunday newspaper yesterday.

Union barred from march

SUSAN RUSSELL

BARLOW Group subsidiary Barlow Appliance Company yesterday obtained an interim interdict in the Rand Supreme Court prohibiting Numsa from associating itself with a march planned for today in support of workers dismissed during an illegal strike.

The Kew company dismissed 600 workers in September 1989 after an illegal strike and the matter has been the subject of arbitration.

Yesterday's order granted by Judge C Plewman also prohibited the union from instigating, encouraging or associating itself with any conduct which was in breach of the arbitration agreement.

The union was prohibited from stating publicly that the dispute was being adjudicated in any way other than by independent arbitrator or from stating publicly that the dismissals had been unlawful or unfair and from calling for reinstatement of the workers.

The union may not encourage, incite or associate itself with a boycott of the company's products.

Union leads march on Parliament (152)

Staff Reporter

THE Food and Allied Workers Union (Fawu) led a protest march on Parliament yesterday and presented the government with a set of demands concerning the rights of farmworkers.

March co-ordinator Mr Ben Sizani said the main aim was to "highlight the plight of farmworkers and to demand the legislation to improve their living and working conditions".

The hundred-strong crowd jogged peacefully through the streets with placards. The march was led by leaders of Fawu and Cosatu and other political organisations including the ANC.

Nestle workers down tools 152

ABOUT 2 000 workers at Nestle in East London went on a legal strike this week following a ballot, a union official said. *APR 19 11 19 12*

Food and Allied Workers Union branch secretary Liz Mzendana said 94.6 percent of members voted in favour of the strike after the company refused to concede to demands for a 26 percent across-the-board wage increase.

Inspectors net R1,99bn in unpaid taxes

A BLITZ by inland revenue inspectors on tax dodgers netted R1,99bn during the 1991/92 financial year, Inland Revenue chief director Chris Dempers said yesterday. *Monday 23/4/92*

This was R400m more than the unpaid taxes inspectors found in 1990/91.

Dempers said tax due on untaxed income discovered amounted to R1,56bn and unpaid PAYE to R56,5m.

GST dodging accounted for R342,9m, unpaid stamp duties R6,2m and non-payment of transfer duties another R22,4m.

Dempers said VAT irregularities were not closely investigated during December to mid-April, mainly because inspectorate staff were engaged in processing

REILLY
GERALD REILLY

VAT refund claims resulting from input credits.

He said many incorrect claims were based on ignorance of the VAT system while others were littered with errors and had to be rejected.

"Since the beginning of December until now we have concentrated on getting the system into gear. Our inspectors visited many businesses to ensure a better understanding of the system and we believe we have achieved this to a great extent."

Dempers said the department would now concentrate on exposing VAT offenders.

Sit-in protest at Transnet

Monday 23/4/92 *152*
ANC, SACP, Cosatu and church representatives are holding a sit-in protest at Transnet's Braamfontein offices until demands have been met to end violence on trains and stop the retrenchment of rail workers.

Their protest, which includes a call for a boycott of trains by commuters, follows a protest march by 2 500 members of the SA Railways and Harbours Workers' Union (Sarhwu) through the centre of Johannesburg yesterday.

The march — an annual event to mark the deaths of seven workers shot by police during the railway strike of 1987 — took up current railway worker and commuter demands.

Those sitting in at Transnet include Cosatu leaders Amos Masondo, Kgabisi Mosunkutu and Elliot Singonini, the ANC's Jessie Duarte, the SACP's Jabu Mleketi and Smangaliso Mkhathshwa from the SA Council of Churches.

REILLY
DIRK HARTFORD

Further demands by the sit-in protesters include an immediate meeting with the Ministers of Transport and Law and Order, provision of adequate security on trains by the SAP and Transnet, and the release of Sarhwu members in jail.

A Sarhwu spokesman said up to 60 000 Transnet jobs were at stake, but a Transnet spokesman denied large-scale retrenchments were on the cards.

The sit-in is one of a series of actions planned by the ANC alliance over coming weeks to highlight violence on the trains.

A memorandum issued by the protesters said 155 people had been killed and 414 injured in train attacks in the first three months of this year.

□ The Human Rights Commission said yesterday 61 people died and 45 were injured in political violence over the past week, with

most of the incidents occurring over the weekend.

Sapa reports that four people died on Tuesday and at least nine — including a policeman — were injured in incidents of politically inspired violence around the country. The policeman was wounded in an attack on a car in Katlehong by an unidentified gunman.

At Amaoti, in the Inanda area, police said, a Kwa-Zulu policeman was shot and wounded by the SAP on Tuesday after he refused to comply with their orders.

He said the police had been patrolling the Amaoti area when they heard the sound of a gunshot. They went to investigate and saw a man with a firearm.

When they asked him to hand over his weapon, he allegedly refused and started shooting at them. The man was shot and wounded.

His firearm was confiscated. He was later identified as a member of the KwaZulu Police.

Workers to march

Sowetan 23/4/92

FARM and factory workers would march to Parliament tomorrow to demand the immediate extension of the Labour Relations and Wage Acts to agriculture

152

This was said by Mr Mike Madlala, assistant general secretary of the Food and Allied Workers Union yesterday

The march, organised by Fawu and the Congress of

South African Trade Unions, was believed to be the first mass action demanding full labour rights for the country's 1.4 million farm workers, he said

Perturbed

Speaking at a Press conference, Madlala said Fawu and Cosatu were particularly perturbed that the State President, Mr FW de Klerk, had not responded to growing demands to alleviate the plight of farm workers

In a statement, Fawu said "The new South Africa will remain a distant dream while more than a million workers remain in bondage"

26/11/52
21/11/52

Strike continues (152)
A WAGE strike by 550 workers at the blanket factory of Pep Textile Industries in Butterworth, Transkei, has halted production for the past 10 days. The strike was called by the SA Clothing & Textile Workers Union.

**1 000 march
for holiday** (152)

Staff Reporter

26/4/92
57-251492
ABOUT 1 000 members of the SA Railways and Harbours Workers Union (Sarhu) yesterday marched to Spoor-net's offices at the Paul Sauer building on the Foreshore to demand the recognition of April 22 as a paid holiday.

The workers demanded that the railways should recognise the day in honour of six workers who were killed at Doornfontein station in Johannesburg during a workers' strike in 1987.

Toy-toy boost for sit-in

JOHANNESBURG — About 300 toy-toying railway workers gathered outside the Spoornet offices to show solidarity with nine community leaders staging a sit-in over train violence on the Reef

The nine are demanding stepped-up security to stop violence prior to Codesa II and have vowed to continue their sit-in, which began on Thursday, until the Ministers of Transport and of Law and Order agree to meet them

Speaking at a news briefing, the leader of the group, Catholic priest Father Smangaliso Mkhatswa, said they were making the call because events had shown there was an escalation in violence prior to every important political event in South Africa

(152) (152)
The second Codesa plenary session will be held in Johannesburg on May 15 and 16
ARG 25/4/92

Father Mkhatswa said they were adamant they would not abandon the sit-in until "fruitful discussions" were held with the ministers

The group refused to meet a delegation from the two ministries on Thursday, saying the representatives sent to meet them had no decision-making powers.

Specific demands made by the group are

- The deployment of efficient security personnel and a task force appointed by the community to police trains,

- The fencing off of rail stations and hostels, and

- The allocation of R500-million for security upgrading and the installation of a weapons screening system.

The nine protesters held consultations with senior members of the Congress of SA Trade Unions and African National Congress prior to the news briefing. The SA Communist Party also was represented

The ANC delegation included secretary-general Mr Cyril Ramaphosa, information chief Mr Pallo Jordan and PWV chairman Mr Tokyo Sexwale. Cosatu was represented by president Mr John Gomo, publicity spokesman Mr Neil Coleman and executive member Mr Sam Shuluwa — Sapa

50% less workers strike

Political Staff

THE number of workers involved in strikes last year decreased by almost 50% from 351 000 in 1990 to 176 000 in 1991, the Department of Manpower reported yesterday. (152) CT28/4/92

These figures exclude those involved in the national stay-away on November 4 and 5 organised to protest against the imposition of VAT on basic foodstuffs and essential medicines.

The department said in its report for last year, tabled in Parliament yesterday, the number of workers involved in the stay-away was not known and the available figures were unreliable.

Strikes lasted an average of seven days

Last year, there were 613 strikes, resulting in a loss of almost 1,24 million worker-days

Most worker-days (63,6%) were lost in the manufacturing industry, while wages and money-related matters were the reasons for nearly half the strikes.

Trade union membership increased by 11,8% last year, compared to 15,4% in 1990. There were 3 050 400 trade union members, including an estimated 300 000 which belonged to unregistered trade unions. Union members constituted 27,5% of the economically active population, the department said.

Massacre: Kriel (152) sets up (200) probe ARC 28/4/92

MICHAEL MORRIS

Political Correspondent

LAW and order Minister Mr Hernus Kriel has appointed police investigators to probe allegations of unlawful or irregular conduct by police in the Trust Feed massacre inquiry.

His statement follows damning remarks by the Trust Feed trial judge Mr Justice Andrew Wilson who accused police of covering up the murder of 11 people and police involvement in the killings.

Mr Kriel said the police team would work in close consultation with the Attorney-General's office.

The team of experienced investigators would consider "all aspects in view of possible criminal or departmental steps, irrespective of who might be involved. The law will take its course."

He said he had also requested a full report from the Commissioner of Police on the appointment of legal counsel for one of the initial investigators, Major Joseph van Zyl, before he gave evidence at the trial.

"On receipt of the report a decision will be taken whether further steps are necessary," he said.

Mr Kriel denied that Major Frank Dutton of the CIC — who eventually successfully investigated the massacre — had been removed from his post as head of the riot investigation unit because of his probe.

Major Dutton's investigation led to the conviction of former New Hanover station commander Brian Mitchell and four special constables in the Maritzburg Supreme Court last week for murdering 11 people in Trust Feed in 1988.

Mr Kriel said Major Dutton's unit had been moved from Wartburg to Hammarsdale in Natal "simply due to considerations of efficiency".

Major Dutton was still involved in the same task and was still head of the unit.

See page 2

Cosatu and Nactu plan huge May Day turnout

DIRK HARTFORD (152)

COSATU and Nactu announced yesterday that for the first time they would hold joint May Day rallies at more than 50 venues throughout SA. These rallies would be addressed by speakers from the ANC, PAC, SACP and Azapo. *310ay 29/4/92*

It will be the biggest May Day mobilisation yet by the trade union movement.

The joint May Day initiative is a sequel to an agreement struck recently between Cosatu and Nactu to campaign jointly on:

- VAT and high food prices;
- Extending rights to homeland, farm, domestic and public sector workers; and
- Violence, the national economic forum, a constituent assembly and worker rights in a new constitution.

In addition, Cosatu and Nactu agreed their affiliates in the same industry must meet to discuss trade union unity at an industrial level.

The two federations will meet again early in May to assess May Day and industrial unity and to plan further steps for trade union unity.

At the end of May, Cosatu and Nactu will host a workers' summit of all independent trade unions — representing about 2,5-million workers — to adopt a workers' charter on their rights in a new constitution, and to chart a path to trade union unity.

Cosatu and Nactu will use the summit to try to convince other unions to go along with a general strike in July if their economic and political demands have not been met.

They want government to agree to elections for a constituent assembly by the end of the year. "We don't want one Minister to resign, we want the whole Cabinet to resign."

Cosatu and Nactu are jointly involved also in forging trade union unity not only in southern Africa but throughout Africa.

CF 29/4/92 (28) (19)

DP slams killings probe

Political Correspondent

THE Democratic Party yesterday slammed as "totally inadequate" the government decision to appoint an internal departmental inquiry into allegations of irregular or unlawful conduct by police in the Trust Feed massacre case

Law and Order Minister Mr Hernus Kriel yesterday ordered a police probe after the Trust Feed trial judge, Mr Justice Andrew Wilson,

accused police of covering up the murder of 11 people and involvement in the killings.

The DP's law and order spokesman, Mr Peter Gastrow, said the internal investigation was a "totally inadequate response"

Meanwhile, the Speaker of Parliament has turned down a request by the DP's chief whip, Mr Roger Burrows, for an urgent debate on the case

SA problem violence Mandela

JOHANNESBURG. — The major problem confronting the oppressed people of South Africa was violence, ANC president Mr Nelson Mandela said at an OAU committee meeting in Arusha, Tanzania, yesterday

In a speech released here Mr Mandela said the situation in South Africa compared with that

of Nazi Germany, where people were killed only because they were Jews

"In today's 'apartheid-free' South Africa, our people are massacred simply because they are black. White indifference is appalling — the death and destruction, the refugees, homelessness and scale of the terror,

could be happening halfway across the world, not just a few kilometres away, across the great chasm that separates black and white in South Africa," Mr Mandela said

He asked the OAU for an international force to end "white-inspired" township carnage — Sapa

TV TODAY

TV	Time	Program
	05 55	Morning Mess.
	06 00	GMSA
	09 00	CTV
	11 30	Santa Barbara
	12 00	Larry King
	13 00	Headline News
	13 30	Business Day
	14 00	Young Artist
	14 30	Teleschool
	15 00	File under "F"
	15 30	My Pet Monst
	16 00	Bible Story
	16 05	Zorro
	16 30	Zapmag
	17 00	Santa Barbara
	17 30	Die Rustelose in English
	17 57	Compass
	18 00	6 on 1
	18 30	The Van Dyke
	19 00	Business Repo
	19 05	Reap the Whir
	20 00	Nuus
	20 30	Agenda
	21 00	St Eligius. Sim
	22 00	Nuus
	22 05	Arts on One
	23 00	Die Maestro
	00 35	Dossier
	01 05	Gedagte van c

Pik in line for top Nat job

By ANTHONY JOHNSON
Political Correspondent

FOREIGN Minister Mr Pik Botha last night emerged as the front-runner to take over the key post of leader of the National Party in the Transvaal

In a surprise development, Mr Botha is believed to have signalled his willingness and now seems likely to succeed outgoing provincial leader Mr Barend du Plessis

However, it is also understood that Defence Minister Mr Roelf Meyer may throw his hat in the ring — a development that could see Mr Botha dropping out the race

At time of going to press, a spokesman for Mr Botha could not confirm that he had made himself available

But it is known that a number of senior Nationalists visited Mr Botha in his office yesterday urging him to take up the challenge

'Old Pik' feels the years now

THE Minister of Foreign Affairs Mr Pik Botha said yesterday he felt "rather old" since he heard this week that he will become the longest-serving foreign minister in the West when his German counterpart, Mr Hans-Dietrich Genscher, quits in May

Mr Genscher has held his post for 18 years while Mr Botha recently celebrated 15 years on the job

Mr Botha said "I have only pleasant memories of him. But I feel rather old

although I started young and there are a number of foreign ministers older in years than me

"Mr Genscher made a major contribution to Germany during the period after the Second World War in expanding and constructing the new German foreign relations policy

"He also worked extremely hard in his country's relations with Central Europe" — Sapa

It was reliably understood last night that the caretaker leader in the Transvaal, Dr Gerrit Viljoen, and another serious contender, Correctional Services Minister Mr Adriaan Vlok, had indicated that they were no longer in contention

● Meanwhile, Mr De Klerk is expected to announce a successor to Mr Du Plessis as finance minister today

Mr De Klerk's decision is expected after today's cabinet meeting, but government sources have indicated that if the Presi-

dent has not reached a decision he may leave the portfolio in the hands of acting minister Dr Dawie de Villiers for some while

Dr De Villiers, the Minister of Public Enterprises, has been tipped and stands a good chance of winning if Mr De Klerk opts for a purely political choice

However, there has been growing consensus that the best available man for the post from within the cabinet is Mr Derek Keys, the Minister of Trade and Industry and Economic Co-ordination

11 00	Kideo
12 00	Young Artist
12 30	Images of Pro
13 00	Ngomgqibelo/f
14 00	526
14 30	The Learning (
15 00	Biology and S
15 30	Concepts in S
15 45	Teacher Traini
16 00	Quick Draw Mc
	English
16 30	Popeye
16 40	Days of our L
17 30	The Bold and
17 57	Devotion
18 00	Spectacular W

SABC workers on strike

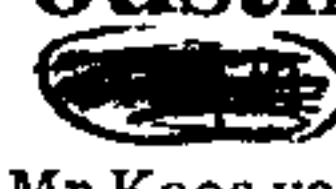
CT 29/4/92 Staff Reporter (152)
MORE than 20 SABC workers based at the Sea Point offices decided yesterday to go on strike

The employees, all members of the Media Workers Association of SA, took the decision as part of a national ballot which followed the collapse of pay talks

Since the deadline for the ballot was 7pm yesterday the full results would only be made public today

The SABC has offered a 7% increase plus a 4% merit component but this was rejected by the union which went on a one-day wildcat strike on March 17 this year

Distress at Koos ousting

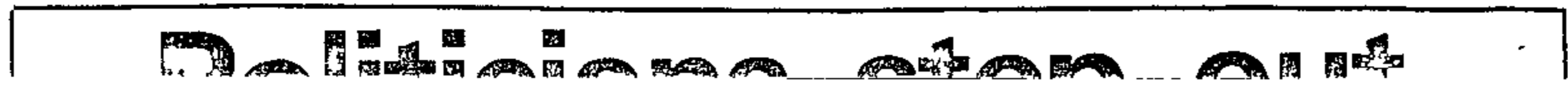
CT 29/4/92 Political Staff 
EXPULSED Conservative Party MP Mr Koos van der Merwe faced his Overvaal constituency council last night amid signs that grassroots party supporters were distressed at the manner of his dismissal

A CP source in Mr Van der Merwe's constituency said last night "I don't think anybody is happy about how it happened"

Mr Van der Merwe's expulsion was announced while he was flying from Cape Town to Johannesburg yesterday and he first heard the news when confronted by newsmen at Jan Smuts Airport

"If they are going to throw somebody out of the party at least they could talk to him about it," said the constituency source

By DANIEL
WEEK one as the f
been difficult and
two former DP me
audience yesterday
Mr Jan van Eck (C
Jannie Momborg (S
closed that they ha
al from their const
bal attacks since
decision to join the
Another DP re



Rallies planned in main centres

Parties unite for workers rallies

TOP ANC, PAC, Azapo, Cosatu and Nactu members will jointly address May Day Rallies at main centres throughout the country tomorrow.

In The Transvaal, the main rally will be held in Soweto at the Jabulani Amphitheatre at 10am where Popo Molefe of the ANC, Mogole Mphahlele of the PAC, James Mdlalose (Mdaweni) president of Nactu and Galema Mahlomola of Cosatu will be the main speakers

Geraldine Fraser of the SACP and Nkosi Molala of Azapo will also address the rally at Jabulani Amphitheatre

Rally

In Natal, the main rally will be held in Durban at Curries Fountain from 10am to 4pm

Cyril Ramaphosa of the ANC, Benny Alexander of the PAC, Sam Shulowa of Cosatu, Meshack Ramula of Nactu, Dr Nchaube Mokoape of Azapo will be the main speakers

In Bloemfontein a rally will be held at the Seiso Ramabodu stadium starting at 10am

Speakers will be PAC president Clarence Makwetu, Isaac Mahlangu

By ISAAC MOLEDI

of Cosatu, Mac Maharaj and Valli Moosa of the ANC and Steven Mosala of Azapo

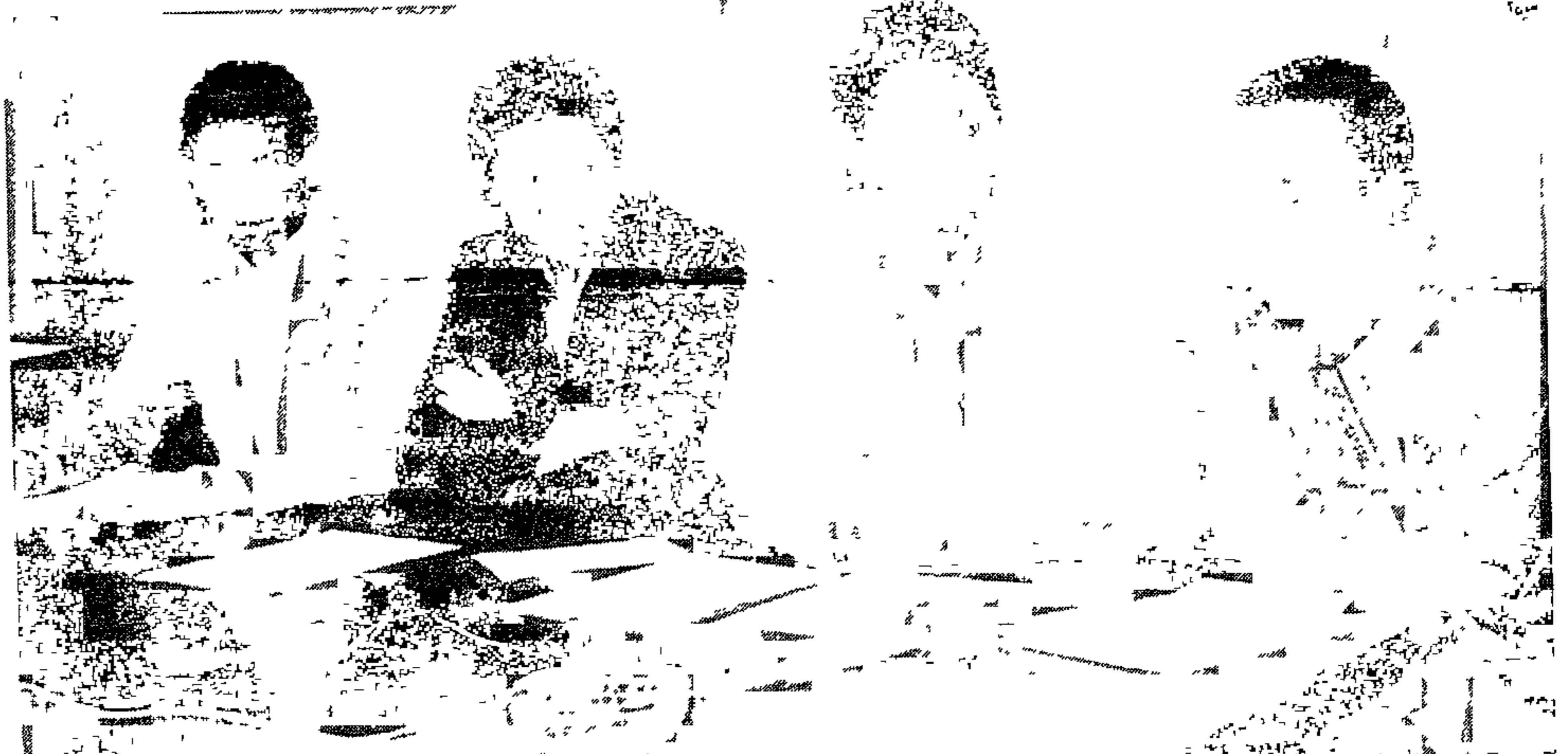
In the Eastern Cape, Ronnie Kasrils of the SACP, Sydney Mufamadi of the ANC Advocate Dikgang Moseneke PAC deputy president, Gwedo Matasha of Cosatu and Khumbulile Mnikina of Azapo will address the main rally in East London at Sisa Dukashe Stadium at 10am

Also in the Eastern Cape at 10am, Steve Tshwete and Winnie Mandela of the ANC, Chris Dlamini of Cosatu, Joseph Maghekeni of Nactu, Raymond Mhlaba of the SACP, Maxwell Nemadzivhenani of the PAC and Mzukisi Madlavi of Azapo will address the rally in Port Elizabeth at Dan Qoqe Stadium

In Cape Town, the main rally will be held at Athlone Stadium at 10am

Other rallies which will also start at 10am and be addressed by labour leaders and liberation movements will be held at the following centres:

In Welkom, at Harmony Stadium in Virginia Speakers will be Mr Oliver Tambo and Floyd Mashele



CLARENCE MAKWETU

NKOSI MOLALA

WINNIE MANDELA

LEADERS MEET ... Fundile Mafongosi of Azapo, Mahlomola Skosana of Nactu, Zwelinzima Vavi of Cosatu and Lesoana Makhanda of the PAC.

of the ANC and J Seroke of the PAC and Mnwabisi Vika of Azapo

At Wrenchville Stadium in Kuruman, Harrismith in QwaQwa, Bethlehem at Tshya Football Ground, in Kimberley at Galeshewe Stadium where Joe Slovo of the SACP, Gill Marcus of the ANC and Connie September of Cosatu will be the speakers

In Umtata, rallies will be

held at Independent Stadium or Town Hall

The Northern Natal will have a joint rally with Southern Natal

Eastern Cape at Nolutando Hall in Grahamstown, Community Hall in Adelaide, Msobomvu Hall in Butterworth, Agricultural Grounds in Queenstown, Community Hall in Cradock, Fort Hare Sports

Complex in Alice and at the Community Hall in Graaff-Reinet

Western Cape at Upington stadium, Southern Cape at George or Mossel Bay, Saldanah Bay, in Worcester, and Atlantis

Northern Transvaal In Pretoria, the main rally will be held in Bophuthatswana Odi Stadium Jay Naidoo of COSATU, Chris Han of the SACP, Tommy

Oliphant of NACTU, Gertrude Shope and Jacob Zuma of the ANC, Lawrance Makhanda of the PAC and Zithulele Cindi of AZAPO will address the rally

Other rallies will be held in Warmbaths at Warmbaths Stadium, in Phalaborwa at Namakgale Stadium, in Pietersburg at Seshego Stadium and in Rustenburg at Tlhabane

Stadium Jay Naidoo of COSATU and Jacob Zuma of the ANC will address the Rustenburg rally

In the Highveld, rallies will be held at Ermelo, Standerton, Secunda, Witbank, Leandra, Middelburg, Belfast, Ogies, Daggaskraal, Piet Retief, Lydenburg, Acornhoek, Mphatho and Lowveld

In the Western Transvaal, main rally in the Vaal will be held at Sebokeng Zone 7 and will be addressed by Walter Sisulu of the ANC, Cunningham Ngcukana of NACTU and Duma Nkosi of COSATU. Other rallies will be held at Khutsong Stadium in Carltonville and Klerksdorp Stadium

In the Witwatersrand on the East Rand, main rally will be held at Mehlareng Stadium in Tembisa. Other rallies will be held in Potgietersrus, Heidelberg at the Roman Catholic Church, Alexandra at Alexandra Stadium and in KwaNdebele at KwaNdebele Stadium

Workers unite to celebrate May Day

By IKE MOTSAPI

20wefam 30/4/92 (152)

TOMORROW South Africans will again officially join millions of workers throughout the world to celebrate May Day - also known as Workers' Day or Labour Day.

It is a day when workers come together to pledge rallies worldwide

In South Africa trade unions had to fight bitterly before the South African Government agreed to declare May 1 a paid holiday

The Government finally acceded to demands, but there was a snag. The Government declared the first Friday of the month of May as Workers' Day

The unions refused to have anything to do with that idea and insisted on May 1. Last year the Government relented and announced that May 1 would officially be a paid holiday for workers

When announcing May Day would fall on May 1 of every year, the then Minister of Manpower, Mr Eli Louw, last year said

"It was for practical and productivity reasons that Workers' Day should from this year fall on May 1"

Louw said it was also apparent that a large number of workers would in any event regard May 1 as a holiday, irrespective of the day on which Workers' Day fell

Louw also said that only one of the 16 white trade unions consulted - the White Mineworkers' Union - had been against May 1 being declared Workers' Day

So what is May Day?

It is regarded as the day when working people come together to share and evaluate their experience and problems in their work places

During this day the labour movements celebrate victories achieved and also plan for the many chal-

FOCUS

lenges which lie ahead

It is a day on which workers all over the world examine their problems and commit themselves to the struggle to build their organisations and to fight for workers' rights

Millions of workers all over the world find that they share the same problems

In socialist countries such as the former Soviet Union, Bulgaria, old East Germany, Czechoslovakia, Estonia, Latvia, Ukraine as well as Cuba and China, workers have won greater power and control over their lives

A classic example is Poland. Mr Lech Walesa, now president of that country, fought hard as leader of a powerful trade union

This has not been the case in South Africa, although May Day was celebrated by white workers for the first time in 1904

Black workers were barred from forming or belonging to trade unions

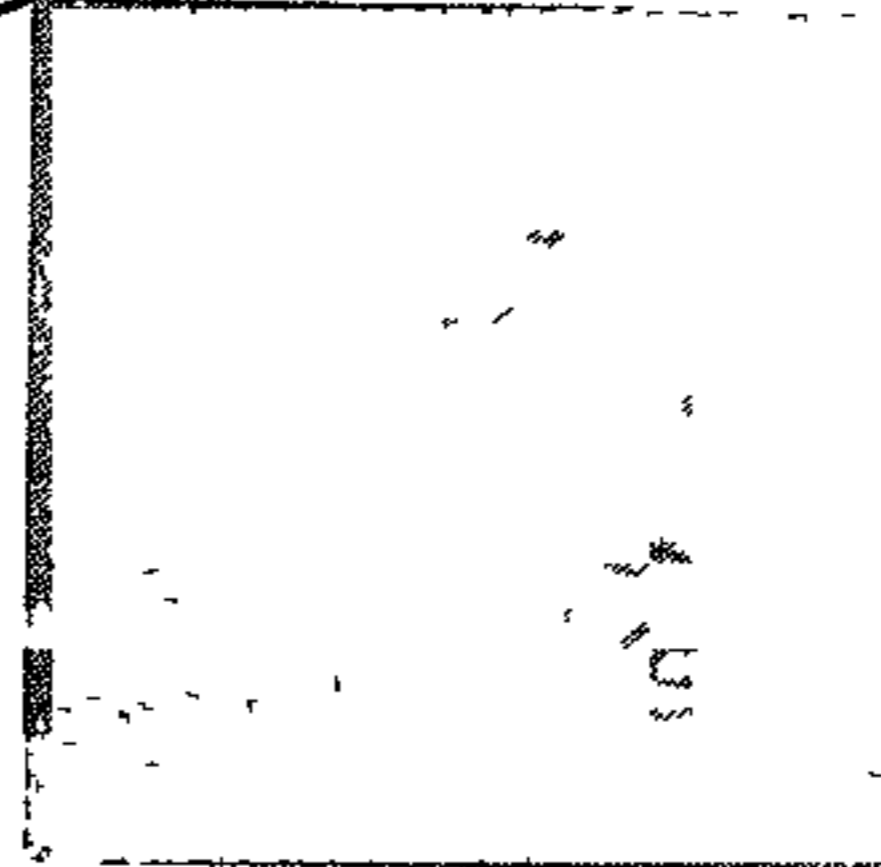
This made it very hard for them to celebrate the day

Meetings

Black workers only started organising themselves in the early 1920s through the efforts of the South African Communist Party

The Communist Party, together with some trade unions organised both black and white workers and started to celebrate or hold regular meetings on May Day

Their first successful effort was when they organised a big multiracial meeting on the Parade in Cape Town and Marshall Square in Jo-



MAHLOMOLA SKOSANA

Johannesburg

By 1945 the black trade union movements had started to grow

In 1970 black trade unions were starting to formulate strategies that made them better organised units

And, as the secretary-general of the Congress of South Africa Trade Unions, Mr Jay Naidoo, once told a gathering "At that time trade unions started to exercise lots of muscle"

On May 1 1986 the country's largest trade union federation movement was born. Workers decided during that gathering to form Cosatu

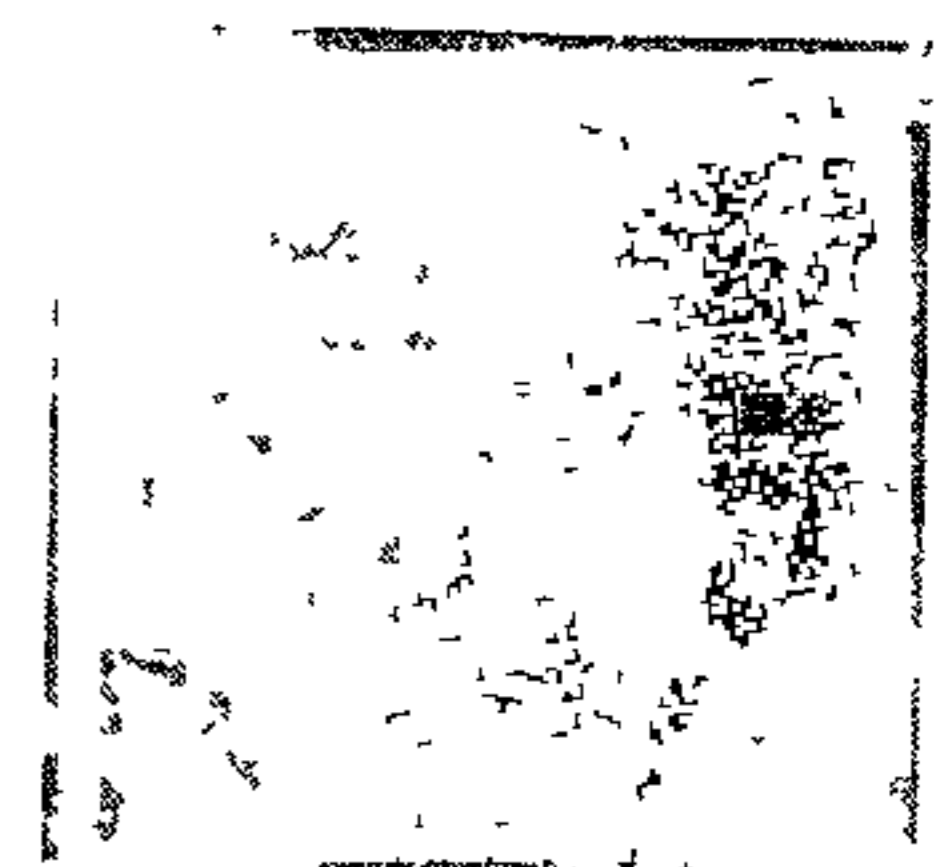
The National Council of Trade Unions later emerged

It was both Nactu and Cosatu who pressured the Government into accepting May 1 of every year as a paid holiday

Both Cosatu and Nactu have worked closely to demand that the Government introduce meaningful political dispensation for all its people

In fact, the South African labour movements deserve credit for organising and putting a lot of pressure on the Government to demand radical political changes

Mr Mahlomola Skosana, assistant general-secretary of Nactu, said May Day this year was celebrated at a time when workers were being confronted by greater problems than ever before



JAY NAIDOO

He said "The first point is that leaders of the liberation movements are presently locked at Codesa while at the same time the Government wants to do some things differently, like privatising some of its departments

"As a result of this practice many workers are losing their jobs through retrenchments on a daily basis

"The other point is that the Government is negotiating in bad faith at Codesa. Instead of involving its negotiating partners in restructuring the economy, the Government does it alone

"The people who are being hit the hardest by these measures are the ordinary workers," he added

Cosatu's organising secretary, Mr Zwelibanisi Vavhi, stressed that the unity prevailing between his movement and Nactu is of utmost importance to the workers in the country

He said "It is good to note that our joint programme of action this year is regarded as a stepping stone for workers to enforce their demands

"May Day this year is being celebrated on a scale never before seen in this country with 51 rallies being held countrywide"

Vavhi and Skosana called on workers to celebrate this day with dignity and composure

LABOUR

Na May Day first the country's two biggest trade union federations will hold joint rallies around the country.

The Congress of South African Trade Unions and the National Council of Trade Unions this week unveiled their joint May Day plans, calling it the first step along the road to unity in the labour movement.

The Pan Africanist Congress commended the "maturity and statementship" of the two federations while the Azaman People's Organisation lauded the occasion as a milestone for black unity.

Fifty-one rallies will be held around the country tomorrow and will be addressed by high profile Cosatu, Nactu, African National Congress, South African Communist Party, PAC and Azapo members.

The organisers have labelled the occasion, the "last May Day under apartheid rule". The day's programme was hammered out in a first-ever joint executive meeting between the two federations on April 11 and there will be another such meeting on May 9 to assess May Day and plan the next step in the programme of action.

Nactu, Cosatu link up for May Day rallies

The country's two biggest union federations will hold joint talks tomorrow in a move heralded as the first step towards unity. By **FERRIAL HAFFAJEE**

For the most part, Nactu is dovetailing to Cosatu's programme of action which that federation outlined after a central executive committee meeting in March.

At May Day rallies, both Cosatu and Nactu will mobilise worker support for a general strike in July if sufficient progress is not made on substantive political and economic issues.

These include demands around Value Added Tax, food prices, the

national economic negotiating forum and the campaign for legislation for farm, domestic and public sector legislation.

Political demands for an interim government by the end of June, an end to violence and the campaign for a constituent assembly will also be considered.

Cosatu and Nactu are together co-ordinating the "Workers' Summit" which will take place at the end of May.

Nactu assistant general secretary Mahlomola Skosana said that while the two federations could not place a time limit on unity, meetings between affiliates working in the same sector would start soon.

On the international front, Cosatu and Nactu are carrying out a fruitful joint initiative. They have developed a common approach to international trade and both were "instrumental in the drawing up and adoption of a social charter for southern Africa

But unity will not come easily to Cosatu and Nactu. Earlier this year, one of Nactu's regions pulled out of the VAT Co-ordinating Committee saying they were being sidelined by Cosatu.

The two federations also have different political agendas. Cosatu is a member of the tripartite alliance with the ANC and SACP.

And although Nactu insists that it is without political affiliation, many of its members are also members of the PAC. Therefore, Nactu's support for Cosatu's political demands could earn the ire of many within its own ranks.

w/maw 30/4 - 7/5/92

Pay system at heart of Genref strike

By FERIAI HAPFAJEE

THE Genref refinery's refusal to bargain centrally in the petroleum industry and bear the costs of a conversion to a rate-for-the-job wage system fuelled a strike at the Durban plant and its national depots.

When Mobil disinvested in 1989 Gencor bought over the company, renaming the Mobil depots the South African Energy Company (Saeco).

All of the refinery's 300 workers are out on strike and have been joined by 100 workers at a lube oil blend plant and a major distribution depot. Major depots nationally have balloted in favour of strike action. There are about 40 more Saeco depots around the country where ballots are still being taken.

In the meantime, pensioners, engineers, managers and technicians at the plant have rolled up their sleeves and dug in. Although production is down from 1 600 to 600 barrels a day and the company's expansion project has come to a standstill, the company says "the temporary teams will be able to meet normal customer demands for the foreseeable future".

But the Chemical Workers' Industrial Union (CWIU) believes that the temporary teams are inexperienced and this poses a danger to the community because of the intricate processes involved in refining crude oil to fuel.

"Operators who have been working at the plant for 15 years say the machines throw up surprises daily. It's a timebomb," says CWIU national coordinator for the petroleum sector Mohamed Motala.

The company denies that inexperienced replacement workers endanger the community. Genref representative Mark Rodgers points out that the plant has won a top safety award for the past 19 years.

The union is demanding a 14 percent increase plus the conversion to rate for the job which the company says amounts to a 21 percent demand. Genref is offering a 15,7 percent increase.

The company's refusal to pay for conversion from merit-based increases to a rate-for-the-job system is more contentious. This conversion would cost Genref seven percent of its wage bill and the company says this amount is written into its offer.

The company is also refusing to negotiate centrally with other petroleum houses despite "the high degree of co-operation between petroleum bosses", says Motala.

SABC strike vote

ALMOST 1 500 SABC workers could go on strike next week following a 90% "yes" vote in a national strike ballot of members of the Media Workers' Association of SA (Mwasa) *Blum 30/4/92*

The SABC has offered an average 11% wage increase against Mwasa's demand for a R1 500 minimum wage and a 30% across-the-board increase.

A Mwasa official said the 30% demand incorporated arrears from last year which SABC said could be made up in this year's negotiations

Last May Day under apartheid — unions

STAR 30/4/92

152

By Stan Hlophe

Liberation movements and trade unions will join forces to mark the "last May Day under apartheid rule" tomorrow, Cosatu and Nactu have announced in Johannesburg.

The joint programme, which includes rallies, was agreed to by a first-ever joint executive meeting of Nactu and Cosatu on April 11.

The joint action by the unions federations has also received support from the ANC, PAC, Azapo and SACP whose leaders — including PAC president Clarence Makwetu, ANC deputy president Walter Sisulu, Winnie Mandela and Azapo deputy president Dr Nchaube Mokoape — are set to address the rallies.

In a statement, Nactu assistant general-secretary Mahlomola Skosana and Cosatu organising secretary Zwelinzima Vavi said this year's May Day came against the background of workers

facing unprecedented challenges on the economic and political fronts.

Economically, workers were not only being confronted by spiralling prices and mass retrenchments but were faced with a government which was restructuring every aspect of the economy, the statement said.

"The challenge facing workers is to ensure their organisations stop this onslaught on their living standards and force the Government to extend full rights to all workers.

"Politically, workers are being battered by State violence on a daily basis. At the same time the Government is attempting to entrench minority power and privilege.

"Workers and their trade unions are demanding that this Government agree by mid-year to hold democratic elections for a constituent assembly before the end of the year," the statement said.

Mr Skosana and Mr Vavi said Cosatu and Nactu had

taken up a range of political and economic issues affecting workers. These included a campaign against VAT, a campaign to extend worker rights to all workers including farm, public-sector and domestic workers, a campaign against violence; a drive for workers' rights in a new constitution, and a campaign for a constituent assembly.

A workers' summit involving all trade unions will be held from May 28-30 to adopt a workers' charter/manifesto on workers' rights for a new constitution, discuss unity, assess progress on political and economic demands, and prepare for mass action and a possible general strike if no progress has been made in meeting workers' demands, the two leaders said.

In their message of support, PAC labour secretary Lesoana Makhanda and Azapo national organiser Fundile Mafongosi welcomed the call for unity by Nactu and Cosatu.

5 TAA/5/92

'We strike if no interim govt' ^{IS2}

Cosatu speakers at today's May Day celebrations — rallying under the banner "The last May Day under apartheid" — will repeat the trade union federation's threat to mount a general strike if an interim government is not in place by next month ~~IS2~~

Vertical text on the right margin, possibly bleed-through or a separate column of text, including some illegible characters and symbols.

Mwasa announces strike vote — on the pavement

By Justin Pearce

THE outcome of a Media Workers' Association of South Africa (Mwasa) strike ballot had to be announced on the pavement — because the SABC would not allow its employees to hold a press conference on the premises

"This situation leads us to feel the SABC has not yet done away with its anti-union feeling," said Mwasa spokesman Mr Mzukisi

Twala above the noise of the Sea Point traffic

Twelve of the 15 Mwasa members at the SABC in the Western Cape voted in favour of the strike

The strike ballot was held following a pay dispute with the SABC

At the time of going to press, national results were not available

After Mwasa declared a dispute on the matter, the SABC and Mwasa agreed both the 1991 and 1992 increases would be dealt with in talks this year

The SABC offered a seven percent across-the-board increase, with a possible merit-based increase of four percent Mwasa called for an increase of 30 percent across-the-board and the implementation of a minimum wage of R1 500

Twala also said members of the white union, the South African Broadcasting Staff Association (Sabsa), had received an 11 percent across-the-board increase

The SABC refused to review the 1991 salaries, saying the increases awarded last month were fair

A statement from the Mwasa national office in Johannesburg says "On looking back, we are satisfied that nothing we could do was not done

"We have time and again acted outside our mandate without prior consultations This did not help us either The SABC remained intransigent and in most instances very unreasonable"

The statement accused the SABC of being anti-unionist

Mwasa said there are rumours that "some SABC officials are promising our members better increases if they would resign from the union or join Sabsa"

By Quentin Wilson

South 2/5-7/5/92

Unions unite for May Day first

FOR the first time Cosatu and Nac-tu will hold joint May Day rallies across the country on Friday

Athlone Stadium will be one of the 51 venues throughout South Africa for speeches, singing, poetry and toyi-toying

After a rendition of Nkosi Sikelel' iAfrika by the UWC choir, speakers from the ANC, PAC, Cosatu, Nac-tu, SACP and Wosa will follow

Bands appearing include Sons of Selassie, Frontline and Mirimba, while "people's poets" Sandile and

Joan Baker will recite some of their poems

The two union federations decid-ed to set aside ideological differ-ences for the occasion at their first-ever joint executive meeting on April 11

Under the slogan "Last Mayday under apartheid rule", a Cosatu press release said

"May Day 1992 sees workers fac-ing unprecedented challenges on both the economic and political

fronts. Economically, workers are not only being confronted with spi-ralling prices and unemployment, but are facing a government which is unilaterally restructuring every aspect of the economy

"The challenge facing workers is to ensure that their organisations put a stop to this onslaught on their living standards, and to force the government to extend full rights to all workers and negotiate on macro-economic restructuring"

152

May Day — trade unions warn of strike

(152) CT 2/5/92

JOHANNESBURG — Calls for a general strike and for the merging of trade union federations were made at May Day rallies throughout South Africa yesterday

The ANC, PAC, Azapo, Cosatu and Nactu joined to address various rallies nationwide. There was little violence reported at the gatherings, which attracted crowds of between 500 and 10 000.

In Pretoria, Durban and Cape Town, speakers warned of a general strike if the government did not meet demands for a Codesa-appointed interim government by June.

In Cape Town, rain failed to deter about 2 500 from attending the first joint Cosatu-Nactu May Day rally in the Western Cape.

Mr Essop Pahad, an SA Communist Party central committee member, warned that political power was not enough. "We cannot transfer economic power from the hands of a minority without bringing about some kind of economic revolution. We have to democratise the economy."

In Pretoria, Cosatu general-secretary Mr Jay Naidoo told an audience of thousands that if the government did not heed their demands for an interim government, the workers would take to the streets in their millions.

At Durban's rally, Azapo's deputy leader Dr Aubrey Mokoape rejected Codesa, while the ANC's Mr Ronnie Kasrils defended the organisation's decision to participate.

In Sebokeng in the Vaal Triangle, which on Thursday was declared an unrest area, a May Day rally went ahead as planned, and by late afternoon the police had no reports of violence. In Soweto, the rally at Jabulani Stadium went off peacefully.



COPPED . . . a youth is held by a camouflaged police officer in Dobsonville on Friday during Workers' Day unrest
Picture: JOE SEFALE

Violence on the line

SI Times 3/5/92
AT LEAST seven people died and 30 were injured in townships in Workers' Day violence, bringing the week's death toll in the unrest to more than 60.

The bodies of three people were found near railway stations on the Witwatersrand after being stabbed and hurled from speeding trains.

Police said two men were killed and at least one was seriously injured in a shooting in Alexandra township.

The attack took place in an area dubbed

(152)
(228)
"Beirut" and controlled by the Inkatha Freedom Party (IFP).

Yesterday Dobsonville in Soweto smouldered uneasily after residents and hostel dwellers clashed repeatedly on Friday. At least two people were killed and three policemen injured in running battles.

Witnesses said hostel inmates began sniping at Dobsonville residents before dawn and police patrols came under fire while trying to keep the two groups apart

Unions cry out for interim rule

CALLS for a general strike and for the merging of trade union federations were made at May Day rallies throughout South Africa.

Staff Reporters and Sapa

The African National Congress, Pan Africanist Congress, Azanian People's Organisation and labour federations the Congress of South African Trade Unions and National Council of Trade Unions addressed rallies nationwide together.

In Pretoria, Durban and Cape Town, speakers warned of a general strike if the Government did not meet demands for a Codesa-appointed interim government by next month.

Cosatu speakers said an interim government had to be set up with the brief "of ensuring fair and free elections and to limit the possibilities of abuse of State power by the Nats and any homeland organisation".

As the central aim was an elected Constituent Assembly, Codesa II, scheduled to take place on May 15 and 16, also had to finalise relevant issues so that elections could be held before the end of the year.

Cosatu and Nactu had agreed in principle to a general strike in July if the Government was not prepared to meet these demands through negotiations, speakers said.

In Pretoria, Cosatu general secretary Mr Jay Naidoo told an audience of thousands that State President FW de Klerk "should know that the working class of South Africa is sick and tired of the National Party Government".

If the Government did not heed their demands, the workers would take to the streets in their millions to force an interim government, Naidoo said.

The Pretoria rally was also addressed by Mr Chris Han, PAC NEC member Mr Leswana Makhanda, Azapo's Mr Mandla Mishweni and Nactu's Mr Tommy Oluphant, who all lashed out at Bophuthatswana leader Chief Lucas Mangope for his homeland's repressive laws on workers.

In Durban, Cosatu assistant general secretary Mr Sam Shilowa threatened a strike "never seen before in South Africa".

At the same rally Azapo's deputy leader Dr Aubrey Mokoape rejected Codesa, while the ANC's Mr Ronnie Kasrils defended Congress' participation.

PAC executive member Miss Patricia de Lille told about 10 000 workers that the act of bringing the liberation movements together was "concrete proof of the maturity and steadfastness of the leadership of our workers".

In Cape Town, driving rain failed to deter about 2 500 from attending the first joint May Day rally in the Western Cape.

Mr Essop Pahad, an SA Communist Party central committee member, warned that political power was not enough.

"Even after the black, green and gold flags flying from Parliament, our people will be facing the same terrible economic hardships".

The ANC Women's League said the future constitution had to emphasise gender equality in the workplace.

In Seshogo near Pietersburg, League president Mrs Gertrude Shope called for an end to the violence plaguing the country.

Black workers should be vigilant and ensure that their achievements were not sold on the altar of neo-colonialism, Azapo's Dr Gomolemo Mokoae said in Warmbaths.



Controversial Miss Xolliswa Falati at a May Day rally at Jabulani Amphitheatre in Soweto on Friday. Pic: MBUZENI ZULU

Guards strike over rubbish tip shooting

By Louise Burgers
Municipal Reporter

Up to 100 Johannesburg City Council security guards embarked on an illegal strike at the weekend and face dismissal if they do not return to their posts by today.

The men went on strike on Friday over the shooting of a colleague at the Linbro rubbish dump last Tuesday

Some returned to work last night, but those who were absent would be dismissed, security department director Gerhard van der Merwe said.

The guards were given an ultimatum by council officials to return to work within two hours of evening and morning shifts or face dismissal.

Mr van der Merwe said the wildcat strike started after an attack on the Linbro tip at 3 am by four men with AK-47s

A spokesman for the SA Municipal Workers Union and the Johannesburg Combined Municipal Workers Union said the guards had tried to meet the directors but had been ignored

Mr van der Merwe said the council had taken additional security measures to protect its personnel.

Teachers to go on strike

B1 Day 5/5/92
KATHRYN STRACHAN

ABOUT 40 000 teachers would embark on two days of protest action on May 21 and 22, SA Democratic Teachers' Union (Sadtu) spokesman Randall van den Heever said yesterday

Sadtu said a deadlock had been reached in its negotiations over the union's recognition by education departments, particularly the Department of Education and Training

The union said the main obstacle in negotiations was government's refusal to recognise one of Sadtu's primary demands — teachers' right to strike

Van den Heever said teachers were also dissatisfied with this year's 8,8% salary increase.

Sapa reports Education and Training Minister Sam de Beer told Parliament he had noted Sadtu's threat "with alarm"

He said the union had been "on the verge of concluding an agreement with the department", but had made an about-turn at the last minute

Minister proposes new education plan

B1 Day 5/5/92

CAPE TOWN — The future education system for SA should keep a balance between centralisation and decentralisation to bring it into line with successful systems like the US, UK and Germany, Education and Training Minister Sam de Beer said yesterday

Speaking in his budget debate, De Beer said it was clear "a federal type of constitution" was being envisaged for SA

He outlined proposals for a new dispensation consisting of several education departments within a single nonracial education system Taking this into account the best possible scenario for a new system would be that the present National Education Department retain its functions of determining policy and promoting co-operation between education departments

At the local level as many powers as possible should be delegated to school communities At the middle level — participating regional government — there should be education departments providing education in a particular region under political control, with accountability vested in a departmental head

He said that in a new dispensation a single non-discriminatory education system was envisaged

Sapa reports Roger Burrows (DP Pine-

BILLY PADDOCK

town) said arguments by the DET that there were enough black teachers were nonsense There were up to 1,7-million black children who were not at school

De Beer said the number of black teachers without matric had dropped from 68,4% in 1984 to 23% last year His department was being urged to train more teachers, but this necessitated more schools, for which funding was not always available

He also told Parliament the auditor-general was investigating certain institutions implicated in the fourth and final Van der Heever Commission report on the black education department This investigation would be finished by June 30

Our political staff reports the National Education Policy Investigation Group yesterday called for a moratorium on government plans to change the language medium policy in black schools

Government is expected this week to gazette changes to language policy in DET schools which allow the Minister to determine the language or languages used as medium of instruction after consultation with parents The new provision is expected to be implemented from January

No substance to Ithuba allegations — Venter

B1 Day 5/5/92
Political Staff

ALTHOUGH several allegations had been made by the public and the media about the Ithuba Trust, no substance could be found to them by the Director of Fundraising, National Health Minister Rina Venter said yesterday

The trust had obtained a fundraising number from her department and its audits were checked annually, she said in reply to a question tabled in Parliament by Andrew Gerber (CP, Brits)

It had to submit annually audited financial statements in terms of the Fundraising Act and on the basis of these it was determined whether the organisation had disposed of the collected contributions in terms of its authorised objectives

"During the first year (1989/90) of its registration, the organisation made a few donations to unregistered organisations However, the matter

was rectified after it was discussed with the trustees

The auditors of the organisation also pointed out certain management problems within the organisation which were rectified by trustees

Venter added "Although several allegations were made by the public and in the media against the said organisation, no substance for such allegations could be found by the director"

CAPE TOWN —The Cape Town Supreme Court yesterday ruled illegal a strike by members of the SA Commercial Catering and Allied Workers' Union at Kentucky Fried Chicken branches nationwide since December.

The owner of 22 Kentucky Fried Chicken outlets

Court declares strike illegal

^{812007 6/5/92}
in the western Cape, Transvaal and Natal had applied to the court for an interdict restraining staff members from striking.

SJ and MM Hilcove cc had asked the court to declare industrial action at

some branches illegal and to order workers back.

Acting Judge H P Viljoen said "serious irregularities" took place during the strike ballot. "Here the nature of the irregularities points to fraud rather than mistake." — Sapa.

Strike illegal, court rules

A NATIONWIDE strike at Kentucky Fried Chicken branches by members of the South African Commercial Catering and Allied Workers Union was yesterday in the Supreme Court declared illegal (152)

This followed an action by franchise holders S J and M M Hillcove.

Mr Acting-Justice Henri Viljoen said "serious irregularities" had taken place during the strike ballot.

CT 6/5/92

Kentucky strike declared illegal by Cape judge

Sowetan 6/5/92

152

THE Cape Town Supreme Court yesterday ordered that a strike by South African Commercial, Catering and Allied Workers Union members at Kentucky Fried Chicken countrywide is illegal.

The owner of 22 Kentucky Fried Chicken outlets had applied to the court for an interdict restraining staff members from striking

SJ and MM Hilcove CC, owners of 22 Kentucky fast food outlets in the Western Cape, the Transvaal and Natal, asked the court to declare industrial action at some branches illegal and to order workers back

In an affidavit Mr Stuart Hilcove, managing member of SJ and MM Hilcove CC, said the strikers had illegally taken action

Sowetan Correspondent

Yesterday Mr Acting Justice HP Viljoen said "serious irregularities" took place during the strike ballot held by Saccawu's members on December 9

"Here the nature of the irregularities points to fraud rather than mistake," he said

Non-members had voted illegally in the ballot and it seemed clear that they and at least some of their colleagues must have known about this irregularity

Justice Viljoen said there were also allegations of intimidation of employees who did not favour the strike. The ballot could therefore not be allowed to stand

Baffled Swazis hold 13 more youths

Sowetan 6/5/92

Sowetan Africa News Service

MBABANE - More young South Africans claiming to be members of the African National Congress have arrived in Swaziland demanding to be sent to other countries for military training

Swazi authorities were baffled in April when a group of 32 youths arrived in the eastern border town of Siteki saying they were ANC members who wanted to be sent to Zambia

Swazi authorities explained that they could not be granted refugee status because the ANC had been unbanned and talks were going on

The group refused to return to South Africa and are being held after trying to hijack a government truck to drive to Mozambique

A police spokesman said yesterday "Last weekend

another group, about 13 of them, turned up also asking to be sent for military training. They are now waiting at the town of Big Bend for Interior Ministry officials to explain the situation to them.

"All those who have arrived are between 16 and 20 years old. We think they came from Natal."

A United Nations High Commission for Refugees (UNHCR) spokesman said last week "The UNHCR is not involved in sending South Africans to third countries from Swaziland."

"In fact, we are engaged in a programme to repatriate South Africans who fled the country as political refugees back to the Republic."

C

Natal University senate reaches a verdict

Own Correspondent

DURBAN — The student leader at the centre of the Natal University controversy, Knowledge Mdalalose, is out for good, and that is final.

The verdict was reached by the university senate after a day-long debate. **B10am 7/5/92**

Earlier yesterday, police baton-charged about 150 students during a demonstration in support of the demands for Mdalalose's reinstatement.

The violence erupted outside the administration building before lunchtime as a bus passed between police and the protesting students.

Although accusations flew from police and students afterwards, it appeared that students moved forward and were baton charged.

People scattered, damaging several cars and one car window was smashed.

Durban campus vice-principal Prof Christopher Cresswell attempted to placate the students who were incensed by the police action. However, while he was surrounded by the students, police moved in and several people were beaten.

Two students were arrested but were released soon afterwards.

The university was brought to a standstill for the second day running as hundreds of students gathered to watch the demonstration.

Campus affairs director Dirk Kemp said the university senate voted against a motion proposed by students representative council president Glen Robbins that the case of Mdalalose be reopened "on procedural and substantive grounds."

Black student leaders appealed for calm while they decided on a new course of action following the vote.

Taxis to decide on boycott support

B10am 7/5/92

SOWETO taxi drivers will decide today whether to give "unqualified support" to the Reef commuter train boycott following an appeal from the boycott steering committee yesterday.

Committee spokesman Ronnie Mamoepa said Sabta had been asked to postpone increasing taxi fares. Drivers would also be asked to cut fares by 20% for the week of the boycott, which was called to protest against violence on trains.

The committee also wanted drivers to allow private vehicles to ferry commuters during peak hours.

Delegates from nine taxi affiliates and Knox Matjila of Sabta's national office agreed in principle to support the boycott.

Puico Soweto spokesman Fred Stamp said yesterday the bus company was "pushed, but coping" with the extra passenger load. He said buses which normally carried 60 to 70 people a trip squeezed in more than 90 passengers.

Stamp said ticket sales for the Johannesburg routes had trebled since Monday.

Meanwhile, Mamoepa said yesterday that the death of a man near Dube station on Tuesday lent justification to the boycott. "This is precisely why we called the boycott — to prevent any more dying like this."

Spoornet said peak-time trains from Soweto to the city centre yesterday were up to 95% empty, Sapa reported.

Soweto police reported no incidents of train-related violence yesterday.

GAVIN DU VENAGE

Spokesman Col Fanyana Zwane said a 35-year-old man was found dead outside Meadowlands Hostel yesterday morning with a gunshot wound in the back of his head. Another man was hacked and burned to death in Meadowlands.

Two men were injured outside Dube hostel after a grenade they were handling exploded yesterday morning.

Sapa reports a Goldstone commission committee heard in Pretoria yesterday that witnesses and complainants in most cases of violence on trains in the Johannesburg and Germiston areas failed to come forward to give statements, but newspaper reports indicated they spoke to reporters.

Col William John Henry Benn told the committee it had been difficult for the police to investigate most of the cases because witnesses had disappeared.

He said injured commuters gave false names and addresses to the police and hospitals, making it difficult for the police to trace them.

Soweto Internal Stability Unit commanding officer Col Alexander Stapelberg told the committee it was impossible to search for dangerous weapons during rush hour when about 358 000 commuters used trains.

□ Meanwhile, a delegation from five Organisation of African Unity countries will arrive in SA next week to conduct a fact-finding mission on violence, PAC secretary-general Benny Alexander said yesterday.

Tensions run high in Maritzburg stayaway

B10am 7/5/92

MARITZBURG — There was a heavy security

Natal University senate reaches a verdict

Own Correspondent

DURBAN — The student leader at the centre of the Natal University controversy, Knowledge Mdlalose, is out for good, and that is final

The verdict was reached by the university senate after a day-long debate

Earlier yesterday, police baton-charged about 150 students during a demonstration in support of the demands for Mdlalose's reinstatement.

The violence erupted outside the administration building before lunch-time as a bus passed between police and the protesting students

Although accusations flew from police and students afterwards, it appeared that students moved forward and were baton charged

People scattered, damaging several cars and one car window was smashed

Durban campus vice-principal Prof Christopher Cresswell attempted to placate the students who were incensed by the police action. However, while he was surrounded by the students, police moved in and several people were beaten.

Two students were arrested but were released soon afterwards

The university was brought to a standstill for the second day running as hundreds of students gathered to watch the demonstration.

Campus affairs director Dirk Kemp said the university senate voted against a motion proposed by students representative council president Glen Robbins that the case of Mdlalose be reopened "on procedural and substantive grounds"

Black student leaders appealed for calm while they decided on a new course of action following the vote

Taxis to decide on boycott support

By Day 7/5/92

GAVIN DU VENAGE

SOWETO taxi drivers will decide today whether to give "unqualified support" to the Reef commuter train boycott following an appeal from the boycott steering committee yesterday.

Committee spokesman Ronnie Mamoepa said Sabta had been asked to postpone increasing taxi fares. Drivers would also be asked to cut fares by 20% for the week of the boycott, which was called to protest against violence on trains

The committee also wanted drivers to allow private vehicles to ferry commuters during peak hours.

Delegates from nine taxi affiliates and Knox Matjula of Sabta's national office agreed in principle to support the boycott

Putco Soweto spokesman Fred Stamp said yesterday the bus company was "pushed, but coping" with the extra passenger load. He said buses which normally carried 60 to 70 people a trip squeezed in more than 90 passengers

Stamp said ticket sales for the Johannesburg routes had trebled since Monday

Meanwhile, Mamoepa said yesterday that the death of a man near Dube station on Tuesday lent justification to the boycott "This is precisely why we called the boycott — to prevent any more dying like this"

Spoornet said peak-time trains from Soweto to the city centre yesterday were up to 95% empty, Sapa reported

Soweto police reported no incidents of train-related violence yesterday

Spokesman Col Fanyana Zwane said a 35-year-old man was found dead outside Meadowlands Hostel yesterday morning with a gunshot wound in the back of his head. Another man was hacked and burned to death in Meadowlands.

Two men were injured outside Dube hostel after a grenade they were handling exploded yesterday morning.

Sapa reports a Goldstone commission committee heard in Pretoria yesterday that witnesses and complainants in most cases of violence on trains in the Johannesburg and Germiston areas failed to come forward to give statements, but newspaper reports indicated they spoke to reporters.

Col William John Henry Benn told the committee it had been difficult for the police to investigate most of the cases because witnesses had disappeared.

He said injured commuters gave false names and addresses to the police and hospitals, making it difficult for the police to trace them.

Soweto Internal Stability Unit commanding officer Col Alexander-Stapelberg told the committee it was impossible to search for dangerous weapons during rush hour when about 358 000 commuters used trains.

□ Meanwhile, a delegation from five Organisation of African Unity countries will arrive in SA next week to conduct a fact-finding mission on violence, PAC secretary-general Benny Alexander said yesterday

Tensions run high in Maritzburg stayaway

Own Correspondent

MARITZBURG — There was a heavy security force presence in and around Maritzburg as tensions ran high and many people stayed away from work.

The ANC-initiated stayaway continued into its third day yesterday and few minibus taxis operated between the townships and the city

The Chamber of Commerce and Industries reported the stayaway had been more effective yesterday than on Tuesday. Employers said workers had been intimidated

Sapa reports thousands of Maritzburg township residents vowed yesterday to continue the stayaway because of alleged police intransigence

and Inkatha threats to act against protesters if they did not end their work boycott

About 5 000 people from townships around Maritzburg converged on Market Square in the city centre throughout yesterday and undertook to continue their stayaway to force riot police, KwaZulu police and 32 Battalion soldiers out of Imbali

In the course of the day a soldier was killed and eight others injured when their Buffel troop carrier overturned in Imbali township, outside Maritzburg

Police said the vehicle apparently went out of control after its brakes failed. One of the occupants, a rifleman from 3 SA Infantry Battalion, died in the accident. His name was not released.

Police reported yesterday that a bus passenger was killed when a KwaZulu Transport bus was ambushed on the Taylor's Halt road near Edendale on Tuesday evening. The unidentified woman, aged about 45, was shot in the head

The bus carried on after the attack although one tyre had been hit. There were five other bullet holes in the side of the vehicle.

Strike halts Toyota plant

PRODUCTION at Toyota's Durban plant has been suspended, affecting up to 6 000 workers

Blom 8/15/92
The closure, on Wednesday, came after about 1 000 workers went on strike to demand the dismissal of a supervisor.

The workers are members of the National Union of Metalworkers (Numsa).

Although negotiations were continuing, the strike was likely to continue today, a Toyota spokesman said. He said the strike meant Toyota would not take part in the next round of national motor wage negotiations, due to take place in Port Elizabeth today.

"We can't negotiate at a national level when we have got problems at home," the spokesman said

DIRK HARTFORD

The chief spokesman and negotiator for the National Association of Automobile Manufacturers of SA (Naamsa), BMW's Dave Kirby, was unaware of the strike late yesterday.

A Numsa spokesman said workers were also demanding the reinstatement of a dismissed worker and that overtime be voluntary. This was not confirmed by Toyota.

Toyota workers have been on almost consistent overtime this year — partly as a result of a strike at component supplier Metlink. But since April, Toyota said, workers had been refusing to work overtime

To Page 2

Toyota

Blom 8/15/92
Numsa said Toyota workers were "being worked to the bone". Toyota workers used to produce 400 units an hour in a 45-hour week, but were now producing up to 465 units an hour in a 40-hour week, the union said

Recent Naamsa figures showed that the

(152) (82) From Page 1
seven major motor manufacturers used only 69% of capacity on average in the first quarter this year. And with vehicle sales down by 9% in the first quarter against the first three months of 1991, the immediate future for most manufacturers looks bleak. Toyota is the only manufacturer bucking the trend

Journalists in wage strike

DURBAN — About 50 Republican Press staff are to strike on Monday until wage demands are met, the South African Union of Journalists has announced (152)

They want a 15 per cent wage rise and other benefits. The company has offered a 10 percent hike. ARG 9/5/92

Maritzburg (152)
stayaway ends

APR 9/5/92

DURBAN — The five-day stayaway by thousands of Maritzburg township residents has ended

Workers would return to their jobs today, said local Cosatu chairman Mr Guy Mkhize. — Sapa

Singing and dancing in the rain

By Quentin Wilson

152

Sowkh 915-1415192

THE RAIN POURED down. It started over an hour late. The public address system was often on the blink — yet last week's Mayday rally at Athlone Stadium was a real worker celebration.

Despite the hitches, the first ever joint Cosatu/Nactu Mayday event brought 2 500 people together in a massive song and toyi-toyi session that largely ignored ideological chasms.

While vendors sold "Constituent Assembly chips", "Nehawu popcorn" and "Codesa mknaks" in the

stand, the string of speakers called for unity between South Africa's two giant union federations.

It made the "vivas" a lot longer at the beginning of each speech, but this served to highlight that the occasion was the first grassroots step towards a joint programme in the months to come.

When the PA system permitted, speakers discussed the violence, negotiations and their organisation's plans for a democratic constitution.

SACP leader Mr Essop Pahad said there had to be "an economic revolution" together with political

change for social justice to be achieved.

"Political power is not enough. Even after the black, green and gold flag flies from the parliamentary buildings, our people will be facing the same terrible economic hardships."

"We cannot transfer economic power from a minority of a minority to a majority without some kind of economic revolution," Pahad said.

"If workers are clever enough, skilled enough, good enough to produce the wealth of this country — they are good enough to decide on how it is spent," he said.

Nactu leader Mr Siphso Radebe pressed the need for a labour movement that is independent from political organisations.

"The independence of the trade unions is critical. We must not make the mistakes made by countries in Eastern European where the labour movements became blindly controlled by the ruling class."

"To have alliances with political organisations is okay, as long as we do not follow agendas that are not in the interests of workers. The oppressed of today must not become the oppressors of tomorrow," Radebe said.

A workers' summit in Johannesburg at the end of May will discuss further joint Cosatu/Nactu action.

**PO workers
march for
better pay**
STAR 12/15/92.
By Stan Hlophe

About 6 000 Post and Telecommunications workers yesterday marched through Johannesburg to demand a "living wage"

Under the banner of the Post and Telecommunication Workers Association (Potwa), the protesters marched to Joubert Park post office to present a memorandum to the South African Post Office and Telkom regional management

According to Potwa general-secretary Mlungisi Hlongwane, the march coincided with national wage negotiations between the union and management in Pretoria yesterday.

Mr Hlongwane said management had offered a 10 percent across-the-board salary increase which the union had rejected

He said the union's demands included:

- An across-the-board wage increase of R324
- A 16,2 percent increase to cover inflation.
- A 22 percent "subsistence" increase for workers with a family of five and who earned less than R1 431 a month.

Mr Hlongwane warned that if management insisted on its 10 percent offer, it would face more mass action

50 magazine journalists go on strike

Own Correspondent

STAR
12/5/92

DURBAN — A new chapter in labour disputes was opened yesterday when more than 50 journalists at Durban's Republican Press went on strike

The strike, the first by white-collar workers at the company, could threaten the publication of several magazines owned by Republican Press, an arm of the Afrikaans media giant Perskor.

The magazines include Scope, Living and Loving, Keur, Personality, Your Family and Rooi Rose.

The striking journalists, members of the South African

Union of Journalists, came out yesterday to enforce their demand for an across-the-board 15 percent and 10 percent increase on merit

They demonstrated outside the company premises in South Coast Road, Mobeni, with a variety of messages on their posters

Some read: "You can't be Living when you are hardly Living", "All we've got is personality", "Our wages are low, but our spirits are high".

A spokesman said that all journalists had gone out except for those at the magazine Garden and Home.

He accused management of being totally unco-operative

The spokesman said that the journalists were hoping that members of the Media Workers Association of South Africa would join them. Mwasa had previously also threatened to go on strike.

Republican Press group personnel manager Fanie Gouws said that he was not prepared to carry on negotiations through the press, and for that reason he was not going to comment on salaries.

He pointed out, however, that only members of the SAUJ were on strike out of a total workforce of 2 400

Worker strike may affect pop magazines

Sowetan 12/5/92

MORE than 50 workers have gone on strike at Durban's Republican Press

The strike by journalists could threaten the publication of several magazines owned by Republican Press, an arm of the Afrikaans media giant Perskor. These include *Scope, Living and Loving, Kaur, Personality, Your Family* and *Rooi Rose*

Sowetan Correspondent

The striking journalists, members of the South African Union of Journalists, came out yesterday to enforce their demand for an across-the-board increase of 15 percent and 10 percent on merit. They demonstrated outside the company premises

in South Coast Road, Mobern, with a variety of messages on their posters. Some posters read "You can't be *Living* when you are hardly *Living*." "All we've got is *personality*," and others.

A spokesman said that all journalists had gone out except for those at the Garden and Home magazine. He accused management of being intimidatory and totally unco-operative. The journalists were organising a braai to be held at their demonstration today.

He said that the journalists were hoping to be joined by members of the Media Workers Association of South Africa later today. Mwasasa has also threatened to go on strike.

Republican Press group personnel manager Mr Fanie Gouws said that he was not prepared to do negotiations through the Press and for that reason he was not going to comment on salaries.

He pointed out, however, that only members of the SAUJ were on strike out of a total workforce of 2 400.

Stayaway ends

Sowetan 12/5/92
THE week-long stayaway in Maritzburg which was marked by daily protests and marches into the city has been temporarily called off

The announcement was made at the weekend by the African National Congress, the SA Communist Party, Congress of SA Trade Unions and the Imbali Coordinating Committee

The stayaway was ended after the Maritzburg Cham-

ber of Commerce and Industry undertook to recommend not to penalise workers who had stayed away and to urge the Goldstone Commission of Inquiry to investigate the conduct of security forces stationed at Imbali

The chamber also undertook to use its influence to ensure that 32 Battalion and the riot police are withdrawn from Imbali - *Sowetan Correspondent*

(152)

Concern at attacks on journalists

Sowetan 12/5/92

THE Foreign Correspondents' Association, representing about 160 overseas journalists working in South Africa, yesterday expressed concern about the safety of its members in increasingly volatile townships

In an open letter to the African National Congress, Pan Africanist Congress, Azanian Peoples Organisation, Inkatha Freedom Party, National Party and the Committee to Protect Journalists in Washington, the association said its concern arose from several attacks on journalists in recent months by groups across the political spectrum

The letter further urged political leaders to take immediate action to restrain their supporters - *Sapa*

"YOU KILLED OUR MARRIAGE"

Nhlanhla Mbambo tells his story.



Advertisement for the Fiat Uno car. The top part shows the car's front end. Below it, a starburst graphic contains the text "worth over R26000". To the right, the text "AN Uno!" is displayed in a large, bold font. The bottom part of the ad shows a side view of the car.

29-day strike (S2) at Nestle ends

13/5/92
Own Correspondent

EAST LONDON — The 29-day Nestle strike involving more than 1 400 Food and Allied Workers' Union members ended yesterday after negotiators reached consensus on the wording of a wage and benefit agreement

All but one of the union's 17 demands have been met, including a 15.53% increase across the board, and a one-off settlement payment of R750 in lieu of backpay

DIRK HARTFORD

Toyota strike set to grow

THE strike at Toyota in Durban is set to escalate today with an additional 1 500 workers from the auto components and stampings divisions — who have been working since the strike began last Wednesday — due to come out, according to a Numsa spokesman

This would effectively

close all of Toyota's manufacturing and component operations (152)

He said there was widespread dissatisfaction among Toyota workers "with management's authoritarian methods on the production line"

The workers were now demanding a personnel

manager and a superintendent in the manufacturing plant be dismissed before work resumed

According to Numsa, Toyota was insisting workers return to work before deciding how to respond to the demands Management had suggested arbitration

But Numsa said workers

were adamant they would stay out until the superintendent and personnel manager had left the company

Last week Toyota won an urgent court interdict ordering strikers back to work The court ordered the union to show by tomorrow what steps it had taken to resolve the dispute

A Toyota spokesman said talks were continuing

No agreement in Toyota strike talks

DURBAN — Management at Toyota SA and representatives of the National Union of Metalworkers of SA have still not reached an agreement on ending the massive strike (151) (152) (153)

A Toyota spokesman said yesterday negotiations were still taking place but there had been no progress as yet

The strike at the Prospecton plant, south of Durban, spread yesterday with union officials claiming all 6 500 Durban workers were out BID 1315192

Workers at the plant began their strike a week ago with production being brought to a standstill from Thursday causing a loss of 430 vehicles a day A Numsa shop steward, Mduduzi Ngema, said the workers were demanding the dismissal of a production line supervisor they regarded as discriminatory and unfair

Sapa reports that a management offi-

Own Correspondent

cial, who declined to be named, said the company would act only if the correct grievance procedures were followed

Ngema said "We did follow procedures We took up the issue with line management and the department manager When the problem was not resolved we took up the matter with the personnel department, and when it was still not resolved we went on strike"

Ngema said the strike had spread from the production plant at Prospecton to the automotive components and stamping divisions in Jacobs and Mobeni

Meanwhile, Ngema said union representatives would today challenge a court interdict declaring the strike illegal and which last week ordered strikers to return to work

**Eastern Cape
News Agency**

ACTIVISTS, unionists and civic organisation members are staging a sit-in at the Cape Provincial Administration offices in Port Elizabeth in protest at the retrenchment of 357 Ibhayi workers

The delegation has been protesting since noon on Monday, after a meeting with the CPA failed to resolve the issue

A spokesman for the ANC, Mr Phila Nkayi, said today the sit-in would be indefinite

"The delegation took the decision to stage the sit-in because of the intransigence of the authorities as

PE activists stage sit-in after Ibhayi dismissals

Sowetan 13/5/92
indicated by their attitude to the corruption cases, their basic negligence of the livelihood of our people and the unilateral decision over the retrenchments," said Nkayi

He said on Monday night, when they went to take food to the delegation, there was a strong presence of riot policemen

"We were not allowed to give them food During

the day they were also refused food I think it is a basic breach of basic human rights to refuse people food They have not eaten since noon Monday," said Nkayi

He said if no positive response was made by the CPA today there would be a "small march to demand that the comrades be given a hearing, as they are the representatives of the workers"

CPA regional representative Mr Danie Bezuidenhout said yesterday morning the police had been informed of the situation but no action had been taken against the demonstrators

Journalists to continue their strike

Sowetan 13/5/92

152

JOURNALISTS at Republican Press, the magazine arm of the Afrikaans media giant, Perskor, continued their strike yesterday and vowed to maintain the action until management talks to them.

South African Union of Journalists' coordinator Mr Keith van der Walt has accused the company of hiring freelancers and paying them R200 a day which worked out to R4 000 for 20 days

This, he said, was more than double what the company was prepared to pay their "loyal" sub-editors who had served their magazines for a long time

The company had said that it was not prepared to talk to the journalists as long as they were on strike

The journalists went on strike yesterday to enforce their demand for an across-the-board increase of 15 percent and 10 percent on merit

Van der Walt said that moves were afoot to contact other journalists to express solidarity with them in a march in town on Saturday

He also appealed to Perskor shareholders to talk to Republican Press group personnel manager, Mr Fame Gouws, to persuade him to talk to them as their grievances were genuine

He said he had no comment on the plea by the journalists to shareholders, saying that they were free to do so. The company's magazines would be produced and not a single one would be affected by the strike

毛澤東公報美商一九九二年五月九日晚上

Cleaners march in Jo'burg

STAR 14192 (152)

Staff Reporter

Hundreds of striking members of the Transport and General Workers Union (TGWU) and the Contract Cleaners Association marched in central Johannesburg yesterday

The protesters later handed over lists of demands to the offices of the Department of Manpower and the National Contract Cleaning Association (NCCA)

Their demands include a minimum wage of R1 000 a month, three

months' paid maternity leave, a 25 percent night-shift allowance and provision of transport for night-shift workers

According to the TGWU, "bosses" in the cleaning industry in the Transvaal and Cape were resisting entering into negotiations on wages and working conditions of their employees

The TGWU accused the NCCA of reneging on an agreement to formulate a constitution for an industrial council

Feisty Fassie fined for fisticuffs

Own Correspondent

DURBAN — Diminutive pop star Brenda Fassie

down and wept twice while giving evidence.

The singer appeared before magistrate



Striking workers in city march

HUNDREDS of striking members of the Transport and General Workers Union marched through Johannesburg yesterday to protest against low wages and poor working conditions

The protesters later handed over lists of demands to the offices of the Department of Manpower and the National Contract Cleaning Association

They are demanding a minimum wage of R1 000 a month, three-month paid maternity leave, a 25 percent night shift allowance and transport for night shift workers

According to TGWU, employers in the cleaning industry in the Transvaal and the Cape were resisting negotiations on wages and working conditions

A TGWU statement accused the NCCA employers in the two provinces of reneging on an agreement to formulate a constitution for an industrial council for the contract cleaning industry

"We ask the Department of Manpower to use its influence to persuade the bosses to see the sense of an industrial council so that proper wages and working conditions for cleaners can be negotiated on a national basis," the statement said

Sacwu to discuss workers' summit

By MOKGADI PELA

THE South African Chemical Workers' Union is to hold its congress in Johannesburg from today until Saturday

Sacwu general secretary Mr Humphrey Ndaba yesterday said the forthcoming workers' summit and violence would top the agenda

Guests from the International Confederation of Free Trade Unions and foreign embassies will attend The congress will also be addressed by leaders of the Azanian People's Organisation, Pan Africanist Congress, African National Congress and Inkatha Freedom Party

Ndaba said his union had already received messages of support from international sister unions

1055 EF



NEWS IN BRIEF

Media workers' strike goes on

Journalists at Republican Press went into their fourth day of a strike yesterday waving banners and picketing in a bid to get a 15 percent pay increase

As picketing continued, the South African Union of Journalists said management had forbidden non-strikers to talk to striking colleagues

SAUJ assistant co-ordinator Gavin Crutchley accused the management of "blackmailing" senior editors

An RP spokesman said management was not available to comment to the media this week

Fifty RP journalists in Durban, three in Cape Town and six in Pretoria are on strike for better pay and working conditions. The management has offered a 10 percent increase - Sapa

Mwasa, SABC wage impasse to continue

By Justin Pearce

SABC management has failed to meet wage demands by the Media Workers' Association of South Africa (Mwasa), and the two-week-old dispute continues

If Mwasa calls a strike, the action will affect 98 percent of the SABC's black staff. This will mean, among other things, the suspension of African-language news broadcasts as happened during Mwasa's one-day strike earlier this year.

Mwasa originally demanded a 30 percent across-the-board increase, plus a minimum wage of R1 500 per month. The SABC agreed the increase was intended to compensate for the unacceptable four percent increase offered last year.

Union spokesperson Mr Mzukisi Twala said Mwasa had bent during talks to accommodate a 20 percent increase. The union offered management two possible schemes for the phasing in of this increase, but these proposals were rejected.

The SABC offered 11 percent across the board and a minimum wage of R1 300.

Azapo, the ANC and the PAC have all issued statements supporting the SABC workers.

CT 18/5/92

Textile workers vote to strike

Staff Reporter

MEMBERS of the SA Clothing and Textile Workers Union (SACTWU) yesterday voted for strike action if employers did not raise wage offers

The vote was taken by 7 000 workers at the Goodwood Showgrounds, according to a SACTWU statement

"A big union-employer showdown looms in the giant clothing, textile and leather industry," media officer Mr Shahied Teladia said

3% increase

According to SACTWU, members had rejected the employers' offer of

- A three percent wage increase and a further three percent to improve current sick pay arrangements in the Cape clothing industry

- A 9,75% wage increase for footwear workers in the leather industry

- Wage increases of below 10% at various factories in the textile industry, where negotiations have just started

The meeting supported the union's efforts to increase jobs in the local industry through reducing imports of new and second-hand clothing from the Far East

The meeting was addressed by ANC MP Mr Jan van Eck

HOUSE OF ASSEMBLY

QUESTIONS

†Indicates translated version

For written reply

General Affairs

Magalies toll roads: operating results

229 Mr P H DE LA REY asked the Minister of Transport †

What were the operating results of the Magalies toll roads for the 1991-92 financial year or the latest specified period of 12 months for which information is available? B529E

THE MINISTER OF TRANSPORT

The latest specified period for which information is available is the period 1 March 1991 until 29 February 1992. The income of the Pelindaba toll plaza was R310 411. The operating expenses, maintenance and depreciation amounted to R1 477 573 which resulted in a deficit of R1 167 162.

It must, however, be pointed out that the Pelindaba toll plaza was opened at the same time as the Magalies toll road, knowing that operational losses would be incurred until the section into Pretoria was completed. This was considered the most viable option as delaying would have resulted in the tolling of an existing road.

The extension into Pretoria is scheduled for completion in early 1993 and the Quagga toll plaza will then be opened near Danville. This, as well as improved access to the toll road from Ateridgeville, will significantly improve the operating results of the N4 Magalies toll road.

Number of trade unions not registered

241 Mr P J PAULUS asked the Minister of Manpower †


(1) How many (a) trade unions for (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks and (b) mixed trade unions are not registered.

(2) in respect of what date is this information furnished? B562E

THE MINISTER OF MANPOWER

(1) (a) (i) 2

(ii) None

(iii) None
(iv) 2 

(2) 17 March 1992

Number of trade unions registered

242 Mr P J PAULUS asked the Minister of Manpower †

(1) How many (a) trade unions for (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks and (b) mixed trade unions are registered in terms of the Labour Relations Act, No 28 of 1956,

(2) in respect of what date is this information furnished? B563E

THE MINISTER OF MANPOWER

(1) (a) (i) 37

(ii) 10

(iii) 1

(iv) 17

(b) 127

(2) 17 March 1992

Number of legal/illegal strikes

243 Mr P J PAULUS asked the Minister of Manpower †

(a) How many (i) legal and (ii) illegal strikes occurred during the latest specified period of 12 months for which information is available, (b) how many workers were involved, (c) how many man-days were lost and (d) how many workers of each race group concerned took part in the strikes? B564E

THE MINISTER OF MANPOWER

(a) (i) and (ii) 

Separate statistics in respect of legal and illegal strikes are not available. A total of 613 strikes occurred during the period 1 November 1990 to 31 October 1991.

(b) 175 683

(c) 1 236 381

(d) The required information is not available because it is not a legal requirement that such information should be reported to the Department of Manpower on a racial basis.

Mass action 'not called off'

Own Correspondent

JOHANNESBURG — Developments at Codesa II had not persuaded Cosatu to call off proposed mass action, including a possible national stayaway to support demands for constitutional progress, a Cosatu spokesman said.

However, the nature and duration of the action, possibly a general strike, would be decided only at a workers' summit due between May 28 and 30 in Johannesburg.

It would also be discussed at

Cosatu's executive meeting in mid-June

Cosatu recently proposed mass action if a number of political and economic demands were not met including the demand that an interim government be in place by the end of June.

The economic demands related to the proposed economic forum and protest at government's unilateral restructuring of the economy, the spokesman said

The summit would discuss workers' rights in the constitu-

tion and review basic demands to be backed by mass action.

A mini-conference of the SACP-ANC-Cosatu alliance would also be held soon to discuss the options, which included a general strike or factory occupation

Cosatu structures would be asked to assess Codesa's progress with a view to the organisation's demands

ANC president Mr Nelson Mandela said at the weekend that he regarded mass action and negotiations as "complementary"

ET 18/5/92

5011 (52)

Mwasa on a wage strike at the SABC

Sowetan 18/5/92
THOUSANDS of workers at the SABC, who are members of the Media Workers Association of South Africa, will go on a national strike over wages starting today.

The strike by the SABC Mwasa members follows a deadlock between the union and management of the corporation since wage talks started early this year.

Mr Joe Mdhlela, deputy chairman of Mwasa's Southern Transvaal region, said the workers were geared for the strike which was expected to paralyse essential services unless the matter was resolved.

Mdhlela said a strike bal-

By IKE MOTSAPI

lot was held on April 28 this year after the wage issue had not been resolved.

During the ballot a total of 90 percent of the workers voted for the strike action while the remaining 10 percent either voted no or did not cast their votes.

Mdhlela said management offered an 11 percent across-the-board increase and R1 300 a month minimum wage as against the union's revised 20 percent across-the-board and R1 500 a month minimum wage.

The 11 percent offered by SABC management was divided as follows: seven

1152
percent across-the-board and four percent merit increase.

Mdhlela said Mwasa now demanded a 30 percent across-the-board increase and R1 500 a month minimum wage.

He said: "It is surprising that the same SABC which has spent millions of rands in pushing for the white yes vote during the referendum is refusing to pay its staff minimum living wages."

"The SABC spends lots of money buying fleets of expensive cars for executives who refuse to pay its staff living wages," Mdhlela added.

SABC management could not be contacted for comment.

Dr T
with
Cod

Dribon

Move to head off clothing industry strike

ARCT 19/5/92 (152)

ESANN van RENSBURG and SHARON SOROUR:
CLOTHING workers and employers are meeting in Cape Town today for crucial talks to try to avoid an industry-wide strike over wages.

Representatives of the Clothing and Textile Workers' Union said strike action would be inevitable if talks with the Cape Clothing Manufacturers' Association failed.

More than 56 000 workers in the Western Cape are affected by the talks, which revolve around a union demand for a 17,5 percent across-the-board increase and an employers' offer of three percent and a three percent sick pay increase.

Interviewed before the meeting, union national treasurer Ms Connie September said "Their offer is totally inadequate and laughable." Workers would take "the best form of industrial action" should talks fail.

"Our employers are keeping the money for themselves. When the going gets tough, they want us to share the burden, but when times are good they don't let us share in the profits. We now demand our share."

Ms September said the union had considered its demand for a 17,5 percent increase carefully. "We don't think it's unreasonable, not even in the present economic climate."

Shop steward Mr Michael Cheenee said employees demanded a share of the profits from the "good times". But agreement seemed far away. "After six weeks of negotiations, employers increased their offer by only one percent," he said.

At a meeting at the weekend attended by about 7 000 workers, union members rejected "below-inflation" wage offers in the clothing, textile and leather industries.

Talks in the textile and leather industries are continuing, with employers offering 9,75 percent for footwear workers and "below 10 percent" for textile workers.

Workers in all three industries have threatened to strike if employers do not improve their offers.

● The Minister of Finance and Trade and Industry, Mr Derek Keys, has dashed hopes in the textile and clothing industries that the controversial import duty and quota structure promulgated on May 1 will be suspended.

Mr Keys, who was previously willing to amend the structure, said during debate on his budget vote in parliament it would remain until a long-term strategy had been completed.

Manufacturers, wholesalers and the union believe the plan will damage hundreds of small and medium-size companies, with high tariffs restraining cash-flows.

ANC and PAC back wage strike by SABC workers

SHARON SOROUR
and STEFAANS BRUMMER
Staff Reporters

THE African National Congress and the Pan Africanist Congress have expressed support for a wage strike by SABC radio and television workers

Members of the Media Workers Association of SA (Mwasa) went on strike yesterday after holding a nationwide strike ballot last month

In a statement the PAC called on people to suspend payment of television and radio licences until employees' demands were met and demanded that the corporation screen a BBC film on South African death squads

The SABC declined to comment on how the strike had affected its black radio and television services — but apparently Radio Sesotho and Radio Zulu broadcasts have been severely disrupted

The SABC confirmed that Mwasa members had embarked on a legal strike over their demand for a 20 per cent wage increase across the board

"The SABC offered 11 per cent across-the-board with effect from March 1 and a guaranteed minimum

salary of R1 300 a month," said a corporation spokesman

Mwasa says about 2 500 workers voted to take strike action last month, but the SABC said Mwasa, with 795 paid-up members, represented only 16 per cent of SABC employees

Other employees had been awarded merit-based increases of 11 per cent on average with effect from March 1

The SABC believed the 11 per cent offer was "fair" in the depressed economic climate. The salaries of Mwasa members were "certainly not out of line" with those in the rest of the market "and an 11 per cent increase is favourable compared with other current major wage negotiations"

The PAC appealed to the SABC to resolve the dispute as soon as possible

Yesterday about 20 Mwasa members picketed the SABC building in Sea Point at lunchtime. They vowed more pickets, marches and a possible sit-in

ANC regional secretary Mr Tony Yengeni assured the strikers of his organisation's support and said the ANC saw the strike as "legitimate"

152

ARG 19/5/92

900 hospital
CT 20/5/1977 (152)
strikers held

KLERKSDORP — About 900 pay-striking health workers at the Klerksdorp and nearby Tshepong hospitals were arrested on Monday night after hospital authorities had obtained a court injunction for the removal of the strikers.

ANC Western Transvaal region spokesman Mr Ike Moroe said strikers had been apparently charged either with trespassing or contempt of court and released without bail — Sapa

NEWS IN BRIEF

SABC strike 152 200

ABOUT 300 Mvusa members protested outside the SABC yesterday over its wage offer.

Media Workers' Association of SA secretary-general Sithembele Khala said the union demanded a 30% wage increase with a R1 500 minimum salary.

The SABC confirmed the legal strike and said it was offering 11% across-the-board retroactive to March 1 and a R1 300 minimum

A/Day 19/5/92

of rans

The two suspects, Mr Shay Taieb and Mr Sagi Malachi, have already appeared in court. Both Israeli citizens, they allegedly claimed to be acting as agents for

work were sold under the name of other artists, and not as originals, made the case unique, police said. Kors usually sells his huge oil

each all the two of the lic

Rapid rise in price of medicines

JOHANNESBURG — Medicine prices had risen 10 times during the past 15 years compared with a rise in the consumer price index of eight times. Medical Association of SA (Masa) director Mr Reg Magennis told the Pharmaceutical Society's national conference in Somerset West yesterday.

Mr Magennis said medical aid schemes were facing a crisis precipitated by the increase in the cost of medicines.

The average annual increase in payouts for medicines since 1975 was 26%, while general-benefits payouts rose 25%.

The volume of medicine consumed had dropped back to below 1975 levels by 1991, which indicated a growing resistance to price increases, he said.

Dutch burial

SA man since we

News in Brief

Security guard robbed

A SECURITY guard at SBH Cotton Mills in Epping Industria was held-up and robbed of goods worth R5 000 at the weekend, police said yesterday.

Strike talks deadlock

DURBAN — Talks between management and representatives of 6 000 striking Toyota SA employees deadlocked yesterday over the issue of arbitration, according to the National Union of Metalworkers of SA.

Blue Light robber jailed

JOHANNESBURG — Blue Light gang robber Gavin Schultz, 20, was yesterday jailed for an effective 10 years for his part in attempting to murder Rand Merchant Bank executive chairman Mr Gerrit Ferreira on February 26 last year.

Guard's trial postponed

THE trial of a security guard who allegedly raped two Table View women was postponed to May 26 for further investigation.

Man dies after beating

JOHANNESBURG — Mr G Smith, a 65-year-old caretaker at the premises of an Alberton firm, has died after being beaten up by six thugs on Friday night.

Hout Bay alarm at crime

cial activities being established on the vineyard side of Protea Road

Objectors also felt the proposed development would lead to an increase in traffic congestion and put further pressure on side-street parking

The city planner reported that although the Protea Road "barrier" against business intrusion would be broken, his department supported the rezoning

The site could play a transitional role between the finer residential fabric and the larger-scaled commercial structures on the other side of Protea Road, and thus "stabilise the residential-business edge in this part of Claremont"

SABC hit by wage strike (152)

SABC employees yesterday launched a nationwide strike to demand a 20% across the board wage increase CT 19/5/92

The 800 strikers, members of the Media Workers' Association of SA (Mwasa), are also demanding a minimum salary of R1 500 per month

The SABC has offered an 11% across the board increase with effect from March 1 and a guaranteed minimum monthly salary of R1 300

About a dozen workers demonstrated outside the SABC building in Sea Point yesterday holding placards

PHILIPS
party
CAR
PHONE



Kidman,
International

Picture AP

ore'

been able to
ore."
had learnt
being sensi-
feelings and

in Cannes
their new
", in which
plays his



EDWARD WEST

PRODUCTION of 3 440 vehicles — or 430 a day — worth about R140m, has been lost since 6 000 Toyota workers at Prospecton, Durban, downed tools eight days ago.

Yesterday negotiations deadlocked on the issue of arbitration (52) (152)

Toyota SA executive chairman Bert Wessels said management had requested a return to work and had offered to refer some issues under negotiation to arbitration. Other issues would be handed by in-house grievance procedures

In a statement Wessels said "It would appear as if this offer is unacceptable."

Wessels said his company would have to consider its position as a court order had been obtained declaring the strike illegal

Toyota production losses top R140m

and unprocedural. BIDAM 1915792

Toyota public affairs spokesman Flip Wilkin said the supply of vehicles to dealerships was reasonable, though there were waiting lists for certain models

Sapa reports that the National Union of Metalworkers of SA said it would continue meeting management in an attempt to resolve the dispute

Yesterday workers extended demands for the dismissal of a supervisor at the Prospecton plant for alleged discrimination to call for the dismissal of another supervisor at the Jacobs plant and a personnel manager at the Prospecton plant

News in Brief

4 000 Toyota workers on strike (142) (152)

Sowetan 19/5/92

PRODUCTION of more than 3 000 vehicles has been held up since 4 000 Toyota workers at Prospecton, Durban, downed tools eight days ago

A Toyota spokesman said yesterday the strike had not yet affected their customers, but if it continued it could have serious repercussions for them - Sapa

ADRIAN HADLAND

Court orders Toyota strikers back to work

TOYOTA said yesterday it had obtained an urgent court interdict ordering striking workers at its Durban assembly plant back to work. (152) (152) (152)

A spokesman said management was prepared to continue negotiations with worker representatives in an attempt to resolve the dispute. However, "due to the complex nature of the assembly operations", it would be impossible to resume production until the company received assurances that all employees would comply with their employment conditions. (152)

Toyota personnel and industrial relations director Theo van den Bergh said yesterday attempts last week to resolve the strike — which began on Wednesday — were delayed by the plant's shop stewards

participating in national motor wage talks in Port Elizabeth on Friday.

The strike began on Wednesday after about 1 000 of the 6 000 workers downed tools demanding the dismissal of a supervisor. A Numsa spokesman said workers were also demanding the reinstatement of a dismissed worker and that overtime be made voluntary because workers had been on almost consistent overtime this year.

A Toyota spokesman, responding to Numsa complaints that production levels had been increased and hours of work reduced, said this was the case, but added

□ To Page 2

Toyota

that manning levels had also been adjusted and capital investment made

Meanwhile Sapa reports that the National Bargaining Forum for the motor assembly industry met on Friday for the second round of the annual wage talks

Employer group chairman Dave Kirby said the proposed moratorium on retrenchments was the only issue discussed.

The unions said the moratorium was a critical demand, but it would examine any proposals on employer concerns given the state of the industry

The employers said certain manufacturers needed to shed labour and the moratorium on retrenchments — which ends on 30 June 1992 — could not be renewed

Numsa collective bargaining secretary Les Kettledas said "absolutely no pro-

gress" had been made at these talks and others in the tyre and motor industries

He said workers in motor assembly plants would embark on lunch-time demonstrations in response to employers' "bad faith bargaining" which threatened deadlock and conflict.

Kettledas said motor assembly and motor industry employers did not table counter-proposals to the union's demand for a R2 across-the-board increase, while the tyre industry had not budged on its offer of R1

The New Tyre Manufacturers' Association conceded a further 12-month moratorium on retrenchments until June 1993, but subject to a review of business conditions in December

□ From Page 1

NEWS IN BRIEF

Strike stalls Toyota

THE Toyota SA strike in Durban continued yesterday as more than 6 000 employees refused to return to work until a supervisor on the production line at Prospecton was dismissed because of alleged discrimination.

The strike has spread to the Moberi and Jacobs plants, effectively shutting down the company's Durban operations — a loss of 430 vehicles a day

Worker representatives will have to appear at an Industrial Court hearing on Wednesday to indicate what they have done to resolve the dispute. This follows a court interdict declaring the strike illegal.

152

Nestlé workers return

A MONTH-long strike by 1 400 workers at Nestlé's East London plant ended on Tuesday after management and the Food and Allied Workers' Union agreed on the wording of a wage and benefit agreement.

BIDANG 14/5/92

Broadcasts disrupted by strike

Sowetan 19/5/92

152

SABC broadcasts were interrupted yesterday at the start of the first ever legal strike to hit the corporation.

The strike, by members of the Media Workers Association of South Africa, follows a rejection by the union of an 11 percent across-the-board wage increase offered by the corporation.

Mwasa demands a 20 percent increase, with a minimum wage of R1 500 a month.

The corporation claims, however, that its offer is "market related".

Sowetan Reporter and Sapa

The workers downed tools after 90 percent of the employees voted for a strike in last month's ballot.

Mwasa's official, Mr Themba Hlatshwayo, said the strike had paralysed news broadcasts all over the country.

"If the SABC can afford to buy expensive luxury cars for its directors, how come it cannot afford to pay the people who make that money possible?" Hlatshwayo asked.

At a Press conference, the union called on the community to support the workers' demands by pressuring the SABC board.

About 300 Mwasa members sang and toyi-toyed outside the SABC's Johannesburg offices yesterday.

Mwasa general secretary, Mr S'thembele Khala, called on SABC's Radio Metro employees not to interfere with the strike.

The SABC, however, said earlier that Radio Metro material was already being used to fill other radio programmes.

Strikers arrested

About 900 striking health workers at the Klerksdorp and nearby Tshepong hospitals were arrested on Monday night after hospital authorities obtained a court injunction for their removal (152)

STAR 2015792

Clothing talks start

A **THIRD** round of wage negotiations in the Western Cape clothing industry started yesterday between employers and the SA Clothing and Textile Workers' Union **CT 20/5/92**

Toyota talks stalled (152)

DURBAN — Talks aimed at ending the nine-day-old Toyota SA strike here remained deadlocked yesterday. CT 20/5/92 (152)

8/10/2017 20/5/92

Black radio silent

MEDIA Workers' Association of SA members vowed yesterday to continue striking at SABC until pay demands were met. Local news programmes on TV2, TV3, CCV and all black radio stations were silenced from Monday when 1 200 SABC employees downed tools, pens and cameras nationwide to express dissatisfaction with the corporation's 11% wage increase offer.

(152)



SABC strike to go on - workers

By Montshiwa Moroke

STAR 2015/92

(152)

The Media Workers Association of SA (Mwasa) yesterday accused the SABC of intransigence and vowed to continue with a national strike at the corporation until workers' demands had been met.

The International Federation of Journalists (IFJ) and several political and community organisations and churches have entered the fray and called on the community to support the striking workers.

Several hundred Mwasa members continued with their second day of protest action yesterday on the lawns outside the television station buildings in Auckland Park, Johannesburg, as SABC security men stood by.

Only cleaners and those working in the catering department have been exempted from

the strike

The news programmes on CCV/TV2 and TV3 and all black radio stations - which went silent on Monday - have been worst affected by the strike.

Workers are demanding a 30 percent across-the-board pay increase and a R1 500 minimum wage. The SABC said yesterday that it had offered the union an 11 percent across-the-board increase and a R1 300 minimum wage.

Mwasa general secretary Sithembele Khala said last night "We will continue with the strike for as long as the SABC remains intransigent and is bent on undermining the legitimate demands of the workers."

Mr Khala said the union had protested against Radio Metro and CNN cable television network being patched to the local stations.

"We have spoken to CCN and they have said they have a three-year contract with the SABC. They said they cannot breach the contract as it gives them (SABC) the right to use CNN material at its discretion."

Mr Khala said Mwasa had been in contact with the IFJ and journalists unions in the United States and Canada. The union has also received messages of support from the International Confederation of Free Trade Unions and the Broadcasting Interest Group.

Sapa reports that visiting IFJ deputy general secretary Neal Swancott yesterday condemned the use of CNN as a strike-breaking method by the SABC, saying it demonstrated contempt for the public and for the negotiation process.

A spokesman for the SABC said late yesterday the corporation had no comment to make.

SABC strike enters day two

JOHANNESBURG — The first legal strike at the SABC entered its second day yesterday with members of the Media Workers' Association of South Africa (Mwasa) vowing to continue their action until their pay demands are met.

(15) CT 20/5/92

Wage dispute settled (152)

at 2015/9/2
DURBAN — The public service salary and wage dispute was settled here yesterday, with lower-paid workers winning big increases



Members of the Media Workers Association of South Africa demonstrate at the SABC's headquarters at Auckland Park yesterday.

Union gets backing for strike

152
Swancott
20/5/92

THE Media Workers Association of South Africa yesterday vowed to continue its national strike at the SABC until its demands had been met.

The union also accused the corporation of intransigence in efforts to resolve the impasse.

Yesterday, the second day of the strike, the International Federation of Journalists and several local political, community organisations and churches entered the fray.

They called on the community to support the striking workers.

Several hundred Mwasa members continued their

protest on the lawns outside the SABC headquarters in Auckland Park watched by security personnel.

Only cleaners and those working in the catering department have been exempted from the strike.

News programmes on CCV and all black radio stations were affected by the strike.

Workers are demanding a 30 percent across-the-board pay increase and a R1500 minimum wage.

The SABC has offered 11 percent across the board increase and a R1300 minimum wage.

Mwasa general secretary Mr S'thembele Khala said last night "We will continue with the strike for as

long as the SABC remains intransigent and is bent on undermining the legitimate demands of the workers."

He said the union had protested against Radio Metro and CNN Cable Television Network being patched to the local stations.

Khala said Mwasa had also been in contact with the IFJ and journalists unions in the United States and Canada.

IFJ deputy general secretary Mr Neal Swancott yesterday condemned the use of CNN as a strike-breaking method by the SABC, saying it demonstrated contempt for the South African public and for the negotiation process.

ANC calls cops over bomb threat

Sowetan 20/5/92



THE African National Congress has called in the police for protection and advice after a threat to bomb its headquarters was received from alleged former undercover agents of the South African security forces, it was learnt yesterday.

The organisation learnt of the threat in the past two days, a senior official said yesterday. "It was not the usual crank who phones and hangs up quickly. We get lots of those. This time we learnt from reliable sources that this was someone deadly serious, people who know what they are doing."

Asked to confirm a report that the threat came from former agents of an undercover military hit-squad unit, the Civil Co-Operation Bureau, the official replied: "We take threats from the CCB extremely seriously."

Responding to a call from the ANC on Monday, a high-ranking policeman travelled from Pretoria to Johannesburg to discuss the bomb threat with ANC security officers.

A police spokesman confirmed yesterday that such a visit was made but said the details of the discussion were confidential.

Yesterday security arrangements at the ANC building in central Johannesburg were the tightest they have been since the organisation moved into the building last year.

Talks 'a way forward'

Sowetan 20/5/92

TOP-LEVEL business and trade union leaders who met Finance Minister Mr Derek Keys in Cape Town this week about establishing an economic forum, were optimistic about the talks which they said were "a way forward".

They agreed on joint consultations and to try to reach consensus on restructuring and addressing various problems relating to the economy.

It was also agreed that another meeting be held, possibly in Johannesburg or Cape Town, within two weeks to take decisions on the issues raised.

Some of the points raised on the broad agenda were the Government's economic policy, future economic investment, trade, retrenchments, provident funds, taxation, housing and education.

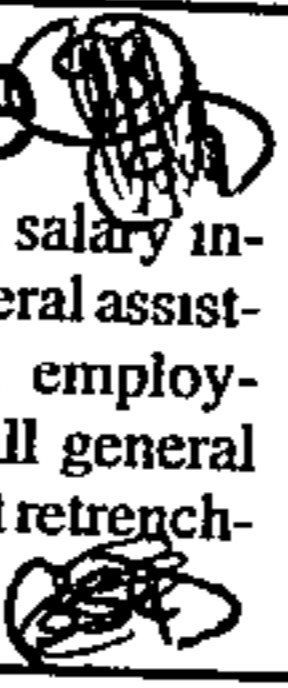
The Minister was accompanied by his special adviser Mr Japie Jacobs, while labour was represented by Cosatu and Nactu.

900 in hospital wage strike

THE Transvaal Provincial Administration says voluntary helpers have stepped in to maintain services at the Klerksdorp and nearby Tshepong hospitals, where

as many as 900 health workers are on strike. Workers went on strike on Monday, demanding a minimum monthly wage of R724 and a 15.3 percent

across-the-board salary increase for all general assistants, permanent employment status for all general assistants and that retrenchment be stopped.



STAR 2115192 (152)

New bid to end Toyota strike

Toyota management and representatives of 6,000 striking workers met yesterday evening in an effort to end the action, which has so far cost the company more than R2 million in turnover and employees almost R1 million in wages

By Montshiwa Moroke

A confrontation yesterday between the police and SABC workers who downed tools over a pay dispute nearly marred the third day of a strike by Members of the Media Workers Association of SA (Mwasa).

The confrontation occurred after a Mwasa member was arrested. Some strikers moved forward and an exchange of words followed. In the confrontation the workers pulled the man away from the police. The police and security

Police, strikers in confrontation

guards with dogs retreated as some of the workers hurled sticks and stones at them from inside the SABC premises.

The situation was tense as police in camouflage uniforms pointed their firearms at workers who then challenged the police to "shoot" and "kill us".

Mwasa officials at the SABC had their hands full as they tried to calm members.

A police spokesman said police had merely observed and

monitored the situation "just as anywhere else where large groups were gathered".

Mwasa general secretary Sithembelè Khala said last night that SABC labour relations manager Christo Pretorius had alleged that Mwasa members were intimidating non-strikers and accused the union of breaking strike rules. "We told him we are not aware of any breach of our agreement and that it would be

easier if he gave us more tails," Mr. Khala said.

Mwasa members at the SABC are demanding a 30 percent across-the-board increase and a minimum wage of R1 500. Pay talks broke down at a meeting in Durban on May 8 when Mwasa turned down the SABC offer of an 11 percent across-the-board increase and a R1 300 minimum wage. SABC, in turn, refused Mwasa's demand then of a 20 percent increase and a

R1 500 minimum wage. The union has since reverted to its original demand of a 30 percent increase and a R1 500 minimum wage.

Reports say at least 1 200 workers downed tools on Monday, paralyzing all television and radio news coverage on CCV TV2/TV3 and black radio stations.

Sapa reports that an estimated 500 protesters marched on the SABC offices in Bloemfontein yesterday morning to present a list of workers' demands to the corporation.

STAR 2/15/92

152

...ension 1, Suwero, is one of 38 crèches that have been established by the African Self Help Association on the Reef. It was opened in January this year.

SABC strike set for a '1 000 days'

THE strike at the SABC continued yesterday, with the Media Workers Association of South Africa vowing to continue their action for "1 000 days", or until the corporation agreed to their demands

Mwasa spokesman Mr Themba Hlatshwayo said yesterday the union was, however, ready to talk and

had told the SABC its doors were open 24 hours a day.

At least 1 200 SABC employees walked off the job on Monday, bringing to a halt all local television and radio news coverage on TV2, TV3, CCV and black radio stations.

Only cleaners and those in the catering department were exempted from the

strike
"And they can stay on strike for 1 000 days. The workers are prepared to carry on for as long as SABC is able to withstand being without them"

The strike is legal, but SABC says "no work, no pay"

Hlatshwayo said Mwasa did not have a fund to sup-

port the strikers
Pay talks broke down at a meeting in Durban on May 8 when Mwasa turned down the SABC offer of an 11 percent across-the-board increase and a R1 300 minimum wage

SABC confirmed the strike was continuing, but would not comment further - Sapa

Sowetan 2/5/92

(SABC) 152



TOYOTA STRIKE

Everyone loses

(152)
FM 22/5/92

The crippling strike at Toyota's Prospecton plant in Durban has entered a new phase. Toyota and the union are likely to go to arbitration and the group's chairman, Bert Wessels, has entered the fray.

The strike has stalled production at the plant, which produces 430 vehicles a day, since the first week in May. The cost so far is estimated at R430m.

The industrial action, said to involve more than 6 000 employees, began on the Cressida production line after workers demanded the dismissal of a production-line supervisor. It has subsequently spread to other facilities and the list of worker demands has grown to four — all related to disciplinary action and worker-management relations.

National Union of Metal Workers (Numsa) regional secretary Ekkie Esau concedes that the original walkout was not preceded by a ballot. And, though an urgent court interdict ordering a return to work was granted, this has subsequently been postponed twice, by mutual consent. This was to allow a chance for negotiations to proceed.

Esau maintains that morale and relations

44 • FINANCIAL MAIL • MAY • 22 • 1992

MTI, 7

FM 22/5/92

(152)

with management are on the whole good at Toyota's Durban plants, with generally good dispute resolution procedures. He claims this strike would not have happened had management addressed complaints when they were raised.

However, management's response is that, though the matter was raised at divisional line level, it was assumed that the matter had been dealt with when it was subsequently removed from the agenda. It stresses that the complaint never reached management because it was not registered through the agreed grievance procedure.

A statement from Wessels says little progress is being made in negotiations. Management has requested a return to work, offering to refer some of the issues to independent arbitration and handle others through the normal in-house grievance procedures.

Though the offer seems largely acceptable to the union, Esau this week said Numsa does want an arbitrator appointed as soon as possible, one condition is that they return to work before the hearing.

On Tuesday, workers were in the process of deciding whether to return to work before an arbitration hearing is held.

There clearly are mutually acceptable dispute procedures within Toyota, as both sides indicate. Why these have apparently not been properly applied or adhered to is not clear. ■

Business warns against general strike

CAPE TOWN — Companies could be forced to take "the strictest possible disciplinary measures" if the general strike being threatened for next month by the ANC and Cosatu went ahead, Sacob director-general Raymond Parsons warned last night.

The "battered and bruised" state of SA's economy had been aggravated by prolonged recession and drought, he told the Tygerberg Chamber of Commerce and Industry last night.

"To impose a general strike on these economic circumstances could have negative consequences for the

Political Staff
workers themselves, who can ill afford to jeopardise their jobs or income in these tough times," he said.

Parsons said he believed most employers were likely to take the usual stance of "no work, no pay" if the ANC-Cosatu alliance gave the green light for a strike when they met to decide the issue next Thursday

Cosatu has mentioned the possibility of a five-day strike to press home its demand for the speedy installation of an interim government.

(152) Bloam 2215792
Parsons said Sacob estimated a two-day general strike would cost workers about R250m in lost pay

"In the present difficult economic climate and poor business conditions a general strike in the near future could force companies to take the strictest possible disciplinary measures

"This must be seen against the background in which retrenchments and job shrinkages are already inevitably taking place. I appeal to those who have to take the decision to bear these realities in mind," he said.

Toyota strike toll mounts

By DON ROBERTSON

SITTING BUS
THE 12-day strike at Toyota's Prospecton plant near Durban has cost the company lost sales of 5 160 vehicles worth about R276-million

Prospects of a quick return to work seem remote

The strike has affected about 6 000 workers at the plant and 2 600 at component suppliers in the region, some of whom are on short time.

The strike was sparked by demands that a supervisor be fired for alleged discrimination. The demands were extended to a call for the dismissal of two other supervisors

Toyota estimates that workers in the assembly and component industries have lost about R12-million in pay in the past 12 days, affecting more than 63 000 dependants. Component suppliers have lost R55-million in revenue. Loss of revenue to both industries is expected to grow by

24/5/92
about R5-million each day the strike continues.

Toyota group director of personnel and industrial relations Theo van den Berg says negotiations are deadlocked. Shop stewards have asked that arbitration be completed before workers return.

The inference is that any return to work will be conditional of arbitration finding in favour of the workers.

Mr Van den Berg says: "This is obviously an untenable situation for us."

Toyota obtained a court order on May 7 declaring the strike illegal and unprocedural. But the company continues to recognise the right of employees to voice grievances within the procedures and provisions laid down, says Mr Van den Berg.

LABOUR

LABOUR BRIEFS

Radio workers get active

MINO news was not good news on SABC's TV2, TV3 and all the black radio stations this week when 1 200 striking workers brought broadcasts to a standstill.

The strikers, who picketed outside the SABC for most of the week, vowed to continue striking for 1 000 days if necessary.

The strike is the result of a protracted wage dispute between the SABC and members of the Media Workers' Association of South Africa.

Mwasa initially tabled a demand for a 30 percent wage increase and a R1 500 minimum wage but dropped this to a demand for a staggered increase of 20 percent with the same minimum wage.

The SABC is offering an 11 percent across-the-board increase and a minimum wage of R1 200 and the union has reverted to its initial demand.

A Mwasa representative said talks broke

down in Durban on May 8. He said that the union had tabled a high demand to take into account the debts their members had incurred in the past year after securing increases of only four percent last year.

w/week 22/5-28/5/92

Partial accord in public sector

THE government this week concluded wage agreements with five public sector employee organisations this week. They settled on 9,2 percent increases. The lowest-paid public servants will receive increases of between 16 and 32 percent when the three lowest salary notches are abolished.

The remaining six public sector unions walked out of wage negotiations on Tuesday in protest against the government's earlier offer of an 8,5 percent increase.

National Education Health and Allied Workers' Union general secretary Philip Dexter said 800 public sector workers were arrested this week after holding sit-ins at various hospitals in Klerksdorp on Monday

w/week 22/5-28/5/92

and Tuesday.

Nehawu will also hold marches around the country next week. The union is holding out for a 15,3 percent increase with a R724 minimum wage.

Mine wage talks begin

WAGE talks in the mining industry kicked off in Johannesburg on Wednesday this week. Employers tabled an offer of a four percent wage increase on the gold mines while the union is pushing for a 20 percent wage increase.

The Chamber of Mines rejected the National Union of Mineworkers' demand for an agency shop on mines where it enjoyed a majority membership. The agency shop is a form of closed shop where non-union members pay a percentage of the union subscription fee to pay for benefits negotiated by the union.

It is a way of preventing free riders says the union.

w/week 22/5-28/5/92

ITN gets tough on corporation

152
Soweto 22/5/92

By MATHATHA TSEDU

THE British Independent Television News has stopped supplying the SABC with material in the wake of a strike by members of the Media Workers Association of South Africa.

The secretary general of Mwasu, Mr S' thembele Khala, said the union had also approached CNN to ask them to stop "undermining" the strike.

He said the union was told contractual arrangements precluded the international corporation from stopping its services to the SABC.

Political and labour organisations pledged their support as the strike entered its fourth day yesterday.

The organisations, including the ANC, Azapo, PAC, IFP, Pasa, Cosatu and Nactu, announced they would march on the corporation's Auckland Park on Tuesday.

Radio Metro, which had been used to feed paralysed black stations with material, stopped its supply yesterday.

Khala said the SABC was using old cassettes on both radio and TV to give people the impression that those appearing in those recorded programmes were actually at work.

Attempts to reach SABC management yesterday were fruitless as persistent telephone calls were answered by an answering machine.

Nactu has threatened to call for a boycott of TV licences if the SABC does not meet the demands of the strikers.

LABOUR *Wimont 22/5-28/5/92*
A TOTAL of 613 strikes involving
175 680 workers had lost more
than 1,23-million man days
between November 1 1990 and
October 31 1991, according to
(152) (134)

BAROMETER *(134) (152)*
Manpower Minister Piet P *(134)*
He said there was a total of
192 trade unions registered in
terms of the Labour Relations
Act. Of these, 127 were "mixed"
unions, 37 for whites, 10 for
coloureds, one for Indians and
17 for blacks *Wimont 22/5-28/5/92*

March to back SABC strikers

DURBAN — An estimated 1 000 people marched through the city centre here yesterday in support of striking members of the Media Workers Association of South Africa (Mwasa) who are in a wage dispute with the SABC

The marchers comprised Mwasa members, striking Toyota SA workers, members of the ANC, SA Communist Party, Azanian People's Organisation and about 20 SA Union of Journalists members — Sapa

(260) (52) ARCT 23/5/92

Big strike will hurt workers

— Sacob

HENRI du PLESSIS
Weekend Argus Reporter

JUNE strikes being considered by Cosatu and the ANC could mean a loss of R250 million in income for workers as employers prepare to take a stance of no work, no pay, says Mr Raymond Parsons, director-general of the South African Chambers of Business (Sacob)

Speaking at a function of the Tygerberg Chamber of Commerce in Bellville yesterday, Mr Parsons warned that organising a general strike in a battered economy, aggravated by prolonged recession and drought, could have negative consequences for the workers

"The ANC and Cosatu have mentioned the possibility of a general strike in June in support of various political and economic demands," Mr Parsons said

"I do not wish to comment on the merits of the political strategy that may be behind such an option, but I do wish to warn on the likely economic consequences

"To impose a general strike in these economic circumstances could have negative consequences for the workers themselves, who can ill afford to jeopardise their jobs or income in these tough times

"Sacob has estimated that if, for example, a two-day general strike was observed, it would cost workers about R250 million in lost pay

"For the workers and their families this amounts to about 10 percent of monthly earnings"

In the difficult economic climate and poor business conditions a general strike in the near future could force companies to take the strictest possible disciplinary measures, he said

dh a
rob-
face,
art's
y,"
he
at-
and
un-
det-
hat
ked
ces
the



Trouble in the air over SABC board

South 23/5 - 27/5/92

By Justin Pearce

DOUBLE trouble has been the order of the day for the SABC

The SABC's black staff are on strike and the corporation faces repeated calls for the scrapping of its state-appointed board of control and of its near monopoly of the airwaves

Thursday last week the Campaign for an Open Media (COM) picketed the SABC building in Sea Point to protest the control being exercised over the SABC by a board appointed by the state president

COM held simultaneous pickets outside Codesa II at the World Trade Centre in Johannesburg and at the SABC offices in Johannes-

burg and Durban

On Monday ANC and PAC leaders joined striking Media Workers' Association of South Africa (Mwasa) members in a picket outside the SABC building in Sea Point. Mwasa workers have been on strike since Sunday midnight

"The SABC is part and parcel of the racist minority regime," said PAC head of foreign affairs Ms Patricia de Lille. She accused the SABC of putting "millions of rand" into the Yes campaign in the white referendum

She also pointed out the racial discrimination within the corporation. The white union, South African Broadcasting Staff Association (Sabsa), was not striking because its members had a better

deal, De Lille said

ANC regional secretary Mr Tony Yengeni said Mwasa's demands must be met "precisely because the SABC is a public institution"

"The taxes we pay are being used to make the SABC what it is"

He also called on the SABC to screen a British-made video which explores state involvement in South African hit squads

When the ANC first requested that the SABC screen the video, the corporation refused because the video was "one-sided and too long", and because the SABC was producing its own programme

COM was concerned that Codesa II would allow the SABC to continue to operate as the mouthpiece of the National Party government

210 152

'Strikes could kill clothing industry'

S Times (Cape Metro) 24/5/92

FEARS of crippling industrial action are rising in the financially-beleaguered clothing industry after wage negotiations broke down this week and militant workers took part in wildcat strikes at factories throughout the Western Cape.

The wage deadlock will be discussed at a national shop stewards' meeting of the SA Clothing and Textile Workers Union (Sactwu) in Port Elizabeth this weekend. A statement will be released tomorrow.

"The meeting follows rejection by workers of the industry employers' wage offer on Sunday at a mass meeting of clothing, textile, and leather workers at Goodwood Showgrounds in Cape Town.

"We conveyed to the employers (on Tuesday) the strong rejection by our members of their offer," said Mr Ebrahim Patel, Sactwu assistant general-secretary.

"The union and the workers are not prepared to accept starvation wages. There can only be a settlement if employers improve their offer significantly," he said.

Members of the employer body, the Cape Clothing Manufacturers Association (CCMA), fear that if the union decides on strike action it could mean the virtual collapse of the clothing industry in the Western Cape.

Keen

Sactwu, a giant trade union with a claimed membership of 190 000 nationally, has about 60 000 members in the Western Cape, representing 90 percent of the workers in the region, according to union figures.

By KURT SWART

Sactwu is demanding a 17½ percent wage increase, while the employer offer is eight percent, said a union spokesman.

"The employers' offer is way below the inflation rate, yet they are not even keen to close the gap between the figures."

But CCMA chief negotiator Mr Johan Baard said that with benefits costed out the union wage demand amounted to a 25 percent increase.

"The employers' total position is six percent. The outcome of the negotiations on Tuesday is that the parties are miles apart."

"When the union first approached the industry with its proposals, three steps in negotiation were scheduled, each round lasting about one working day," said Mr Baard.

"Once we finished the last round, further negotiations could only take place with the consent of both sides. At the end, the employers indicated their willingness to continue talks in the light of the parties being so far apart. The union said it had to report back to its members and could not commit itself to further negotiations."

"The ball is in their court. Our tender stands for further negotiations. We don't believe the parties have exhausted the process. If the union believes that it's exhausted, it would be regrettable, but there's very little we can do."

Eyeballs

A strike would be an "unmitigated disaster" for the largest industry in the Western Cape, which is currently "in its worst state in living memory", according to Mr Baard.

Most of the 400 registered factories in the Western Cape were of small to middle size.

"Many of our members are up to their eyeballs in debt, in overdraft and closed to credit. If the union seeks to advance its interests with a strike the resultant disruption in production and cancellation of orders would see further factory closures and retrenchments. It would be disastrous," said Mr Baard.

A Sactwu spokesman said on Friday the union recognised that the clothing industry was "not as healthy as it should be."

"We have advanced quite comprehensive plans to prolong the life of the industry, and things are not so dismal that we should be forced to accept such a paltry increase."

Everything keeps going wrong at Toyota plants

By Ferial Haffajee

MANY prospective Toyota buyers now face a four-month wait for their new wheels because of a two-week strike at the company's Durban plants.

Every day 430 motor cars do not roll off the assembly line and the 6 000 workers on strike lose R800 000 in wages. Experts estimate that the company has lost R207-million in turnover and the communities where workers live have lost R7,2-million workers would have spent there. In addition, the company's 68 component suppliers have lost R42-million with the figure climbing by R5-million a day.

These are the startling statistics behind the strike which was sparked by the actions of an allegedly racist line manager "who practises outdated industrial relations", alleges the National Union of Metalworkers of South Africa (Numsa). Workers are on strike to demand that he be fired.

But the company says: "By demanding that we act against a supervisor without any recourse to due process, workers are violating their own hard-won advances toward security of employment."

On Tuesday, the parties agreed to refer the matter for arbitration. But workers refuse to return

to work until the arbiter makes an award. "The inference is that any return to work will be conditional on a finding in favour of the workers. This is an untenable situation for us," says Toyota.

The union says that management was alerted to workers' dissatisfaction with the line manager in February and failed to do anything about it.

"We feel that if workers come back to work now, management might come up with delaying tactics so problems must be resolved while we are on strike."

On May 7, the company was granted an interdict by the industrial court forcing workers to go back to work. Workers have ignored the interdict and are adamant about staying on strike "even for a thousand days".

The call for the dismissal of the line manager has been extended; two other senior managers are also on the firing line. In addition workers are demanding the reinstatement of a shop-steward dismissed six months ago.

Numsa regional organiser in Durban Magrapers Hlatswayo, said that the parties held five meetings to iron out the dispute. On Wednesday they worked late into the night to find a way out of the impasse.

...tha
ould
and
next
nd
ted at

w/m and 22/5-28/5/92 (152) (152) (152)



Street views on TV strike

By NOMVULA KHALO

THERE is overwhelming support among blacks for the strike by workers at the South African Broadcasting Corporation. This is the result of a snap poll conducted by City Press in the streets of Johannesburg this week.

At least 1 200 workers at the SABC, members of the Media Workers Association of South Africa (Mwasa), have downed tools following a breakdown in wage negotiations with management.

Jacob Nagobe of Chiawelo Extension 3 in Soweto said: "We feel bad about the whole thing because we are paying our TV licences and we expect the goods to be delivered. We urge the SABC management to meet their workers' demands."

Said Wiseman Langa of Emndeni in Soweto: "I urge them to continue until they are given what they want. The SABC should stop giving us CNN news. Long live Mwasa."

Bheki Kunene of Orlando West in Soweto said: "The workers are striking for a good cause."

Mbali Sibisi of Diepkloof in Soweto, a pupil at Malvin High School, said: "All our brothers and sisters who are working for the SABC should know that we are with them in all they are trying to do."

Beauty Miya from Ermelo said: "We blacks are hard workers, but we are not treated fairly."

Gibson Ngcolomba of Port Elizabeth said: "They must continue until they are treated as people by their employers."

Fajth Valashiya of Rockville in Soweto said: "TV 1 workers should back them also."

Mwasa official Themba Hlatshwayo said: "If it was TV 1 that was affected, the strike would have been dealt with within two hours."

Although SABC management could not be reached for comment, a spokesman was reported as saying there would be no further comment

Holidays glut 'detrimental to economy'

Pretoria Bureau

STAR 25/5/92
South Africa has too many holidays, resulting in frequent disruption of normal business and industrial operations, according to the Afrikaanse Handelsinstituut.

The AHI said the situation was detrimental to the economy, currently experiencing its longest post-war recession.

In April and May alone, there are five public holidays and May 30 has also been designated a holiday this year to accommodate the Comrades Marathon.

Home Affairs is adamant, however, that the last weekend of May is not officially a long weekend, despite Republic Day (May 31), Ascension Day (May 28) and the Comrades (May 30) all falling within four days of each other.

Friday, May 29, will be a normal working day, as will Monday, June 1.

April and May cause havoc for the business sector every year, as there is a glut of holidays over this period.

The National Productivity Institute estimates SA loses about R521 million in potential revenue on each public holiday.

However, there will be a slight reprieve for businessmen this year, as a number of the holidays fall over weekends.

The SA Chamber of Business would prefer better spread of holidays throughout the year.

Mwasa to march on the SABC

Sowetan 25/5/92

Sowetan Reporter

THE nationwide strike by members of the Media Workers Association of South Africa entered its second week today, with a planned rally and march tomorrow.

The strike, over wages, has shut down news and other radio and television broadcasts on all black channels of the SABC

As a result of the strike, no television or radio broadcasts of important soccer matches took place this weekend, thus starving soccer fans from outside Johannesburg their weekend treat

Meeting

Mwasa secretary general, Mr S'thembele Khala, said 20 political, church, women, youth, student and trade union federations had attended a meeting at the union offices on Thursday and agreed on a rally and a march to the SABC headquarters at Auckland Park tomorrow

The march will start at 10am at the union's offices at Lekton House and proceed to Auckland Park where a rally will be held, Khala said

Khala said the union was still prepared to enter into negotiations with the SABC to break the stalemate that led to the first legal strike to affect the

State-sponsored corporation.

Mwasa members are demanding a 30 percent increase and a R1 500 minimum wage while the corporation has offered an 11 percent increase, of which only seven percent is across the board, and a minimum wage of R1 300

A boycott of television licences will be called for by the National Council of Trade Unions if the SABC does not meet the demands of the Media Workers Association of South Africa, the federation's secretary general, Mr Cunningham Ngcukana, announced at the weekend

He said the SABC was delaying resolving the matter because the strike presently affected mainly black listeners and viewers while the white radio stations and television channel continued unaffected

Demands

"They must know that unless they accede to the legitimate demands of the workers, black people are not going to pay licence fees while they are not receiving services," Ngcukana said

The strike has garnered unprecedented support from the ANC, Azapo, PAC and IFP

For the first time, all

agreed on the need for the SABC to accede to workers demands

● Sapa reports that the Soweto branch of the Azapo last night called on the black community to switch off their television sets between 7pm and 8pm in solidarity with striking media workers who are demanding a 30 percent wage increase from the SABC.

Interviews

Azapo spokesman Mr Monwabisi Duna said the decision was taken at an Azapo branch meeting attended by more than 300 delegates in Soweto yesterday

Duna called on black organisations not to grant interviews to the SABC for the duration of the strike by Mwasa members

The strike today enters its second week following a stalemate in negotiations between the union and SABC management who have offered workers a seven percent increase in wages

Duna also called for a public debate on television between Mwasa and the SABC, to be held anytime other than between 7pm and 8pm

He said Azapo members would join a Mwasa march from central Johannesburg to Auckland Park on Tuesday to express solidarity with the striking workers

Toyota and union in bid to end strike

(152) 26/5/92
DURBAN — The dispute which has brought the giant Toyota motor assembly plant at Prospecton to a halt for the past two weeks remained unresolved last night

And yesterday the National Union of Metal Workers warned that it would not be held to ransom by Toyota's refusal to attend national vehicle industry pay talks because of the strike, reports Sapa

Toyota did not attend the third round of national pay negotiations in Port Elizabeth on Friday, employer spokesman Dave Kirby said yesterday

(152)
~~152~~ ~~152~~ ~~152~~ ~~152~~
Own Correspondent

As a result, agreements reached at the pay talks would not be binding on Toyota

At Toyota's Prospecton plant representatives of the management and workers were engaged in a day-long internal inquiry yesterday into complaints against three staff members at the plant

The inquiry would continue today, MD Ralph Broadley said last night "Hopefully it will come to an end soon" he said

To Page 2

Toyota

(152) 26/5/92
About 6 000 workers downed tools on May 7 in support of their demand for the dismissal of a superintendent for alleged discrimination, and later added the removal of two managers to their demands

Frequent talks between management and the National Union of Metalworkers of SA officials failed to break the deadlock

Union spokesman Thomas Magrapes Hlatshwayo said if the outcome of the inquiries was "satisfactory", strikers would return to work today

Commenting on Toyota's decision not to attend the wage talks, Numsa chief negotiator Les Kettle said any agreement reached at the national bargaining forum (NBF) would be binding on Toyota

"We do not believe that the NBF should

be held to ransom by any company that experiences problems at plant level which are not related to national negotiations"

Kirby said employers tabled a full response to wage and other demands by Numsa and the Iron and Steel Workers Union on Friday

He said the demands, if met would cost employers R110m An additional 45% for benefits would raise the real cost of the demands to more than R160m

Other demands relating to job security, workers' rights and workplace discrimination were either rejected or referred to quarterly NBF meetings

A senior Toyota spokesman said negotiations had to end by June 30.

(152)
~~152~~ ~~152~~ ~~152~~ ~~152~~
 From Page 1

SABC angers public

Sowetan 26/5/92 152

THE telephone never stopped ringing after 5pm at the Sowetan this past weekend.

And, if anyone had any doubts about the number of people who listen to the radio and those who watch television broadcasts, they should have been at our offices on Saturday and Sunday

This was the first weekend of a sports broadcast blackout on the black channels and the sixth and seventh day of no news on CCV due to a national strike by hundreds of members of the Media Workers Association of South Africa (Mwasa)

From Monday May 18, Mwasa members in Johannesburg, Pietersburg, Bloemfontein, Cape Town, Port Elizabeth and Durban had downed their microphones and camcra in demand of a wage increase

The stoppage brought to a halt broadcasts on Radios Zulu, Xhosa, Venda, Lebowa, Ndebele, Sesotho, and reduced live and news broadcasts on CCV to a rendition of CNN

Radio Metro, the SABC English-medium station directed at black audiences, was the only one still on air, because the disc jockeys are freelancers who have contracts that prevent them from going on strike

Radio Metro's signal was fed into the affected stations for a few days until, in support of the striking workers, the working deejays stopped the supply and left the affected stations using old tapes

During last week, CNN broadcasts were used to fill news gaps but this has since stopped and an SABC spokesman yesterday refused to explain why this

By MATHATHA
TSEDU
Investigations
Editor

was so

Mwasa however explained last week that, due to its lobbying, the British-based International Television News (ITN) of London had stopped feeding SABC with items until the strike was resolved

CNN was reported to have said its contractual commitments barred it from stopping its feed. But by the weekend, this too had stopped

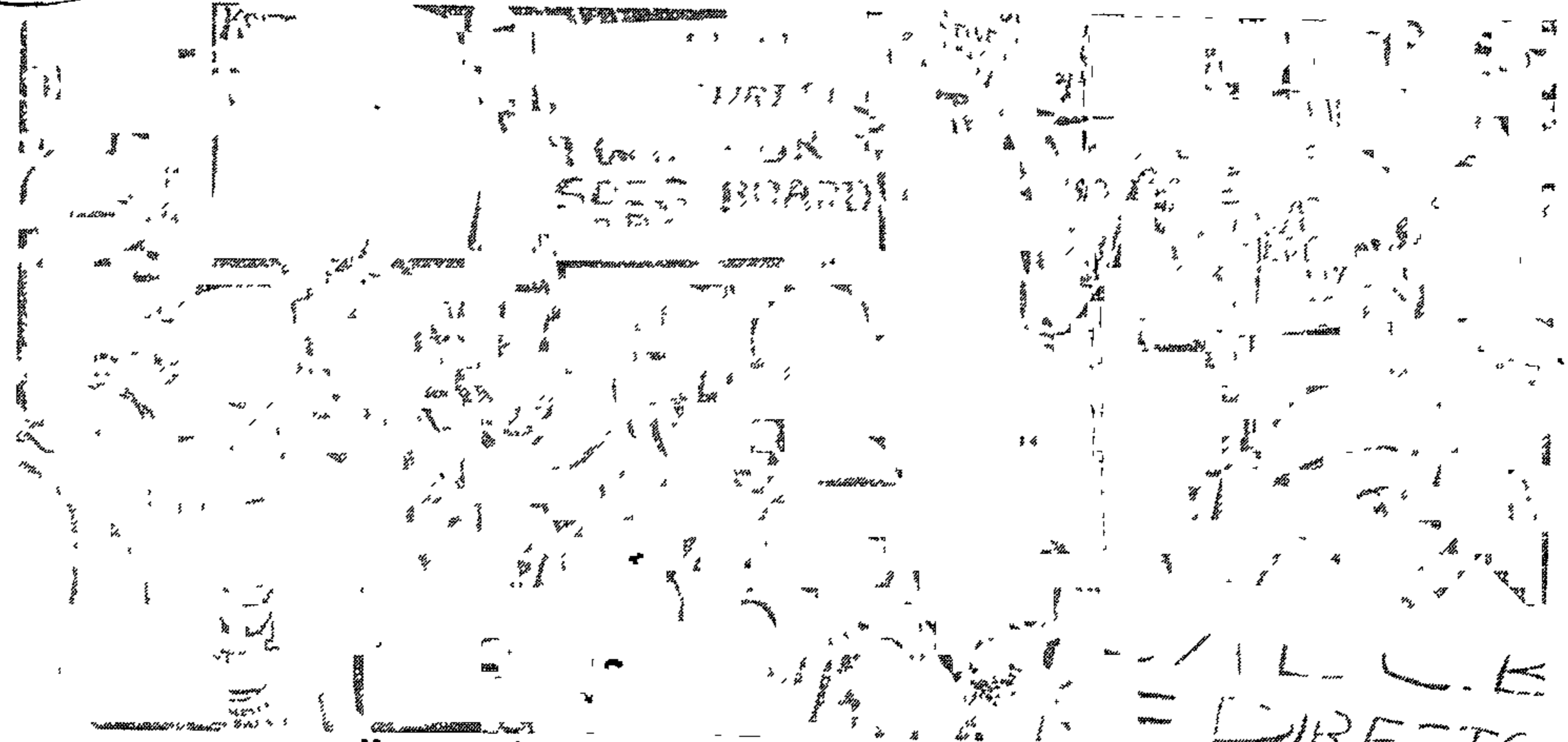
During last week, SABC indicated during broadcasts that the normal programmes had been affected by a strike by Mwasa members

This has however since stopped and those who may not be in the know about what is happening are surprised at the turn of events

The major feature of the strike is that white radio stations and TV 1 have not been affected. Their programmes continue and this is largely attributed to the segregation policies that still reign supreme in the SABC, despite talk of integration

And the lack of explanation to viewers and listeners who pay their licence fees but are not receiving their dues, has been largely attributed to a lack of respect for black listeners and viewers

The National Council of Trade Unions (Nactu), to which Mwasa is affiliated, summed this up in a statement by secretary-general Mr Cunningham Ngcukana that had the strike affected whites, the SABC would have gone out to resolve the



Mwasa members on strike in Johannesburg. The placards say it all.

matter more speedily

The corporation has demanded this

Soon after the strike started, organisations expressed their support for the strikers. Besides the usual support from progressive organisations such as the ANC, Azapo, PAC and trade unions and churches, Inkatha Freedom Party came out in support too, thus making this strike the first of its kind to garner support across the wide and divided political spectrum

Last Thursday, twenty organisations, including all of the above, and women, students and youth, decided that a march and a rally should be embarked upon today at 10am

Members of virtually opposing ideologies and commitments will march together under the banner of Mwasa to protest the SABC intransigence on the issue

And the question is why

all this unanimity on this particular strike? The answer seems to lie in the fact that everyone seems to have a gripe with the SABC for different reasons

Some of the demands of the strikers and supporters of the strike now include restructuring the SABC,

the dismissal of the present board and open air waves, which means more private stations

The strike also came at a most opportune moment, with similar demands by media and political organisations sent to Codesa for immediate implementa-

tion

And as the strikers and supporters march today on the SABC, there will be wide and varied interests that are being pushed by the marchers

But at the centre of it all remains the demands by

workers who feel that as blacks mainly (there are a few whites who are Mwasa members who are on strike) the white-run, controlled and white inclined SABC is underpaying them while lots of money is used to pay bureaucrats who have no input to the SABC output

Strikers vow to continue

152 (11/10)

By RUSSEL MOLEFE

The strike at several Kentucky outlets in the Northern Transvaal entered its third week yesterday with workers vowing to continue their action until their demands were met

Sowetan 26/5/92
The more than 1 000 employees of the fast food chain are demanding centralised bargaining and a wage increase

Areas hit by the strike include Pietersburg, Potgietersrus, Louis Trichardt, Tzaneen, Duiwelskloof and Griyan

The regional secretary of the South African Commercial, Catering and Allied Workers Union, Mr Lepola Mokgopi, said other regions and the PWV have agreed to centralised bargaining

He said the union had no manpower to move from one plant to the other to negotiate

The strike has been marked by pickets and arrests of the strikers in some areas

PAC calls for TV licence boycott to support strike

OT 27/5/92 (152)

JOHANNESBURG — The PAC yesterday called on black television viewers not to renew their licences as a gesture of support for hundreds of Media Workers Association of South Africa (Mwasa) members on strike at the SABC

The PAC's call was repeated by several other organisations who participated in a march on the SABC in support of the strike which on Monday entered its second week following a deadlock in wage negotiations between the SABC and Mwasa

The protesters, chanting "Viva Apla" (the Pan-Africanist Congress' armed wing) and "One settler one bullet" and carrying placards reading "One SABC one bullet", marched peacefully to the Auckland Park offices

The International Federation of Journalists (IFJ) also came out in support of the strike — which was called when the SABC refused to meet Mwasa demands of a 30% across-the-board increase and a minimum monthly salary of R1 500. The SABC has offered 11% and R1 300

An SABC spokesman has denied Mwasa's charge that the corporation pays unequal salaries according to race and gender. He said that although the SABC's CCV news and black language radio services had been affected by the strike, advertising had not suffered — Own Correspondent, Sapa

152
27/5/92

Cosatu plans general strike and other acts 'on unprecedented scale'

COSATU yesterday announced a programme of mass action "on an unprecedented scale" if demands relating to political negotiations, government corruption and covert security operations were not met by the end of June.

And general secretary Jay Naidoo said he believed the campaign was worthy of the business community's support. He said the programme, timed to begin in mid-July, had been discussed with Cosatu's allies, the ANC and SACP. The gravity of the issues involved required a response on the largest possible scale "to force gov-

ernment to agree to the demands". In addition to marches, demonstrations and boycotts, the programme would include a work stayaway or general strike of "not less than three days". Naidoo acknowledged that a stayaway would hurt business. However, he said, "business has been vociferous in support of the democratisation process. . . so we hope they will be willing to bite the bullet". He said Cosatu was willing to meet business and negotiate. It wanted to build a coalition around the demands, but was unwilling to restrict its ability to take action.

Cosatu's demands regarding corruption included a call for an independent inquiry, under the auspices of the proposed transitional executive council, into corruption at all levels of government, the dismissal and, where appropriate, prosecution of officials and Ministers involved, and the seizure of the personal assets of those implicated, so the state could be repaid. On alleged death squads and other covert operations, Cosatu demanded a multi-party inquiry into security operations with

access to all State Security Council minutes, the dismissal and prosecution of all individuals - including senior officers and politicians - found to be implicated in wrongdoing, the freezing of all covert operations, and a role for international monitoring of security force operations. In addition, "the R5bn set aside in the defence budget for covert operations" should be used to compensate victims of violence, to finance economic reconstruction and to supply drought relief, he said. In political negotiations, Naidoo said, Cosatu demanded that Codesa rapidly pre-

Alan Fine
27/5/92

● See Page 3
● Comment: Page 8

The two faces of a costly strike

THROUGH the outsider's eyes, the strike at Toyota's Prospecton, Durban, assembly plant — affecting about 6 000 workers and in its third week — might seem like an oddity.

The question is: How is it possible for a company which is the undisputed leader of the country's car manufacturing industry to experience such tumult in its employee relations?

So far the strike, over employees' demands for the dismissal of three members of management for alleged discriminatory practices, has cost the company no less than 5 000 vehicles in lost sales, worth at least R270 million.

It is also affecting the livelihood of an estimated 2 600 workers employed by Toyota's component suppliers.

Talks between management and the National Union of Metalworkers (Numsa) have failed to resolve the crisis, with workers insisting that a return to work is contingent upon the outcome of any arbitration proceedings. Even a court order has failed to persuade the workers to return.

As a result of the dispute, Toyota stayed out of the latest round of national wage negotiations between Numsa and motor assemblers. In an effort to break the

MIKE SILUMA takes a look both the workers' and management's sides of the strike by workers at Toyota's Prospecton assembly plant

deadlock, Toyota has evoked disciplinary procedures against the management members.

That Toyota has been forced to use newspaper advertisements to appeal for strikers to return to work is an indication of how far relations between it and the strikers have deteriorated, underlining the existence of an "us and them" syndrome.

So what has caused this souring of relations?

To every story there are, as they say, two sides. And in its latest issue the Labour Journal South African Labour Bulletin attempts to give the workers' side, through an article written by Numsa shop stewards at Toyota before the strike.

According to the workers, good industrial relations at the plant have been undermined by the introduction of Japanese management and productivity techniques, largely successful at the company's Toyota City in Japan but the subject of some controversy here.

Key components of the system criticised by the shop stewards are the quality circles,

cost-saving competitions and the multiskilling of employees.

This is how the shop stewards describe the introduction of quality circles to the plant. "In the early 1980s the bosses came back from a trip to Japan with new ideas of how we should organise our work. But from the beginning they never discussed these ideas with us."

"Then they started to organise groups of workers into work teams. These work teams were never established to listen to the voice of workers. They were simply there to give management more control over the workers."

Describing workers' relationship with management as "one of war", the shop stewards complain that management's attitude towards workers "is not right".

"For example," they write, "you could never find a situation where a manager enters his department and greets all the workers on the line. Our managers don't even greet us. They're just like enemies here."

Perhaps not surprisingly, in the light of current events at

5192 27/5/92

Prospecton, Toyota rejects the allegations in the Bulletin article as "subjective" and lacking in "factual substance".

A spokesman said a survey undertaken by the company last year painted "a vastly different picture".

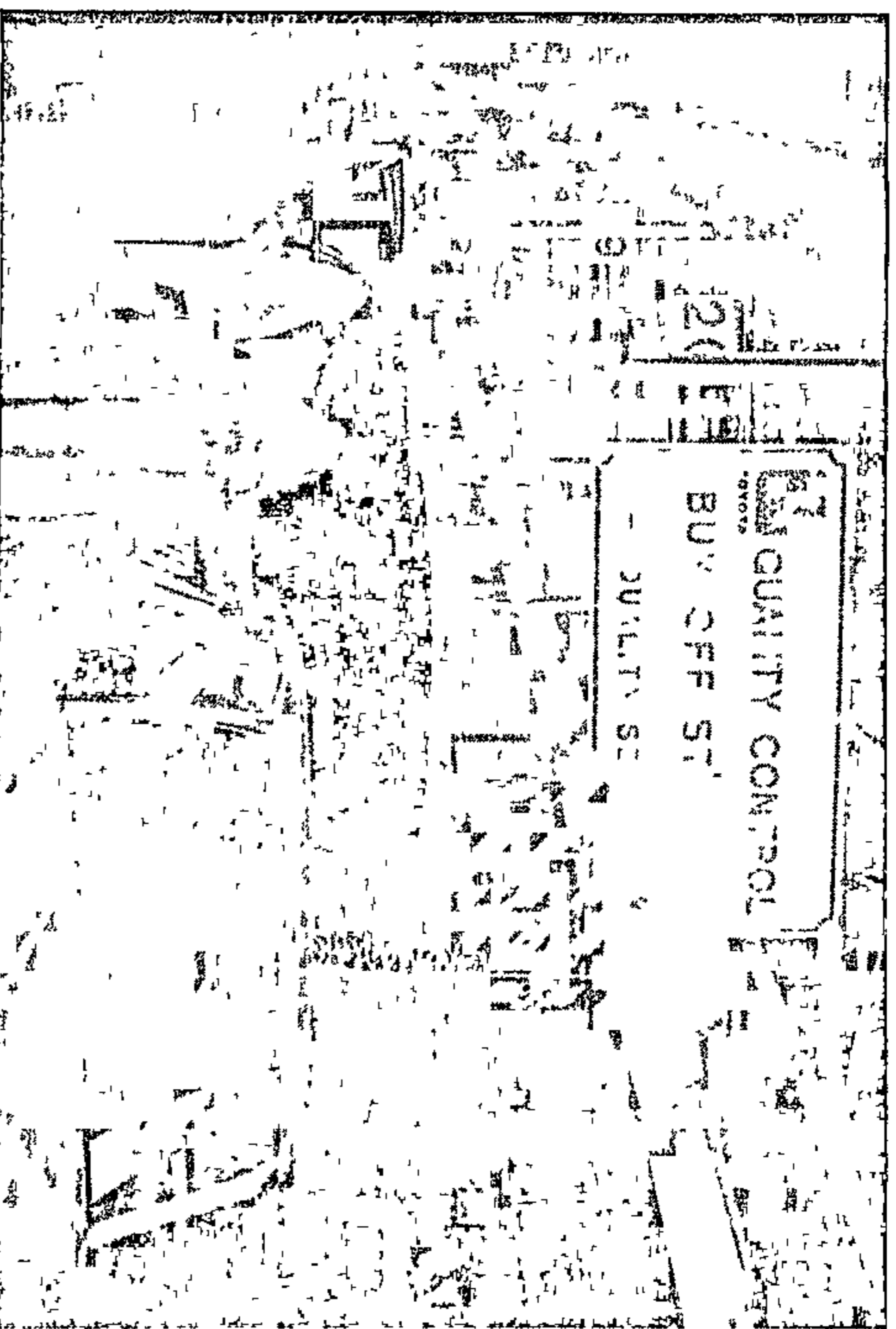
"According to the results of the survey," undertaken by an outside market research company in face-to-face interviews, relationships in the plant were described as good by 78 percent of employees. The survey also found that 92 percent of employees regarded intercultural relationships at Toyota as good.

"Our company assumes that the comments by the shop stewards in the (Bulletin) article reflect the views of a minority as per the survey we conducted."

The company found it "cutting" that it was being targeted by Numsa as an unfair employer when its employees were among the "leading wage earners in South Africa".

The company had pledged R25 million to assist employees with housing between 1991 and 1996 and R3 million a year for educational assistance to employees and their communities.

Worker involvement in productivity programmes was "entirely voluntary" and workers themselves had made 8 328 problem solving presentations to management. □



Before the strike a Cressida comes off the line at the assembly plant at Prospecton in Durban. So far the strike has cost the company no fewer than 5 000 vehicles, worth at least R270 million, in lost sales.

Highly charged rally lambastes SABC

By Montshiwa Moroke

More than 500 striking SABC workers, members of supporting unions and other organisations marched on the corporation's headquarters yesterday, where they verbally criticised management

The strike has paralysed all television and radio news coverage on CCV TV2/TV3 and

black radio stations

The strikers, members of the Media Workers Association of SA, are demanding a 30 percent pay increase and a minimum R1 500 monthly wage. The SABC has offered an 11 percent across-the-board increase and a minimum wage of R1 300.

Traffic came to a standstill yesterday as the large crowd marched from the city centre to

the SABC premises in Auckland Park, Johannesburg, chanting songs and waving placards

Some placards, read "SABC racism is naked" and "Christo we reject your 7 percent"

Bystanders gave clenched-fist salutes and domestic workers ululated from buildings

Police monitored the march and three-hour rally until the marchers dispersed

STAFF 27/5/92

152



Cosatu promises mass action to pressure Govt

By Shaun Johnson
and Esther Waugh

With the politicians deadlocked in negotiations, key labour leaders stepped in last night with a radical new plan for "mass action" to pressure the National Party into giving way to a transitional government

In a move certain to raise considerably the already high political temperature, the top leadership of the giant labour union federation Cosatu has announced a high-profile programme including marches, demonstrations, stayaways and even a general strike

The campaign, scheduled to get under way in July, will take place under the banner "End corruption and murder — dismantle apartheid rule"

It was hammered out by Cosatu's national office-bearers at

a meeting on Thursday and is in direct response to Codesa 2's breakdown

Last night Cosatu assistant secretary-general Sam Shilowa told The Star that the campaign was designed "to strengthen the hands of the negotiators"

It was clear that "the Government was manipulating the process", he said

The campaign — described as a "staggered programme" and having no defined time-limit — would put the spotlight on specific problem areas in the negotiations process and Codesa

Special attention would be drawn to corruption and mismanagement of public funds, death squads and covert operations; the "continued manipulation" by the Government of the SABC, and the Government's "attempt to entrench white minority rule" in the constitution

Cosatu leaders planned to draw "all organs of civil society, the tripartite alliance (ANC, SACP, Cosatu), civic organisations and churches" into the campaign

Among Cosatu demands are

- The dismissal and prosecution of ministers and officials implicated in corruption

- The seizure of assets of those implicated in theft

- The renegotiation of the allocation of public funds — specifically the R5 billion fund for covert activities, which "could be used to compensate victims of the violence"

- Full public disclosure of security projects and covert operations, including the minutes of the State Security Council

- A full audit of personnel involved in covert operations

- The dismissal and prosecution of "ministers and key offi-

cials involved in (hit squad) murders"

- Monitoring of the security forces by the international community

- The establishment of an independent broadcasting board.

- Amendment of the 1983 constitution

- Completion of the first phase of transition within six months

Cosatu accused the Government of "hiding behind" the Goldstone Commission and other internal inquiries

- The ANC and the Government are working towards a major bilateral meeting in an attempt to repair severely damaged relations

Senior negotiators from both sides agreed that two-way meetings were most likely to lead to a defusion of mounting tension and the reinvigoration of the negotiations process



Mwasa supporters outside the SABC's Auckland Park headquarters yesterday. Christo Pretorius is the corporation's labour relations manager.

Picture BRIAN HENDLER

PAC backs TV strikers

STEPHANE BOTHMA

THE PAC yesterday called on black TV viewers not to renew licences, as a gesture of support for hundreds of Media Workers' Association of SA (Mwasa) members on strike at the SABC.

The PAC's call was repeated by several other organisations who took part in a march on the SABC in support of the strike which, on Monday, entered its second week after a deadlock in wage negotiations between the SABC and Mwasa. About 20 political, cultural, labour, civic and church groups joined yesterday's march from Johannesburg city centre to Auckland Park.

The International Federation of Journalists (IFJ) also came out in support of the strike, which was called when the SABC refused to meet Mwasa demands of a 30% across the board increase.

The IFJ said it was putting pressure on international television news networks CNN and ITN to stop "scabbing" on SABC workers by supplying footage which was used for filling in news broadcasts.

The SABC could not be reached for comment.

Interim rule: Plan for 'mass pressure'

APR 27 1992

Political Staff

WITH the politicians deadlocked in negotiations, key labour leaders stepped in last night with a radical new plan for "mass action" to pressure the National Party administration into giving way on a transitional government.

In a move certain to raise considerably the already high political temperature in South Africa, the top leadership of the giant labour union federation Cosatu announced a high-profile programme including marches, demonstrations, stayaways and even a general strike.

The campaign, scheduled to get underway in July, will take place under the banner "End corruption and murder — dismantle apartheid rule".

It was hammered out by Cosatu's national office-bearers at a meeting last Thursday and is in direct response to Codesa 2's breakdown on the question of bringing blacks into government soon. Cosatu intends to consult its allies on the plan as soon as possible.

Last night Cosatu assistant secretary-general Mr Sam Shilowa said the campaign was designed "to strengthen the hands of the negotiators at the table".

Mr Shilowa said Cosatu — which is not directly represented in constitutional negotiations but is recognised as one of the most powerful political groupings in the country — believed the "failure of Codesa 2 has led to a crisis in the negotiation process".

It was clear that "the government was manipulating the process", he said.

The campaign — described as a "staggered programme" and having no defined time limit — will put the spotlight on specific problem areas

in the negotiation process and Codesa.

Special attention will be drawn to corruption and mismanagement of public funds, death squads and covert operations, the "continued manipulation" by the government of the SABC and the government's "attempt to entrench white minority rule" in the constitution.

Cosatu leaders plan to draw "all organs of civil society, the tripartite alliance (the ANC, the SACP and Cosatu), civic organisations and

churches" into the campaign to force the government to loosen its continuing grip on exclusive power.

The campaign would be taken "to all corners of the country", Cosatu said, and would involve co-ordinated national action as well as "local struggles on the ground".

Mr Shilowa said "The government cannot continue to rule the country and must step down to make way for an interim government".

"The corruption in the Department of Development Aid is only the tip of the iceberg and extends to the departments of Education and Training, Defence, Law and Order, Health and Welfare, Finance, Foreign Affairs, Justice and Correctional Services.

"Cosatu is demanding the setting up of an independent commission of inquiry into corruption and state expenditure. This commission would ultimately come under the jurisdiction of the transitional executive council."

Cosatu accused the government of "hiding behind" the Goldstone Commission and other internal inquiries into alleged security force transgressions.

"The Goldstone Commission does not have the access, and internal commissions don't have the political will," said Mr Shilowa.

Municipal workers in four days of industrial action

APR 27 1992

SHARON SOROUR Labour Reporter

TENS of thousands of municipal workers will embark on four days of national industrial action to protest against the government's continued unilateral restructuring of the public sector.

At a press conference yesterday SA Municipal Workers' Union general secretary Mr John Ernstzen said lunch-time picket demonstrations

and mass marches, involving Cosatu and Nactu, would take place in June in all major cities.

The restructuring of local government — which was taking place at a time when municipal workers were still among the lowest paid in the country — had led to many jobs being lost and the cutting and reduction of basic services to large sections of the community, he said.

Inquiry paves way for more talks at Toyota

AN INTERNAL inquiry into complaints against three managers at strike-hit Toyota were completed last night, opening the way for further talks with the National Union of Metalworkers of SA (Numsa), the motor company said. (S) (P)

The strike started on May 7 when about 6 000 workers downed tools in support of their demand for the dismissal of a superintendent for alleged discrimination. They later added the removal of two managers to their demands. 27/5/92

The dispute has brought the Toyota

31 Day 27/5/97
THEO RAWANA

motor assembly plant at Prospecton, Durban, to a halt for the past two weeks.

Toyota PRO Flip Wilkin said last night the inquiry by management and workers had been completed, and that negotiations with Numsa would resume today. (S)

A Numsa spokesman had said earlier management would make a decision based on the inquiry. He said there would be further talks on the reinstatement of a shop steward dismissed six months ago.

Workers plan mass action

Staff Reporter

152

CT 27/5/92

THE South African Municipal Workers' Union (Samwu) will embark on a nationwide programme of action next month which will include demonstration marches and pickets to highlight the exploitation of municipal workers.

At a press conference at their city offices yesterday Samwu national general-secretary of Mr John Ernstzen said that on June 2 and 3 members throughout the country — about 72 000 — will hold lunch-time picket demonstrations in support of their demands.

Mass marches to the offices of the provincial administrations in all the major cities are planned for June 10. On June 13 there will be marches to the local municipalities in smaller cities and towns.

The union is demanding a stop to the government's unilateral restructuring, retrenchments, privatisation, evictions and service cuts.

They are also demanding the scrapping of the Interim Measures Act and its replacement with mutually accepted legislation, that there be basic services for all and a living wage for municipal workers

group the
on her
to make it
y, and the

United Bank, said outside the
court: "It is a tragic story, but
society at large is not duty
bound to look after her. A de-
bilitating disease is no

... in a ... situa-
tion because if I do manage to
find work to pay the bond,
then I have to declare it and
welfare takes whatever I earn
off my pension," she lamented.

not
have
lost
no
pre

R2-m

ry
n arrested
ion with a
y robbery
pping cen-
rday they
to men in
abortive
urg shop-
y Jewel-
was reco-
confiscat-
ching for
- Sapa

ANC region backs mass action call

Star 28/5/92
A call for mass action against
the Government was endorsed
by a special regional council
of the African National Con-
gress' PWV region yesterday.
According to a statement,
the ANC PWV region decided
to "support and endorse the
proposal by the Congress of
South African Trade Unions
for mass action against the
Government which is sche-
duled for July"

On Tuesday Cosatu an-
nounced a campaign to en-
force certain demands con-

(152)
cerning Government corrup-
tion, the allocation of public
funds, the formation of a tran-
sitional government, and the
establishment of an independ-
ent broadcasting board.

The ANC said its PWV re-
gional council would begin
drafting a programme of ac-
tion, to be finalised by mid-
June

"The Regional Council gave
its full support to the demands
as set out by Cosatu," the
statement said. — Sapa.

H
po
Th
Pa
inte
ing
seat
me
du
H
van
can
nex
ele
its
to a



Gift for media

strikers' fund

STAR 28/5/92
By Montshiwa Moroke

The National Association of Co-operative Societies of SA yesterday donated R500 to the Media Workers Association of SA's strike fund in support of Mwasa's wage dispute with the SABC

The country's two largest trade union federations, Cosatu and Nactu, as well as a wide range of political, cultural, church and sports organisations, have thrown their weight behind the nationwide strike at SABC facilities

The strike, in its 10th day, follows a demand by Mwasa members for a 30 percent increase and a minimum monthly wage of R1 500 a month

On the other hand, the SABC has offered an 11 percent increase and a minimum monthly wage of R1 000

6 000 are still out at Toyota

Sowetan 29/5/92
ARBITRATION hearings aimed at bringing the three-week-old strike at Toyota's Prospecton plant have been completed but the 6 000 workers are yet to return to work

The hearings were completed on Tuesday, according to Mr Theo van den Berg, Toyota's group director of personnel and industrial relations

"Negotiations are currently under way for a return to work by the 6 000 workers affected by the strike," said Van den Berg

However, workers representatives had no idea when there would be a return to work to resume production which has been hard hit at the plant

Most of the workers felt that some of

(152)
Sowetan Correspondent

their demands would be met, enough to enable them to return to work but a date has yet to be set by management and their representatives

The workers went on strike on May 7 to demand that a superintendent be dismissed for alleged discrimination. The strikers later added the removal of two other managers to their list of demands

The strike has cost Toyota the production of 430 vehicles a day and the company has reportedly lost well over R200 million in turnover

State workers demand rise

Sowetan 29/5/92
By MONK NKOMO

(152) HUNDREDS of Government workers, including nurses, marched on the Union Buildings in Pretoria on Wednesday to demand a 15 percent across-the board wage increase

The employees, all members of the National Education Health and Allied Workers' Union, marched from Brown Street to the Union Buildings

They also demand a minimum monthly salary of R724 for all Government workers and an end to privatisation and retrenchments

Police kept watch over the chanting and dancing workers but there were no incidents

At the Union Buildings, Nehawu president Mr Bhcki Phakati handed over a memorandum containing their grievances to Mr GD Joubert, the Transvaal Provincial Administration's director of hospital services

The workers, who carried placards warning the TPA, also demanded "the end to apartheid in the health and education systems of our country - free and equal health care and education for all"

"We demand the return of all privatised industries to the State sector and job-creation for the people of our country"

Other demands included "Permanent status, with all benefits, for all workers in the State sector"

LABOUR

THE Congress of South African Trade Unions is seeking to wrest negotiations from the teetering tables of the Convention for a Democratic South Africa (Codesa) and return the process to the streets

This week, the federation outlined its programme of sustained mass action which will kick off in the middle of July

Central to its plans is a three-day strike, but unlike last year's one-off Value Added Tax strike, there will be a programme of rolling action which will continue indefinitely until demands are met

The "rolling action" will include marches, demonstrations, factory occupations and will be linked to local campaigns around the country

Cosatu threatened the strike earlier this year after a central executive meeting. It was interpreted as a gentle persuasion to the government to make concessions at Codesa, to negotiate VAT and to speed up legislation for farmworkers and the National Economic Negotiating Forum

But the failure of Codesa II, the sensational exposure of corruption at various levels of government and secret police bases around the country as well as concrete evidence of government complicity in hit squads has turned the tide and made the federation rough up its tone

"We will use mass action as an alternative to Codesa," said Cosatu general secretary Jay

Out of Codesa and into the streets
Cosatu has read the mood of the country's workers and presented a plan for hard-line mass action, reports FERRAL HAFFAJEE

Nandoo this week. There seems little hope for a quick-fix solution to prevent strikes. It is clear that the government will not concede to the federation's battery of demands. Neither will Codesa be able to deliver the political progress the labour movement is demanding.

Cosatu wants the immediate dismissal and prosecution of all ministers implicated in the corruption scandal, as well as the seizure of all their assets. It is also calling for an independent public commission — with full access to all government records — into all allegations of corruption.

The R5-billion set aside in the Budget for secret projects should immediately be redistributed to violence compensation, drought relief and reconstruction finance, says Cosatu.

The federation also alleges that the government is "running a network of death squads and

covert operations. Every arm of the state's repressive apparatus is involved."

Among Cosatu's demands on hit squads are a full public disclosure of all secret projects and covert operations and the freezing of funding for covert operations. Also on the federation's hit list is "the dismissal and prosecution of all ministers and key officials implicated in the acts of murder."

Cosatu is also considering drawing up a "wanted list" of apartheid criminals. Neither does the federation discount the possibility of Nuremberg-style trials "particularly for those who have continued to perpetrate these atrocities post-February 1990."

Cosatu's ire is not reserved only for corruption and hit squads. "Codesa is fast reaching the end of its lifespan. We will not allow the process to go beyond Codesa III."

Cosatu is sticking to its demand that there be agreement on an interim government by the end of June and a constituent assembly in place by the end of the year.

"The government began to demystify some of the mechanisms proposed to entrench minority vetoes like regional formulae, senate powers, high majorities and the interim constitution which had until then been clouded in technical jargon," said Nandoo about Codesa II.

The federation is demanding a two-thirds majority for decision making at a constituent assembly, it rejects the senate and says an interim constitution is unacceptable.

Although Cosatu is spearheading the mass action campaign, it will be joined by its alliance partners, the South African Communist Party and the African National Congress, in any action. The federation also intends to bring the National Council of Trade Unions and other members of the Patriotic Front into the campaign.

The strikes at the SABC and Toyota's Durban plants, restiveness in the previously quiescent public sector, the dispute in metal industry wage talks and the National Union of Mineworkers' plans to push for an inflation-busting increase instead of opting for a productivity-linked wage deal all indicate a groundswell of resistance in the labour movement which Cosatu has read and now plans to harness.

Death threats fly in SABC wage strike

CT 30/5/92

Own Correspondent

DURBAN — Hostility between strikers and "scabs" in the SABC wage strike has reached fever pitch — with a flurry of death threats and counter-death threats

Police confirmed that an official complaint had been lodged at Inanda police station by a Radio Zulu journalist, Mr Mtholephi Mthimkhulu

Mr Driaan Engelbrecht, SABC public relations manager, confirmed that members of the Media Workers Association of South Africa (Mwasa) had received death threats

In a statement yesterday, Mwasa claimed a Radio Zulu announcer visited a union member, Mr Mandla

Ndlovu, and physically threatened him with death. He allegedly later telephoned two other Mwasa members, Mr Mthimkhulu and Mr Zakhele Nene, and threatened them with death

Mr Engelbrecht said four Radio Zulu announcers who were not on strike and who had resigned from Mwasa before the strike started had also received death threats. They were Messrs Douglas Mfeka, Joshua Mlaba, DT Ngwenya and Bheki Msane

• The two-week-old Mwasa/SABC deadlock remained unresolved yesterday. The union is demanding a minimum wage of R1 500 and a 30% pay rise across the board

PHILIPSE MASS ACTION CAMPAIGN

Triple alliance wants to adopt visible actions

SHAUN JOHNSON and ESTHER WAUGH

MASS action on a scale not yet seen in South African history will be considered today at the ANC's vital national policy conference at Nasrec, Johannesburg. *Star 30/5/92*

A document entitled "Alliance Programme of Action" is in the possession of Saturday Star. It sets out a plan — agreed to by leaders of the ANC, Cosatu and the South African Communist Party — for a countrywide campaign of marches, demonstrations and strikes to break the deadlock with the Government after Code

The plan provides for "rolling" actions rather than a campaign within a limited timeframe — and it signals unequivocally that the ANC intends from now on to make high-profile mass action an integral part of its negotiating strategy.

● See "Speak Out" on Page 2

The draft tripartite document forms the basis for crucial discussions at the ANC conference, which will lead to a final resolution tomorrow.

The document is presented to delegates "not as a blueprint or set of instructions, but rather as a flexible guide towards developing a programme of action for the alliance." But it carries tremendous weight, having been drafted by national and regional members of the executive structures of the alliance at a summit meeting on May 13.

The document targets the third week in July for "unprecedented and sustained" mass action, including strikes, marches and occupations.

If approved by the conference, the comprehensive programme will get under way with the ANC Youth League organising June 16 events under the slogan "Youth action for the vote, peace and democracy".

South African "Freedom Day" on June 26 will be part of the build-up towards breaking the negotiation deadlock in the alliance's favour, the document says. Intensified action will then be imple-

● TO PAGE 2.

ANC plan

HOW PAGE 1

presented on a regular basis, according to prevailing conditions

The document says that activities like people's assemblies are appropriate forums for projecting our demands and preparing for elections"

A special ANC conference including representatives of the alliance will be held at the beginning of July and a broader forum with the Patriotic Front has been suggested for July 10

The programme of action was first discussed by the ANC, SACP and Cosatu two days before Codessa 2, and has since been revised after the ANC and the Government failed to agree on transitional arrangements

ANC leader Nelson Mandela firmly linked negotiations to mass action in his opening address to the ANC conference on Thursday

"The negotiations at Codessa must be supported by other means of struggle. A draft alliance programme of action will be discussed here."

Mandela said a special committee had been set

ANC plan

HOW PAGE 2

up with the primary task of linking the negotiation process to practical action by the ANC. The main aim of the comprehensive programme would be to dispose of the National Party Government and to establish a democratically elected government in the shortest possible time

The tripartite alliance says in the draft programme of action that the outcome of Codessa 2 demonstrated "loudly and clearly" that the Government was not prepared to accept meaningful democracy

The alliance said the mass action was aimed at achieving an interim government and democratic elections for a new constitution.

Other key demands included:
● The implementation of Codessa decisions within agreed time frames.
● An end to "state-sponsored violence"

● An independent commission of inquiry into corruption and death squads

The programme would include "unprecedented mass action if our bottom lines are not met, a highly organised election campaign and enhanced participation of our members in the negotiation process"

Volkswagen strike ballot over productivity targets

By Ferial Haffajee

A STRIKE BALLOT at Volkswagen South Africa (VWSA) in Uitenhage is throwing the spotlight on the company's controversial production targets

Thirty-nine workers were dismissed at the beginning of February for failing to meet targets in the company's press shop. Management says the workers "repeatedly failed to build the daily

schedule required to fulfil export orders"

VWSA also said that the dismissals were procedurally fair.

But workers feel they cannot meet the new targets. The difficulty of these new targets is borne out by a work study conducted by the National Union of Metalworkers of South Africa which revealed that the machines could not work any faster. It also concluded that raising targets from 160 to 211 parts an hour was unreasonable.

John Gomomo, the Congress of South African Trade Union's president and Numsa's chief shop steward at Volkswagen, says the company turned down a recommendation that the work in the press shop be done on another line.

Instead the workers were dismissed soon after VWSA announced an



John Gomomo

export deal to China worth R150-million.

The union and the company were in negotiations for most of this week in an attempt to iron out the dispute. A VWSA representative said the talks had been "positive and co-operative".

The union will decide whether to proceed with strike action or take the matter to arbitration.

The recession has resulted in a freeze on employment in many sectors. It has also seen many companies opting for productivity deals with workers instead of conventional across the board increases.

But these deals are not without their problems. The National Union of Mineworkers recently abandoned the productivity-linked wage deals they concluded with the Chamber of Mines when these hit snags relating to the disclosure of information and a disillusionment among the NUM members with the deal.

Blomay 4/3/92
152

Uncertainty over Volkswagen strike

IT WAS uncertain yesterday whether Numsa workers at the Volkswagen's Port Elizabeth and Uitenhage plants would go on strike over the dismissal of 39 workers last month

The workers were dismissed for repeatedly failing to reach revised company production schedules

Volkswagen spokesman Matt Gennrich said a strike ballot would be unprocedural as the right to strike was limited to disputes of interest. "Management does not believe this is a dispute of interest ... this is a

WILSON ZWANE

dispute of rights and in terms of the recognition agreement signed by the company and Numsa, it should now be referred to arbitration."

He added that Numsa appeared to have accepted the management's view as it had not announced the results of a ballot it conducted about two weeks ago. The issue was whether management had a unilateral right to set production targets

Numsa could not be reached for comment

B/Daw
16/3/92
152

Kentucky strike ends

ALMOST all Kentucky outlets in the PWV — 14 franchisees with about 400 workers — have reached agreement with the SA Commercial, Catering and Allied Workers' Union (Saccawu) to end the three-month strike.

But Saccawu said the strike was continuing at those franchises which had not accepted the terms

Strike is now in its ⁽¹⁵²⁾ 87th ⁽¹⁹⁾ day ^{Sowetan} 5/3/92

**Sowetan
Correspondent**

THE marathon strike by Kentucky Fried Chicken employees entered its 87th day yesterday and political organisations are starting to actively support the strikers

The South African Communist Party, the African National Congress and the Pan Africanist Congress have pledged support for the strikers

At the onset of the strike the South African Commercial, Catering and Allied Workers Union had demanded centralised bargaining and the inclusion in the bargaining unit of store managerial staff.

Franchise holders said they were not prepared to meet Saccawu to resolve the dispute because their demand was unacceptable and as long as the union continued to table that demand they would not consider meeting them

However, the union has dropped the demand for managerial staff to be included in the bargaining unit and made a further compromise by proposing regional instead of national bargaining

But regional bargaining would have to fall under one national recognition agreement, Saccawu spokesman Allan Horwitz said

The union was in the process of arranging a meeting with franchise holders early next week

One holder who runs six outlets had lost R500 000 during the strike apart from legal fees in failed attempts to try to interdict strikers, said Horwitz. Because of the massive losses, he met the union and agreed to their demands, thus ending the strike at his six stores

Franchise holders have also been involving the police in trying to break demonstrations and five workers were arrested outside a store in Hillbrow this week, he said

Kentucky strike tension simmers

By Zingisa Mkhuma

STAL 15/11/92

The continuing strike at Kentucky Fried Chicken branches in the PWV area may seem peaceful on the surface, but tension is brewing between striking members of the South African Commercial Catering and Allied Workers Union (Saccawu) and non-strikers.

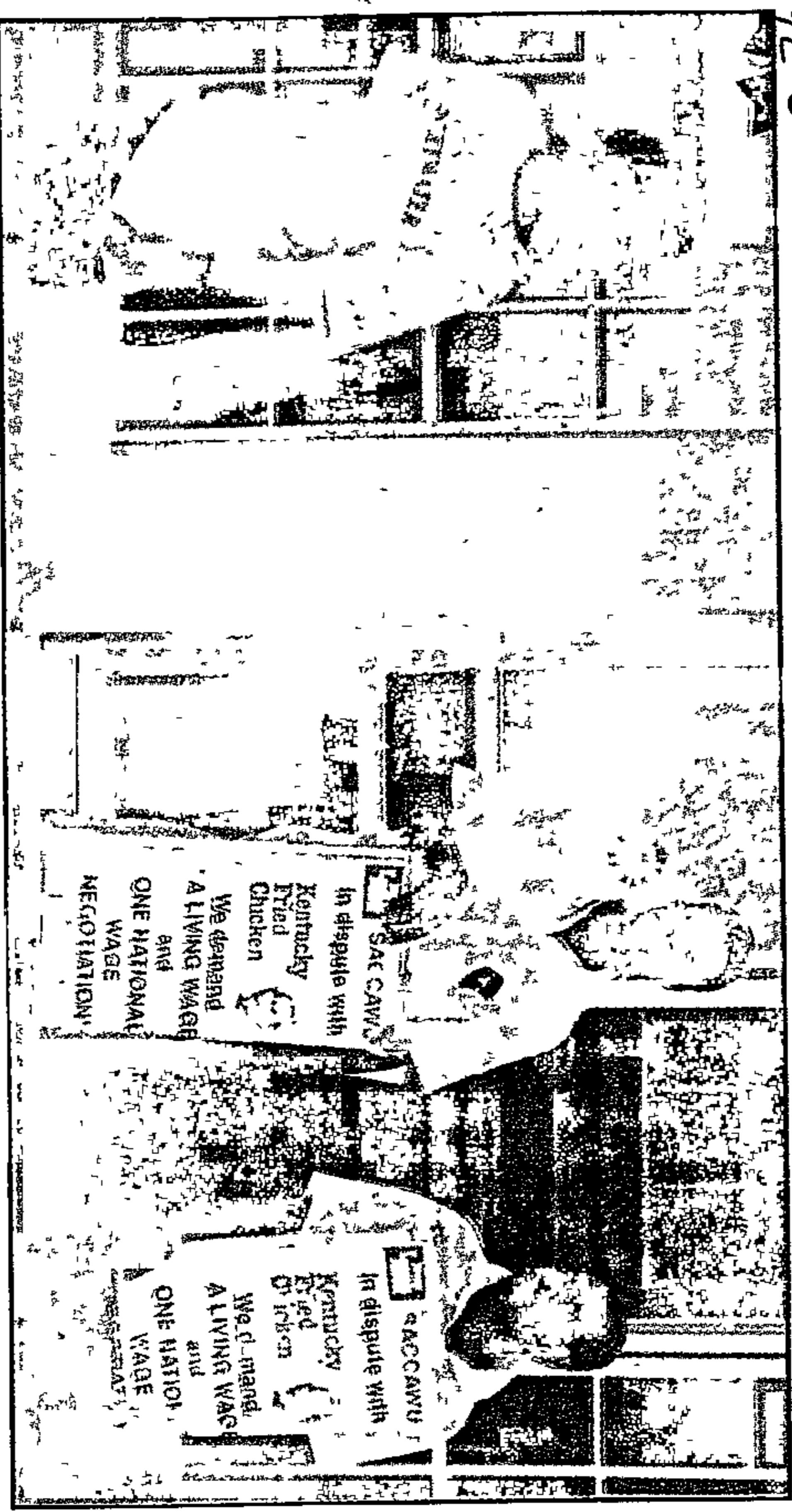
The strike by more than 500 workers in 45 Kentucky outlets in the Cape and the PWV area has been in effect since December 14. The workers are demanding a centralised bargaining system and a minimum wage of R1 200.

This week The Star visited employees of a Kentucky outlet in Richmond near Auckland Park in Johannesburg to find out how the divided workforce was coping with the situation.

A manager says:

A manager at the outlet, who is also a former Saccawu member, says she is still friendly with the strikers even though they have been calling her names and accused her of being a sellout for refusing to join the strike. She says she resigned from the union after realising that it used "undemocratic" methods and did not consult with all the workers before embarking on strikes.

This, she says, is sowing division among the workers. The manager says although she has received several death threats at home and at



Tension brewing . . . strikers and non-strikers are at loggerheads over the Kentucky Fried Chicken strike. Picture: Alf Kumalo

work, she is still on friendly terms with all her subordinates who picket outside the outlet daily.

But she has not ruled out the possibility that they are behind the threatening calls she has been receiving.

"I am still friends with the people who are picketing outside. We greet each other when I come to work in the morning," she says.

"But I believe that they gave my name and telephone number to their friends to phone and threaten me with violence. I am not going to stop working because of the threats."

"I just wish for things to be

resolved between management and the union and for the workers to resume their work so that we can be a family again," she adds.

The strikers say:

The strikers, on the other hand, have accused the manager and her assistant of selling out to the employers while they are battling to get a living wage.

The workers claim the employers are using policemen and "thugs" to intimidate them.

Lucas Phaswane, who used to stay at the Kentucky premises but was locked out for joining the strike, says

152

"We do our job outside while they do theirs inside. At times we get angry and frustrated but there is nothing we can do. The union policy is not to intimidate or beat up people who refuse to join in a strike."

"We used to be friends with her but now she is teaching other people our jobs and we may lose our employment in future. Our children will go without food while she gets a salary every month," he says.

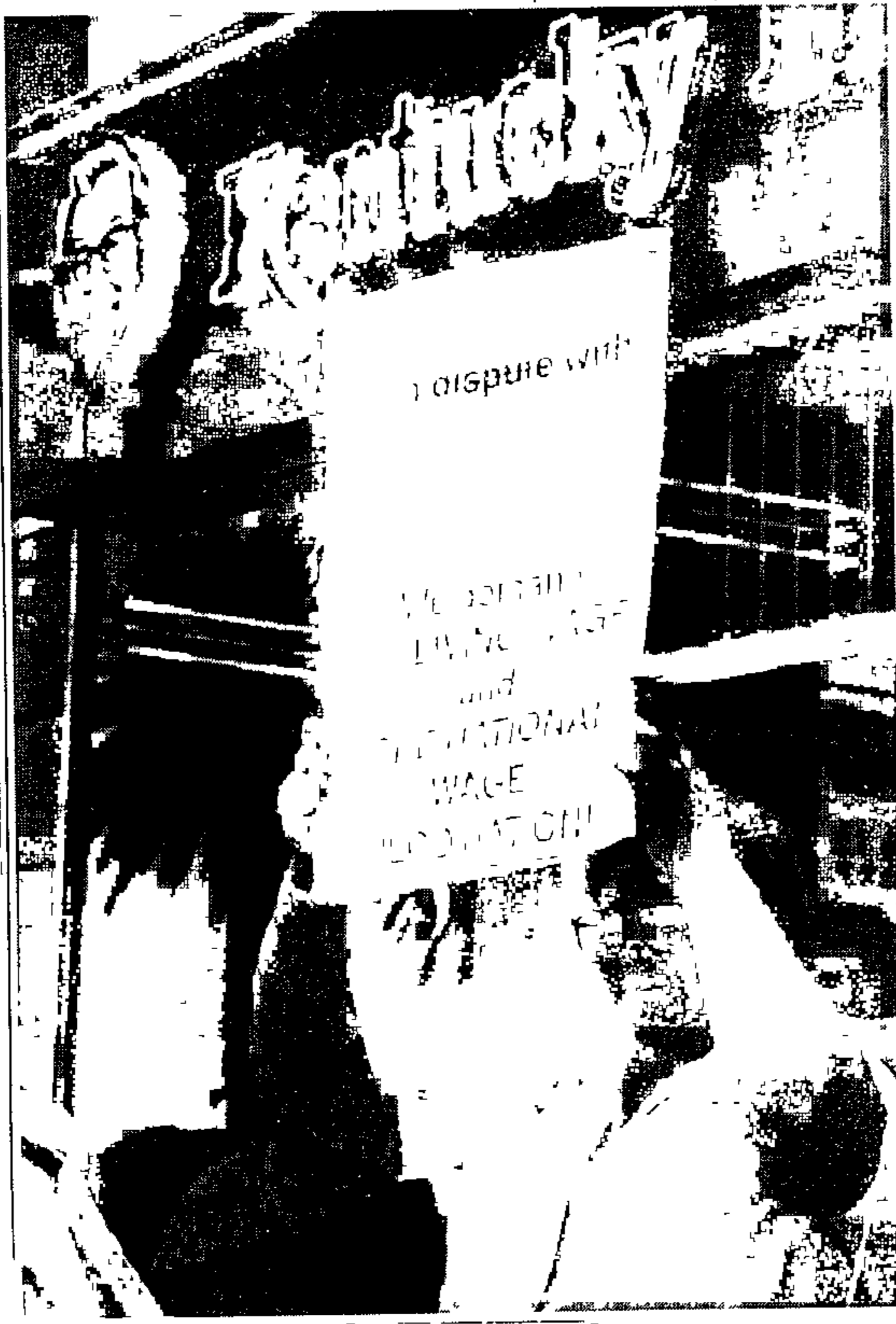
Thomas Khalush, a father of three who was also locked out of the premises, says the strikers are fighting for better wages and unity among Kentucky employees, while non-strikers are getting paid

"good money"

"All I want is enough money to feed my family. We are now starving for a good cause and we feel that managers are better paid and are also selling us out."

"We respect the law and leave non-strikers alone, but the problem is, some people are heartbroken about our plight and may take the law into their own hands."

Asked what would happen if the union and management reached a settlement and they had to go back to their jobs, Mr Khalush said "I don't think things would be the same again once we resume work."



ON STRIKE: workers at 42 Kentucky Fried Chicken outlets in the Cape and on the Reef have ruffled the feathers of their management as their strike enters its third week:

(152)

South African Commercial, Catering and Allied Workers Union organisers said this week more than 2 000 workers were on strike.

The union's demands include centralised bargaining, a minimum wage of R1 200 per month, an across the board increase of R300, a 13th cheque and March 21 and June 16 as recognised public holidays

PIC: YUNUS MOHAMMED

South 16/11-22/1/92

Feathers could fly in strike

152 1992 3/3/92

SHARON SOROUR, Labour Reporter

STRIKE action by hundreds of Kentucky Fried Chicken workers at stores in the Western and Southern Cape and the Transvaal will intensify if attempts this week fail to resolve the dispute

S A Commercial, Catering and Allied Workers' Union representatives will meet several franchisees this week in bid to end the strike, now in its 11th week, said union national spokesman Mr Alan Horwitz

"The union will clarify its position but will not present any new proposals to franchisees. Either we come to an understanding to end the industrial action or the strike will be intensified," Mr Horwitz said

Hundreds of Kentucky Fried Chicken workers in the Western Cape downed tools at shops in Bellville, Parow, Goodwood, Durbanville, Brackenfell, Tokai, Cape Town, Claremont and Plumstead on December 27

According to regional branch secretary Mr Crosby Boo, the workers had 25 demands but the main issues revolved around centralised bargaining and wages

Mr Horwitz said the union had agreed to wage bargaining taking place at a regional level, but within a national recognition agreement

The 48 franchisees previously rejected a union proposal that bona fide store managers be excluded from the bargaining unit. This proposal would still be presented to franchisees at negotiations

According to Mr Horwitz, one franchisee, De Bruyn and Mansfield, had accepted regional bargaining and revealed it had lost more than R500 000 — not R1,2 million as previously reported — as a result of a strike at six of its stores

Strike at Kentucky stays unresolved

810 24 3/1/92
VERA VON LIERES 152

THE strike at Kentucky Fried Chicken branches in the Cape and the PWV area over demands for centralised bargaining approached its third week yesterday.

The SA Commercial, Catering and Allied Workers' Union (Saccawu) said more than 500 workers were striking at about 45 outlets in Johannesburg and the Cape.

However, a Kentucky Fried Chicken spokesman said less than 30 outlets were affected. He said more than 100 workers had been on strike since December 14.

A Saccawu spokesman said the union this week balloted its members in Secunda and the eastern Transvaal and would soon ballot members in the northern Transvaal to test support for the strike.

Industrial action started after a breakdown in negotiations over centralised bargaining. The Saccawu spokesman said the key union demand was for a central forum. The union was not averse to centralised bargaining on a regional basis.

The company spokesman said the union walked out of talks after management failed to agree to the inclusion of store management staff in the bargaining unit.

Meanwhile, a more than month-long lock-out of 118 Saccawu members at the Riviera International Hotel in Vereeniging continued yesterday, hotel GM Alex Mc Math said yesterday.

Mediation had ended but a settlement still needed to be finalised.

New Act gives pickets the Kentucky blues

W/Mail 14/2-2012/92

IN THE eighth week of the Kentucky Fried Chicken strike, feathers continue to fly. Negotiators from the South African Commercial Catering and Allied Workers' Union (Saccawu) and Devco Franchise Specialists, which owns the Kentucky franchise, are attempting to resolve the conflict before the end of the month

The conflict is also exposing the new Intimidation Act as a potential stumbling block for workers' picketing rights.

The strike, which began in mid-December in the PWV, has spread to Cape Town, the southern Cape and Durban. According to Saccawu organiser, Allan Horwitz, the Transvaal West Rand towns will join the strike by today

Last weekend, Saccawu organiser Bethuel Mdokane and two organisers were arrested and held at the Bethal police station for the weekend when they went to conduct a strike ballot in the northern Transvaal, says Horwitz.

They were released on Monday and not charged

Many stores have been picketed and "Kentucky is pulling out all the stops to prevent Saccawu members from picketing" says union lawyer Richard Spoor. He says franchisees are resorting to various methods to stop pickets like saying the protests

The Intimidation Act is proving a stumbling block for organised pickets in the Kentucky Fried Chicken strike, reports

FERIAL HAFFAJEE

● Contravene municipal by-laws which stipulate that you need permission to gather

- Advertise without permission.
- Obstruct pedestrian traffic.
- Create a public disturbance

But the most sinister defence being used to interdict picketers is the Intimidation Act, passed last year as the enlightened brother of the Internal Security Act, says Spoor

In terms of this new Act, a person is guilty of intimidation if he does anything to make another fear for his property, safety or economic livelihood

The clause on "economic livelihood" is a "stumbling block for labour", say Spoor.

"It has the potential to criminalise strikes, pickets and ballots and contradicts the Labour Relations Act which gives workers the right to

picket

"It is an important time to test the right to picket now that the ban on outdoor gatherings has been lifted," says Spoor, adding that "the right to picket is vital to unions especially for Saccawu at outlets where their negotiating power is limited"

Devco representative Vince Farrell says his organisation met Saccawu this week. The union put forward a proposal aimed at ending the strike and the various stores would come back to him by the end of next week with their responses

Farrell said some store owners had to resort to action where striking workers had threatened other employees or customers and that business had been adversely affected in black areas

However, no stores had been closed and replacement labour was keeping the stores running

Horwitz confirmed that the union had held a meeting to thrash out the issue of a single bargaining unit for the various stores as well as clarify the position of store managers.

Store owners believe managers should not join unions but the union say store managers — who earn an average of R700 a month — do not have the powers, rights and status of bona fide

(152)

UCT, Kentucky vs Cosatu (325)

COSATU is gearing up for industrial action to highlight the dismissal of seven workers at the University of Cape Town and the ongoing strike by Kentucky Fried Chicken workers (400)

The federation and its affiliate, the Transport and General Workers Union (T&GWU) have also requested a meeting with UCT vice-chancellor, Dr Stuart Saunders, to demand the reinstatement of the dismissed and the withdrawal of all other disciplinary action against workers and students

Protest action planned for next week at the university and outside Kentucky outlets includes lunchtime marches and pickets. (52)

7/6/92-2/6/92 7/1/92
Source

ARC 28/2/92 (152)

Kentucky workers strike for 10 weeks

SHARON SOROUR
Labour Reporter

HUNDREDS of Kentucky Fried Chicken workers at 52 stores in the Western and Southern Cape and the Transvaal have been on strike for 10 weeks.

The members of the SA Commercial, Catering and Allied Workers' Union stopped working at outlets in Goodwood, Parow, Bellville, Durbanville, Brackenfell, Tokai, Plumstead, Claremont and Cape Town on December 27

Union branch secretary Mr Crossby Boo said the workers had 25 demands but the main issues revolved around centralised bargaining and wages

They had called for a consumer boycott of Kentucky Fried Chicken and pickets outside stores had increased, Mr Boo said.

Union national spokesman Mr Allan Horwitz said the 48 franchisees rejected a revised union proposal that bona fide store managers be excluded from the bargaining unit and one had rejected regional wage bargaining

The prospect of resolving the strike had therefore "become fainter"

A spokesman for Kentucky Fried Chicken agents, Mr Vincent Farrell, confirmed that the majority of the franchisees were not prepared to accept bargaining at regional level

"That was the position last September when the talks broke down and franchisees are not keen to go back to where they were then. They want to move forward and resolve the industrial action," Mr Farrell said

A franchisees' meeting would be held next week when the union was expected to offer further proposals, he said

One franchisee, De Bruyn Mansfield, had accepted regional bargaining and revealed it had lost R1.2 million, excluding legal fees, as a result of the strike at its six stores, Mr Horwitz said

Other franchisees had refused to meet the union and "preferred to incur further losses rather than compromise", Mr Horwitz said