

INDUSTRIAL REL, - WORKERS' ORGANISATION - GENERAL
1993 - 1994 AND
1995

NEWS IN BRIEF

Church faces test

World Alliance of Reformed Churches president Dr Jane Dempsey Douglas is in SA with other alliance executive committee members to see if they should reinstate the Dutch Reformed Church as a member

Douglas told reporters in Johannesburg yesterday they would determine if the NGK had met readmission conditions set in 1982. A decision will be taken in July

R100 000 surf revamp

NEARLY R100 000 is to be spent on a "surf amphitheatre" at Durban's North Beach, upgrading what has already become a world surfing venue. This year's Gunston 500 in July will be extended to 10 days and will include lifesaving, boogie-boarding and jet-ski events

Workers bury hatchet

LANGEBERG Foods, the Food and Allied Workers' Union (Fawu) and the United Workers' Union of SA (Uwusa) have signed a code of conduct aimed at ensuring a climate of tolerance and fair play at Langeberg's East Rand factory in the future following eight violent deaths in union rivalry

RSC gets new boss

LEONARDUS de Wet was appointed chairman of the Witwatersrand Regional Services Council by Transvaal Administrator Danie Hough yesterday

R520m Post Office loss

Labour-intensive projects favoured

THE construction industry has made a strong plea for labour-intensive building as a means to create jobs

Submissions to the National Economic Forum will be used by the forum's short-term working group to draw up a consensus document on employment which could form the basis of government policy

The document is expected to be finalised by the end of April

The working group this week heard verbal submissions from 16 organisations chosen from more than 60 responses to requests for written suggestions

Government, labour and business delegations would study the tabled submissions and oral testimony, the forum said yesterday

Each would draw up a report which would then be considered by the working group with a view to reaching consensus

Submissions chosen by the working group included those from the National Committee for Labour-Intensive Construction and consulting engineering firms Soderland & Schutte and B S Bergman & Partners

The committee said the SA Federation of Civil Engineering Contractors was "completely" in favour of labour intensive construction projects and would do "everything possible" to ensure their success and viability. The construction method uses as much labour as technically possi-

ble without compromising standards

The Small Business Development Corporation and the Sunnyside Group submissions focused on small business development

The Sunnyside Group argued that elements of entrepreneurial and small business development had to be built into programmes such as housing projects

Other submissions focused on small-scale farming

AgriLink argued small-scale agricultural development created jobs at less than the cost of job creation in formal industry

Common themes in submissions were housing projects, electrification, road building and provision of infrastructure in labour-intensive ways

The Standing Committee on Water Supply and Sanitation noted job creation opportunities in rural and urban areas

Improvement of rural sanitation could create an initial 2 000 jobs

On financing, Nedcor/Old Mutual's Professional Economic Panel suggested the creation of an independent public works trust which received annual state grants

The trust should absorb or co-ordinate job creation activities currently undertaken by institutions such as the IDT, DBSA and the Urban Foundation

GRETA STEYN

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Emergency era 'helped SA unions'

ARG 4/3/93 (134)
Municipal Reporter

THE state of emergency era gave unions a chance to consolidate their power, says Department of Manpower Director-General Mr Jool Fourie.

He told the annual congress of the SA Association of Municipal Employees that, while the "emergency" years of 1985 to 1990 had their negative side, unions had developed their leadership and consolidated their power.

Summarising a speech the Minister of Manpower, Mr Leon Wessels, would have given at the conference, Mr Fourie said the government did not support unions having a political role, but acknowledged that union strategies developed in response to the demands of society.

He said the role government should play between employer and employee should be debated because, of 13 million economically-active people, fewer than three million belonged to unions.

The government's role was among the issues being debated by the Manpower Commission, Mr Fourie said. Other issues being examined included affirmative action.

LABOUR

Doves of peace coo at Langebergs

WJ Mat 12/3-18/3/93

The Langeberg Food Co-op, once the site of violent battles between rival union factions, is now striving for peace after the intervention of mediators, reports

FERIAL HAFFAJEE

A LITTLE hope for deeply divided South Africa is being forged at the Langeberg Food Co-operative in Boksburg, near Johannesburg

Last month, warring workers at the factory signed a pact to end violence and promised to use a peace committee instead of pangas to solve problems

Workers have lost their lives and many have been injured in two years of political strife between the Inkatha-linked United Workers' Union of South Africa (Uwusa) and the Congress of South African Trade Unions affiliate, the Food and Allied Workers' Union (Fawu) at the factory

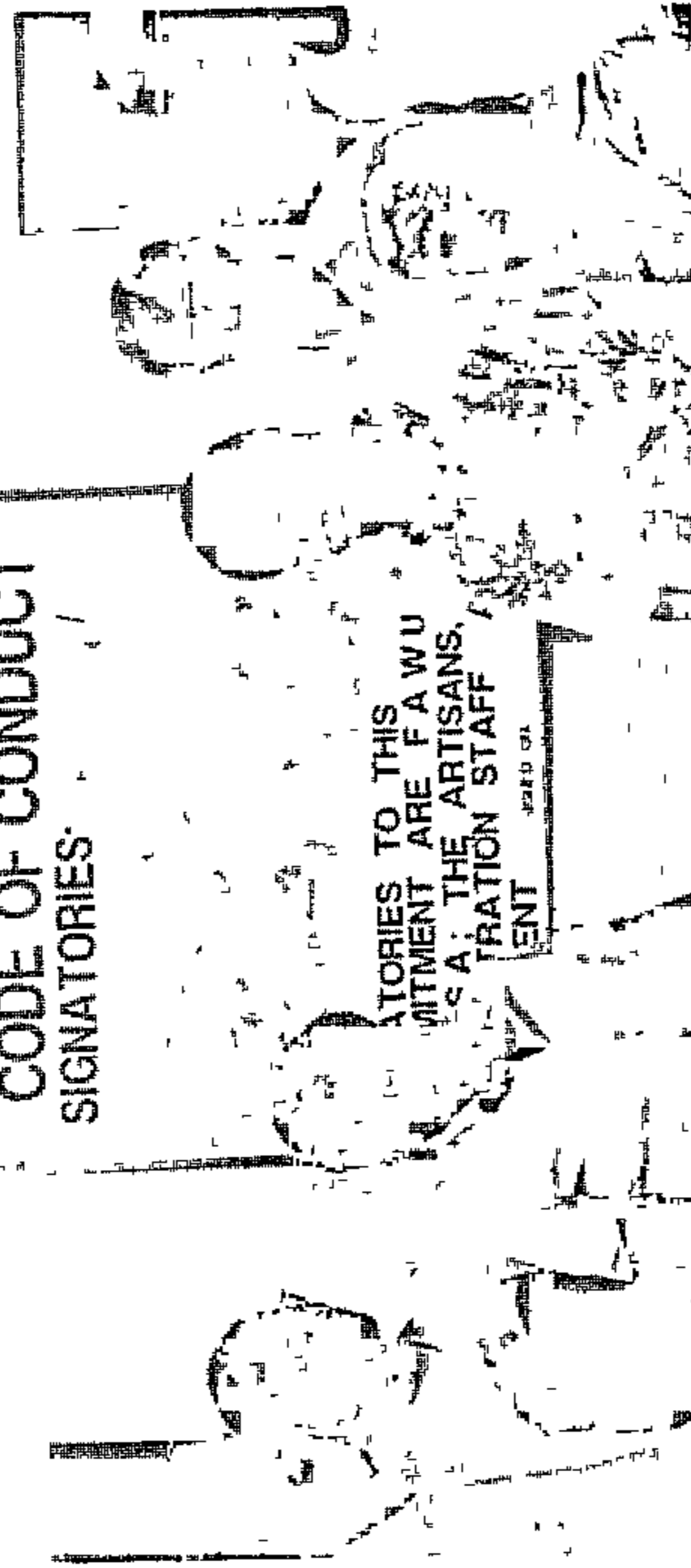
It was the site of the most notorious Uwusa/Cosatu battles on the Reef and while fighting only once strayed on to the factory premises, workers fought just outside the factory and also in surrounding townships

Things got so dangerous that management at one time considered closing the factory

Instead, they called in the Local Dispute Resolution Committee (LDRC) — affiliated to the National Peace Accord — which suggested they enlist the help of the Independent Mediation Service of South Africa (Imssa)

Imssa took each worker through a four-hour crash course in tolerance and democracy, and on February 16, a code of conduct was signed at the factory. Each worker has received a copy and

OUR COMMITMENT
TO THE
LANGEBERG
CODE OF CONDUCT
SIGNATORIES.



Pledged to peace ... Langeberg workers have committed themselves to a code of conduct Photo: RUTH MOTAU

large signed versions occupy pride of place in the factory's yard so that the code is always visible to the company's 1 000 canning, glassing and distribution workers

But it is going to take a lot of work to make the code more than just a pretty symbol

There is still palpable tension at Langeberg. At the front gate everyone is searched with state-of-the-art equipment and a sign warns that weapons will not be allowed on to the premises. Security guards with walkie-talkies escort visitors about

Uwusa and Fawu representatives deliberately sit at different sides of the table and talking to each other does not come easily. But both unions have committed themselves to the freedom of

to majority unionism in the code and while there must be no compulsion to strike, a clause states: "This shall not be construed as limiting or preventing any trade union, office-bearer, shop steward or worker from lawfully engaging in, or lawfully encouraging others, to engage in industrial action"

Uwusa has, according to sources, a minimal presence at the factory. It does not have shop stewards and Fawu would not at first assent to it participating as a representative union

"If it could hinder the peace process, that organisation must be brought into that process regardless of its constituency," believes a source who helped draw up the code

Despite the various provisions, the parties realised that disputes could still arise. So the code makes provision for dispute resolution: a permanent peace committee, comprising three management representatives, seven from Fawu and three from Uwusa, is the first option

Fawu president Chris Dlamini said parties at Langeberg had "been brave enough to discuss ways and means of sorting out problems" while the rest of the country was being devastated by violence

Amos Maganya, a shop steward at Langeberg, at first resisted meeting the National Peace Accord. It wasn't working on the ground and had become a "paper commitment", he thought. Now he will "encourage use of the code and the procedure to minimise friction"

To popularise the code, Langeberg's management will "run follow-up sessions throughout the year", says general manager Garth Ward

Ward adds that peace negotiations have had the important spin-off of improving labour relations. "Productivity will improve if you improve (workplace) relations," he says

Unions set to oppose Budget if job problems are ignored

ARG 16/3/93

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SHARON SOROUR
Labour Reporter

ORGANISED labour is set to oppose the Budget if it does not address demands for the creation of jobs and the upliftment of workers.

Cosatu regional secretary Jonathan Arendse said federation members would hold a "low profile protest" tomorrow, beginning with a meeting in St George's Cathedral hall and culminating in a march to parliament with its affiliate National Education, Health and Allied Workers Union (Nehawu).

Cosatu members would protest outside the offices of the Receiver of Revenue in Plein Street.

The trade union federation — which has called for a Budget

aimed at creating jobs and providing housing and education — met Finance Minister Derek Keys last week to discuss it.

Cosatu also appealed to Mr Keys not to increase the VAT rate or other taxes that would affect the poor and the working class.

The federation welcomed the lifting of VAT from basic foodstuffs last week, but questioned why fish and white bread were not exempted.

Nactu spokesman Brian Williams said Nactu was not expecting a Budget that would direct itself at "providing a foundation to overcome problems created by apartheid".

Mr Williams said preliminary

reports on the Budget Nactu had received indicated it was "excessively weak" on economic redistribution.

"The central philosophy of the Budget is based on the supply-side economic philosophy of Britain and the United States"

Mr Williams believed the Budget presented little hope for the poor.

"It will burden the poor to a greater extent to provide more money for the government and I do not believe it will bring about any significant changes in unemployment or the conditions of the working classes," he said

Nactu would hold a strategy planning conference in Johannesburg later this week.

ARG 26/3/93
**Union slams attack
on white workers**

SHARON SOROUR, Labour Reporter

THE militant white SA Iron, Steel and Allied Industries Union has condemned the "despicable" attack on white workers in Vanderbijlpark this week, demanding that the leaders and perpetrators "be called to answer".

Union general manager Mr Nic Celliers said the union, which saw the attack as a "premeditated onslaught against the white worker", would hold a mass meeting in Vereeniging on Monday to discuss white workers' safety.

Mr Celliers and AWB leader Mr Eugene Terre'Blanche would address the meeting.

Mr Celliers condemned the cowardly manner in which the attack was executed saying: "It leaves little doubt that the action was politically motivated and a pattern is unfolding, aimed directly at creating fear and panic among the broader white population.

"Attacks on whites in public places, on their way to work and intended attacks on schoolchildren seem to be related and appear orchestrated."

The union found it strange that the "apostles of human rights" remained silent on these events, "while they often create a furore in the media about petty things such as the admittance of all races at holiday resorts."

Mr Celliers said the attack in Vanderbijlpark was a "blatant violation of one of the basic rights of the worker and the union is apprehensive that more are to follow."

Union numbers reach record levels

By BARRY STREEK
Political Staff

SOUTH Africa's three large trade union federations increased their membership to record levels in 1993, but there were increasing signs of a serious organisational crisis in the largest, Cosatu.

This was among the conclusions reached by the editor of SA Labour

Bulletin, Mr Carl von Holdt, in a review of trade unions in 1993. He wrote "Many organisers feel the Congress of SA Trade Unions (Cosatu) leadership is losing touch with the ground, fails to co-ordinate issues, and makes too little effort to keep (members) informed".

Cosatu "runs the danger of becoming highly stratified with a bureaucratic leadership while its base

becomes weaker and weaker". Wage settlements negotiated by trade unions in 1993 averaged 12,7%, the lowest annual increase since 1988, but 2,8% above inflation.

Mr. Von Holdt quoted figures to show that in the first nine months of the year, 2,4 million person-days were lost in strikes, compared to 3,1 million the previous year.

The Federation of SA Labour

Unions had grown from 214 000 to 273 000 members. Cosatu had 1,3 million members compared to 1,18 million the previous year.

The number of affiliates in the National Council of Trade Unions had been reduced from 20 to 15 through mergers but it had set itself a target of increasing membership from 327 000 to 600 000 by June

134 CT 3/11/94

BIDEN New retail trade union faces rival's wrath

ERICA JANKOWITZ

A NEW union called the Catering, Clerical, Commercial and Allied Workers' Union (Cccawusa) has been formed in the retail trade. 11/1/94

SA, Commercial, Catering and Allied Workers' Union (Saccawu) general secretary Papi Kganare yesterday condemned the rival union's use of an acronym similar to Saccawu's old name, saying Cccawusa was not a resurrection of the Commercial, Catering and Allied Workers' Union.

Cccawusa had been established by dismissed Saccawu office bearer Mike Tsotetsi, who had accused the union of financial mismanagement,

corruption and not serving members.

In a pamphlet, the new union said it had tried to fight Saccawu's problems through legitimate channels but had been blocked by union structures. It had been left with no choice but to form a new union which would be controlled by workers and accountable to them. (134)

Kganare said a Supreme Court action to have Saccawu declared insolvent, brought by Tsotetsi and five other dismissed office bearers, had yet to be resolved.

Three trade union CT 3/2/94 offices bombed (134)

KLERKSDORP. — The offices of two trade unions here and one in Harrismith in the northern Free State were bombed early yesterday morning

Western Transvaal police have offered a R100 000 reward for information leading to the arrest and conviction of those responsible for the two simultaneous blasts at the offices of the National Union of Mineworkers and the National Union of Metalworkers of South Africa in Klerksdorp yesterday.

A police spokesman said a policeman patrolling the area had narrowly escaped injury in the Klerksdorp blasts. The offices of the Klerksdorp Blood Transfusion Service were also damaged.

In Harrismith a NUM office was seriously damaged when the building caught fire after an explosion yesterday morning

'Protect workers from insolvencies'

Compiled by SHARON SOROUR

CLOTHING industry unionists have called for an urgent review of the Insolvency Act in a bid to secure the wages and savings of workers when companies go into liquidation

The South African Clothing and Textile Workers' Union (Sactwu) is to approach the National Manpower Commission to address the issue and to ask the Congress of South African Trade Unions to launch a campaign in defence of workers' rights

This follows the provisional liquidation of Highams South Africa in Maitland last year, when 142 staff lost their jobs — and personal savings totalling R49 581

The workers took part in a factory savings scheme and the money was not held in trust, but in a company bank account

Frame Textile Corporation and Merchant Trade Finance Ltd held security for claims totalling R13 million, and other creditors were owed in excess of R2 million. Because workers' savings were placed in the bank account of the company, their status was the same as that of any other concurrent creditor

Frame Group chairman Mr Mervyn King supported the union and later helped secure the return of the workers' money

But the case had highlighted the vulnerable position of workers and the fact that the law favoured the interests of other, more secure stakeholders at the expense of workers, the union said

■ SACTWU has also stepped into a row over election T-shirts which the ANC were to have imported

The union "convinced" the ANC to have the T-shirts made locally, thereby supporting South African manufacturers and creating jobs in the embattled industry

While Cosatu said it "accepted" the ANC's reasons for importing the T-shirts, Sactwu, Cosatu's third largest affiliate, insisted the ANC drop the plan

■ A PROGRAMME to promote job creation and the socio-economic empowerment of black women, sponsored by Investec Bank, was launched in Cape Town this week

The programme, co-ordinated by the Take Hands Foundation, aims to provide township women with the means to uplift themselves and play a meaningful economic role in society

The first project involves training young unemployed black women as paper bag and box makers in the packaging department of local company Alternate Labels and Printing (Pty) Ltd. The company manufactures labels and related products for the clothing and footwear industries. Training will include instruction in conflict resolution, primary health care, literacy, nutrition, personal upliftment, self confidence, budgeting, money management and voter education

■ WORKERS at Carlton Paper of South Africa in Epping are on a nationwide strike over wages and working conditions

About 40 workers were arrested outside the factory this week on a charge of intimidation, but the charges were later dropped and the workers released, according to Paper, Print-

ing, Wood and Allied Workers' Union spokesman Shahied Mahomed

The company obtained a Supreme Court interdict barring workers from hindering the access to the factory by vehicles

More than 950 workers are on strike over wages nationwide, including about 150 in Cape Town, amounting to about 45 percent of the workforce at the Epping factory

Mr Mahomed said non-striking workers were upset at the arrests and were considering joining the strike

While production had been affected, the demand for products had not been as high as usual and the company was serving its customers "quite easily", factory manager Ben Erasmus said

Workers are demanding a 12 percent increase on the hourly wage, plus three months paid maternity leave. The company is offering a 5 percent hourly increase and a profit-sharing scheme

The union has contested the profit-sharing scheme system, saying the company tabled the offer on the day of the conciliation board hearing and could give no details as to how it would work

■ DISGRUNTLED employees of the Sached Trust in Cape Town went on a solidarity work stoppage in support of a colleague who claims he is being victimised by the organisation

The South African Committee for Higher Education workers, members of the National Education, Health and Allied Workers' Union, suspended their three-day action this week pending the full-time appointment of Mr Ebrahim Harvey, who plans to take the matter to the Industrial Court

Mr Harvey declared a dispute with the organisation, claiming an unfair labour practice when his position as half-day administrator in the Educators for Transformation and Development programme was not upgraded

All half-day administration posts were supposed to have been upgraded to full-time positions. This was in terms of a resolution adopted at a national staff meeting last August, which had been also adopted by the national planning meeting — the highest decision-making body in Sached. ARG 12/2/94

■ POLICE have detained the leader of Indonesia's largest independent trade union after he called for a one-hour national strike

Mochtar Pakpahan, chairman of the Indonesian Welfare Labour Union, was detained with two other people in Semarang 400km east of Jakarta while he was visiting union members

Police declined to comment

■ DE BEERS has warned it may leave Ireland, putting more than 600 employees out of work

Workers at the industrial diamonds division at Shannon voted to reject a planned 10 percent pay cut, having asked for strike action to be sanctioned. De Beers are now threatening to move production elsewhere

They have been told by management the company is in "serious trouble" — prices for its products have slumped and it is now suffering significant losses from the recession and increased competition

Union backs ANC (134)
#CT16/2/94

DURBAN — The South African Allied Workers Union will throw its weight behind the ANC in the April election, Saawu general-secretary Mr Sam Kikine said yesterday

NUM appeal for healers

ARG 25/2/74
JOHANNESBURG.

The National Union of Mineworkers will negotiate with employers to secure recognition of medical certificates and sick notes issued by traditional healers.

The NUM took this resolution at its eighth national conference in Pretoria. (134)

The union said it wanted 56 days' sick leave a year for its members and 10 days' paternity leave for its male members.

It would also investigate its own registered charity to help miners and mining communities — Sapa.

DP slams printing contract decision

THE Independent Electoral Commission should rethink its decision to award a British company a printing contract for 80 million ballot papers, Western Cape Democratic Party leader Hennie Bester said.

Arguing that the local printing industry had the expertise and capacity to do the job, he said the IEC's decision did not bode well for local industry.

"The IEC seems to follow the suit of the African National Congress, which awarded its contract for the production of three million T-shirts to an oriental company ARG 26/94

"Under pressure from other political parties, they were forced to retreat."

Mr Bester said the R8 million printing contract could give many South Africans jobs and, moreover, could be one

of the election's early benefits to the people (134)

"Since the contract will be finalised only on March 5, we call on the IEC to reconsider

"It is most appropriate that the physical ballots on which South Africans will cast their first democratic vote should be made locally — by local people, from local paper." — Sapa,

(Report by C C de Villiers, Harrison Street Johannesburg)

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THE country's largest commercial and catering union is rudderless — split into three by internal conflict and facing the imminent departure of its general secretary

The South African Commercial, Catering and Allied Workers' Union (Saccawu), Cosatu's fifth-largest affiliate and responsible for some of the biggest service-sector strikes the country has seen, lost its assistant general secretary late last year. Kaiser Thibedi resigned citing widespread corruption within the union as his reason.

Now the union faces the loss of its general secretary, Papi Kganare, who was placed sixth on the ANC's Free State list for the national assembly.

Disaffected Saccawu officials have formed two splinter unions and claim they are snapping up members. Insiders claim "the union is falling apart" and the Western Cape and Western Transvaal branches of the union are barely operational.

However, Saccawu assistant general secretary Bones Skulu this week denied a haemorrhage of members and said all branches were operating. He said "not more" than 1 000 of the union's 102 000 members had been lost.

Saccawu in turmoil as dissidents break away

Internal conflict and resignations from top officials have left the country's fifth-largest union in chaos, reports **Ferial Hafajee**

(134) WJM 25/2-3/3/94

Turnout in the union means wage negotiations have been delayed, staff salaries are paid late, officials' resignations are coming thick and fast while numerous default judgments have been taken against the union both by employers and creditors.

Skulu said staff salaries were all paid on the 25th of the month, but that some officials' salaries were held back because they did not submit attendance registers. He said creditors had applied for judgments last year after former Witwatersrand branch co-ordinator Mike

Tsoetsi applied in court for the union's dissolution

Two splinter unions have been formed by disaffected Saccawu officials who fell into dis-favour with Kganare and other national leaders

Last month, Tsoetsi formed the Catering, Clerical, Commercial and Allied Workers' Union (Cocawusa) and claims a paid-up membership of 5 000 in Johannesburg with potential among workers in the Western and Eastern Cape, Transvaal and the Free State. Cocawusa's membership is strongest at Joshua Doore, where Tsoetsi was an organiser.

"The new members are all former Saccawu members," says Tsoetsi. "Cocawusa is trying to occupy a vacuum of poor service that has existed in the catering, commercial and dis-

tributive trades."

James Mudzanani, a former Saccawu organiser, last year set up the Club Catering Retail and Allied Workers' Union and now claims a paid-up membership of 21 000 members in Natal, Pietermaritzburg, Durban, Northern Transvaal, Pretoria and Johannesburg. Mudzanani is general secretary of the new union, which has two organisers and four other salaried staffers.

Until now, Saccawu has ignored the existence of the unions, but the terms of an arbitration agreement reached with Tsoetsi provide that Saccawu and Cocawusa "undertake not to defame or distribute, circulate or in any way publish defamatory or untrue comments or statements" about the other.

"Employers are very worried. A split does not help employers," a labour relations consultant said this week, adding that employers had experienced increased wild-cat strikes and "lots of little signs of problems" in Saccawu.

Meanwhile, other unions are stepping into the gap. The South African Clothing and Textile Workers' Union is organising Saccawu members at Pep Stores, while the Food and Allied Workers' Union is said to be creaming off Saccawu members at Sun International.

Sweden to join Union ranks (34)

BRUSSELS — Sweden clinched a deal, yesterday to join the ranks of the European Union, and Finland was expected to follow suit within hours, diplomats said.

"Sweden is in," one diplomat said. "Finland is in there (still negotiating) now."

Exhausted negotiators from four countries haggled through the night seeking terms for their entry next January to the 12-nation European Union — Sapa-Reuter

CT 2/3/94

THE WORKERS' LIST PARTY 100 candidates — mostly from shop floor — to be fielded

Alexander jailed and banished

By Mathatha Tsedu
Political Editor

NEVILLE Alexander was born in Cradock, Eastern Cape in 1936. He entered politics through the Unity Movement at the University of Cape Town in 1953. He stayed with the UM until 1961 when he was expelled.

Between 1958 and 1961 he studied for a doctorate in literature in Germany. On his return he formed the Yu Chi Chan Club, which was devoted to promoting socialism along the lines of Chinese leader Mao Tse-tung. This led to his expulsion from the UM.

He was arrested in July 1963 and sentenced to 10 years for promoting communism. He served the sentence on Robben Island where he spent time with many of the other leaders among them Nelson Mandela.

On his release in 1974, he was banned for five years but was later allowed to

teach. He was director of the Cape Town Centre of the South African Council for Higher Education until 1986.

He continued his underground involvement in civic and trade union matters during his years of banishment. In 1982 he was instrumental in the formation of the Cape Action League, which together with organisations such as the Azanian People's Organisation Council of Unions of South Africa, and others, formed the National Forum to oppose the tricameral parliamentary election in 1983.

In 1990 he went to Yale University and later helped in the formation of the Workers Organisation for Socialist Action, the main component of the Workers' List Party.

He serves on numerous community education structures and is presently director of research at the University of Cape Town, involved with alternative education in South Africa.



Neville Alexander served 10 years in jail on Robben Island for promoting communism

The Workers' List Party a newcomer

By Mathatha Tsedu
Political Editor

THE Workers' List Party is a newcomer to the political landscape and was formed this year to contest the elections.

Its major component is the Workers' Organisation for Socialist Action, which gained notoriety for bringing the biggest banner at other people's marches.

Other components include the Cape Action League, Action Youth Forward, Youth and Mayibuye. The party has its strongest base in the Western Cape, followed by the PWV. It has branches in the Eastern Transvaal, Northern Cape and Southern Cape.

Support for the party has also come from individual trade unionists within both the Congress of Trade Unions and the National Council of Trade Unions.

The party has fielded only 100 candidates nationally, with the first 30 comprising at least 12 shop floor workers. The party says in its manifesto that it does not hope to be government but intends to promote the formation of a Mass Workers' Party.

Firmly rooted in socialist programmes, the WLP says other parties have compromised with capitalism.

These are excerpts from the election manifesto:

The right to work

We stand for the right to work for every worker including the unemployed. We demand an immediate end to all retrenchments, an end to unemployment and work for all on a living unemployment benefit.

We stand for a massive public works programme of electrification, building houses, schools, creches, parks, halls and roads primarily in townships. This programme must be under workers control. The unemployed must be drawn in at a living wage. There must be a state-run training scheme for youth.

Health, education, housing and social services

We stand for state provision of free and compulsory education for all up to and including matric.

State provision of adequate housing for all, as well as state provision of free health, legal, recreation and other community services that will ensure the highest possible quality of life.

We stand for paid education leave of 30 days for each worker per year and longer periods of training to be negoti-

ated with worker organisations.

Economy

"We believe in working class control over the means of production and distribution.

We believe in socialism from below. We stand for nationalisation under worker control of the monopoly companies, banks, mines and land without compensation. All areas that have been privatised or about to be privatised like railways, electricity and steel should be renationalised under workers control."

Trade unions

"We stand for strong, united and democratic trade unions and community organisations.

We believe in a living wage, 35-hour week with no loss of pay, an end to retrenchment and a full right to picket.

Land

The land shall be redistributed among all those who live and work on the land in accordance with acceptable principles of agricultural economics and democratic consultation.

The land of absentee landlords and the defence force must be confiscated and used for productive purposes.

Equality

"The party will fight against oppression of women. Sexism at home, at the workplace, in the township and on the farms must be exposed and fought against. The disabled must receive proper rehabilitation.

Children's rights should be entrenched in the constitution. The state must ensure that every child has three nutritious meals a day and be given adequate shelter and care.

Apartheid crimes

No general amnesty and we will bring to trial those who defended the apartheid capitalist regime. We must have our own Nuremberg trials in SA.

We also stand for the bringing to book of all those involved in state corruption.

Foreign debt and IMF loans

Will campaign against the repayment of loans made by the apartheid state from international capital including the IMF/World Bank.

Tribalism

We reject these divisions and we are against federalism based on ethnic principles.

Socialism is the only viable route

By Mathatha Tsedu
Political Editor

THE negotiated settlement on which the elections are based will not provide workers with the most basic essentials and will crumble within five to six years.

This will happen primarily because the settlement is based on the accommodation of nationalist interests and those of capitalism, a combination that benefits only the rising black middle class.

When the crunch comes, forces dedicated to socialism should be on hand to offer a home for the workers, hence the entry into the race of the Workers' List Party.

These are the views of the party's chief ideologue, deputy chairman and acclaimed academic, Dr Neville Alexander. Speaking to *Sowetan* in an exclusive interview in Cape Town, Alexander said the workers' party would field about 100 people nationally, most of whom would be workers from the shop floor.

He would also "probably be on the list", he said, even though he was not a worker in the simple sense of the word.

The party saw the period between 1990 and 1994 as a dividing line in the history of the struggle of black people where compromises from the negotiations process in Kempton Park brought nationalism to the end of its road.

"Nationalism compromised with capitalism. It cannot fight it any more. The black middle class will be absorbed into its structures and will share in power. This has happened all over Africa with the middle class rising in power.

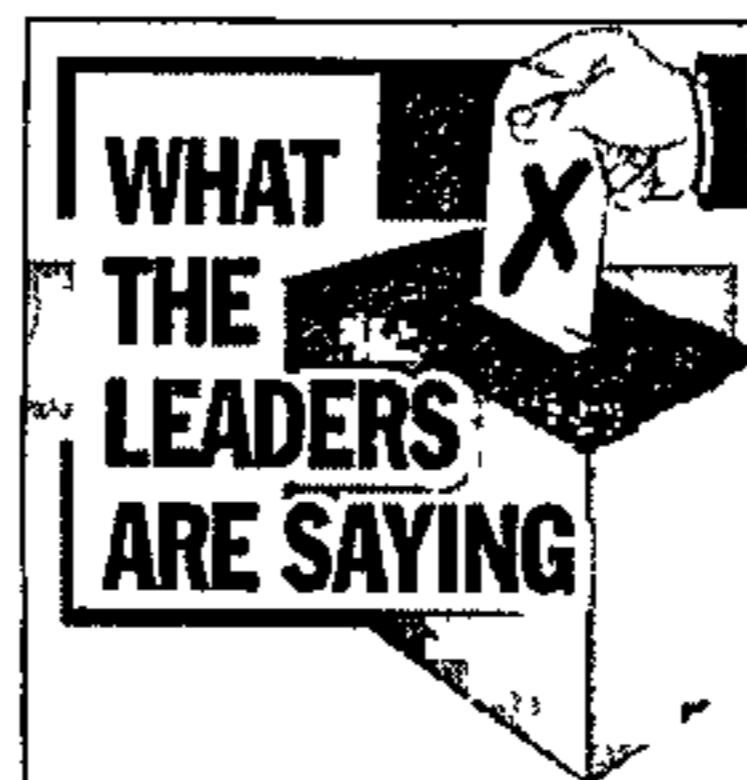
"We say that other more radical forces will have to carry the struggle forward. We say that capitalism has not cured the conditions of poverty that it created. And only a workers' party can carry on this struggle," he said.

Alexander however said the party does not have a blue print for a socialist revolution. In fact, he said, revolution was not on the agenda, but socialism as a critique of capitalism, must continue and the party was introducing that dimension into the election debate.

He said the party accepted that the fall

ANC SLIPPED 'Compromise

brought nationalism to the end of its road':



of the Soviet Union had put all socialists worldwide on the defensive, due to a perception that what the Soviet Union had practiced was socialism.

But socialism remained the only viable solution to continued exploitation of man by man, and the efforts of all those still committed to it, such as Fidel Castro in Cuba, and the contributions of people such as former Chinese leader Mao Tse-tung, were valuable.

The present constitution that came out of the negotiations left 60 000 farmers and companies owning and controlling over 90 percent of the land. It also guaranteed property rights.

This meant that the power relations would remain as they are and was therefore unacceptable, Alexander said. While supporting multiparty democracy because the clash of ideas was necessary for democracy, the party, in its formations such as Wosa, had opposed negotiations because these were structured for power sharing.

"We believe that parties should negotiate as enemies and not as friends," he added. He said his party saw the ANC as an organisation that had always struggled to bring the government to the negotiations table and not for socialism.

"We say that is not enough," he said. While the constitution did not meet the basic minimums of the party, it would still participate in the elections because it saw the achievement of the franchise as a victory of the struggles of workers

over the years. White minority was compelled by the struggles of the people. This is not a byproduct of the negotiations; the force of the people would have brought the Boers to give the vote even if the negotiations had not taken place.

"Our participation is to promote the establishment of a workers' party that will draw the line between nationalism and socialism. We believe that all those committed to socialism must gravitate together to ensure that a complete sell out of the workers does not occur."

"But mass struggles must not be marginalised and replaced by parliamentary debate. For this system will fail, and the bourgeoisie will find the same reasons as the old oppressors why they cannot find solutions for the problems of the poor, as in Namibia, which is a depressing situation."

It is therefore important for us that while we send people to parliament, the terrain outside should always be there as a revolutionary one for mass struggle", he said.

The party was collecting 10 000 signatures to qualify for state funding and state media exposure, both of which were important to get the party's message across. A Barometer poll had found that 63 percent of blacks believed in an independent workers' party, results which showed that there was a shift from race to class, he said.

Trade unions had supported the party but he did not envisage an electoral pact. Co-operation with other parties on specific issues would however be possible, he said. He dismissed the idea that his was a 'loony' party saying those who thought so should also remember that all great movements in history, including Christianity, started as 'loonies'.

If the new set up was to work at all, stability would be important, and he foresaw the new regime dealing with the nightwing threat decisively.

(Tomorrow: The view from outside the elections as we speak to the Black Consciousness Movement of Azania)

Party for 'worker control'

JOHANNESBURG — The Workers' List Party says its programme to renege on South Africa's foreign debt, nationalise big business and bring apartheid criminals to trial will attract millions of votes in the April elections

The party's list and manifesto were launched here yesterday

"We do not believe that any of the white or black nationalist parties can solve the crisis of unemployment, homelessness,

disease, illiteracy and poverty that afflict the urban and the rural poor," the manifesto says

The party stands for the right to work entrenched in the constitution, state provision of social services and a socialist democracy, which includes "nationalisation under worker control of the monopoly companies, banks, mines and land without compensation"

It further calls for the trial of those who defended the "apart-

heid capitalist regime" and the cancellation of foreign debt repayments

The WLP list includes trade unionists, representatives from the Workers' Organisation for a Socialist Azania and the Independent Socialist Movement, and "grassroots people in grassroots structures"

The party is contesting the election on a national level only — Sapa **CTM/3194**

Union calls on workers to vote for the ANC

APR 19 14 1994
SHARON SOROUR
Labour Reporter

FEARS of escalating violence in the Western Cape if the National Party wins the regional election has prompted Nactu-aligned trade union leader Brian Williams to call on all workers to support the ANC.

Unlike its counterpart Cosatu, trade union federation Nactu (National Council of Trade Unions) is believed to be sympathetic to the Pan Africanist Congress. The majority of its members belong to the PAC.

Mr Williams, acting regional secretary of Nactu, said the NP's racist campaign and its ability to create tension between coloureds and Africans had prompted his decision.

He said "I am calling on all workers in the Western Cape to support the ANC because in spite of having strong reservations of the organisation and being critical of its policies, the ANC is in the best position to defeat the NP."

There was a strong possibility the NP would come to power in the Western Cape, which represented "a great danger for the region given the party's oppressive history and the strategy being used to fight the election."

"From a political point of view, if the region goes to the Nats, Nactu might well regard it as not being liberated, and will continue the struggle until it is liberated," said Mr Williams.

Nactu and Cosatu had formulated a joint approach to expose the racist NP campaign and the destructive consequences if the NP gained control of the region.

Mr Williams said "To win votes the NP have used racism as a key instrument in their campaign and have openly used people classified as coloured to instil fear in people and to distort certain realities, namely that blacks are violent people, and through the now-banned racist booklet."

The NP's approach would divide workers, who were fast becoming openly antagonistic towards each other in certain factories in the Western Cape.

(News by S Sorour 122 St George's Mall, Cape Town)

Union chiefs back off over call to vote-ANC

SHARON SOROUR
Labour Reporter

TRADE union federation Nactu and some regional affiliates have distanced themselves from a call by the movement's acting regional secretary for workers to vote for the African National Congress to keep the National Party out

Union leader Brian Williams, of the Nactu affiliate Mewusa (Metal and Electrical Workers Union of SA), in his personal capacity, recently called on all Western Cape workers to unite and support the ANC

Nactu general secretary Cunningham Ngcukana said they dissociated themselves from Mr Williams' statement "in the strongest terms" as it runs against the political policy of Nactu on elections

Mr Ngcukana said Nactu was independent and did not support a particular liberation movement as members belonged to "the broad spectrum of the liberation movement"

Nactu advocated that members voted for parties which had fought against racism and oppression, and had called on its members not to vote for the NP, the Democratic Party, parties which had served apartheid and "emerged from nowhere"

At a heated Press conference yesterday, an unrepentant Mr Williams said he would not apolo-

gise for his position, and he defended his decision saying he had the right to ask anyone to vote for the ANC

"The Western Cape is different to the other regions because the oppressor party stands a good chance of winning the election, and it is still my view that we must support the party able to defeat the NP — if the PAC were the strongest party, I would call for workers to support it"

Peter Roman of the SA Chemical Workers' Union — who is a candidate on the Pan Africanist Congress regional list — said the statement by Mr Williams was "out of line" and not policy

Other Nactu affiliates which opposed the call by Mr Williams to call for a united ANC vote were the Building, Construction and Allied Workers' Union, the Transport and Omnibus Workers' Union and the Hotel, Liquor, Catering and Commercial Workers' Union, said Mr Roman

Mr Williams said it was "unfortunate" that Mr Roman and others had called the Press conference "to attack my democratic right as an individual to call on all people in the Western Cape to support the ANC"

"I spoke on behalf of myself, and I did not say that Nactu as a trade union federation supports the ANC or any other party", said Mr Williams

(News by S Sorour, 122 St George's Mall, Cape Town)

Mboweni tackles holiday pay issue

B/D City

27/5/94

ERICA JANKOWITZ

LABOUR Minister Tito Mboweni appealed to employers last night to pay workers for the three additional public holidays called to facilitate the election and the presidential inauguration.

He was referring to the strike by about 20 000 KwaZulu/Natal clothing workers which began last week when workers discovered they had not been paid for the three days.

Appearing on television last night, Mboweni said employers should deal with the issue as a matter of urgency in the interests of national reconciliation and sound labour relations.

Mboweni said he had talked to the newly formed employers' federation Business SA, which had in turn urged its members to treat the holidays as paid days off.

BSA president Dave Brink appealed last week to members to pay all workers for the three days.

In his interview, Mboweni said other labour issues could be dealt with later, but this would have to be handled immediately to avoid further confrontation between workers and management.

SA Clothing and Textile Workers' Union (Sactwu) members yesterday marched to the Durban Manpower Department offices demanding that these days be treated as paid public holidays. They then attended a rally

at Curries Fountain where they were addressed by union officials.

A union spokesman said some work stoppages had also occurred in the Western Cape when clothing workers discovered they too had not been paid for these days off.

Sapa reports Sactwu assistant general secretary Ebrahim Patel addressed the rally and called for President Nelson Mandela and Mboweni to intervene.

He also threatened a product boycott and said that the strike would escalate if employers did not change their stand.

Patel accused management of penalising workers for the election by deciding to deal with the holidays unsympathetically.

A Sactwu spokesman confirmed that Mboweni had been approached on the issue, his first challenge as Minister.

Although the three holidays were not promulgated so as to include factory workers, many employers had decided not to confront workers on the issue and had paid those who had not reported for duty, or paid premium rates to those who had.

The Natal Clothing Manufacturers' Association declined to comment, but was expected to respond to the union's request last night.

White-collar union warms up to Cosatu

ERICA JANKOWITZ

COSATU's attempt to gain a foothold in white-collar unions may get a boost later this year when the SA Society of Bank Officials (Sasbo) is expected to leave the Federation of SA Labour Unions (Fedsal)

Sasbo assistant general secretary Donald Graham said the decision to affiliate to Cosatu had been taken in principle and it was "now a matter of selling it to the membership" He hoped this would happen before Cosatu's congress in September

The only obstacle was Cosatu's alliance with the ANC, which was viewed with concern by some Sasbo factions 1416194

Graham said Sasbo had been given carte blanche to organise in the financial sector and would incorporate about 4 000 SA Commercial, Catering and Allied Workers' Union (Saccawu) members in the sector

Sasbo had about 60 000 members and was looking at the possibility of merging with fellow Fedsal affiliate, the Financial Institutions Workers' Union, with about 20 000 members (134)

Union analysts said Sasbo was not the only Fedsal affiliate talking to Cosatu, with the SA Broadcasting Staff Association (Sabsa) and the Transnet Salaried Staff Union (Salstaff) exploring the same option

This could mean the loss of an additional 20 000 Fedsal members, cutting its numbers by almost half, which might precipitate a merger, sources concluded

Graham said Cosatu would gain financial expertise and membership fees

Unions bank on new scheme

SHARON SOROUR
Labour Reporter

134 ~~255~~
FRG 22/6/94

TRADE unions are beginning to opt for various incentive remuneration schemes usually offered to top executives instead of fixed pay packages for their members

While most companies introducing performance pay schemes still do so only at executive level, there is a huge groundswell towards company-wide schemes, says Mike Honnet of FSA-Contact's remuneration division. Several had already been implemented in large companies

Mr Honnet said unions agreed to performance pay if fair, clearly defined and measurable criteria were negotiated on which to base the determination of salaries.

Support was also growing among unionists and executives for a new concept in the salary field called "banking"

He added. "Banking is designed to

reduce the 'feast and famine' uncertainties associated with ordinary profit-sharing schemes where salaries and bonuses rocket in good years and plummet in bad ones."

Each year the "carry-over" was added to the person's current earnings, which consisted of a basic salary plus a share of the company's gains or profits. "A percentage of this total amount is then paid out in the current year while the rest is carried forward," Mr Honnet said.

If the following year was a good one, the individual would receive a bumper bonus; if it was not, the salary would remain stable, supported by the carry-over from the previous year.

Mr Honnet said "banking" encouraged executives and employees to work strategically to improve the long-term performance of the organisation instead of going after a short-term gain a once-off super bonus.

Unionised Cape workers cash in

134

~~135~~

ARLT 13/7/94

SHARON SOROUR
Labour Reporter

WESTERN Cape employers are bracing themselves for more job losses this year than any other region — but for the first time in four years, unionised workers are getting increases on a par with their counterparts in the rest of the country, research has revealed

Results of a survey conducted by industrial relations experts Gavin Brown and Associates estimated that about 58 percent of unionised workers in the Western Cape secured wage increases as a result of national bargaining arrangements — either through industrial councils or between employers and unions

Some workers were getting the highest increases nationwide in their sector

In the food sector, where Cape wage increases traditionally lagged behind other major metropolitan areas by up to two percent, the average increase was 10,1 percent, which was more than the national average of 8,5 percent

The highest number of wage settlements in the general manufacturing sector had been reported by regional employers, where the average negoti-

ated increase was 9,8 percent

“Comparatively few agreements in this sector have been concluded elsewhere in the country,” the report said

Wage negotiations at companies based in the Western Cape experienced the lowest levels of accompanying strike action

Less than 15 percent of employers reported industrial action during wage talks — compared with the national average of 22 percent

“A negative feature of Cape-based negotiations is the comparatively large number of employers who report that they expect job losses to continue for the rest of the year

“Cape employers have the highest expectations of further retrenchments occurring this year, with employers in the textile, clothing and footwear sectors indicating that workforce reductions of between two percent and seven percent are still possible”

Although the figures were not as high as the previous three years, they were the among the highest in the country, excluding the mining sector

The report said another unique feature of Western Cape wage negotiations was the continuity of union leadership

Lekota talks on workers' rights

BLOEMFONTEIN — All workers had the right to organise and bring their complaints to the fore in an orderly fashion but the struggle for change should advance and not worsen their lot, Free State premier Mr Patrick Lekota said when he met the Public Service Bargaining Council here (B4) 27/1/74

Mr Lekota said there were labour leaders who insisted on calling provincial and other workers out on strike after provincial ministers had told them workers' grievances were receiving attention. He said legislative powers to enable the Free State legislature to take action on grievances of workers had not yet been received from central government — Sapa

Cosatu threat

CT 26/7/94 (134)

Workers will exert power

Staff Reporter and Sapa

JOHANNESBURG — Cosatu yesterday threatened protests on an unprecedented scale should the labour crisis remain unresolved.

Cosatu Witwatersrand regional secretary Mr Langa Zita warned that employers would no longer be dealing with individual industrial disputes because organised workers planned to "bring their weight to bear on all deadlocks".

His statement followed a march by about 3000 workers to the Johannesburg Stock Exchange and John Vorster Square to publicise demands, including the right to a "living wage" and freedom to strike and picket without police intervention.

Mr Zita said the march was the "first campaign of workers in the new society with the object of putting workers' demands at the top of the new South Africa's agenda".

Cosatu secretary-general Mr Sam Shilowa, addressing the marchers outside the JSE, where a list of demands was presented to representatives of organised business, said the current wave of industrial action was aimed at reinforcing the ANC's hand to bring about change.

Amid loud applause, Mr Shilowa said strikes were about the democratisation of the country's economy

He rejected accusations that strikes were killing the economy

"Investors must not pretend this is the first time they've heard about unions and strikes," he added

Mr Shilowa also dismissed employers as "hypocrites", claiming they were hiding behind the Reconstruction and Development Programme

"When workers demand a living wage, they (the employers) say this makes it difficult for them to employ other people

"They're blaming us for unemployment. But democracy is good for business"

But Mr Raymond Ackerman, chairman of Pick'n'Pay, probably the single company worst-hit by the current wave of strikes, hit back at the strikers for their "disgusting" behaviour

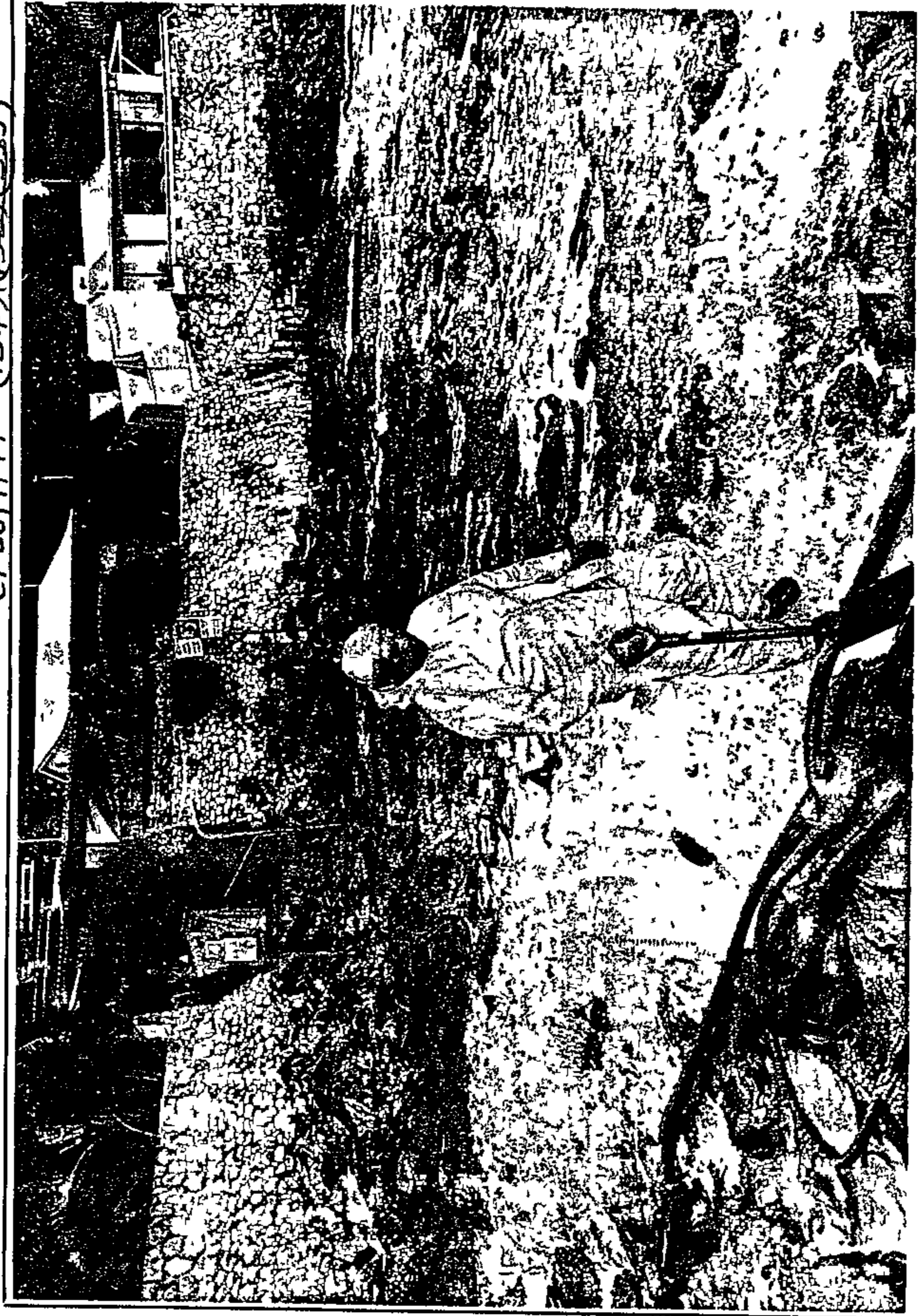
New assessment

"We respect the right of workers to withdraw their labour, but not to swear and intimidate customers or to close stores down," he declared

Meanwhile the authoritative Standard Bank Investment Corporation's report says that in spite of a smooth political transition, "developments over the past few months have forced a new assessment"

Analysts also believed that growth projections for 1994 should be watered down

● Strikers march through city — Page 7



BAGS OF OIL City Council workers were hard at work on Clifton yesterday, cleaning up bags of oil which were washed from the rocks onto the sand by high seas at the weekend. A helicopter commissioned by the council to move the bags failed to arrive on Friday

Picture CLIVE SMITH

Union links with international labour threaten SA employers

(134) (132) ARG 14/7/94

BRUCE CAMERON
Business Editor

SOUTH African businesses, already taking it on the nose in industrial relations, could find even tougher times ahead as links between local unions and international labour strengthen

And the problem could be even worse if the local company has a strong foreign holding

French-controlled construction company Basil Read has already come up against the situation with its current industrial dispute with the Construction and Allied Workers' Union (Cawu)

According to the latest edition of *South African Labour News*, the major International Federa-

tion of Building and Wood Workers has reacted "swiftly and aggressively to a call for assistance from huge Cawu

The publication reports "In a strongly worded letter to Basil Read, the IFBWW has condemned the company's notice of dismissal to more than 200 Cawu members, the lock-out since June 24 over a wage dispute, as well as the use of teargas and police dogs to disperse picketing employees by the South African Police Services"

The IFBWW told Basil Read that it supported Cawu's demands and said it would be taking up the issue with parent company Bougues in France

Deputy editor of the publication Winifred Everett says the move by the French Union could be the thin edge of the wedge

"The IFBWW is a massive organisation and very powerful in Europe, which will impress the local unions

"Lock-outs are anathema to international unionism and it is quite possible that they would wish to make this a policy issue and pull out other workers in sympathy

"Should the matter end up in industrial courts one can be certain the IFBWW will see that its huge resources are made available to bring in the biggest labour law guns to present the Cawu case"

Radical socialist predicts workers will desert the ANC before next election

The struggle goes on

DAVID BREIER

Weekend Argus Political Staff

LEADING African National Congress members of the new government have retreated from their socialist ideals, says veteran Cape Town radical leader Neville Alexander.

Dr Alexander vows to continue backing radical worker strikes against capitalism, accusing the government of working hand in glove with capitalists.

The political ruling class has changed but not the economic ruling class, he maintains. And he confidently predicts a mass break-away from the ANC alliance is inevitable as workers realise the ANC no longer represents their interests. Workers will form a new party to fight the ANC in the next general elections due in 1999, he says.

■ A new mass workers' party will break away to fight the next general election as the new ANC/SACP-led government has retreated from its socialist ideals, says Cape radical left leader Neville Alexander.

Dr Alexander said this in an interview following a report in Weekend Argus last Sunday alleging "militant, ultra-left Trotskyites" were behind the trucker strike that blocked major highways late last month. Trotskyites in essence believe in continuing revolution against capitalism.

The report cited members of the Workers' Left Party (WLP) of which Dr Alexander is deputy chairman, as being behind the blockade. The WLP fared very poorly in the April election and won no seats.

Dr Alexander denounced the report as "red-baiting" and "crass sensationalism of the worst kind". But he confirmed that WLP

members were involved in most recent strikes, including the truck blockade and the motor industry strike.

"We supported it but did not inspire it," he said of the truck blockade.

Dr Alexander denied he was a "Trotskyite", saying he abhorred labels. He confirmed that some WLP members shared the ideas followed by Leon Trotsky but he said the WLP was an "amalgam of different strands".

He would continue opposing capitalism "as long as there is private ownership of the means of production — as long as the potential for exploitation exists".

ARC 3/9/94

#134

Dr Alexander said the WLP was a revolutionary party, but this did not mean it stood for the immediate overthrow of the State.

He said it did not necessarily mean taking up arms, "although it might end up like that". The WLP mobilised, lobbied and supported industrial action, but this did not mean using illegal means.

Dr Alexander was highly critical of leading ANC politicians such as Minister of Trade and Industry Trevor Manuel, for retreating from socialist aspects of the ANC's Freedom Charter which provided for nationalisation of mines, banks and "monopoly industry". "We say the key industries must be nationalised," he said.

"The WLP will support any reforms or progressive measures taken by the government which are in the interests of the working class. But we will fight any measures which attack the working class," Dr Alexander said.

Unions' challenge to govt

Own Correspondent

DURBAN. — Deputy President F W de Klerk warned at the weekend that while the government was faring well, it faced challenges from the union movement which had not realised its responsibilities to the nation.

While he said the National Party recognised the right to strike, the wave of demands for salaries beyond inflation — particularly in the motor manufacturing industry — threatened investor confidence.

There was a need for a negotiated economic accord — similar to the constitutional accord reached at Kempton Park — between business, labour and government to

CT 3/10/94
undercut labour instability and make South Africa investor-friendly.

"The unions need to become part of the economic solution"

Addressing the kwaZulu/Natal NP congress at the weekend, he said the ANC owed it to the nation to impress among unions the need for responsibility to promote economic growth and increase productivity.

He said it was the ANC's duty, rather than that of the other two parties in the coalition, to do this because the unions were members of the ANC's alliance partner, the Congress of SA Trade Unions (Cosatu).

(134)
Mr De Klerk said, during recent business trips abroad, it had been impressed on him by businessmen that the NP's continued presence in the government — in which it kept its eye on South Africa's fiscal and monetary policies — was crucial to investor confidence.

He also said the truth and reconciliation commission should not be allowed to become the instrument of any one party. He pointed out there had been no agreement on the issue at cabinet level.

It was important that the disclosure of facts should be managed confidentially so that retribution was prevented, he added

Weak labour federations warned

UNAFFILIATED trade unions and the weaker union federations should realise that their future survival depended on joining one of the major union federations as tripartism became more entrenched in SA labour relations, the Federation of SA Labour Unions (Fedsal) said on Friday.

Reacting to assertions that Fedsal would be subsumed under Cosatu if it was to merge with the largest federation in SA, Fedsal general secretary Dannhauser van der Merwe said affiliates were not prepared to lose their identity by following this path.

He said talks between Cosatu, Nactu and Fedsal about forming a union confederation were well on track. Fedsal, he added, would table

firm proposals by the end of November about how such a confederation would be structured. 11/10/94

Van der Merwe envisaged a confederation within which the individual federations would retain their identity, but with greater co-operation on such issues as training and workplace matters, including legislation and bargaining levels. (134)

He believed the new tripartite forum, formed with the merger of the National Manpower Commission and the National Economic Forum, required greater union unity so labour's proposals were afforded an appropriate emphasis within the forum.

ERICA JANKOWITZ

SA's unions urged to be reasonable

134

□ Help speed up economic recovery — Dutch PM

ARG 12/10/94

VUYO BAVUMA
Political Staff

THE HAGUE — Dutch Prime Minister Wim Kok says South African trade unions should formulate reasonable demands to speed up the country's economic recovery.

He urged unions and employers to join in a national effort to facilitate this important recovery.

Speaking to a group of South African journalists yesterday, Mr Kok said it was important for unions to realise it was also their responsibility to adjust to the new political dispensation and to make a well-balanced contribution to the economic growth.

The Netherlands did not want to prescribe to South Africa which model to follow because South Africans should base their own programmes on their "qualities and realities".

So far, the Netherlands was impressed with developments in South Africa and believed

the climate was slowly becoming ripe for investment.

Mr Kok pledged to stimulate good economic relations between his country and South Africa.

Presently, the Netherlands government was not only "selling South Africa" to its internal companies but also throughout the European Union. And this task would be easier the more stable South Africa became.

Mr Kok said South Africa was personally important to him though he did not have any "colonial characteristics".

He was moved by the fact that many thousands of kilometres away, there were people who spoke his language.

Asked whether the Netherlands had any concern about South African Communist Party influence in the government, Mr Kok said he judged South Africa merely on its "track record and general policies".

President Mandela had good key advisers and the support of deputy president F W de Klerk

— and that showed South Africa was on the "right track".

The Dutch government realised the two leaders needed support in their programme to provide houses and jobs for millions of people.

Mr Kok said his government was willing to renew its long-standing cultural ties with South Africa that were broken because of apartheid.

"We are grateful apartheid has ended. Now we have to think of joint responsibilities that will lead to prosperity for both countries."

The former trade union leader spoke about how to avoid friction in coalition government, which had been a feature of Dutch politics for more than 20 years.

He said the Netherlands government always tried to depoliticise problems and tackled them in a functional and pragmatic way.

"Coalition government is like a marriage — if the wife and husband don't co-operate, they make a mess."

Labour warns on consultation

Own Correspondent

THE federation of SA Labour Unions (Fed-sal) has urged the government not to be "afraid to govern", warning that placing too much emphasis on consultation could be counter-productive.

In a submission to the parliamentary standing committee on the RDP, Fed-sal also called on the government to give more detail of how it proposed to achieve the

RDP's goals.

Cosatu, in its submission, urged the government not to stick to a rigidly ideological commitment to fiscal discipline and reduced public spending.

"The RDP involves a massive expansion in welfare and service delivery by government. This may lead to increased public spending and employment in certain areas, while reducing it drastically in others."

Cosatu called on the government to give a

clear commitment to closing the public sector wage gap and replacing it with a sliding-scale formula which would cut "super salaries" while improving lower-paid workers' incomes.

CT 31/10/94
It welcomed the government's recognition of the need for a progressive labour policy — including an adequate social security safety net, the right to strike and the right to a living wage — but felt human resource development was neglected.



FAMILIAR SIGHT . . . Minibus taxis were back in Strand Street yesterday following the shooting of 10 people at the new station deck taxi rank on Saturday morning. Drivers said they were concerned about the safety of their passengers and would not go back to the station deck until Codeta and Cata had "sorted things out". However, traffic officers moved them back to the station deck yesterday afternoon and placed drums along Strand Street to prevent stopping. Picture **BENNY GOOL**

Workers' party an idle thought, say unions

134 ARG 8/11/94

ROGER FRIEDMAN
Labour Reporter

SOUTH Africa's major trade union federations have dismissed as "pie-in-the-sky stuff" embryonic attempts to form an independent workers' political party.

The Workers' Organisation for Socialist Action (Wosa) released a press statement yesterday after a national strategic meeting at the weekend of its labour commission.

It hinted that the formation of a "Mass Workers' Party (MWP)" was imminent.

Wosa said its planning meeting was attended by members of 14 trade

unions, including several affiliates of Cosatu and Nactu.

The unionists had "pledged to work together", said Wosa vice-chairman Mfanafuthi Ndlovu.

Among the resolutions adopted by the meeting were:

- To reaffirm the necessity for an independent political party of the working class.
- To call on all working class organisations to "establish a movement for the MWP".
- To set up MWP committees in every township, factory, educational institution and other appropriate areas.

The meeting also resolved to support the call by the Cosatu-aligned National Metalworkers' Union of South Africa's (Numsa) for the establishment of a new political party.

Cosatu national spokesman Neil Coleman said there was "no official Cosatu representation" at Wosa's meeting.

He confirmed Numsa had proposed, at the recent Cosatu national congress, the establishment of a new worker-based political party, but the resolution was defeated.

"We decided to continue supporting our alliance with the ANC," He said Wosa, together with other

ultra-left organisations, were "trying to use their individual contacts" to put forward their agendas.

"We have just come out of a socialist conference at the weekend to which Wosa was invited. There were no resolutions for the launching of a workers' party."

"It's pie-in-the-sky stuff."

Nactu president James Mandaweni said the formation of a workers' party had not been on the agenda at his federation's recent annual congress.

"It has not been discussed within Nactu. We are an independent federation, not aligned to any political party or organisation, and we believe we should maintain that position."

Workers' party an idle thought, say unions

(134) ARGUS 11/11/94

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GONE: Terry More, below, holds the cut chain that he had hoped would prevent his valuable inflatable boat from being stolen. Pictured left is the boat stolen from Mr More's driveway in Rondebosch.

'Police still ~~are~~ harass unions'

JOHANNESBURG
Police harassment continued in labour disputes in spite of the government urging restraint, the Trade Union of South African Authorities (Tusaa) claimed in Pretoria yesterday. CT 16/11/94

Tusaa general secretary Mr Naledi Mogale said repeated efforts by the union to discuss the matter with Northern Transvaal Premier Mr Ngoako Ramathlodi had been unsuccessful —
Sapa



About 400 demonstrators march through central Johannesburg yesterday to demand recognition of their union at Spar outlets, and centralised bargaining, the issues which triggered a week-long strike in the PWV region Picture NICKY DE BLOIS

Reinstate staff, union demands

KATHRYN STRACHAN

THE SA Commercial and Catering Workers' Union (Saccawu) yesterday called for workers dismissed during the apartheid era to be reinstated now that a new democratic dispensation was in place. *8/Day*

Saccawu assistant general-secretary Herbert Mkhize said many of the cases had gone to court, but had been dismissed. *18/11/94*

The union was starting its campaign to redress the ills of the past by supporting 600 workers dismissed from Walter Chipkin. Although the dispute at Walter Chipkin began two years ago, the case was settled only in August. Staff had rejected the company's offer of a R200 000 fund for dismissed workers, and were demanding they be reinstated.

Saccawu also called for working conditions at Spar outlets to be streamlined, and for workers to be allowed to negotiate with the Spar regional committee, rather than with individual outlet managers.

Spar managements continued dismissing workers yesterday, bringing the number to 225. *(134)*

Saccawu said yesterday the 3 000 workers it represented at FNB were balloting for a national strike to demand the bank recognise the union.

'Wosa plan on Mass Workers' Party is pie-in-the-sky stuff'

ROGER FRIEDMAN

Weekend Argus Labour Reporter

THE Workers Organisation for Socialist Action (Wosa) says no amount of wishful thinking by union leadership can stop the momentum to the formation of a "Mass Workers' Party".

Last week, national Cosatu spokesman Neil Coleman dismissed the concept as "pie-in-the-sky stuff".

Wosa had hinted that the formation of a workers' party was imminent following a national strategic meeting of its labour commission.

The meeting was attended by representatives of Cosatu and Nactu unions who had pledged to work together, said Wosa.

Mr Coleman replied there was no official Cosatu representation at Wosa's meeting and the recent Cosatu na-

"We are an independent federation, not alligned to any political party or organisation, and we believe we union congress had reaffirmed the union federation's alliance with the African National Congress

Nactu president James Mandaweni said the formation of a workers' party had not been discussed at their recent annual congress

should maintain that position," he said

But, in a hard-hitting response, Wosa said this week that support on the ground for a workers' party was growing

"No amount of wishful thinking by union leadership like Cosatu's Neil Coleman can wish it away

"The participants, who attended Wosa's strategic planning meeting, repre-

sented sizeable constituencies within these (Cosatu and Nactu) federations

"Neil Coleman's remarks display the remarkable gulf that has developed between union leadership and rank-and-file

"The working class is becoming increasingly aware that the ANC alliance cannot liberate them from capitalist oppression and exploitation in the new South Africa"

ARG. 19-20/11/94

134

~~200~~ (2)

ARK 24/11/94

134

Union urges support in dispute with major transport company

Labour Reporter

THE Turning Wheel Workers Union has declared a deadlock with national transport company Lehmbecker Transport and called on the support of all workers in the transport sector, irrespective of union affiliation

The dispute arises out of the national freeway blockades in September and the subsequent dismissal and "victimisation" of certain Lehmbecker drivers

"The company remains intransigent

and reluctant to recognise the union as the collective bargaining unit," the Turning Wheel union said in a statement

The union is demanding the unconditional reinstatement of all dismissed workers and that Lehmbecker "respects the principle of freedom of association as a constitutional right of workers".

According to the union the majority of workers at Lehmbecker — in Johannesburg, Cape Town and Durban — have embarked on a strike

NUMSA 18-24/11/94

Numsa and VW drive a good bargain

(12) (134)

Shadley Nash

THE National Union of Metalworkers (Numsa) and Volkswagen SA have reached a multi-faceted, groundbreaking agreement which will change management structures and establish a new relationship between management and worker.

Globally, the agreement aims to develop Volkswagen SA to become a world class performer as looming tariff protection cuts threaten to take a huge bite out of motor manufacturers' market share in the country.

"The agreement is crafted to ensure that the company does succeed in the face of looming international competition," says Judy Parfitt, VWSA human resources spokesman.

For Numsa chief negotiator Gavin Hartford the agreement set a "new benchmark" for the union nationally and he is hopeful other manufacturers may follow suit.

The Iron and Steel Workers' Union is also party to the agreement.

The agreement, concluded after several months of in-plant negotiations, broadly means that both union and management will work jointly to ensure the continued viability and growth of VWSA.

Other key features of the agreement include the increased production to 100 000 units per year, employment protection and the promotion of education, training and development of employees.

In a joint statement on Wednesday the parties agreed that there will be no compulsory retrenchments for an 18-month period provided there are no unprocedural actions during this period or that VWSA's market share does not fall below 10 percent.

Furthermore, VWSA has agreed to pump R10-million into basic education in 1995 which will benefit up to 1000 employees, accelerating employees up the industry career path ladder.

Key to the agreement is the flattening of management structures and the piloting of teamwork on new product lines as new forms of work organisations are phased in.

Another priority is the implementation of affirmative action principles which will compel the company to prioritise gender and racial appointments both internally and externally.

— Echna

AKG. 25/11/94 (134)

Waltons, union reach innovative deal

Labour Reporter

STATIONERY company Waltons and the South African Typographical Union have come to an innovative wage agreement.

Waltons, incorporating Parcellforce

and Roll-a-Pak, has agreed to a 32 percent wage increase for factory aides and a 25 percent increase for drivers. Minimum monthly wages are now R1 300 for aides and R1 600 for drivers

+++++++ ± ± ±

ARG. 2811194

Sanlam workers want union rights

NORMAN JOSEPH
Staff Reporter

134

MORE than 200 angry Sanlam workers in Bellville are demanding recognition of their union by the insurance giant.

The workers, members of the South African Catering and Allied Workers' Union (SACCAWU), marched from the Bellville Civic Centre to Sanlam on Friday and handed a memorandum outlining their grievances to Johan Reyneke, secretary to managing director Desmond Smith.

Union branch chairman Trevor Christians said, "We demand the recognition of Sanlam Saccawu as a union within Sanlam.

"We want viable remuneration and adjustments to remuneration of disadvantaged workers against whom Sanlam discriminates."

The workers rejected Sanlam's implementation of affirmative action without worker consultation, as well as the company's merit system and demanded collective bargaining.

Sanlam spokesman Nico van Gijzen said, "All I can say is that we will give attention to their memorandum."

Mpetha dies bitter and forgotten

WM 25/11-1/12/94

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Oscar Mpetha, the 'father of South African trade unionism', died last week. **William-Mervin Gumede** reports

FREEDOM in my lifetime — a birthday present anybody could wish for," said Oscar Mpetha at his 85th birthday celebration in August this year.

The fulfilment of his wish was tarried by his belief that many of his former comrades had abandoned him. The "father of South African trade unionism", once a darling of

the Congress Movement, was at one stage denied transport to a rally in Cape Town where Nelson Mandela was to speak. In the words of his grandson, Shadrack Mpetha "All the comrades we approached said they were too busy to help."

On his death bed last week, Mpetha was a bitter man. He felt the ANC had forgotten him. After his release from prison he was visited by

hundreds of well-wishers, and a school was even named in his honour. "Our phone never stopped ringing — with people from all over the world wanting to salute him," said his daughter, Esther Mpetha.

The local leadership of the ANC, who honoured him in 1992 as honorary president of the Western Cape region, later rarely visited him. Until his last days he treasured Winnie Mandela's surprise appearance at his Gugulethu home at the beginning of this year.

His lifelong struggle for workers'

rights started 60 years ago, when he organised his first successful strike. At that time he was working as a deputy foreman of a road gang in Malmesbury. Mpetha became angry when he found out that Italian workers were being paid higher than their African counterparts in the same gang. He immediately organised the workers, a strike was called, and their demand for wage parity was met.

Mpetha decided that the trade union movement was where he belonged, and he joined the African

Father of unionism Oscar Mpetha

Food and Canning Worker's Union, becoming its general secretary in 1949 and leading the union through

a series of major strikes in the food industry.

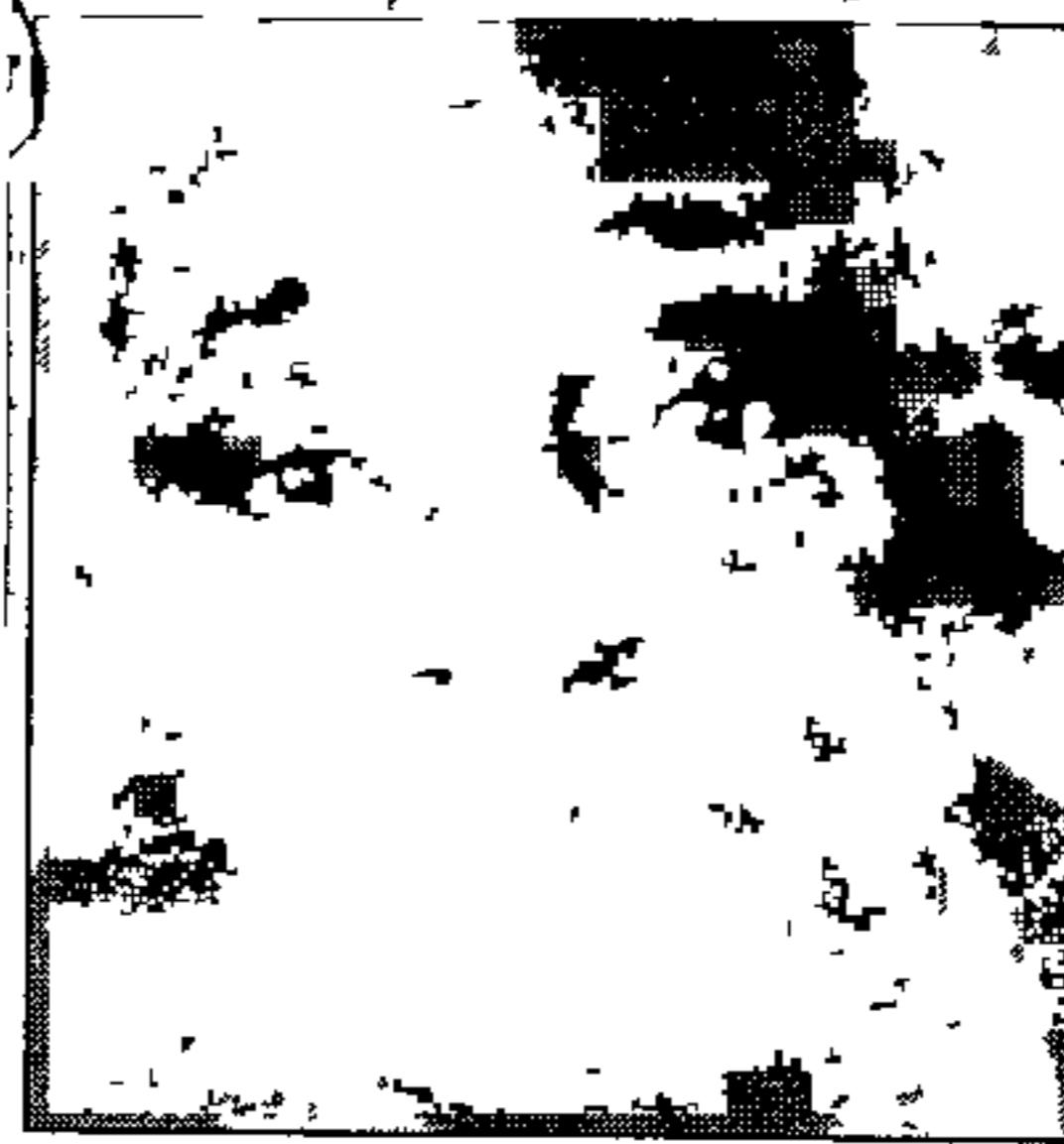
In the mid-1950s, Mpetha's trade union activities brought him to the attention of the government, and he was banned. It was the start of a 30-year running battle with the government and security police.

In 1952 Mpetha joined the ANC and was elected secretary of the Western Cape region soon afterwards. He argued for a non-racial approach to politics and opposed the emerging Africanist tendency within the organisation. In 1958 he was elected president of the ANC in the Cape, a position which he held until it was banned.

After Sharpeville, Mpetha was convicted of furthering the aims of the ANC and spent the next four years in prison.

Only in the late 1970s, when he was 70 years old and diabetic, did he return to trade unionism, and in 1978, at the AFCWU annual national conference, union members were so moved by his speech that they elected him national organiser.

It was Mpetha who persuaded Neil Aggett — later to die in detention — to work as a full-time branch organiser for the union.



An activist to his fingertips, he moved to civic matters in the 1980s. As a founder-member of the Nyanga Residents' Association, he played a spearhead role in the fight to stop the removal of squatters from Crossroads and in the 1980 bus boycott in Cape Town.

He was again detained in 1980, and in 1981 appeared in the Cape Supreme Court with 18 others on murder and terrorism charges in connection with an attack on motorists at an Nyanga roadblock. His appeal against a five-year sentence was rejected, and at 76, he became South Africa's oldest political prisoner.

When his wife, Rose, and son Karl died, the prison authorities refused to allow him to attend their funerals.

Mpetha was finally released after serving four years in jail as part of the political detente leading up to the unbanning of the ANC. He lived just long enough to cast his vote in South Africa's first democratic election.

Union confederation proposed by Fedisal

BY HELEN GRANGE
LABOUR CORRESPONDENT

The Federation of South African Labour Unions (Fedisal) has proposed the establishment of a confederation of trade unions — including the all-white SA Confederation of Labour (Sacol).

Meetings between the union federations, including the Congress of SA Trade Unions (Cosatu), have been taking place over some time to discuss greater co-operation to increase bargaining power.

Fedisal proposed at the weekend that the confederation could be made up of the "founder members" of its own organisation and Cosatu, the National Council of Trade Unions (Nactu) and Sacol — but that any other national trade union federa-

tion agreeing with principles such as a non-party approach could be considered for membership

According to Fedisal, it has 280 000 members, Nactu 326 000 members, Cosatu 1,3 million members and Sacol 55 000

Objectives of the proposed confederation, included giving trade unions a collective voice regarding all issues affecting labour.

Cosatu spokesman Neil Coleman said Cosatu's founding policy was to promote the formation of a single federation of unions, but foresaw problems if the confederation option was pursued

This was because there would be continued stakeholdings in the various union federations which were likely to divide rather than unify union members

Alliance of unions proposed

The Federation of South African Labour Unions at the weekend proposed the establishment of a confederation of trade unions — including the all-white SA Confederation of Labour (134)

Fedsal said the proposed confederation could be made up of the "founder members" of their own organisation, the Congress of SA Trade Unions, the Na-

^{Sowetan} tional Council of Trade Unions, and ^{SAPA} Sacol. The federation said, however, that any other national trade union federation agreeing with principles such as a non-party political approach could also be considered for membership.

The federation said the all-white Sacol should be included "for the purpose of reconciling the workforce"

According to Fedsal, it has 280 000 members, Cosatu 1,3 million members, Nactu 326 000 members and Sacol 55 000 members.

Fedsal has always opposed party political involvement and Nactu was increasingly opposing involvement of politicians in trade union activities — Sapa

New confederation of trade unions mooted

(134)
JOHANNESBURG — The Federation of South African Labour Unions (Fedsal) proposed on Saturday the establishment of a confederation of trade unions — including the all-white SA Confederation of Labour.

Fedsal said membership should be open to any national trade union federation agreeing with certain principles, such as a non-party political approach.

The all-white Sacol should be included "for the purpose of reconciliating the workforce".

Fedsal says it has 280 000 members, the National Council of Trade Unions 326 000 members, the Congress of SA Trade Unions 1,3 million members and Sacol 55 000 members. — Sapa

CT 5/12/94

NEWS FOCUS

Cosatu pledge to monitor reforms

(134)

BD 14/12/94

ERICA JANKOWITZ

NEXT year would be a watershed for workers and the SA labour movement would expect tangible social and economic changes and democratisation of workplaces, Cosatu general secretary Sam Shilowa said yesterday.

Labelling 1995 as the year of reconstruction and development, Shilowa warned government that Cosatu would monitor its progress against the stated aims of the reconstruction and development programme (RDP). The "many enemies" of the programme would have to be conquered as its successful implementation was dependent on the participation of everyone in a massive national effort to combat poverty.

Shilowa said government would enjoy the support of people only if democracy demonstrated its ability to change their everyday lives. Crime would be successfully combated only if "the social conditions which breed these evils begin to be successfully tackled".

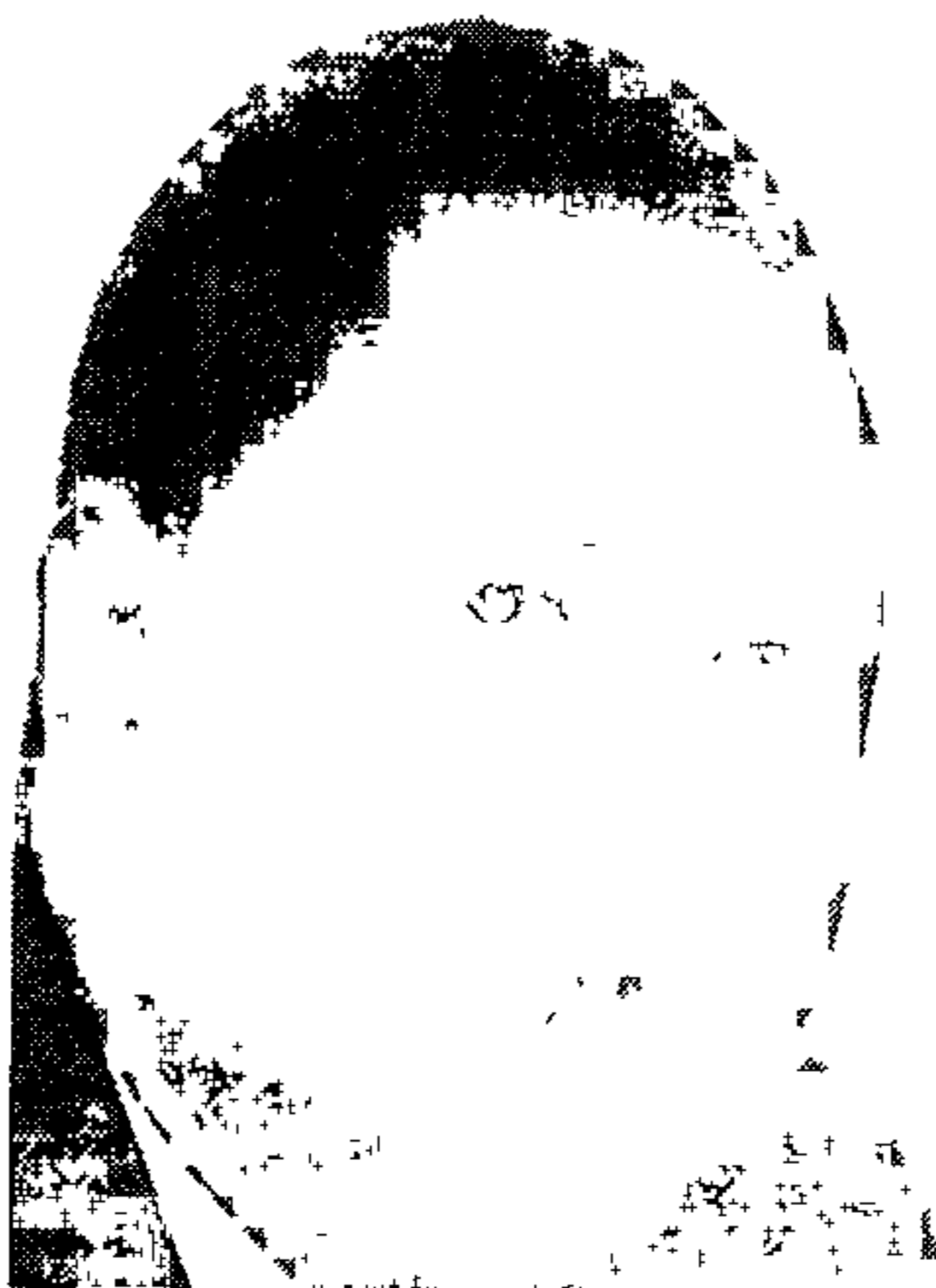
The RDP would have positive spinoffs in the form of job creation and, especially, the unleashing of the country's true human resource potential. Shilowa emphasised that the RDP envisaged skills development and training with this goal in mind.

Social discrimination and inequalities inherited from the previous order would have to be eradicated. "Cosatu will focus in 1995 on challenging the vestiges of apartheid inequality which are still entrenched at the economic level. This will necessitate a focus on rural development, affirmative action, anti-trust policies, human resource development and democratisation of economic decision-making".

What was described as tackling "the apartheid wage gap" would become the union movement's top priority. "Our wages and salaries

structure — from the highest paid director to the lowest paid worker — will be placed under close scrutiny."

Workplace democratisation was also high on Cosatu's agenda and employers would ignore this to their peril. Cosatu envisaged a three-tier approach to democratisation starting at national level where economic decisions would



□ SHILOWA

be negotiated. At industrial level, centralised bargaining would be introduced, complemented by joint decision-making at shopfloor level. To ensure workplace forums were not just consultative in nature, employers would need a "radical rethink" on managerial prerogative.

Redrafted labour legislation should provide for centralised bargaining, basic conditions and minimum wages, a maximum 40-hour working week, a full right to strike and picket with protection from dismissal and outlawing the employment of strike breakers, disclosure of information, and compelling employers to negotiate all aspects of retrenchment.

Shilowa said Cosatu would push for the restructuring of labour market institutions such as the wage board, unemployment insurance board and the Industrial Court. The federation was determined to remove the lockout clause from the constitution and would vigorously oppose any attempt to introduce federalism.

Recognising certain organisational weaknesses, Shilowa said Cosatu was determined to open membership to all categories of workers by recruiting white-collar and professional members. Previously disorganised sectors such as agriculture, construction and the public service would also be targeted.

"This 'back to basics' thrust will not involve a retreat from our broader role as a trade union movement. We will continue to strive to advance the interests of working and poor people as a whole, but from a stronger, more mobilised organisational base."

For the public service, Shilowa reiterated Cosatu's aims to introduce a coherent grading and training structure linked to wages, close the wage gap, create a culture of accountability and implement affirmative action.

White VW workers vote
to move into Numsa fold

WHITE workers at Volkswagen SA voted overwhelmingly to join the National Union of Metalworkers of SA (Numsa) and leave the whites-only SA Iron, Steel and Allied Industries Union. Ashwin Desai says in the latest issue of the SA Labour Bulletin.

ERICA JANKOWITZ

According to Numsa negotiations co-ordinator Ga-

vin Hartford, this would leave the way clear for the union to open career paths for members beyond the category of technician, which had traditionally been the cap, Desai said.

In the past, jobs were defined in racial terms with white workers automatically joining the ranks of salaried staff and blacks confined to manual labour.

Numsa believes that recruiting all levels of workers will erode this artificial barrier to advancement by blacks beyond artisan.

Desai warned that as many white workers would be affected by this move, and had joined the union to protect their jobs, Numsa would have a tough time defending "the interests of this crust of white privilege" while at the same time ensuring its own members' upward mobility from the ranks.

Numsa's aim was to win a 50% plus one majority membership within the almost 2 000 salaried staff of VWSA and then bargain on their behalf at plant level.

But its ultimate aim was to create a single bargaining forum for salaried and non-salaried staff, explained Desai.

"Burly Afrikaner foremen and superintendents, until yesterday the foot soldiers of the AWP in Uitenhage, will now march under the banner of the most militant union in Cosatu."

Prison warders establish new union, Cousa

IAIN MACDONALD
Weekend Argus Reporter

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(134)

"emanates out of frustration and anger with the leadership of Popcru"

May under the leadership of Cousa president Enoch Nelani

ARG 24/12/94

A NEW prison warders' union, the Correctional Officers' Union of South Africa (Cousa), has been formed after prison warders broke away from Gregory Rockman's Popcru this week.

"The prison warders claimed that the leadership of Popcru has proved itself as incompetent and prejudiced and the leadership of Popcru has dismally failed to serve the interests of prison warders"

One bone of contention was an invitation from the Danish Prison Union this year, by which Popcru members were invited to visit Denmark to study the Danish system. Popcru leaders had undertaken to draw up a draft document on the Danish system

A Cousa spokesperson said the break

The breakaway had been brewing since

Cracks start to show in public service unions

By JACOB DLAMINI: Political Staff

IN ONE of its biggest challenges yet, the government of national unity faces an uneasy alliance of 18 unions in the public sector in a wage dispute that has threatened to bring the country to a standstill

But cracks have already appeared in the alliance that has brought together the 18 ideologically diverse unions.

The signs of dissent came as hundreds of workers from the militant South African Health and Public Service Workers' Union (Sahpswu) this week took to Pretoria's streets to demand a minimum monthly wage of R1 500 and a 15 percent across-the-board increase.

The government has said that meeting these demands would cost R8-billion, money it simply does not have.

Instead, the state offered the workers a minimum salary of R1 075 from April which will be increased to R1 250 in April 1996. The current minimum wage is R941

The offer was rejected by the unions, which began balloting their members for possible strike action. So far all 18 unions have negotiated with the state as one — but serious divisions have appeared in this disparate alliance.

One of the main players in the dispute is Casper van Rensburg, general

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11/8/1995

"The government thinks we have a hidden agenda. We are an honestly apolitical and a professional union concerned only with employee grievances. It's immaterial who the government of the day is," he says.

Another major player is Derrick Apollis, the labour relations officer of the Western Cape-based Public Servants' League. The 50 000-strong union began balloting its members in December.

"We know where to hurt this government and we are going to hurt them. We have negotiated in good faith with little success. We don't want to get on to

the gravy train, we just want a living wage," says Mr Apollis.

A task force, set up after a meeting in November between the unions and deputy presidents Thabo Mbeki and F W de Klerk to resolve the dispute, is due to sit in February.

The National Education, Health and Allied Workers' Union (Nehawu), a Cosatu affiliate, is opposed to a strike and has questioned the PSA's motives. Cosatu is in a loose political alliance with the ANC.

Nehawu general secretary Neil Thobejane says: "The call for a strike has been supported by the PSA and other right-wing organisations, which have no history of strike before



PLEA FOR HELP - a Sahpswu member on strike hoists a placard in Pretoria as his comrades look on

Picture JON HRUSA

the 1994 elections. One may question their change of heart and strategy all of a sudden."

Nehawu's opposition to the strike has earned it the wrath of Sahpswu, with the militant union's national organiser, Success Matatsane, accusing

Nehawu of being a "sweetheart" union.

Mr Matatsane claims his organisation has 68 000 members. However, according to figures released by the Public Service Commission, Sahpswu has

only 1 085 registered members.

Sahpswu's strike, which began on Tuesday, has involved no more than 2 000 people. The strike has since been suspended to allow for negotiations between

the union and the government, union officials said on Friday.

The action has drawn sharp criticism from the Ministry for the Public Service and Administration, as well as other unions. Both Nehawu and

the PSA described the Sahpswu action this week as premature.

In reaction to criticism of his union's strike, a defiant Mr Matatsane says: "The fight for a living wage does not have to stop just because we have a

new government in power." But behind the wage demands lie a fundamental cause of the conflict: the fight over the transformation of the public service.

While both the PSA and Nehawu are demanding a 15 percent across-the-board increase, the two are sharply divided over how that should be effected.

The PSA says the increase should cover all categories, but Nehawu says that will merely widen the wage gap.

The Cosatu affiliate

"The call for a strike has been supported by the PSA and other right-wing organisations, which have no history of strike before the 1994 elections. One may question their change of heart and strategy all of a sudden."

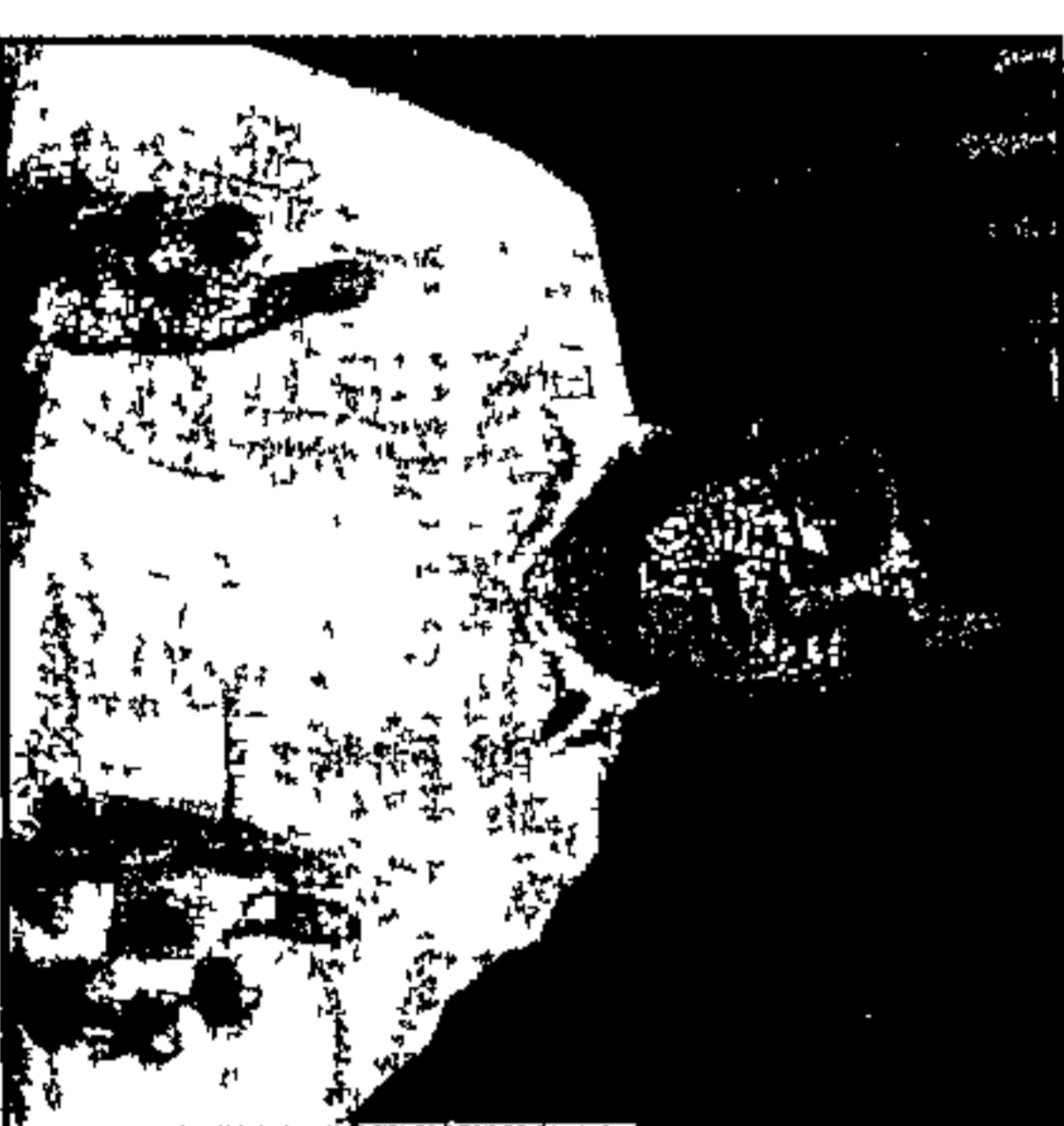
Mr Thobejane says: "The government's choices are either to transform the civil service and therefore fulfill its election promises, or maintain the status quo. But it doesn't have the political will to transform the civil service."

The government is torn between satisfying an impatient electorate and protecting the rights of the old guard in the public service, as guaranteed by the constitution.

Says Mr van Rensburg: "I feel sorry for the present government because they have to compensate for the neglects of the past without really disregarding the rights of the old civil servants."



DERRICK APOLLIS (PSL) - we know where to hurt this government and we are going to hurt them



CASPER VAN RENSBURG (PSA) - his apolitical union is concerned only with employee grievances



SUCCESS MATATSANE (Sahpswu) says that the fight for a living wage is far from over



NEIL THOBEJANE (Nehawu) - government lacks the political will to transform the public service

Militant unions worry the JCCI

BY CHARLOTTE
MATHEWS

The overwhelming concern among members of the Johannesburg Chamber of Commerce & Industry (JCCI) in the manufacturing sector is the growing militancy of trade unions, a telephone survey shows

In the latest issue of Going Concerns, the JCCI's newsletter, it says militancy is curbing industrial output, limiting job creation and hinder-

ing the implementation of the RDP

(134)
9/25/95
"One respondent reported that an export order worth several million rand, and which would have required 30 extra staff, had been turned down."

"Because of SA's labour volatility, the buyer had stipulated severe penalty clauses for non-delivery on time, which could have crippled the business"

No trade unions for defence force

(134) (34)
CT 31/11/95

Special Correspondent

SOLDIERS in the South African National Defence Force will not be allowed to join trade unions, says deputy Defence Minister Mr Ronnie Kasrils.

Mr Kasrils was addressing a visiting delegation of the French Institute for Advanced Defence Studies

Mr Kasrils said some of the civilians employed in the SANDF belonged to trade unions and there had recently been strikes in military hospitals

The deputy minister called for a streamlined process to deal with soldiers' complaints

He told the delegation that the SANDF had learned from mistakes made in last year's integration process

Delays in the administration of the process which led to frustration would be avoided by integrating 1 500 former

Apla and uMkhonto we Sizwe members every six weeks instead of 10 000 at once, as was the case last year

He said the extent to which the SANDF would be representative of society would change as more voluntary recruits joined for one year's training. Thereafter they would serve for a month every year for eight years

Mr Kasrils also told the group that South Africa's arms industry could be increased from 0,3% to 1% of the world arms market. This would boost the almost R1-billion the country earned in foreign exchange from arms sales, as well as the 70 000 jobs presently linked to the industry

He said a draft defence policy document as well as a conventional arms control policy document were almost completed. The draft defence White Paper would then be submitted to the parliamentary defence committee

406
7175

Third union in Parliament

Political Staff

5/9/2/95

A THIRD trade union has been formed to represent the 700 people working in the Houses of Parliament.

The Parliamentary Staff Association, which has 94 signed-up members, was open to all officials but was more representative of the professional ranks, its interim chairman, Mr Derek Smith, said.

(134)

Racially exclusive unions have six months to reform

ERIC A JANKOWITZ

UNIONS with racially exclusive clauses in their constitutions would have six months in which to revise this requirement or face being deregistered in terms of the draft Labour Relations Bill, released for comment last week.

SA Iron, Steel and Allied Workers' Union general secretary Len van Niekerk-Venter said the union was concerned as it had a long tradition of restricting membership to white workers

He urged the Labour Ministry to follow the example of the government of national unity and allow minority groups to have a say in labour matters "This is the moral ground on which labour relations should be moulded," he said.

He felt minority groups — including the SA Council of Labour Unions (Sacol), which represented about 100 000 white workers — would be left in the lurch if their rights were not enshrined in legislation.

Van Niekerk-Venter said Sacol and its affiliates had circulated a copy of the draft Bill to all regions and would respond once

all members had had their say on the issue. "Some members wouldn't mind the racial restriction removed, but ultimately it is the majority who will decide."

All-white Mine Workers' Union (MWU) general secretary Peet Ungerer said the MWU would not change its racial exclusivity, but would not be affected by having its registration withdrawn.

The MWU's 76 existing recognition agreements would still stand and membership would continue to grow despite this requirement.

"The MWU's future role is to protect the white worker as the target of discriminating practices and future legislation against unfair discrimination," Ungerer said.

Van Niekerk-Venter expressed his concern about Sacol's possible exclusion from the National Economic, Development and Labour Council at which the Bill would be discussed as there were other problems with the legislation.

Barred pupils readmitted

MDUDUZI KA HARVEY

TWO hundred male pupils expelled from Voice of the Black Nation school in Orange Farm, were reinstated after the Congress of SA Students demanded their readmission.

They were expelled after school director Mzwandile Khumalo ruled they were ill-disciplined. He claimed some pupils carried guns, sold drugs and were guilty of rapes at the school. "Teachers and pupils felt very intimidated and the school was losing a lot of girls because of fear"

But the pupils argued they had not been informed in advance about plans to convert the institution into an all-girl school and that Khumalo had not refunded their fees. They also felt it was unfair to expel all male students when only a few were guilty.

Khumalo agreed to accommodate the pupils at the school while he built another school for boys. This was expected to be completed in two weeks.

Pupils taught to run own small businesses

MDUDUZI KA HARVEY

PUPILS are being taught to make a living even while they are still at school through a business management course devised by a Midrand education centre

The course, run by the Sagewood Education Centre, has already produced success stories

A pupil at Richards Bay Hoerskool runs a tuck shop and has employed his mother to manage the shop. After paying his mother his net profit is in excess of R1 500 monthly

Evan King from Empangeni High School set up a chocolate manufacturing venture which has made a R500 profit a month over the past year.

The Sagewood Education Centre has introduced an entrepreneurial course for school children aimed at identifying young entrepreneurs, developing their business skills and helping them set up shop.

This idea is the brainchild of Ian Heatherington of the National Industrial Chamber and Peter Morris-

son of the Business Advice Centre. **BD 9/2/95**

Entrepreneurship educator Gary Morrison says: "If parents give money to start a business, pupils have to repay their parents with interest."

"Our duty is to teach the children how to draw up a business plan and how to run the business," said Morrison.

The aim is to enable pupils to come up with their own business ideas whether they want to shine shoes, manage a tuck shop or even a lemonade stand, they will be taught how to do it.

Sagewood director John de Jager said: "Not only is it necessary for pupils to acquire skills for the formal market, but they should be in a position to set up their own businesses"

Introduced three years ago in KwaZulu/Natal, the course will soon be introduced at 25 schools in Pietersburg and at 20 schools in Rustenburg.

Union to aid farm labour

(134)

JOHANNESBURG. — The newly launched South African Agricultural, Plantation and Allied Workers' Union (Saapawu) said yesterday it would campaign for the improvement of basic conditions for farm and rural workers and a minimum wage of R750

ET 13/2/95
Speaking after a weekend conference attended by 147 delegates here, Saapawu general-secretary Mr Dickson Motha said the union, which has about 30 000 members, would also concentrate on educating workers about local government elections.

Farm Workers' Union launched

B0 13/2/95



(134)

THE draft Labour Relations Bill must be scrutinised to ensure it meets the needs of farm workers, Cosatu president John Gomomo said at this weekend's launch of the Cosatu-aligned SA Agricultural, Plantation and Allied Workers' Union.

The launching congress at Crown Mines in Johannesburg was attended by 140 delegates from three Cosatu affiliates and independent unions from seven regions.

General secretary Dickson Mofha said the priorities of the union would be consolidating membership from the various affiliates and independents, improving employment conditions of farm workers and developing an organising strategy.

Gomomo said Cosatu expected resistance from farmers and the SA Agricultural Union over new labour legislation. However, he said, "There can be no increase in productivity and growth within the agricultural sector unless working and living conditions and labour relations are improved."

Land Affairs Minister Derek Hanekom said government faced major challenges in addressing the plight of farm workers and rural people who earned on average less than a third of the minimum living level.

Rural workers' organisations were essential for facilitating government assistance in training, building up the union and ensuring rural people were

RENEE GRAWITZKY

not left behind in the reconstruction and development programme. Such organisations would facilitate access to services such as housing, education, health and welfare.

The lack of effective and legitimate local government structures was adversely affecting implementation of the RDP, he said.

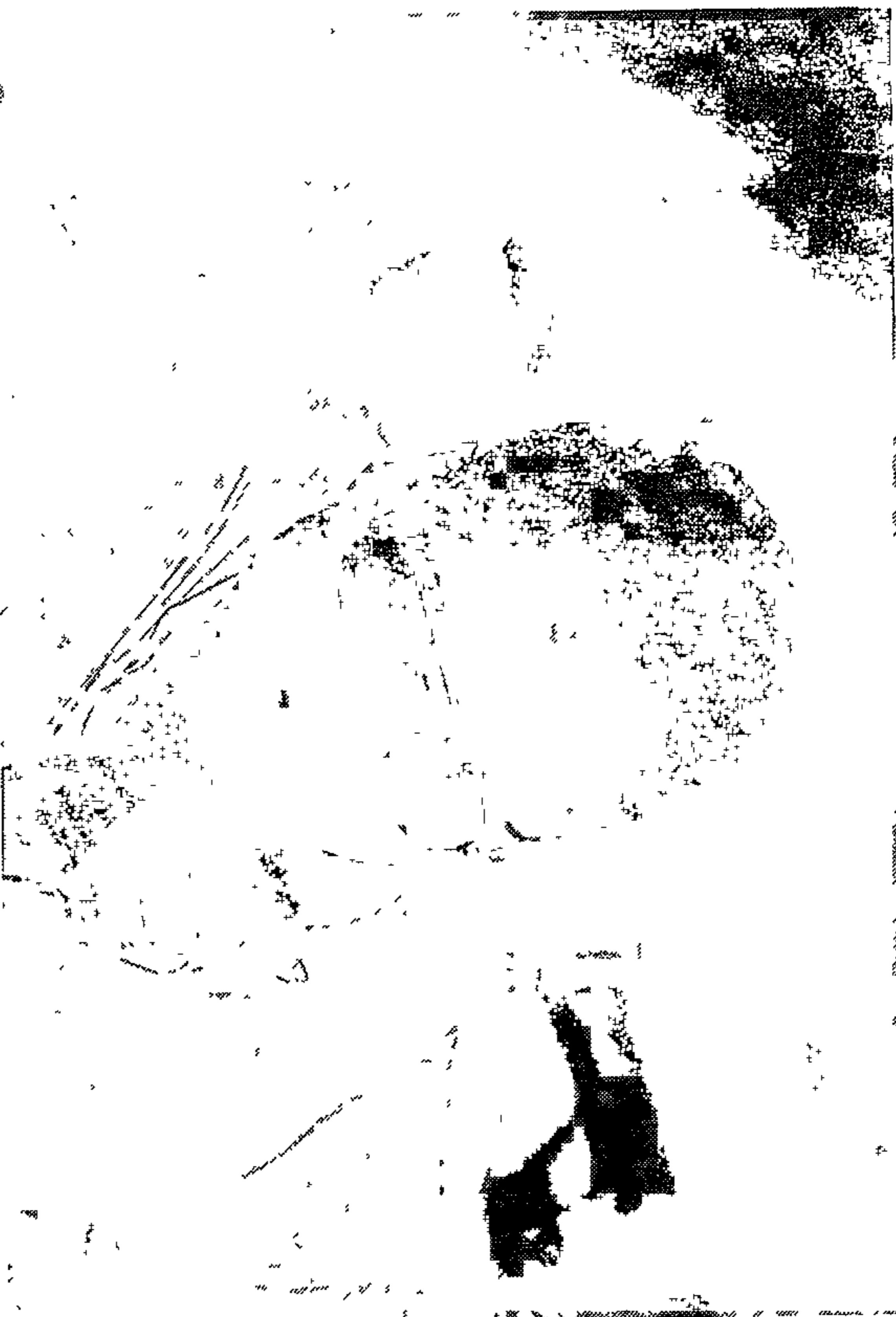
SA Communist Party general secretary Charles Ngakula urged farm workers to register to vote in the October local government elections. Cosatu membership would be increased further with the affiliation of the 30 000 members of the Farm Workers Union.

The union resolved to push for extension of the Wage Act to cover farm workers and to have the Basic Conditions of Employment Act amended further; to lobby government to abolish child labour in the sector and to fine farmers who use child labour; to demand funds to build more schools on farms, to try to resolve the problem of migrant workers and illegal aliens and to demand a minimum wage of R750 for farm workers.

The union's other office bearers include Anderson Maphakula (president), Sam Mashabathakga (treasurer), Selomma Maseko (first vice-president) and Joseph Benjamin (second vice-president).

Cosatu organising secretary Dorothy Molgato and Desmond Mahasha in deep discussion at the launch of the Farm Workers' Union at Crown Mines, Johannesburg.

Picture NICKY DE BLOIS



Agricultural and workers' unions sign labour pact

THE Transvaal Agricultural Union (TAU) signed an agreement with the Agricultural Workers' Union (AWU) yesterday to co-operate on labour issues.

TAU president Dries Bruwer dismissed but said farmers needed support in a changed labour environment.

The two organisations agreed to provide farmers with legal support in labour disputes and to canvass members for the AWU.

LOUISE COOK

The AWU, with 6 000 members, also runs a 24-hour emergency telephone service to help farmers deal with labour problems.

AWU chairman Werner Weber said the TAU would concentrate on labour policy issues, while the AWU would train workers and provide a legal service for farmers.

(134) BOIS/2/95

Union plans to defy govt

Special Correspondent

(134)
THE SA Health and Public Service Workers Union (Sahpswu) unveiled plans yesterday to spread its defiance campaign to the Western Cape

Secretary-general Mr Silas Baloyi said despite government threats to prosecute unionists who take hostages that the union would do so

New union formed for farm hands

ARG 18/2/95 (134)

■ A new farm workers' union hopes to end the exploitation of South African farm labour.

ROGER FRIEDMAN
Weekend Argus Reporter

THE newly launched South African Agricultural Plantation and Allied Workers Union's (Saapawu) campaign to increase minimum wages in the sector to R750 a month may seem a moderate goal

Most other unions have campaigned for minimum wages of between R900 and R1 200 over the past year — public service unions want R1 500 — and are threatening to strike to demand it.

But with some farm labourers earning nothing bar the right to live on the land, and others earning as little as R40 a month, R750 could be an impossible dream

At Saapawu's launch in Johannesburg, Land Affairs Minister Derek Hanekom said one in five South Africans lived on white-owned farms — and were paid, on average, less than a third of a minimum wage

The formation of the union was long overdue, Mr Hanekom said. Saapawu was established last weekend with an already-paid-up membership of about 30 000.

The majority of the membership belonged to three other Cosatu affiliated unions — the Food and Allied Workers Union, the Paper Printing Wood and Allied Workers Union and the SA Clothing and Textile Workers Union

Others were members of independent unions including the Karoo Farmworkers Union and the Farm Rural Inhabitants Association based on the East Rand

According to general-secretary Dickson Motha, a further 10 000 members had signed up but had not paid-up due to stop-order and other problems

The union's five-person executive committee was selected to represent as many of the country's regions as possible.

Mr Motha said issues the union planned to start addressing immediately were the improvement of labour legislation governing the sector, child labour, migrant labour and "illegal immigrants who are being used at the expense of the local workers"

The initial response from farm-

ers to the formation of the union had not been too positive, he said

Mr Motha said problems the union would have to overcome included access to isolated farms, farmworkers dependence on their employers for a place to live and the "payment-in-kind" or "dop" system

Incidentally, the union would not campaign to abolish the dop system, Mr Motha said

"Members might say they like the system because they are used to it. Some see it as a perk. We are not saying it should be abolished, but it should be formally structured"

On the subject of the new draft Labour Relations Bill, Mr Motha said, on the whole, it was a victory for the workers, but there were a few issues which concerned Saapawu

Of major concern was the proviso in the draft Bill that workplace forums be established at businesses employing more than 100 workers

This excluded most farms.

■ The government was considering legislation to prevent the arbitrary or forcible eviction of farm workers by land owners, Mr Hanekom said earlier this month

New trade union federation

(134) BD 24/2/95
ERICA JANKOWITZ

A NEW trade union federation, the United South African Trade Unions (Usatu), was launched at the weekend, representing about 100 000 workers in a wide spectrum of sectors

Usatu general secretary Audrey Rose said yesterday the union had been formed to "give a home" to the millions of organised workers in unaffiliated unions. Cosatu, Nactu and the Federation of SA Labour Unions (Fedsal) between them represented only about three million of the about eight million organised workers in SA.

The Public Servants' Association had expressed an interest in joining the federation and a meeting to discuss this issue was scheduled for next week, Rose said.

Usatu was strictly apolitical, unlike the other federations which, despite claims to the contrary, had political roots.

Usatu's origins were in the Federation of Independent Trade Unions, which had failed to service members or gain any seats in the

National Economic, Development and Labour Council (Nedlac). The new federation would concentrate on building membership to ensure a future place on Nedlac, Rose said.

Affiliates included the Radio, Television, Electronic and Allied Workers' Union, the African Mine Workers' Union; the Chemical Workers' Union, the Brick and Allied Workers' National Union and the Clerical and Administrative Workers' Association. Usatu had met a Labour Ministry representative and had justified not joining any of the existing federations because of its stand on political affiliation.

Usatu's president is Vuyani Madolo of the African Mine Workers' Union with John Mokgethi of the Brick and Allied Workers' National Union and Benjamin Masejana of the Clerical and Administrative Workers' Association as vice-presidents.

ST 26/2/95

Right-wing auto men join Numsa

(134)

By RYAN CRESSWELL

FOR years Danie Botha was a top man in the conservative whites-only Yster and Staal union in Uitenhage but he is now an outspoken member of Numsa, the most militant organisation in Cosatu.

Salaried staff at Volkswagen South Africa in Uitenhage became concerned last year after it was announced they would have to undergo assessment tests and started to seriously consider organising a proper bargaining forum.

After a meeting in October, at which both unions were called on to explain their positions, far right Afrikaner auto workers have flocked to join Numsa, according to Mr Botha, a former Yster and Staal executive council member.

"Numsa said their piece

at the meeting, but Yster and Staal did not because they would have had to admit that many of the workers present could not join them. (133)

"I stood up and announced I was going to join Numsa. We later put it to the vote and almost everybody at the meeting, about 600 people, decided to back Numsa.

"Some of those who filled in forms after that meeting were staunch rightwingers."

Numsa could not give exact figures of how many Yster and Staal members had joined because race and former union affiliations do not form part of the application form.

A Numsa spokesman said "dozens" had probably joined but an Yster and Staal member claimed only about 20 unionists had made the long walk.

NEWS Chemcraft workers allege firm applied 'selective retrenchment'

Union accuses company boss of racism

134
Sowe Jan 27/2/95

By Dan Fuphe

THE Chemical Workers' Industrial Union has accused the managing director of Chemcraft in Rynfield, near Benoni, of racism and union-bashing. This follows failed attempts between the union and company MD Al Gilroy McAlpine to resolve a row that led to a strike by the company's workers.

The employees yesterday said they had embarked on the three-week-old strike after what they described as "selective retrenchment and the use of white scabs" by management.

Spokesman for the worker Al Moses Malapane said management entered negotiations for retrenchment in November last year "in bad faith".

He said the proposed relocation of some workers by the company to one of its subsidiaries was a ploy by management "to break the morale of members".

Local CWIU organiser Mr Mabuti

Mlangeni confirmed the grievances of the members, claiming that Chemcraft had morally failed to support its decision to lay off the workers, "except to say that the retrenchments are due to financial constraints".

Talks deadlocked

Mlangeni said talks to resolve the dispute deadlocked even after they were referred to the Industrial Court.

McAlpine, however, refuted all allegations by the workers and the union, saying that his company was not prepared to be dictated to by anyone, especially the CWIU.

McAlpine said extensive consultations had taken place between the company and the union pending the closure of the Supawood and Fibreglass divisions within the group.

He said Chemcraft regretted the closure of the two divisions in November last year.



A woman kisses the hand of Bishop Samuel Rulz after mass in San Cristobal de las Casas in Mexico's southern state of Chiapas. The controversial bishop called for peace during his first mass since a riot had in front of the cathedral last week between supporters of the bishop and those who characterise him as rebel sympathiser.

PIC AP

Mandela 'must defy SA unions'

HARARE — The political price President Nelson Mandela would have to pay for sustained economic recovery was defiance of trade union resistance to market economic reform, Financial Mail editor Nigel Bruce said in Zimbabwe last week.

Addressing the closing session of the Marketing 2000 conference, Bruce warned recovery would not be sustained without private sector foreign investment, but the rate of return on capital was too low and falling, while real wages were above those in Korea. *BD27/2/95*

"If experience elsewhere is anything to go by, the political price Mandela will have to pay for sustained economic recovery will be a similar defiance of trade union hegemony that Walesa in Poland and Thatcher in Britain had to face before they were able to make meaningful reforms."

MICHAEL HARTNACK

In SA, the public sector unions would be equally hostile as public service wages were more than 50% of total government spending, excluding debt servicing. *(134) (122)*

Bruce's speech to leading marketing executives on "the economic and political dynamics of change in southern Africa" caused a stir, as he voiced the most outspoken criticism of President Robert Mugabe yet heard at the conference.

Bruce said "those who feel the energy of greater confidence will look ahead and not backwards to the illusory comforts of indigenisation, the imagined protection of isolation and the stultifying thinking characteristic of a nationalised media."

Politicians like Mugabe saw free markets as a threat to their "power

of preferment and their privilege of despoliation".

"His intervention brought the economy of this country these last 15 years to such a pass that he had to call on the IMF, cap in hand, for help

Bruce said Mandela also suffered from "the Mugabe contradiction" — paying lip service to market reforms demanded by foreign financial institutions while his supporters raised sentiment against those reforms.

Bruce urged that Mandela be given "time, flattery and example" for his new-found conversion to market economics to "mature into conviction".

"Mandela is nothing if not mutable . But such obfuscation lacks the conviction to carry populist support away from the disaster of socialist coercion, and towards the conditions in which innovations will spur greater savings, rising investment and greater prosperity"

Action urged on union threats

CT 28/2/95 (134)
SOUTH AFRICAN Health and Public Service Union (SAHPSU) publicity secretary Mr Themba Ncalo should be charged for his kidnap threats on cabinet ministers and white civil servants, the ANC said yesterday.

Mr Ncalo's threats in support of the union's wage demands — made during

CCV's Newslite on Sunday — were a criminal offence and a challenge to the government, the ANC's Senator Jackson Mthembu said.

The ANC urged the government to act firmly against any individual or group who intensified ethnic tensions and promoted lawlessness. — Sapa

Union demands defence force recognition

Staff Reporter

134
THE National Education, Health and Allied Workers' Union has embarked on a programme of mass action in sup-

port of their demand for recognition in the South African National Defence Force.

Regional chairman Wilfred Alcock said they condemned

the refusal by chief of the force Georg Meiring to grant recognition to the union.

"This denial is a breach of our rights under the new constitution."

Concern over labour union

RENEE GRAWITZKY

THE Federation of SA Labour Unions (Fedsal) expressed concern over the formation of yet another trade union federation, the United SA Trade Unions (Usatu), which was formed on February 18. # (134)

"We see no reasons for the formation of yet another independent grouping... In the trade union movement numbers are what count, and three independent federations independent of each other cannot expect to have any real negotiating power", Fedsal general secretary Dannhauser van der Merwe said.

He rejected claims by Usatu that Fedsal "had political roots".

Usatu claimed 14 affiliates with close to 100 000 workers had been seen as a breakaway from the Federation of Independent Trade Unions (Fitu) which claimed a membership of more than 200 000.

"We have had no official resignations in recent months and there might be affiliates who have dual affiliation with Fitu and Usatu," Fitu general secretary Martin Deysels said. He said unity talks had been held with a number of independent unions in recent months and Fedsal had not participated despite requests to do so.

Fedsal was open and prepared to conduct "one-on-one" unity talks with Fitu, Van der Merwe said.

Usatu general secretary Audrey Rose, formerly Fitu general secretary, said that approaches had been made to request participation and representation within the National Economic Labour and Development Council (Nedlac) structures, but was advised that it had to increase its level of representivity.

White union opposes blasting changes

THE amendment of one of the few remaining discriminatory regulations in the mining industry has come under fire from the all-white Mineworkers' Union (134)

The union rejected the lowering of blasting certificate requirements from Std 8 to Std 5.

General secretary Peet Ungerer said this would lead to an overflow of people in mining positions, a lowering of salaries and an adverse effect

RENEE GRAWITZKY

on health and safety.

The mining industry welcomed the move but questioned whether the Std 5 qualification was suitable, a Chamber of Mines spokesman said.

Mineral and energy select committee chairman Marcel Golding said the lowering of requirements would enhance productivity and would not affect safety. BD 2/3/95

Cosatu backing for one industry 'voice'

(134)

BY JUSTICE MALALA

LABOUR REPORTER

Talks aimed at bringing together the three major union federations in South Africa into a single powerful federation will take place next month, the Congress of SA Trade Unions (Cosatu) said yesterday after the biannual meeting of its central executive committee.

Officials of Cosatu, the National Council of Trade Unions (Nactu) and the Federation of SA Labour Unions (Fedsal) have been asked to draft proposals on trade union unity in which suggestions will be made on removing obstacles impeding the setting up of one union federation.

These proposals, once canvassed with officials of the federations, will be put to a joint executive meeting of the three in April.

The meeting, the highest decision-making body in Cosatu after its national congress, set up a task force to finalise investment guidelines for the Cosatu Investment Company in making investments in line with "the broad strategic direction agreed by the federation." In the interim, the company will not involve itself in any investments.

Study

It agreed to undertake a feasibility study with a view to setting up an administration company to ensure that administration of members' pension and provident funds is handled in a way which ensures maximum benefit to them.

Cosatu said it rejected attempts by business to pressurise provinces to enter into agreements on export processing zones, saying these led to the undermining of labour standards.

The federation accepted applications by the SA Agricultural Plantation and Allied Workers Union, SA Society of Bank Officials and the SA Boilermakers Union. The new affiliates now bring Cosatu's membership close to 1.5-million.

The federation's celebrations of Child Care Day on June 1 this year would focus on child care facilities at work, the plight of homeless children and the use of child labour.

It said it would hold an international policy conference from April 21 to 23 to focus on key international issues.

The loneliness of a union strongman

WJM 3-9/3/95

(134)

Vusi Nhlapo is either hailed as a hero or reviled as a mindless militant. **Eddie Koch** meets the man in charge of the union behind the conflict at Wits

BURLY, tough-talking, and uncompromising would be useful adjectives to describe Vusi Nhlapo, except for the fact that they belie an air of loneliness, a hint of vulnerability, that surrounds this union boss who is accused of bringing Wits University to its knees.

Nhlapo rose to prominence in the dramatic events of September last year when members of his union and a group of left-wing students banded together to smash windows, trash the campus and kidnap members of the administration in pursuit of demands that the university "transform" itself.

Police were called in. Students and workers were arrested. Nine union members, including the core of its campus leadership, were sacked. Since then the university has, in the eyes of some members of senate, gone into a state of crisis that shows in staff desertions, low morale and intermittent threats of further disturbances.

As president of the National Education Health and Allied Workers' Union (Nehawu) and its full-time shopsteward on the Wits campus, Nhlapo was either lionised as a working class hero or demonised as a mindless militant who wants to destroy the country's most venerated institution of learning.

Both are stereotypes he is willing to nurture. "The tactics our members used are not comfortable ones. But I will always be with them, the grassroots. I cannot sit in the middle and mediate. I cannot give direction to our members by sitting on the fence," he says.

"The only way to resolve this crisis and stabilise the situation is to allow the (dismissed) workers back and then to negotiate. The university must swallow its pride or go with its pride to the grave."

Although such statements have earned him a ferocious reputation on the campus, Nhlapo displays a sophisticated awareness of the complex realities behind the dispute at Wits. And this, together with pressure from some old friends, has produced an apparent willingness to shift from confrontation to conciliation.

The core problem, he believes, is



Hint of vulnerability. Nehawu strongman Vusi Nhlapo may be about to lose some old friends

PHOTO: THEMBA HADEBE

that the university which was once a bastion of opposition to apartheid now lags behind the state in terms of its willingness to negotiate change with its students, workers and junior academic staff.

Alone among the country's major universities, it has failed until recently to establish a "transformation forum". These are committees made up of academics, students and workers with executive powers to promote affirmative action, a student admissions policy that takes into account the plight of poor families and a sound labour relations system.

The absence of such a body at Wits has generated two major points of friction. Efforts to set up a bursary and loan scheme for students from poverty-stricken families have stalled. And there is no effective system to move unskilled workers up the job ladder.

"This is very unfair especially to black students, especially those from the rural areas who cannot afford to pay their admission fees. And we have members who have been in the same job for more than 15 years. This is the basis of our alliance with Sasco (the South African Students Congress)."

And, says Nhlapo, there is a paradox at Wits that lies at the heart of its labour woes. The university is the *alma mater* of sociologists, historians and lawyers who have played a key role in shaping the country's post-1979 collective bargaining system.

One of its law professors, for example, has just drafted the government's new labour relations bill. Yet in its own backyard the university's administration has failed to create a system able to deal with issues that appear trite in comparison with the complex and violent conflicts that have to be dealt with in the country's factories and mines on a daily basis.

These are views hotly contested by members of the university senate. Wits has been quick to recognise the union. It has well-established grievance and disciplinary procedures. Labour relations are benign when

Unable to make much progress in the much harsher environs of the public sector, Nehawu has chosen Wits as the soft target on which to weak its brand of militancy.

structure — at a time when the state has cut back dramatically on financial subsidies — the situation becomes untenable.

Ironically, Nhlapo agrees with much of the prognosis. "The problem with a union like Nehawu is that it was set up by Cosatu to organise on a terrain where everyone else was afraid to move, the public service that at that time was the heart of the National Party state," he says.

"This union was confronted with dangers, harassment and often had to work under conditions of illegality. Nehawu was built on conflict and when we found the same kind of arrogance at Wits, things that we expected from the National Party government, we began to talk of war."

These combative traditions have cost the union dearly. There are signs that some of its members, scared off by its militant tactics and managerial redistribution, are deserting the union.

Nehawu's allies in the "tripartite alliance" — Cosatu, the ANC and the Communist Party — are also distancing themselves from disruptive tactics that threaten to alienate support from the wider public.

"Yes we are coming under pressure from the alliance to curb the tactics of our members. Our traditions will take time to stabilise and they will do so in line with the delivery of effective negotiating systems," he says.

Two recent developments are likely to galvanise the union's shift towards "stability" and "normality". The new labour bill sets in place a compulsory system for conciliation and mediation for the public sector. And Wits this week set up FFACT — the Forum for Further Accelerated Comprehensive Transformation.

"This represents all the components of the university — including students, workers, administration and the academics.

"It has no executive powers but has to discuss all major issues relating to the governance of the university and affirmative action. There is still lots of room for conflict but it is a major step."

Yet it is the curious air of loneliness about the Nehawu strongman, the hint of fragility based on a sense that he is about to lose old friends, that is most striking about Nhlapo.

In the end, it will probably take a coherent and active intrusion from Cosatu, the ANC and the Communist Party to calm the waters at Wits.

Nehawu dispute with navy goes on

Labour Reporter

THE National Education Health and Allied Workers Union (Nehawu) has vowed to continue its struggle for recognition by the South African National Defence Force in spite of the military claiming the union was not complying with prescribed procedures.

Yesterday, SANL. liaison officer John Rolt said the defence force had negotiated with Nehawu in good faith.

Nehawu's intended march on the Simon's Town dockyard next week was "not conducive to the promotion of sound labour relations and good faith bargaining", Colonel Rolt said.

The defence force was impartial in its dealings with employee organisations as long as they acted within the limits of

the Labour Relations Act for the Public Service

Colonel Rolt said Nehawu's Western Cape branch was in contravention of an agreement reached at national level that all negotiations pending recognition should be conducted at national level.

But Nehawu regional chairman Wilfred Alcock accused the military of "making it extremely difficult" to be granted recognition.

An interim agreement brokered with Simon's Town Naval Dockyard had been scrapped "unilaterally" by the navy.

Mr Alcock said the navy had refused to negotiate with the union at Simon's Town in spite of the union having signed up about 600 members.

ARG 2/3/95

In any case, it was preferable to negotiate grievances emanating from Simon's Town with the navy in Simon's Town rather than with SANDF headquarters in Pretoria.

Mr Alcock said the planned march to the naval base next Tuesday would proceed. Nehawu members from various sectors would march with the dockyard workers in solidarity.

"We will continue to expose corruption, nepotism, racism, mismanagement and maladministration in the Public Service at places such as the naval base and Ysterplaat," he said.

● Six union members arrested for holding an illegal gathering at the Ysterplaat airbase last November had their cases dismissed this week.

Unions deliberate social development ⁽¹³⁴⁾

COPENHAGEN — Trade unions from around the world — under threat of marginalisation through shrinking employment and the emergence of more effective organs of civil society — kicked off their conference on next week's world summit on social development yesterday.

The conference was organised under the auspices of the International Confederation of Free Trade Unions. Delegates yesterday began formulating their position on the main issues: jobs, equality and justice.

Summit organiser Chilean ambassador Juan Somavia urged governments not to view social security as the sole adjustable variable in structural adjustment policies.

"It is not politically sustainable to balance budgets by unbalancing people's lives," he warned.

He said social development had to be given priority and global markets made to act in a balanced manner without adversely affecting less developed countries' economies.

Somavia said the social summit would be the largest gathering of heads of state and representative or-

ERICA JANKOWITZ

gans of civil society. This was evidence of the seriousness with which development problems were viewed.

In tackling unemployment, countries needed to look beyond the number of jobs created to ensure they were of a reasonable quality that would sustain life. Sustainable development which increased the flow of resources and opportunities to weaker sectors was essential, he said.

Social development should control the cruelty of market forces to those who were excluded from markets — including the youth, women and the disabled.

Danish Prime Minister Poul Nyrup Rasmussen said labour market flexibility need not affect social security adversely. Countries which had successfully implemented social welfare policies found that one of the best ways to create jobs was to develop skills. Workers had to be assured of an income during training.

Rasmussen attributed some of Denmark's success to participation by social partners in state functions

such as budgeting and assessing the welfare system.

Confederation acting general secretary Bill Jordan called for governments to give equal recognition to economic and social considerations when devising policy. There was a need for a balance between market forces and social justice, he said.

All speakers called for the International Labour Organisation's role to be extended to monitor the implementation of the organisation's declaration of rights. The declaration was expected to be finalised during the summit.

Trade union delegates will present a position paper at the summit.

During deliberations issues such as attaining full employment, the need for a global commitment to social security and the future of trade unions in a global economy will be discussed by more than 200 delegates.

SA is represented by Metal, Electrical and Allied Workers' Union of SA general secretary Tommy Ohphant. Cosatu is not affiliated to the confederation.

● See Page 14

Union 'struggle' continues

BD 9/3/95

RENEE GRAWITZKY

(134)

DEMOCRACY in SA did not mean the union's focus on reconstruction implied resistance and struggle were things of the past, Cosatu president John Gomomo said.

Speaking at the conference of the Friedrich Ebert Stiftung on SA in Bonn, Germany yesterday, Gomomo said Cosatu had always advanced a vision of strategic unionism "where our struggles have gone beyond the immediate defence of workers' rights".

As such the federation would remain actively involved in the struggle for social justice "Working people and the poor look to Cosatu to advance their interests, and not only narrowly pursue the concerns of our members."



DOCKYARD PROTEST: There were marches, work stoppages and placard demonstrations in Simon's Town this week when more than 200 dockyard workers demanded recognition of their trade union by the SA National Defence Force

■ **SIMON'S TOWN**
Navy 'must recognise dock union'
 (134) (134)
 AIRG 9/3/95

FEROZA MILLER
 Staff Reporter

MORE than 200 dockyard workers marched through the streets of Simon's Town this week to demand that the South African National Defence Force recognise the National Education, Health and Allied Workers' Union (Nehawu).

The march was the culmination of Nehawu's week-long programme of mass action

The programme included workplace demonstrations, meetings during work hours, work stoppages, inter-departmental marches during work hours and the placard demonstration at the naval base

Speakers included members of parliament, the ANC, SACP, Cosatu and Cosas

Nehawu regional chairman Wilfred Alcock said union officials would continue to address members on navy premises on a daily basis and any attempt by the navy to use the Military Police instead of applying sound labour relations would be met with mass resistance, he said

Minister of Defence Joe Modise was urged to "grant his staff their rights as outlined by law"

A memorandum to the minister said "The naval base at Simon's Town unilaterally suspended the interim agreement between the naval base and our union. The grievances of our members remain unresolved which could lead to serious industrial action"

Labour unions plan front for hotel industry

(134)
Star 9/3/93

BY JUSTICE MALALA
LABOUR REPORTER

Unions representing workers in the southern African hotel industry are attempting to form a united front for dealing with the management of four hotel groups operating in the region.

Strategy

South African Commercial, Catering and Allied Workers' Union spokesman Sithembele Tshwete said yesterday worker representatives from the four major hotel groups in the region would be attending a conference in Johannesburg this month to "develop a uniform strategy to deal with the companies".

The hotel groups are Sun International, Southern Sun, Protea Hotels and the Karos Hotel group.

"We have found that there are many discrepancies in the way that these groups deal with workers in the different countries and, as much as possible, want to get a uniform approach," said Tshwete.

He said employment policies of some of the groups in some countries in the region were "appalling", adding that they hired and fired in a manner that was not in line with international labour practices.

The meeting, which will be the first in the region, would devise strategies to form a forum to bargain with the four groups on various issues, which may include salaries and wages.

Tshwete said representatives from the hotel groups' management would be invited to the conference for certain sessions and to address delegates.

Addressed

The three-day conference, to be held from March 20 at the Elijah Barayi Centre in Yeoville, will be addressed by Congress of South African Trade Unions international desk head Bangunzi Sifingo.

Tshwete said delegates from Mozambique, Botswana, Swaziland, Lesotho, Zimbabwe, Mauritius, Malawi and Namibia will attend.

Unions prepare '95 demands

COSATU's three largest affiliates will formulate policy and wage demands for 1995 during the next week.

The National Union of Mineworkers (NUM) central committee meets today and tomorrow to finalise wage demands and future policy. *BD 10/3/95*

The union's general secretary Kgalema Motlanthe said the "status of members in organisations had changed. They are now being faced with new rights and obligations. The challenge lies in taking responsibility for their actions".

The union leadership had to ensure that understanding filtered down to its entire membership.

Items on the agenda would include: the donation of earnings from selected public holidays to the RDP

RENEE GRAWITZKY

fund; public holidays and Sunday work; use of contract workers; the abolition of the closed-shop, and replacement with a multi-union closed shop.

Meanwhile wage demands for the clothing, textile and leather industry will be formulated by the SA Clothing and Textile Workers' Union (SACTWU) at its collective bargaining conference this weekend.

Recently, a new industrial council was formed in the cotton textile industry. The union stated this development resulted after the parties committed themselves to "collective bargaining structures on a sectoral basis" This council is the first of nine in the textiles industry.

(134)
The National Union of Metalworkers of SA's (Numsa's) collective bargaining conference will be held next week after the regions had formulated their demands at congresses.

Numsa general secretary Enoch Godongwana said this year's negotiations were taking place under a new political dispensation "which provided enormous opportunities for us, but also constraints."

One of the union's main priorities would be the formulation of a wage policy to look at wage differentials, sustainable wage levels and the balance between low wages and job creation. He added that discussions around productivity would have to take into account the wage gap and differentials.

Govt clamps fetters on prisoners' union

B010/3/95

(134)

CAPE TOWN — Government has barred the SA Prisoners' Organisation for Human Rights (Sapohr) from operating in prisons.

The order was issued yesterday by Correctional Services Minister Sipho Mzimela on the instruction of President Nelson Mandela. Mzimela said he had been instructed "to restrict with immediate effect, all ... Sapohr activities at prisons which could promote unlawful activities or ... lead to loss of lives and damage".

Sapohr leader Golden Miles Bhudu had told government to set up an amnesty resolution committee before April 10 with

ADRIAN HADLAND

a view to determining the release of common law prisoners, or prisoners countrywide would start mass action, Mzimela said. Such demands had in the past led to riots, deaths and extensive damage. Government would "not allow itself to be held to ransom by threats of violence".

It was Mandela's prerogative to decide when and how he would grant special remission of sentences.

Government, following recommendations by the Kriegler commission probe of

unrest in prisons and a study by the national advisory council on correctional services, had decided "not to accede to the request for the establishment of an amnesty resolution committee".

Sapohr, which had been given the opportunity to motivate its proposals to both bodies, had been informed of the restrictions placed on it.

A senior Correctional Services Department source said. "The organisation has been all but banned." If it wanted access to any prisoner it would have to apply to the commissioner of prisons.

NUM calls on ANC to nationalise SA's mines

(134)
The Argus Correspondent

JOHANNESBURG — More than 500 delegates representing the 320 000-strong National Union of Mineworkers (NUM) have called for nationalisation of mines which "continue to violate human and worker rights" ~~()~~ ~~()~~

Their nationalisation call, though qualified, presents a challenge to the African National Congress and the new government, both of which have formally abandoned their support for nationalisation.

The NUM is the largest component of the Congress of South African Trade Unions (Cosatu), which shares power with the ANC in the government of national unity

ARG 13/3/95
ANC secretary-general Cyril Ramaphosa is a former NUM leader, and the reconstruction and development head, Jay Naidoo, is a former Cosatu secretary-general

They are now faced with the choice of supporting the ANC's decision — taken at its annual congress in Bloemfontein last year — to renounce nationalisation and to embrace privatisation, or supporting the huge NUM membership

An NUM central committee meeting earlier in Pretoria called for a basic minimum wage of R1 200 for surface workers and R1 325 for underground workers



Numsa second vice-president Mbuya Kulu, left, and first vice-president Phil Bokaba look on as general secretary Enoch Godongwana addresses delegates at the start of the two-day national bargaining conference. Picture NICKY DE BLOIS

Labour must look after itself, says union chief

(134) BD 16/3/95

GOVERNMENT would not necessarily satisfy the interest of labour as it had to "look after the interests of the broader society", National Union of Metalworkers of SA (Numsa) general secretary Enoch Godongwana warned at the union's two-day national bargaining conference in Johannesburg yesterday.

A number of external factors had to be taken into account in the preparation of wage demands for 1995 as they "impacted on what Numsa does", he said.

Although changes had occurred in the political arena, the lives of workers on the shopfloor had not changed and they still faced racist managers, undemocratic structures and pay systems.

When workers did go on strike, business and the government lobbied and used the unemployed to sway public opinion that "our demand for high wages limits their potential access to job opportunities".

In the past, workers could strike without considering public opinion. However, the auto strike had shown how public opinion was used to the detriment of the union, he said.

RENEE GRAWITZKY

Economic issues such as productivity had to be dealt with in an innovative manner and could not be ignored any longer. The labour movement could not be "locked in the past".

He said that addressing the issue of productivity also affected the levels of bargaining.

While the union was committed to centralised bargaining, in practice two tier bargaining existed.

The union's challenge was to develop strategies to ensure that centralised bargaining was protected.

The central challenge of the conference, besides finalising recommendations on a list of demands, was to address three core demands — education and training, strategies to close the wage gap and levels of bargaining and productivity.

The recommendations made at the conference would be referred to the central executive committee, which would meet at the weekend to finalise demands for 1995, he said.

50 17/3/95
Registration requested

THE Turning Wheel Workers' Union applied for registration in February to operate in the goods transportation and storage industry in SA (270) (283)

The Transport and General Workers' Union said yesterday it was disturbed that an organisation that had been around for such a short time claimed to have national representivity (134)

REPORTS Business Day Reporters, Sapa-Reuters

(134) ~~(134)~~ (25)

Union 'war' brews

ET 17/3/95

PRETORIA: A 'bloody war' could erupt today between members of the South African Health and Public Service Workers' Union and those of the rival National Education, Health and Allied Workers' Union, Sahpswu said last night

General secretary Mr Silas Baloyi said Nehawu members had earlier "physically removed" three white and three black Sahpswu members from Garankuwa Hospital near Pretoria - Sapa

UNIONS UNDER THE ANC

(134) FM 24/3/95

Fond hopes and hard choices

Can the alliance survive the drive for greater productivity?

Cosatu and the ANC may well be fraternal allies. But, as the government of the day, the ANC has far wider concerns — prudent economic management, growth and social development — than the black trade union movement, which remains relatively privileged in spite of Cosatu's claim that its 1.3m members "in practice provide a social security net for millions of unemployed."

A prime example of the ANC government's more fundamental task is its decision to scrap the financial rand. This is set to drive home hard truths on the labour front. From now on, industry will be more vulnerable to the rapid and brutal discipline of international markets. Gone are the barriers to soften poor productivity, uncompetitive wage costs and volatile unions

It is not surprising, therefore, that Cosatu affiliate Numsa's general secretary, Enoch Godongwana, decries the single currency move as another example of "IMF-style, neo-liberal deregulation," which he maintains is not appropriate to SA conditions.

But among SA's problematic labour market legacies identified by the World Bank (and others) is our conflict-ridden industrial relations. As the bank observes, SA's burgeoning black labour movement was at the vanguard of the struggle against apartheid and responsible for the number of man days lost to strikes rising from 227 000 in 1981 to 914 000 in 1988 (with a blip of almost 6m the previous year as a result of the mineworkers' strike) and 3.9m last year. Without better industrial relations — and there was reason to hope that political transformation would reduce the intensity of that conflict — the bank points out that an employment-orientated industrial strategy is certain to be a nonstarter.

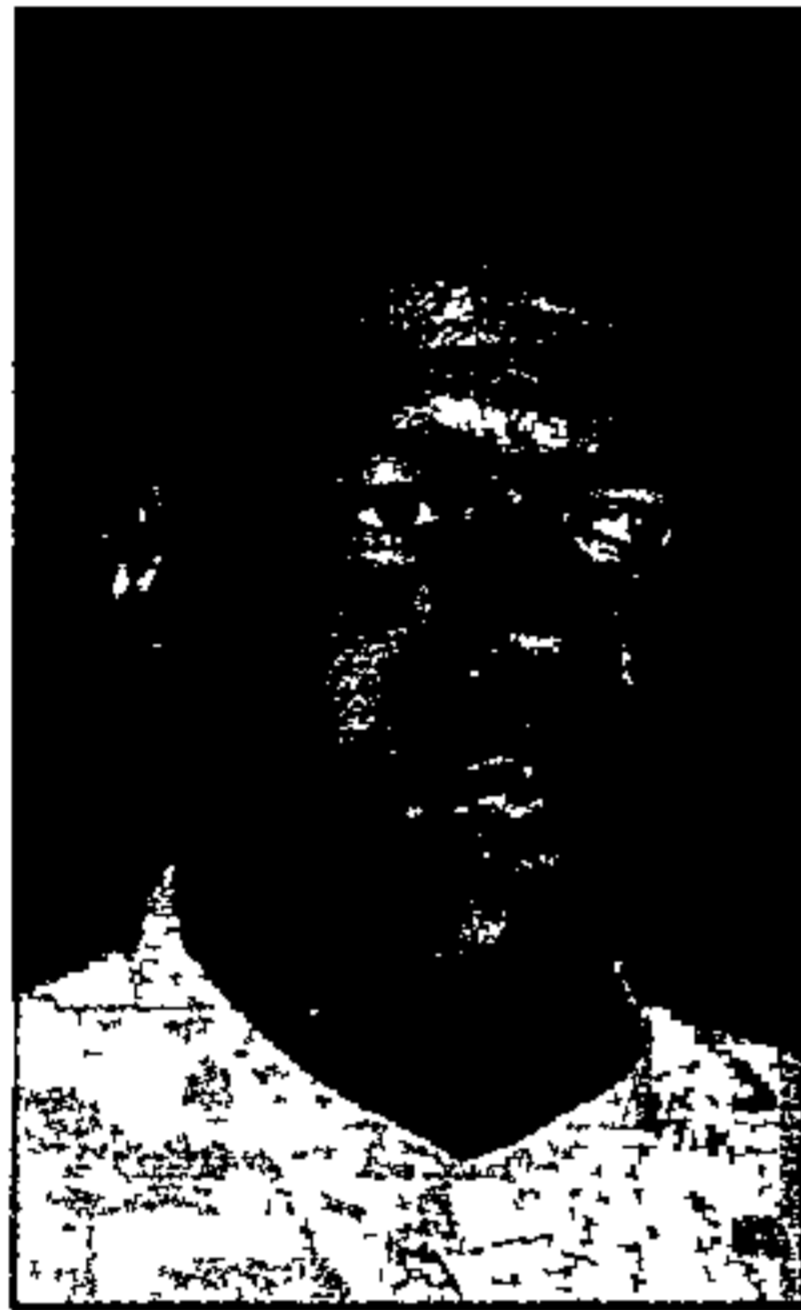
It estimates that increased union activity raised African real wages in the formal sector by about 15% above what they would have been from 1979 to 1990 "The evidence is clear that higher wages have led to lower demand for labour" (though by how much is disputed). It further estimates that, in the absence of the 15% union-induced increase, formal African employment would have been 200 000-400 000 above the present level of about 5m. Such constraints on the labour market clearly

cannot be afforded and government, if not Cosatu chief Sam Shilowa, knows it

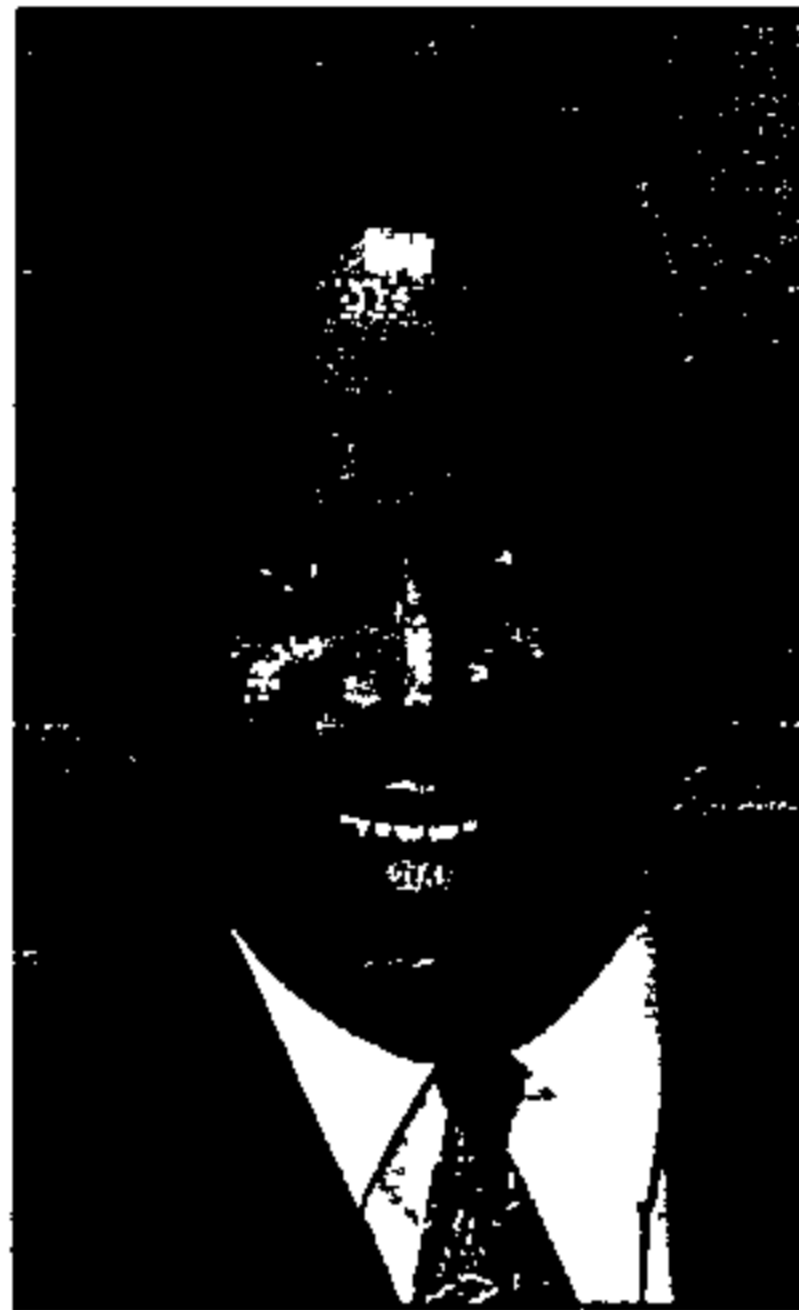
SA's labour productivity seriously trails that of our main competitors and trading partners and our ranking by the influential World Competitiveness Report compiled by the Swiss-based International Institute of Management Development is dismal (see graphs) The report is an annual multi-

one hand, and promoting social democracy on the other through tripartism, worker co-determination and the right to strike — as his draft new labour Bill does. Yet few would expect the ANC to suddenly ditch its union ally of struggle days by adopting a Thatcherite approach

As Mboweni explains: "We have come out of a political struggle in which we struggled for specific things — social justice, democratisation of the workplace, broader democracy in society. But," he says in the latest *SA Labour Bulletin*, "we also struggled against the sort of institutional arrangements which made it difficult for workers or employers to interact more productively. The world tends to see globalisation in terms of sizing down, reducing workplace democratisation, increasingly



Shilowa



Mboweni



Gomomo

dimensional analysis of how national environments are conducive or detrimental to the domestic and global competitiveness of enterprises operating in those countries — 24 OECD members and 20 newly industrialised and emerging market economies. It is based on eight factors, such as infrastructure, the extent to which government policies foster competitiveness, internationalisation, human resources and financial services, measured by 380 criteria.

For his part, Labour Minister Tito Mboweni is aware of the contradiction between the need for greater productivity and international competitiveness, on the

disallowing unionisation and so on.

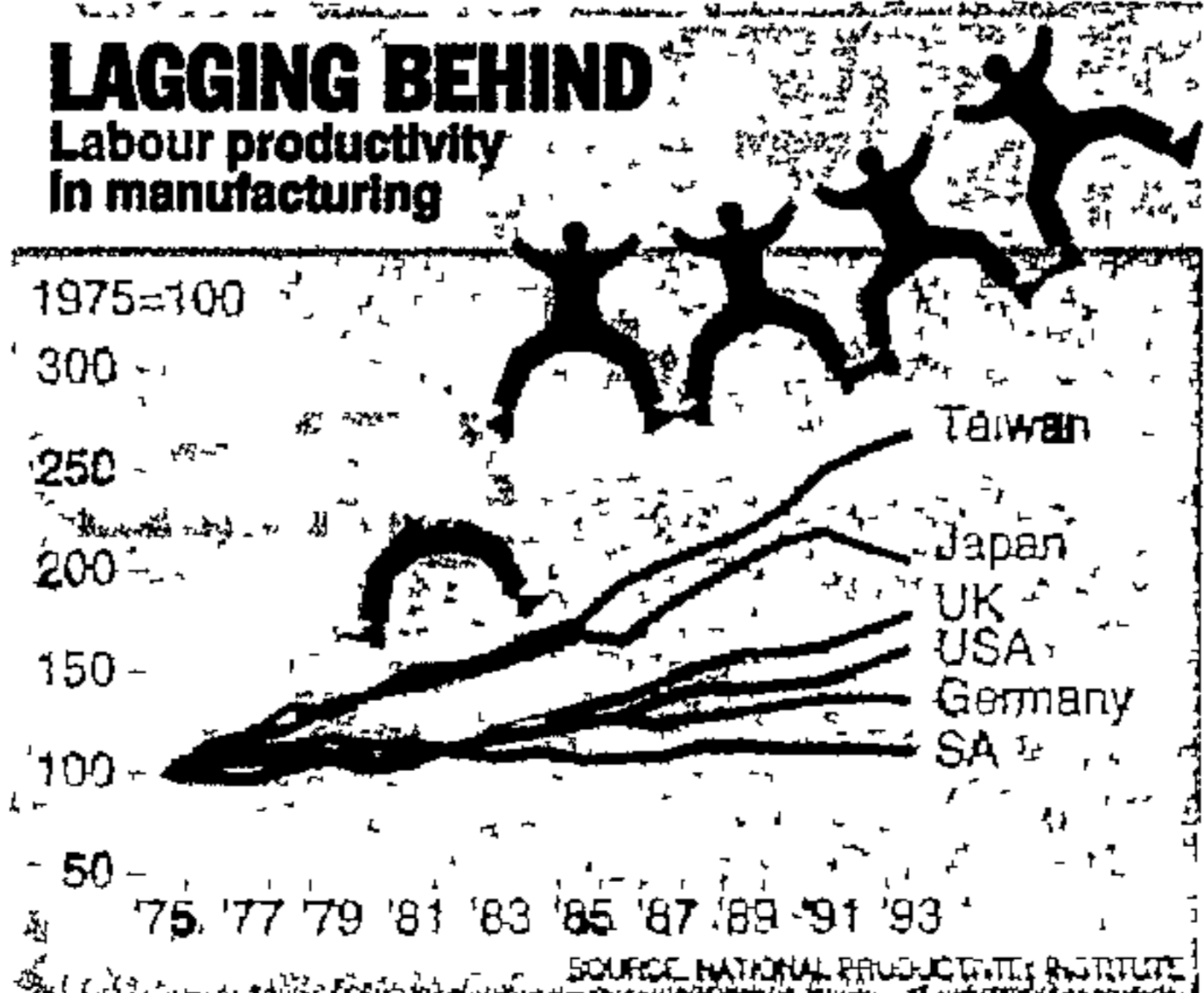
"We need to liberate productivity from that kind of perspective," says the Minister. "The success of the SA experiment depends on how determined business and labour are to move along a new path."

This calls for a "different kind of productivity" and entails moving "more towards workplace forums where issues of organisation, new technologies and restructuring are discussed so that workers feel they are part of decision-making."

"So, yes, there's a sense in which we'll be moving against the current (of declining union power internationally)," he says.

Though the draft labour Bill increases union bargaining power, which some employers, might be expected to resist, Mboweni is confident of getting it into law with its fundamental proposals intact (*Leaders* February 10). He bases this view on discussions with some key business and union leaders and other parties in the Government of National Unity. He has not had comment on the Bill from the ANC and SACP, implying that they accept it as "part of the overall programme of social transformation"

But the extent to which Cosatu shares this view is open to ques-



tion As the remarks of its president, John Gomomo, made clear at the launch of the National Economic Development & Labour Council (Nedlac), the unions are not entirely comfortable with the direction in which the ANC government is steering labour relations
 (Current Affairs February 24)

Mboweni and government set great store by Nedlac as a forum for reaching consensus on industrial policy and the labour Bill. But he prefers not to be drawn on whether government will actually impose obligations like co-determination where these are resisted by employers. Instead, he hopes for "less muscle and more will and management of the process"

The imposition of worker control of industry (similar to the British Labour Party's notorious "Clause Four," which its leader Tony Blair has been intent on scrapping) is not ANC policy, however sympathetic the ANC may be to unions still captive to socialist ideas

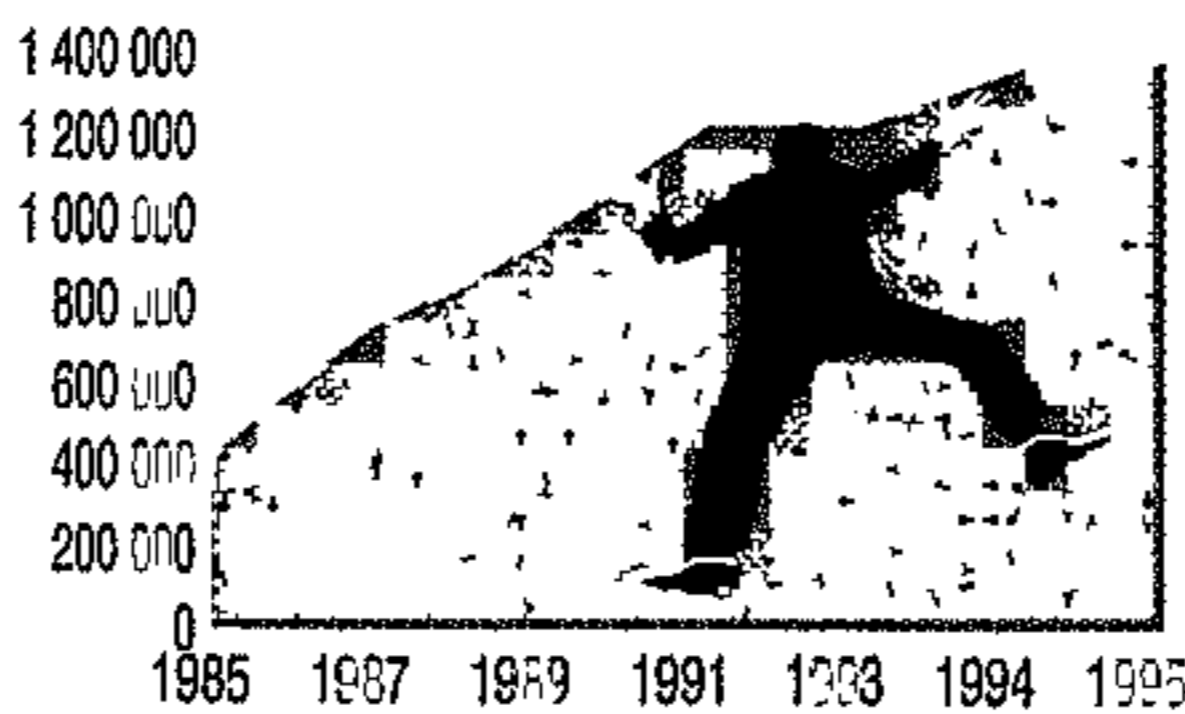
For instance, the issue of centralised bargaining so dear to Cosatu seems to have been fudged in the Bill. Mboweni is "not convinced" that centralised bargaining is appropriate for SA. He favours "bargaining at all levels." It is interesting that the Bill, which has been criticised for being too prescriptive, does not impose the duty to bargain, as the old Act did. Bargaining, he says, must come "as a result of the exercise of power by the parties." This is effectively the position now, except that the new law seems intended to give more leeway to enable smaller enterprises to bypass union clutches

Mboweni and the government's fundamental concern is economic growth and development and their chosen path to achieve this is by forging a "social partnership" among business, labour and government. Warning recently of his intention to crack down on dissidents and anarchists in Cosatu and other ANC-linked organisations, President Nelson Mandela said "SA demands practical action to ensure economic growth. We have to speak with one voice. We want workers and unions to be partners with government in building this country"

Mboweni reiterates this goal. "I think it will take us time to develop a really serious concept of social partnership. Nedlac plays a role. If government, business and labour can

PEAKING ARISTOCRACY

Cosatu Membership 1985-1994



SOURCE: NATIONAL LABOUR & ECONOMIC DEVELOPMENT INSTITUTE

put their stamp of democratisation on society, we would be successful"

It's a big "if." Recent research (*Voices of a New Democracy*) published by the Centre for Policy Studies finds that ordinary union members are deeply suspicious of the idea of tripartism and don't want their leaders associating too closely with "the enemy." While the study's results generally show that warnings of a coming convulsion in SA are based on flimsy evidence, says consultant Andrew Levy, "they do suggest that

the workplace may be one area in which the attitudes which could prompt conflict are very much alive. Union leadership may face an uphill battle to convince significant sections of the membership that the strategy which Nedlac represents is worth supporting

"Continuing the rhetoric of the past might convince members that leaders are not 'selling out' but may also reinforce the attitudes which ensure continued enthusiasm for adversarial approaches"

The mood of the unions, according to Cosatu spokesman Neil Coleman, is "very focused and serious, so the idea that we're on the defensive is a misreading." This focus is on the new labour Bill, Nedlac negotiations, wage bargaining and "getting back to the shop floor" by directly involving the membership in wage talks. Greater worker involvement in driving the negotiations may mean tougher bargaining for

employers in the short term, he concedes, but the thrust is "back to basics"

Nor is Cosatu posturing when it talks of fundamental change in the economy. Last year's Numsa strike, which Coleman says was less about the 10%-10.5% wage rise, could be seen as a prelude to battle over questions such as industrial reorganisation, wage grading and human resource development — issues over which the National Union of Mineworkers almost went on strike last year

"Capital and labour will either reach an accord or we are heading for a period of confrontation. If there is no framework in which workers can see their concerns, such as narrowing the wage gap, being addressed, (there will be) confrontation"

Though Nedlac provides a national framework for discussing things like tariff reductions, Cosatu wants more detail at industry and plant level. "We see those three tiers as inseparable parts of an integrated package"

Can we expect the level of strikes to rise?



Godongwana

"That completely depends on how these issues are addressed," says Coleman, adding that it's "a fallacy to think that we sit and plan strikes"

Cosatu's "preparedness to have a three-year plan also shows that workers and unions are not simply expecting immediate gratification in percentage wage increases but want to ensure that those below the poverty line get

more, there's a skills development programme and so on. It needs to be intelligently approached by employers, unions will do the same"

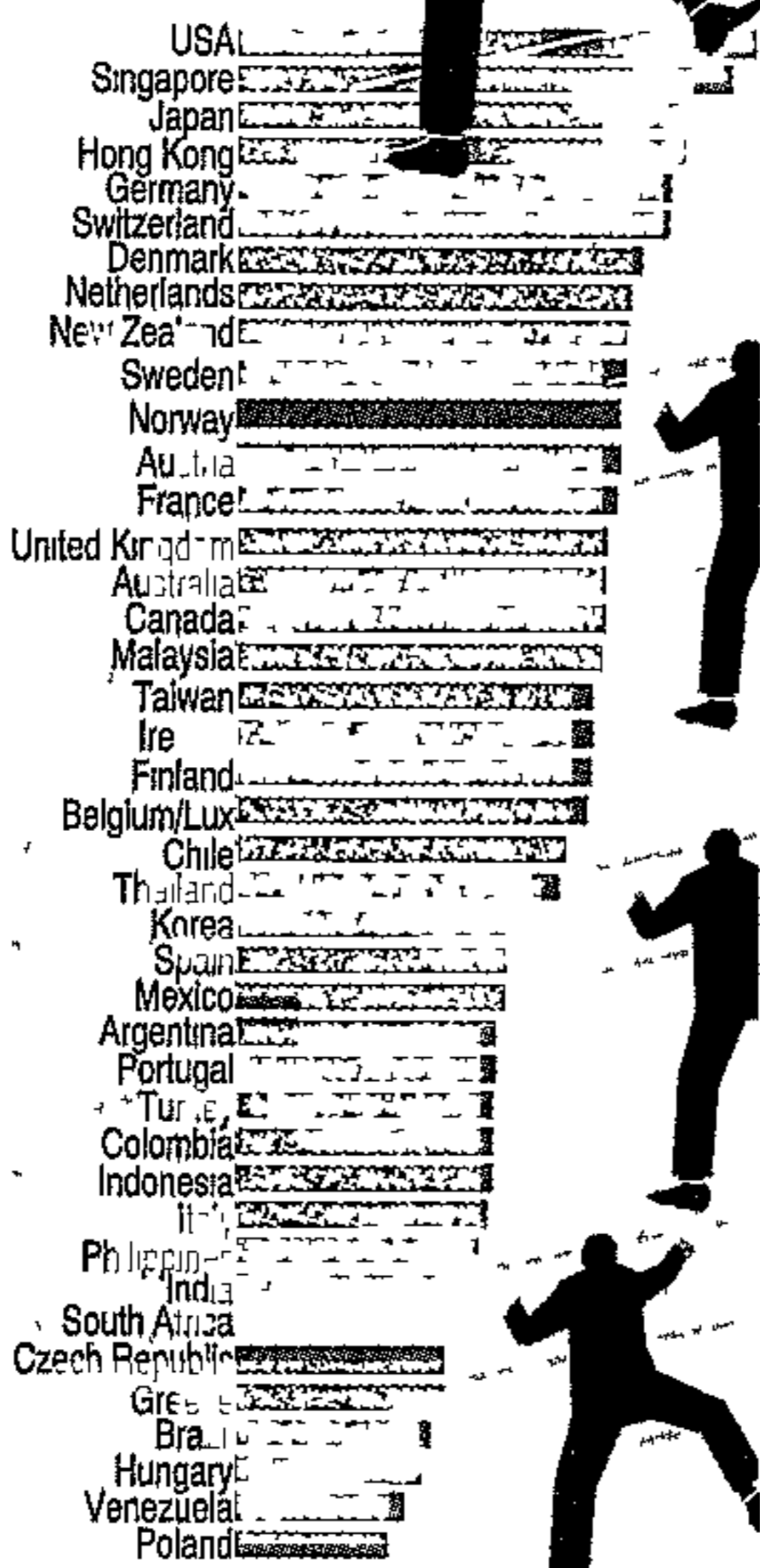
Conflict is inherent in industrial relations, says Coleman, referring to the draft labour Bill, which Cosatu views as an attempt to create a framework for constructively managing that conflict. However, "we don't find the framework strong enough, especially on industry bargaining"

The balancing act being attempted by Mboweni's new labour dispensation is predicated on a belief (or hope) that capital and labour can forge a new industrial relations culture in which both pull together for the greater glory of the RDP. This may, like SA's "miraculous" democratic election, be possible (in the sense that anything is possible) and if the ANC pulls it off, SA will have chalked up another rare settlement

Unfortunately, experience elsewhere suggests this is unlikely and deregulating labour relations to make a flexible labour market is a surer way to achieve growth and anything approaching full employment

POOR RATING

Scoreboard of world competitiveness



SOURCE: WORLD COMPETITIVENESS REPORT 1994

'Poorly managed unions will suffer in new system'

132

134

ARG 24/3/95

ESANN de KOCK
Education Reporter

BADLY managed unions may be at a disadvantage under the proposed system of workplace forums aimed at joint problem-solving and decision-making, says Labour Minister Tito Mboweni

But he said well-organised trade unions would find the forums working to their advantage with a resulting smaller workload

Speaking at the first of a series of graduation ceremonies at the University of the Western Cape last night, Mr Mboweni said the proposed forums — contained in the draft

labour bill currently under discussion — were set to bring democracy and transformation to the workplace

The South African reality was one of a managerial system where workers simply had to implement what management had decided

This, said Mr Mboweni, was cause for much conflict

Joint problem-solving and decision-making was the only way to transform the situation and bring about democracy and transformation in the workplace

He criticised "prophets of doom" who feared this kind of proposal was too radical for South African society and could

work only in a mature democracy

Unions had nothing to fear and they would not be marginalised by the workplace forums, Mr Mboweni said

Industrial councils had a high failure rate in trying to resolve disputes, whereas independent mediation services boasted a 70 percent success rate, and his department recommended a statutory but independent commission to resolve disputes

Mr Mboweni told graduates and their families that all South Africans had to avoid claiming they had superior solutions to problems

No-one in South Africa had yet lived under a democracy.



Tito Mboweni

(134) B029/3/95
**Trade union unity
'a real prospect'**

RENEE GRAWITZKY

TEN years after its launch, Cosatu membership rose to a record high and for the first time the prospect of trade union unity appeared to be a real one, Cosatu's Neil Coleman said yesterday.

Cosatu's central executive committee accepted at the weekend the applications for affiliation from the newly formed SA Agricultural Plantation and Allied Workers' Union, SA Boilermakers' Union and SA Society of Bank Officials (Sasbo).

These unions would contribute an extra 125 000 members to the federation, bringing its membership well above 1.4-million.

Coleman said the federation had received approaches from another 10 unions, mainly in the public sector.

The SA Boilermakers' Union was an affiliate of the Federation of Independent Trade Unions while Sasbo was an affiliate of the Federation of SA Labour Unions (Fedsal).

A formulated position was agreed to on the draft negotiating document of the Labour Relations Act to be negotiated within the labour chamber of the National Economic Development and Labour Council (Nedlac), Coleman said.

Cosatu would refer its position on the Act to both Nactu and Fedsal so as to "as far as possible present a consensus labour position" within Nedlac.

Public
service
unionists
go abroad

136
APR 31/3/96

TWO groups of South African public service trade union representatives will go on a study tour of Sweden as guests of the Swedish International Development Agency (Sida).

The first group, of 21 people, leaves today

This was announced yesterday by Public Service and Administration Minister Zola Skweyiya.

The visits were funded by Sida "as a contribution to the normalisation of labour relations and the improvement of efficiency and effectiveness in the public service"

Accompanying the first group will be special ministerial labour adviser John Ernstzen and negotiating team member, Themba Sangoni.

They will meet the Swedish minister of labour and visit the Swedish Association of Health Officers (SHSTF), the tax and inland revenue department, trade unions for the civil service, the Association for Salaried Employees within the Civil Service Labour Court and the Swedish Confederation of Professional Associations (Saco).

The object of the visits was to enhance good labour relations and the empowerment of unions and staff associations with the necessary skills for collective bargaining, the minister said in a statement.

The second group would leave some time in June — Sapa.

Union says no talking now until its demand is met

THE Chemical Workers' Industrial Union (CWIU) resolved yesterday to suspend all plant- and company-level wage negotiations until employers agreed to demands for centralised bargaining.

The 45 000-member union took this decision at its three-day national bargaining conference which ended at the weekend.

The union said employers in the petroleum, consumer goods, glass, heavy chemicals and rubber sectors faced co-ordinated mass action culminating in a national strike if they failed to agree to centralised bargaining.

The union decided also to press for a 20% across the board increase and a R1 600 minimum wage.

Union wage policy would also encompass equal pay for work of equal value, career paths for all, training, recognition of prior learning, fair promotional systems, removal of all wage discrimination, a single grading system, the narrowing of wage gaps, a 10% differential between

RENEE GRAWITZKY

grades, the reduction of the number of grades, and full disclosure of information and worker participation in decision making.

CWIU president Abraham Agulhas said the time had come to "stop employers taking decisions on their own over investment, restructuring, training and new technology".

Cosatu president John Gomomo urged workers to discuss the draft Labour Bill and said although the National Economic Development and Labour Council (Nedlac) was of Cosatu's own making, it was not a "holy cow".

Cosatu would continue to assess its participation in Nedlac and "would pull out" if it did not remain accountable to membership, result in redistribution of wealth, increase worker power and deepen democracy, he said.

Labour Minister Tito Mboweni faced a barrage of questions on dealing with the duty to bargain and workplace forums.

BD 31495

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Members must fight NP - Nehawu

Labour Reporter

GIANT public sector union Nehawu has called on its members to "fight" the National Party and the Western Cape Provincial Administration to ensure a meaningful affirmative action programme is instituted in this province's public service

The union is concerned that "the same old NP operatives" are

implementing affirmative action in the region — without taking working class interests into account

"If workers do not take control of this process our aims and objectives will never be met," Nehawu said at its regional congress last weekend

Nehawu believed "the NP will substitute affirmative action with

window-dressing", it emerged

The union further believed the NP was implementing its own agenda aimed at protecting the "old bureaucrats and attacking workers" (35) (134)

The union resolved "Nehawu should rally all its members to fight the NP and the Provincial Administration of the Western Cape" ARLT 12/4/95

Union will work for 'complete victory' for all

(134)
ARG 12/4/95

□ *Aim: closer ties with SACP, civics*

ROGER FRIEDMAN
Labour Reporter

THE National Education Health and Allied Workers Union (Western Cape) has resolved to strengthen its ties with the SA Communist Party (SACP) and SA National Civics Organisation (Sanco) to "ensure a complete victory for the democratic forces" in the 1999 general elections

This was one of the resolutions taken by the Nehawu regional congress at the weekend — which will form the Western Cape's position at the national congress later this month

Noting that last year's election did not bring about the ultimate victory", and the "need to ensure a complete victory for the democratic forces", Nehawu resolved

to play an active role in strengthening the ANC, Cosatu/SACP alliance in the lead-up to 1999's poll

There was a need to ensure that bread and butter issues of the working class were taken up at community level

To this end, Nehawu resolved to give the SACP a platform at all union meetings — especially at workplace and branch level, to encourage members to participate in civic structures and to embark on joint campaigns with Sanco

Sanco is not officially part of the alliance, but is perceived to be closely tied to it — ideologically and through its membership base

Other resolutions adopted at the Western Cape congress included

● Fighting for a legislated

minimum wage in the public service of R1 500 a month within a year;

● That all working parents have access to "adequate" child-care facilities, at work and at union meetings,

● Deploying the union's most active members at different institutions to maximise their effectiveness,

● Providing training to shop stewards, whose terms of office should be extended from one year to three years

● Campaigning for legislated literacy programmes at workplace and community level, and

● To fight for the disbandment of public service bargaining chambers at provincial level and for the formation of public sector forums at national and provincial level

THE CAPE

Women's issues hold the floor

Labour Reporter

WOMEN enjoyed much of the limelight at the South African Municipal Workers' Union's fourth national congress held at Tongaat in Kwazulu-Natal.

The congress at the weekend debated at length steps to empower women in the union and in the broader, societal, context.

Among the resolutions agreed to were the establishment of special training courses for women shop stewards, that the union should fight for a balance in the number of men and women in municipal employment, and that the union should develop clear policies on sexual harassment.

Recognising the critical importance of local government as "a focal point of delivery of basic goods and services", Samwu re-

solved to urgently embark on a voter registration campaign

It was agreed that the union would attempt to take steps to ensure that all municipal workers were released from normal duties on April 18 and April 26 to assist in registering people for the election

The congress stated strongly that local government was "not a servant" of provincial government — and pushed for the establishment at national cabinet level of a Ministry of Local Government.

On the implementation of the RDP, Samwu noted the fact that local government was best positioned to deliver basic services effectively

"Samwu would therefore strive to play a leading role in RDP

structures"

It was also resolved that a new grading system be introduced, one that promoted career paths for municipal workers and rewarded higher skills with appropriate wages. (134)

"Production systems should be reorganised and jobs redesigned to provide more rewarding employment. Adult basic education must also be placed on the agenda of the government, employers and the union," secretary Roger Ronnie said. ARG 12/4/95

● Petrus Mashisho was re-elected as president of the union for the fourth consecutive term. Sandile Mqaka was returned for a second term as vice-president along with treasurer Joseph Mopharing. Jimmy Mohajane was elected as assistant secretary.

NEW PAY PROPOSALS FOR 1,2 MILLION PUBLIC SERVANTS

Govt, unions in crucial wage talks as strikes threaten

CT 17/4/95

JOHANNESBURG: A government task team begins talks with public service representatives tomorrow as industrial action is threatened by civil servants, post office workers, teachers, magistrates and health workers. **A SPECIAL CORRESPONDENT** reports.

THE South African public service, already hit by industrial action in key areas like the police services, enters another crunch week as pivotal wage negotiations between worker representatives and the state begin tomorrow to consider new wage proposals for the 1,2 million civil servants.

Several public sector unions have threatened industrial action in the next few weeks if current salary negotiations do not meet their expectations.

Negotiations in the Public Service Bargaining Council's central chamber to consider a wage and salary improvement proposal by a team set up by deputy presidents F W de Klerk and Thabo Mbeki to avert threatened strikes

in December will begin tomorrow and are scheduled to end on Friday.

Union sources said at the weekend that the task team, made up of representatives of Public Service Minister Dr Zola Skweyiya, the Public Service Commission and unions, had hammered out a plan to introduce a R1 100 a month minimum wage which they would present to the chamber tomorrow.

The task team's proposal is only R25 above the government's initial R1 075 offer, which the unions rejected.

The negotiations began after post office workers represented by six unions began protests last week that are set to last until their demands are met.

The protests in the post office are the first in which all six traditionally opposed, racially divided unions organising in the sector have embarked on industrial action at the same time.

The unions are demanding a 17,5% across-the-board increase whereas Telkom is offering 9,5%.

Delays in postal deliveries may occur during this week because of protest action by unions, senior general manager of the SA Post Office Mr Willie Joubert said last week.

The SA Democratic Teachers' Union said last week it would unveil plans this week of protests to press home demands for an 18,4% pay increase. The government has offered teachers a 1,4% rise.

Magistrates in the Western Cape have warned of wildcat strikes if their salary demands are not met.

The Association of Law Societies has warned that "unless the crisis on the salaries and job conditions of magistrates is resolved

magistrates' rolls will become more congested".

South African Health and Public Service Workers' Union spokesman Mr Themba Ncalo said the union would not accept the R1 100 minimum wage proposal put forward by the task team and his union would stick to its R1 350 minimum wage demand.

"The government has offered policemen R90m for improvement of salaries. What is good for them is good for us and we also expect the same kind of gesture from the government," he said.

Public Servants' Association deputy general manager Mr Anton Louwrens said there were high expectations among civil servants that "something will come up" in the talks this week.

National Health and Allied Workers' Union's assistant general secretary Mr Fikile Mayola said the union would still stick to its R1 200 a month minimum wage demand, but said this was "negotiable" — if linked with other benefits.

Unions insist on more

By Abdul Milazi
Labour Reporter

ALTHOUGH trade unions in the metal industry have rejected the Steel and Engineering Industries Federation of South Africa's opening offer of a 7,5 percent wage increase, they were yesterday positive of securing a better offer as negotiations progress.

The 13 unions in the industry are demanding a wage package that in-

cludes increases ranging from 13 to 33 percent, a minimum wage rate increase and the revision of the job grading and training system

Seifsa, however, wants no increase on the current minimum wage rate "to stimulate further employment opportunities", and also wants non-wage issues to be discussed separately

The National Union of Metal workers of South Africa rejected the employers' offer, saying it was not interested in

separating the wage issue from the rest of the demands

Metal and Electrical Workers Union of SA general secretary Tommy Oliphant said although this year's Seifsa offer was better than last year's, the unions and employers were still far apart. Oliphant said the unions also wanted the current 13 job grades to be reduced to five to close the wage gap between skilled, semi-skilled and unskilled workers

sowetan 21/4/95 134

Unions ponder new global role

UJM 21-27/4/95 #1344

Eddie Koch

DELEGATES from South Africa's biggest labour federation arrive in Johannesburg tomorrow for the start of a special congress to discuss the vexed question of which international union organisation to join.

Draft resolutions drawn up by some of the biggest affiliates in the Congress of South African Trade Unions show the event is likely to be dogged by ideological debates left over from the Cold War.

Some unions want to keep close ties with the former communist bloc's World Federation of Trade Unions (WFTU). Others say the "socialist" organisation has become an anachronism, leaving Cosatu with little choice but to join the International Confederation of Trade Unions.

The debate will be sharpened by accusations that the Western-dominated ICFTU blemished its reputation by interfering in the internal affairs of Third World unions con-

sidered to be too "left wing" in the 1980s.

But delegates will also have to confront the irony that many unions in the former communist countries have turned their back on the WFTU and thrown in their lot with the ICFTU because the western body offers them more effective organisational support.

"The international trade union movement still remains split by the divisions that were declared from the historic Cold War politics and (the rival federations) are still working towards destroying one another even in the 'post Cold War'," says the militant National Education Health and Allied Workers' Union.

Its resolution urges Cosatu to remain non-aligned by joining none of the international labour organisations and to retain "existing bilateral and multi-lateral relations that we have with trade union centres internationally."

Other unions note, however, that many Cosatu affiliates already have close ties with the ICFTU and the

old communist federation has become moribund. "The WFTU is crumbling and many of its affiliates are now joining the ICFTU," says the Print Paper Wood and Allied Workers' Union. It urges Cosatu to join the Western body and to "cooperate with progressive affiliates in changing the negative image of the ICFTU."

The National Union of Mineworkers, with a massive membership of 310 000, is likely to carry the day. "Globalisation of the world economy has made a vital need for one trade union international, unifying all organised workers in the world," says NUM's resolution.

"Cosatu must play a role in uniting the international trade union movement by remaining non-aligned as a federation while at the same time trying to strengthen relations with unions at every level."

The miners' union notes that the old communist federation is in disarray and stresses that individual affiliates of Cosatu can remain members of the ICFTU but should

"actively engage other unions across the spectrum".

The special congress was called this weekend as the organisation was unable to reach a decision on the issue at its last annual get-together.

The strategic nature of Cosatu's congress is highlighted in recent article by Dan Gallin, general secretary of the International Union of Food and Allied Workers Associations (IUF) in Geneva.

He argues that the structure of the world economy in the 1990s makes it vital for unions to organise in multinational corporations across country lines.

"Back in the economic and social halcyon days of the 1950s and 1960s many unions had sufficient industrial and financial strength to largely take care of their own interests," he says in a recent edition of *New Politics*.

He said that international activity had been "recreational and diplomatic rather than systematic, long-term and pro-active".

Solidarity to be sought with foreign unions

134

BD 24/4/95

RENEE GRAWITZKY

COSATU would attempt to establish solidarity with labour movements in south-east Asia and other developing countries to prevent unfair competition and ensure SA's competitiveness by increasing wages in these countries, general secretary Sam Shilowa said at the weekend.

At Cosatu's three day International Policy Conference, Shilowa said the formulation of an international policy which assisted in heightening unionisation and strengthening "South-South links" was crucial to ensure SA was not faced with further unemployment. "In this way, we will avoid being caught in the bosses' competition war"

The signing of the Gatt agreement in April last year required SA to deregulate its economy and reduce tariff protection, which would bring about "direct competition from manufactured products coming from countries whose competitive edge is exploitation of workers, low wages and union bashing", Shilowa said.

Celia Mather of the International Labour Resource and Information Group, in her paper on global competition or international solidarity, said international solidarity should take second place to national concerns "Cosatu should concentrate on ensuring the competitiveness of the national economy by improving productivity"

Stemming from the Gatt agreement, the inclusion of a social clause in international trade agreements was introduced for discussion at the International Labour Organisation's conference last year

Mather said that the thinking behind a social clause stemmed from the view that goods and services should not be bought from countries where workers were not free to form trade unions or to bargain collectively.

Many unionists in industrialised countries supported the concept while southern countries saw "social clauses as a disguised protectionism by northern workers against southern goods and services", Mather said

Shilowa said the federation should actively participate in this debate as "our Asian and African colleagues regard the social clause as a Trojan Horse for protectionism," whereas "our understanding is that the social clause is about promotion of basic human and trade union rights and basic tenets of democracy"

Shilowa called for the democratisation of the country's foreign policy where all parties "helped develop the policy"

Cosatu calls for controls in use of migrant labour

RENEE GRAWITZKY

COSATU President John Gomomo has accused employers in the mining industry of trying to destroy the NUM by promoting ethnicity and conflict between local and migrant workers.

At Cosatu's three-day international policy conference at the weekend he said "irresponsible forces inside the country have been trying to whip up emotions around the issue of labour migration . . . The demon of xenophobia has been used worldwide to divide workers, to exploit migrants and to undermine trade union unity."

However, the conference decided to call for a quota on the number of foreign workers in SA.

Cosatu's Neil Coleman said the inflow of migrants and refugees had to be regulated and controlled. "One does not want to say that no foreigners should take certain jobs, but we need a degree of planning and stability."

Gomomo called for a meeting of Southern African states to develop a programme to allow for integrated economic development and the raising of living standards of all and to discuss migration.

The federation noted that certain employers exploited illegal migrant workers by paying sub-minimum wages which "undermines gains made by organised labour"

Other resolutions adopted included calls to scrap the Aliens Act and commence a process of upgrading and developing the skills of migrant workers. Fair and proper control of migrant workers into host countries should be achieved.

BD 24/4/95

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Figures in R000

As at	As at
28.2.95	28 2 94
36 503	37 612
202	798
	1 122
36 705	39 532
34 405	31 716
2 326	-
8 376	17 998
41 397	6 799

the money
the country
200

Union seeks transformed workplace

(134)
BO 28/4/95
RENEE GRAWITZKY

TRANSFORMING the workplace and giving effect to the reconstruction and development programme through efficient services were key issues under discussion at National Education Health and Allied Workers' Union (Nehawu) fourth national congress, its general secretary said yesterday.

Nehawu general secretary Neal Thobejane said the formation of one public sector union, opposition to all forms of privatisation, the formation of a position on the public service negotiations, redrafting of the Public Service Act in accordance with the proposed Labour Relations Act, campaigning for a social wage policy and international solidarity were other issues under consideration.

A year after the election, the approximately 120 000-strong union was well placed to review its position and how it would relate to the new situation and the Minister for Public Service and Administration.

Public Service Ministry adviser John Erendsen said the rationalisation of the sector would have only a limited effect on Nehawu's membership.

He said rationalisation would be taken to its final conclusion only with the union's involvement.

Thobejane, in his secretariat report, said: "Clearly to date there has been a lack of political will on the side of the ANC to even implement the strategies developed together prior to elections.

"Trade unions need to become more aggressive in asserting the values of political and economic principles that should be coming through in the RDP."

Weaknesses in union structures were highlighted, with the union continuing to experience problems in servicing members in various regions, with structures in some regions collapsing as a result.

Numsa kicks off wage talks

(134)

RENEE GRAWITZKY

WAGE negotiations covering 25 000 motor assembly workers started this week with the National Union of Metalworkers of SA's core demands homing in on implementation of education and training, a long-term wage policy and wage model and productivity issues.

The first plenary session of the National Bargaining Forum took place this week. Two task groups, established to investigate a wage model and education and training programmes, reported back to constituencies.

Industry sources said the two task groups contributed to more focused and less conflictual negotiations.

Numsa also motivated its other demands relating to worker rights, job security and employer contributions to the reconstruction and development programme.

On the employer side key issues were industrial peace and stability, longer term agreements, the decentralisation of issues relating to plant flexibility and productivity and competitiveness.

BD 26/4/95

Sowetan 28/11/95 (134)

Cosatu not set for breakaway

THE Congress of South African Trade Unions was prepared to break away from the ANC-SACP alliance but the time for that had not yet arrived, the federation's national president, Mr John Gomomo, said in Durban this week. He said the federation was "not married" to the alliance and would break away from it if that would advance the unity of the workers.

Gomomo, who was in the city to mobilise workers for the local government elections and report on the proposed Labour Relations Act, said Cosatu was committed to achieving unity with the National Council of Trade Unions and the Federation of South African Labour. Talks between these federations started last year and the ANC-SACP-Cosatu alliance had been identified as one of problems in this process.

"If we had a choice between the alliance and the unity of the workers, we would choose unity. The alliance should not stand in the way of unity," he said. He and the federation's secretary-general, Mr Sam Shilowa, were even prepared to resign their posts if the workers felt they were hindering the process. But he felt there was still a need for the alliance because the strategic objective for which it was established had not been fully realised. "We are now in the transition and we have not put into power the Government that we want."

Gomomo and President Nelson Mandela are expected to address workers at a Workers Day celebration rally at King Zwelithini Stadium in Umlazi on Monday. The celebration will have a festive mood this year and internationally acclaimed musician Mbongeni Ngema and other musicians will entertain the crowds.

SACP secretary-general Mr Charles Ngakula will address a rally at Sundumbili Stadium near Mandeni.

— Sowetan Correspondent

'NEW JOBS HAVE DEPLETED SACP LEADERSHIP'

1 000 attend city May Day rally

ON PARADE: Yesterday's May Day rally on the Grand Parade drew a crowd of barely 1 000 Members of the SA Communist Party there attributed the poor turnout to the end of protest politics and the loss of party leaders to other jobs. **PETER DENNEHY** reports.



AGAINST PRIVATISATION: Former SACP assistant general-secretary Mr Jeremy Cronin was one of the main speakers at yesterday's May Day rally on the Grand Parade.

PICTURE BENNY GOOL

Telkom, the Post Office, the SABC, Eskom, Iscor and all the industries that are key to the delivery of the RDP"

He said the World Economic Forum had been vastly over-optimistic when it had invited a leading trade unionist, Mr John Gomo, to address a meeting of theirs in Kempton Park on "the inevitability of privatisation in South Africa"

CT. 2/5/95 (134)

THE end of protest politics was the chief reason for the small turn-out of about 1 000 at yesterday's May Day rally on the Grand Parade, according to SA Communist Party members

Mr Phillip Dexter, an SACP member and ANC MP, said yesterday it was harder to get people to come to rallies now that the era of protest politics had ended

Mr Jeremy Cronin, assistant general-secretary of the SACP, said party structures countrywide had been depleted of their leaders after the general election, when many of them took up new jobs

Contradiction

He said yesterday's turn-out was not significantly smaller than that last Thursday, when Deputy President F W de Klerk spoke at a rally on the Parade to mark the first anniversary of the first democratic election.

A member of the International Socialist Movement, who asked not to be named, said workers also noted "a contradiction" when they saw that people like Mr Dexter, who fought in the National Health and Allied Workers' Union for a R1 500 minimum wage, was now a partner in a government that was offering Nehawu workers R1 076 a month

Speakers at the rally attacked the privatisation of parastatal corporations.

Mr Zwelinzima Vavi, assistant general-secretary of Cosatu, called for the "full nationalisation of

2/5/95 (134)

Mr Cronin said the SACP was not inflexible, and it was not opposed to the sale to individuals of some of the vast landholdings of the SADF, for example, or even "the privatisation of apartheid white elephants like Mossgas, if someone wants to buy it"

But selling off the parastatals to pay off government debt was like selling the roof of one's house when the sun is shining so as to pay off the bond more quickly.

"We need the state corporations to meet the social needs of our people. That is the efficiency we want, not the efficiency of making private profits, and of retrenching people."

Scabs

He congratulated the ANC for the "quite progressive" Labour Relations Act it had produced, especially since it guaranteed the right to strike

On the other hand, it allowed management to hire scab labour. In his view, employing scabs during a strike should be outlawed.

Forums in the workplace were a good idea in principle, Mr Cronin said. They enabled workers to take part in decision-making in areas beyond wages and working conditions — such as negotiating investments and mergers, and in product development

But workplace forums should not be used to undermine shop-steward structures, he said

Ramaphosa calls on 'Oppenheimers, Ruperts'

(132)
(134)
CT 2/5/95

JOHANNESBURG: The business community was not yet seen to be committed to the country's development, but would only secure its interests if this changed, ANC secretary-general and Constitutional Assembly chairman Mr Cyril Ramaphosa said yesterday.

He told a Congress of South African Trade Unions Workers' Day rally at the Rand Stadium here. "The Oppenheimers, the Ruperts must get the message clear. Their interests can only be secured if they have a clear commitment to the future of this country."

They should help create jobs and stop billions of rands leaving the country to create jobs for people elsewhere, Mr Ramaphosa said. A strong economy was needed to underpin democracy in SA.

The business community needed to become part of the Masakhane (build together) campaign, he said, referring to a government initiative for public involvement in its Reconstruction and Development Programme.

Mr Ramaphosa appealed to managers to show good faith in this year's pay nego-

tations and avoid strikes. It was time to rid the work place of racial discrimination and bad working conditions.

About 500 people arrived for the rally and huddled on one side of the almost empty stadium.

Mr Ramaphosa said: "This stadium is supposed to be full with workers coming to celebrate May Day. Our unions have become weak."

Gauteng Premier Mr Tokyo Sexwale urged workers to take part in the constitution-writing process and the local elections in November, otherwise last year's election victory would be "hollow".

Strike

Mr Sexwale said: "You elected a government and then strike at it. You want to protect this government so you can use it as your tool."

Earlier, Cosatu treasurer Mr Ronald Mofokeng pledged support to public servants whose pay talks with the state deadlocked recently, especially teachers who want an 18% pay rise — Sapa

International union workshop kicks off

(134) (133)

BD 2/5/95

RENEE GRAWITZKY

A FOUR-week workshop to build leadership and organisational and educational skills among women trade unionists from the agricultural and forestry sectors in six African countries began in Johannesburg at the weekend.

The workshop was part of a long-term project initiated in 1986 with assistance from the International Labour Organisation (ILO) and the International Union of Food and Agricultural Workers.

More than 1 500 women have been trained through the project since 1986.

The 43 delegates at the workshop represent unions from Zambia, Zimbabwe, Ghana, Uganda, Kenya and SA.

Many of the unions in these countries did not until recently allow women to hold senior union positions.

General Agricultural

Workers' Union of Ghana women's co-ordinator Adwaa Sakyi said mobilisation of workers in the agricultural sector could be undermined by a number of unions operating in the same sector.

Dickson Motha, general secretary of the newly formed SA Plantation and Agricultural Workers' Union, said he hoped to learn from other African countries how they achieved unity among agricultural workers.

Beth Goodson of the ILO said solidarity among unions was necessary.

The course involves study of rural workers' organisations, ILO standards for rural workers, collective bargaining, industrial relations, environment, pesticides, and occupational health and safety.

Ramaphosa warns against complacency after rally's poor turnout

DISMAL attendance at Cosatu's May Day rally at Johannesburg's Rand Stadium was evidence of serious weakness in trade unions, Cosatu and even the ANC, ANC secretary-general and Constitutional Assembly chairman Cyril Ramaphosa warned yesterday.

Having waited for more than two hours to address a crowd of a few hundred workers, Ramaphosa urged them not to become complacent after moderate elections, but to rebuild their organisations and redress their weaknesses. "Our organisations need to be stronger than ever to tack-

le future challenges, especially as opponents will try to sabotage our efforts."

Although May Day was billed as a family day on which workers would relax with their families, few spouses and children were evident at the Gauteng rally.

Berating the business community for doing little other than paying lip service to the reconstruction and development programme (RDP), Ramaphosa called on employers to enter this year's wage negotiations in good faith and pay workers a living wage. "This is a year when we must all — including employers — work hard to

create an SA of our dreams" and so avoid strikes. Workplace discrimination would no longer be tolerated as this was the "year of delivery".

He urged employers to stop investing money in foreign projects and to pour money into enterprises which would create local jobs. A growing economy was essential to SA's future and capital had a vital role to play in ensuring economic growth.

Unemployment was the main scourge of the RDP. It was not a challenge only for

Cosatu, Business and government had to "create a climate conducive to job creation and public works programmes must begin to bear fruit".

Gauteng premier Tokyo Sexwale said the province had passed the 50% registration "danger line". He hoped all eligible voters would have registered by the time the extended deadline was reached.

In addition, more than 70% of all Soweto residents were paying their rent and service bills, which was a major victory for the ANC and the RDP.

Workers should not focus only on labour

Rally

(134)

BD 2/15/95

□ From Page 1

only once negotiations had broken down completely because industrial action would be destructive. He warned workers he would not tolerate wildcat or destructive action such as that taken by Spar workers last year. Hostage-taking would never be condoned.

Sexwale assured workers they would be consulted before public companies were sold, but urged them to become familiar with arguments about privatisation and consult experts where necessary. Government would privatise only if no other option was available and ailing public companies were draining the fiscus.

In the Eastern Cape, Cosatu general secretary Sam Shilowa said the union movement had serious problems with three aspects of the Labour Relations Bill. The first was its failure to compel employers to accept centralised bargaining by leaving bargaining levels to "power play". Shilowa suggested this would lead to unnecessary strikes. Chemical Workers' Industrial Union members would be the first to start, he said. Although the right to strike was welcomed, employers' right to lock workers out would be opposed. Employing tem-

porary labour during legal industrial action should be prohibited.

He condemned the Bill's provisions for workplace forums, saying worker participation should be channelled through union structures, not committees made up of all workers elected by their colleagues. Workers outside recognised unions should be excluded from the process.

Cosatu was committed to a "swift two-month" negotiating process to reach consensus between organised labour, business and government on the Bill.

Sapa reports from Cape Town that SACP assistant general secretary Jeremy Cronin said at a rally unions were bracing themselves for a battle to prevent privatisation of Eskom, Telkom and Iscor.

There was no possibility of free market forces leading to electricity provision in rural areas. "The free market will take electricity to where there's a profit."

Selling off national assets to settle the national debt was like selling the roof of a house on a sunny day to pay for the house, not realising there would be rainy days in the future.

● Picture: Page 3
● See Page 4

(134)

law reform, but should take part in deliberations on SA's new constitution, he said.

He also expressed disappointment over the poor turnout at the rally, saying workers would secure their future only if they mobilised to fight for an eight-hour working day and other demands.

He hoped Cosatu would organise the 130 000 public service workers employed by the province's legislature, and said the number of public servants in the province was likely to increase.

□ To Page 2

NEWS

Business not committed to development, says Ramaphosa

Sexwale slams poor May Day turnout

SAW 2/5/95
 (134)

BY MICHAEL SPARKS and SAPA

The late start and poor attendance at yesterday's May Day rally at the Rand Stadium in Johannesburg was criticised by Gauteng Premier Tokyo Sexwale who said the stadium should have been filled.

Fewer than 1 000 people attended the rally. Sexwale told the crowd it was their responsibility to make representation if they wanted changes to the new constitution.

"You have a representative in the Constitutional Assembly. He will hear you, he is one of you," Sexwale said, referring to Constitutional Assembly chairman Cyril Ramaphosa who was also on the podium.

CROWD at rally urged by Gauteng premier to take responsibility for shaping the new constitution

In his speech, Ramaphosa said business had not yet committed itself to the country's development. "The Oppenheimers, the Ruperts must get the message clear. Their interests can only be secured if they have a clear commitment to the future of this country. This year, the business community must commit itself to really developing this country," he said.

He also called on business to help create jobs in SA, rather

than allowing money to leave the country to create jobs for people elsewhere.

Congress of South African Trade Unions national treasurer Ronald Mofokeng explained the poor attendance before the meeting by saying it was the first year that workers were required to organise their own transport, while in the past, Cosatu had paid for buses.

In a statement, Cosatu general secretary Sam Shilowa criticised business for paying lip service to change. It was not prepared to create sustainable jobs, he said.

"We also call on the Government not to diverge from the approach of closing the apartheid wage gap. Low-paid workers must be given the highest increases. Highly paid bureaucrats

should have their salaries frozen or cut."

Shilowa accused the International Monetary Fund of "undermining the sovereignty of South Africa by attempting to impose policies which directly contradict the RDP."

"They are giving us advice, which we haven't asked for, to embark on wholesale privatisation, drop all tariff barriers, adopt a wage freeze and cut back social spending."

At a rally in Cape Town, SA Communist Party general secretary Jeremy Cronin said unions were bracing themselves for a battle to prevent the privatisation of parastatals, since there was no chance that free-market forces would provide electricity to rural areas.

James at this year's fair, which opened for a week-long run at the Rensselar
nearburg yesterday.
Picture NICKY DE BLOIS

...the long term benefit of stakeholders.

Nehawu looks at protest action to attain goals

ARU 3/5/95 (134)

RENEE GRAWITZKY

NATIONAL office bearers of the National Education, Health and Allied Workers' Union (Nehawu) would be empowered to take whatever action was necessary to push government to meet its wage demands within the central bargaining chamber, Nehawu president Vusi Nhlapo said yesterday.

Nhlapo said after Nehawu's fourth and last national congress, that it had resolved to look at strike action to achieve its demand of R1500 as a minimum wage phased in over three years, starting with a R1200 minimum wage this year. Public sector negotiations continue on May 8.

The congress had focused on the union's recommitment to socialism, the restructuring of the public sector, the democratisation of the workplace, the dissolution of the union and the formation of one public sector union, human resource development including education and training, and service delivery in the public sector.

Delegates resolved to resist any bid to "cut down jobs at functional level through so-called public service downscaling" and any improvements in conditions of employment which perpetuated disparities.

The merger with the SA Municipal Workers' Union and Post and Telecom-

munications Workers' Association scheduled for August would result in the formation of the largest public sector union and would become Cosatu's second largest affiliate after the NUM.

Nehawu general secretary Neal Thobejane said that until then, the union would focus on building and strengthening its structures and worker capacity.

He said the union's organisational problems should be seen in the context of its rapid growth to 120 000 from 18 000 in 1992.

Thobejane acknowledged the union's focus had been mainly on the public sector to the detriment of private sector health care facilities. This would be addressed with the employment of an organiser to focus on the private sector.

The union had initiated research into health care delivery in the private sector. Sapa reports Nehawu's Cape Town secretary Themba Nkosi said workers at Parliament would protest at the National Assembly building today over pay demands.

This was the first step in a programme of action to highlight management "intransigency" in resolving pay disparities and low wages in Parliament.

Dispute with SAPS

PRETORIA - The Public Servants' Association has declared a dispute with the SA Police Service, saying it excluded some civilian employees from a one-off payment of R350.

The association accused the SAPS of "unilateral decisions" on the use of R15m "rolled over" from the previous financial year.

It said this amount was set aside to meet the demands of SAPS employees who did not receive the R350 which was meant for all shift workers.

The association said police commissioner George Fivaz initially agreed that a committee of SAPS management and all employee organisations concerned would determine how the R15m should be used.

However, police management "unilaterally decided" to pay R350 to all uniformed personnel not working shifts. The PSA demanded that 18 000 civilian non-shift workers also be paid R350. — Sapa.

Managing: S G Chilvers,

G D Bolton, M J Bolton

Registered office

Registered office

Nedlac gets down to business

134
50
111

By THABO LESHILO

STAFF WRITER
CT(BE) 4/5/95
The National Economic, Development and Labour Council (Nedlac) had established an essential infrastructure and would begin discussing priorities today, the body's executive director, Jayendra Naidoo, said at a media briefing yesterday.

More than half the staff quota had been filled with members drawn from the trade unions, the business community and the government.

Naidoo said various constituencies would make their first formal presentations on the draft Labour Relations Bill at today's meeting of the Nedlac development chamber.

He said the struggle between the National African Federated Chamber of Commerce (Nafcoc) and Business SA over the 18 seats on the body which were reserved for business, had not affected progress on the council.

Bobby Godsell, BSA's vice president, agreed, saying that progress had been made at numerous meetings held between Nafcoc and BSA to resolve their differences.

The 18 seats were to be shared among BSA's 18 affiliated business bodies. However, Nafcoc demanded nine seats as it was the largest body representing black business and should be treated as an equal.

Mboweni doesn't pay, say workers

WM(BM) 5-11/85/95

Steven Ntuli

LABOUR Minister Tito Mboweni is struggling to find workers for his department. The problem, he says, is that he pays too little

The former trade union leader made this candid admission at an impromptu speech at Rhodes University this week.

"I am struggling to get black workers to work at the department because they say we do not pay," he told about 100 mainly black students at a Workers' Day meeting organised by the Student Representative Council.

Mboweni appeared unannounced at the meeting after delivering a speech at a rally in Port Elizabeth. South African Communist Party leader and senator Thenjiwe Mtinso was billed as the main speaker.

Students cheered, sang, ululated, shouted ANC slogans and danced when Mboweni entered the Rhodes General Lecture Theatre.

He told them that May 1 was a "significant international day which should be commemorated by all workers."

He said the day had emerged as a result of intense worker struggles



Tito Mboweni: Struggling to get black workers

(134) and was recognised as early as 1886.

He then criticised black people who employed other black people to be their domestic servants for paying "unreasonable salaries" and then justified the low pay on grounds that "this is my aunt".

He said this kind of unfair labour practice was "an abuse of social justice". A new labour relations bill was in the making and this would protect the rights of domestic workers, farm workers, and public sector workers.

Mtinso hit out at what she termed "new-born" trade unions — unions which were emerging only now when apartheid had ended and labour repression had eased. She warned workers against

abusing the strike weapon.
Eena

Volkswagen acts against union

Renee Grawitzky

(134) (142)

BD 17/5/95

VOLKSWAGEN has derecognised the SA Iron, Steel and Allied Workers' Union (Yster en Staal) on the basis that it has refused to open up its membership to all races

It would now grant full bargaining rights only to the National Union of Metalworkers of SA (Numsa), the majority union

Volkswagen's Human Resource Director Brian Smith said: "The decision was taken in the light of the principle — recognised by the Industrial Court — that a union is entitled to recognition only if it signs up a majority of employees in a particular bargaining unit."

Iron and Steel represented 11% of hourly paid workers against Numsa's 84%, he said. "Racially based organisations have no place in the new SA, where nation-building is a priority."

As a consequence of this, a number of members of SA Iron and Steel have resigned and joined Numsa.

More recently, Numsa appointed two ex-SA Iron and Steel shop stewards as full time Numsa shop stewards at Volkswagen.

Edwin Ntsuntsu, chairman of Numsa's

shop stewards council at Volkswagen said this occurred after the company decided to derecognise the union on the basis that it would recognise only nonracial and majority unions in the plant.

He said Numsa had made it clear to Iron and Steel members that they would be accepted into the union "for the sake of unity as well as to strengthen our position"

Numsa has claimed that Iron and Steel has close to 500 members at Volkswagen.

Iron and Steel general secretary Lenn van Niekerk-Venter said the company had alleged that an agreement had been reached with its full-time shop stewards on the question of minority/majority union status

The union had no knowledge of this and no mandate had been given to the shop stewards to agree to any such development in terms of which the union was derecognised, he said

Van Niekerk-Venter has requested the company to produce such a document.

He claimed Volkswagen had "manipulated the shop stewards in order to recognise only Numsa".

NEWS FOCUS

Workers' survey investigates role of unions

(134) BD 23/5/95

RENEE GRAWITZKY

DO POLITICAL organisations or for that matter trade unions truly reflect and address the aspirations and priorities of their constituencies?

One would presume that in the main people are free to join organisations and will remain members as long as that organisation is perceived to be addressing their interests.

For far too long the aspirations of workers have been articulated by either trade unionists, politicians or management who claimed to understand what workers really want.

Union leaders for the most part were not workers and could have become misdirected in achieving priorities of membership. Problems occurred where unions had to deal with more complex debates which were not properly explained to workers, while workers in different sectors, regions and income groups had different priorities.

Liv Torres, a researcher for Norway-based trade union research centre, the Institute for Applied Social Science, conducted a survey to ascertain workers' views on union leaders, management and politicians as well as organised workers' expectations and priorities concerning conditions of employment and their political priorities and attitudes.

She has found that unions "represent interests, but they also shape interests and priorities".

The results of the survey conducted among 1 000 workers in the Gauteng

region during the first half of this year, including 140 white workers from Germiston, have just been published in a booklet — South African Workers Speak

The most important priority of lower paid workers was wages. Higher paid workers were interested in health and safety, education and training and job security, Torres said. Work satisfaction, empowerment and development were in one sense "luxuries to be struggled for and achieved after acceptable wage levels are acquired", Torres said.

Workers with a higher average net income saw work satisfaction, responsibility, training and development or fair supervision as being important.

Most black workers felt they had forums or mechanisms at work where they could voice their opinions about work and other conditions. She said a large number of these participative schemes were aimed at individual participation, to a large extent to the exclusion of the trade union movement. These schemes were more often than not aimed at maintaining decision-making prerogatives in the hands of management.

Torres said "even if workers feel that they do have autonomy, their perceptions of freedom may be within strict routines".

Most workers surveyed strongly supported the idea of workers' control of factories. More than half felt they would never trust management.

What, then, was the role of trade unions in political change and how did workers view the continuing role of unions in political activity?

The role of the union movement in political change was undisputed as well as the role it played in developing workers.

She said "workers brought the increased confidence gained in the unions into the larger community. As they gained increased control of their lives at work, they wanted decision-making powers also after working hours".

What was the role of unions in transition, and how would they position themselves in terms of the broader responsibilities to prop up the new government and protect and promote members' interests?

What was crucial to understand, she said was that although the vast majority of workers might support one political party, this did not imply that sup-

port for all of its programmes or plans of action should be taken as a given

People "often vote for a party without knowing its programme," said Torres

Workers surveyed believed that unions should continue with their political role and the ANC/Cosatu/SACP alliance should be maintained, she said

Torres pointed out that workers believe it would be more difficult for unions to embark on strike action because of the close alliance with the ANC.

What of post-election aspirations?

More than 60% of workers believed that everyone would get a fair chance after the elections and their lives would improve. However, unorganised workers were more uncertain about this.

In terms of the so-called delivery crisis, Torres said there was a growing recognition that workers were a relatively privileged minority compared to the huge number of unemployed. About 40% of workers said they would accept a lower wage in-

crease to avoid retrenchment of workers in their company.

What then are the future challenges facing the union movement?

The union movement has acknowledged that government is "labour friendly", but at times might have to take decisions not necessarily in the interests of labour.

The union movement, besides extending its base to previously unorganised areas, also needed to consolidate its base among organised sectors and ensure it was providing sufficient and efficient service to its membership.

While Cosatu recruited and incorporated unions recruiting more white collar workers, it would have to reconcile itself to conflicts of interest between white and blue collar membership. Cosatu could also have to deal with the development of radical unionism "in independence and opposition to the government".

Torres said wildcat strikes evident towards the end of last year could indicate such internal frustration with either political compromises or lack of improvement in living conditions.

As Torres said "The strategies and goals of labour will have to be based on a fine balance between representing while simultaneously shaping the interests of workers".

stitutional matters

Organisers are arrested at demo

134
Sowetan
SEVEN South African Health and Public Service Workers Union members were arrested yesterday for organising an illegal demonstration in central Pretoria, police spokesman Captain Dave Harrington said.

The SAHPSWU leaders, including publicity secretary Mr Thembu Ncalo, refused to heed requests by the police to end a protest by about 200 union members at Transvaal House, where civil service pay talks were being held.

Illegal demonstration

Harrington said the seven had been charged with holding an illegal demonstration before being released on their own recognisances.

He said SAHPSWU protesters earlier in the day gathered in the same street where a rival union, the National Education, Health and Allied Workers' Union (Nehawu), had permission to stage a legal march.

"SAHPSWU did not have permission for its protest. Had we allowed the union to continue its protest in Van der Walt Street there would have been a clash between the

two groups," Harrington claimed.

Thousands of Nehawu members took part in yesterday morning's march to pressure the Public Service Commission to accede to the union's minimum wage demands.

Fruitless negotiations

Nehawu organiser Mr Zebulon Dlodlu said the march was called after 10 months of fruitless negotiations.

A memorandum detailing Nehawu's demands on minimum wages, a single public sector union, and restructuring of state institutions, was handed to the commission

A reply was expected by the end of June, failing which Nehawu would consider further action, including strikes, Dlodlu said.

Nehawu is demanding a minimum wage of R1 200 for members — mostly general hospital assistants, clerks and radiographers — earning less than R60 000 a year.

It aims to obtain for those workers a minimum salary of R1 500 by 1997. The government has offered a minimum wage of R1 075. — Sapa

NEWS Nehawu hits out against union

Union puts on pressure

■ **LUNCH-TIME DEMOS** 37 clinics

and hospitals targeted after talks fail:

Sowetan 23/5/95

By Abdul Milazi
Labour Reporter

THE National Education, Health and Allied Workers Union yesterday began lunch-time demonstrations at Lifecare's 37 hospitals and clinics in protest against unilateral restructuring by the company.

Nehawu general secretary Mr Neal Tobejane said the union was also opposed to Lifecare Group's decision to suspend negotiations at the beginning of the year.

Business strategy

Tobejane said the reasons put forward by Lifecare for suspending the negotiations was that their business strategy had changed and clinics and special health services had been separated.

Tobejane said since Lifecare came into existence 41 years ago, no apparent effort had been made by management to improve conditions of service for black employees.

The decision to embark on lunch-time demonstrations was taken on

Thursday last week to force the company to resume negotiations and finalise all outstanding issues.

Tobejane said management's decision to suspend negotiations meant the transfer of workers' provident funds would not be possible this year, salary increases and parity between white and black workers would also not be achieved.

Negotiations

Lifecare spokesman Ms Helen Dugan, however, said management had not suspended negotiations, adding that a number of meetings were held with the union in January.

Dugan said further meetings were scheduled but did not take place because of illegal industrial action by Nehawu in the Eastern Cape in February.

She said the restructuring process did not threaten the security of employees, nor did it materially disadvantage them.

Existing divisions

Dugan said the process was based on a sound business strategy and was merely a streamlining of the existing divisions of the company to enable it to address the Government's new health-care policy.



SINGALONG: Led by Lance-Corporal Lucky Mathothe, former MK cadres in training at the SANDF grounds at Touws River break into song after weapons training

PICTURE: WILLEM STEENKAMP

Integration of troops 'working well'

BY WILLEM STEENKAMP

THE Western Cape integration of former non-statutory forces into the SANDF was proceeding smoothly, instructors and trainees alike said this week.

During a press visit to the Touws River training area,

Brigadier Dan Lamprecht, officer commanding Western Province Command, said he was "quite proud" to say the training had "worked well" within his command area.

The evaluation of 427 former MK cadres' basic training phase at 9 SA Infantry Battalion bore this

out, showing average scores of between 72,5% and 94,8% for map reading, musketry, fieldcraft, buddy aid, fitness and shooting

The soldiers described their training as being "of a high standard" and "enjoyable", and said there had been a shift in attitude among the former enemies

CT 24/5/95

BRIEFS

Sapco in slash

JOHANNESBURG: Nine civic leaders were injured when factions of the South African National Civic Organisation clashed at a squatter camp in Krugersdorp, police said yesterday

Police spokeswoman Lt-Col Henriette Bester said the fighting on Sunday pitted the new leadership at Lusaka section of the Swanenville squatter camp against members of the "old civic group"

Unions to merge

THE Congress of South African Trade Unions (Cosatu) is to launch one public sector union in August.

This is according to a joint statement issued yesterday by Cosatu's Western Cape region, the National Education Health and Allied Workers Union (Nehawu), the SA Democratic Teachers Union (Sadtu), the Post and Telegraph Workers Association (Potwa), and the SA Municipal Workers Union (Samwu). Merger committees have been established

Sapa

CT 24/5/95

Rally, march will herald giant new union

ARG 24/5/95

(134)

BACKGROUND TO THE NEWS

COSATU'S bid to unite all public sector unions under one banner will be signalled today by a proposed rally on the Grand Parade and a march to the provincial buildings in Wale Street.

In the Western Cape the initiative would also mark Cosatu's intention to have public service decision-making powers removed from the National Party-controlled provincial government.

Unions expected to take part in today's action include the National Education Health and Allied Workers' Union (Nehawu), the Postal and Telecommunications Workers' Association (Potwa), the South African Municipal Workers' Union (Samwu),

IN line with the Congress of South African Trade Union's principle of a single union for a single industry, three major Cosatu affiliates — and probably a fourth — are poised to amalgamate to form a new giant, the Public Sector Union A report by Labour Reporter, ROGER FRIEDMAN

and the South African Democratic Teachers' Association (Sadtu)
Nehawu, Potwa and Samwu have already agreed to the formation of the new union, while Sadtu will decide its future at its annual congress in July

A spokesman for Nehawu said yesterday the present unions would automatically fall away to

make way for the new one
The unions billed today's action as "the first public display of unity of public sector workers in this province"

Together the four unions represent the interests of 350 000 workers across the nation

The new union, provisionally called the Public Sector Union, will be born at a national launch

congress to be held in Gauteng from August 9 to 13
Merger committees have been established nationally and provincially in preparation for the merger

"We aim to send a clear message to management of municipalities, provincial administrations, universities, private hospitals, Telkom, the Post Office and the Education Department that workers have united around the battle-cry of: An injury to one is an injury to all," the unions said in a joint statement yesterday

(Today) will be the start of our campaign for the transformation of the public sector from one of apartheid bureaucracy to an instrument that

serves all the people of our country
They gave their joint support for Nehawu's demand that Provincial Public Service Bargaining Chambers be scrapped forthwith "as there is nothing to bargain for at provincial level" salaries and conditions of employment can only be negotiated at national level

The unions called on their membership to use mass action "to ensure that all workplaces are democratised", and demanded that Western Cape Premier Hermus Kriel stop the "unilateral restructuring currently taking place" within the province's public service

If Mr Kriel continued restructuring, he would leave the unions with no option but to "throw them into disarray"

Labour poised to own

C.T. (BR) 5/6/95

Capital
(134)

By ANN CROTTY

SPECIAL WRITER

There seems little doubt that a Cosatu-aligned consortium is the leading contender in the bid for Anglo's controlling stake in Johnnic

The Cosatu unions involved include NUM (National Union of Mineworkers), Saccawu (Commercial and Catering Workers' Union), FAWU (Food and Allied Workers' Union) and CWIU (Chemical Workers' Union). Officials at Numsa (National Union of Metalworkers) are still undecided.

The union grouping seems to have the lead over other contenders in that, more than most, they can bring credibility and cash to the deal.

The unions can justifiably claim to represent millions of black people, and given their practice of accountability and democracy, there is little risk of charges of enrichment of a few individuals rather than empowerment of the masses.

Aggressive

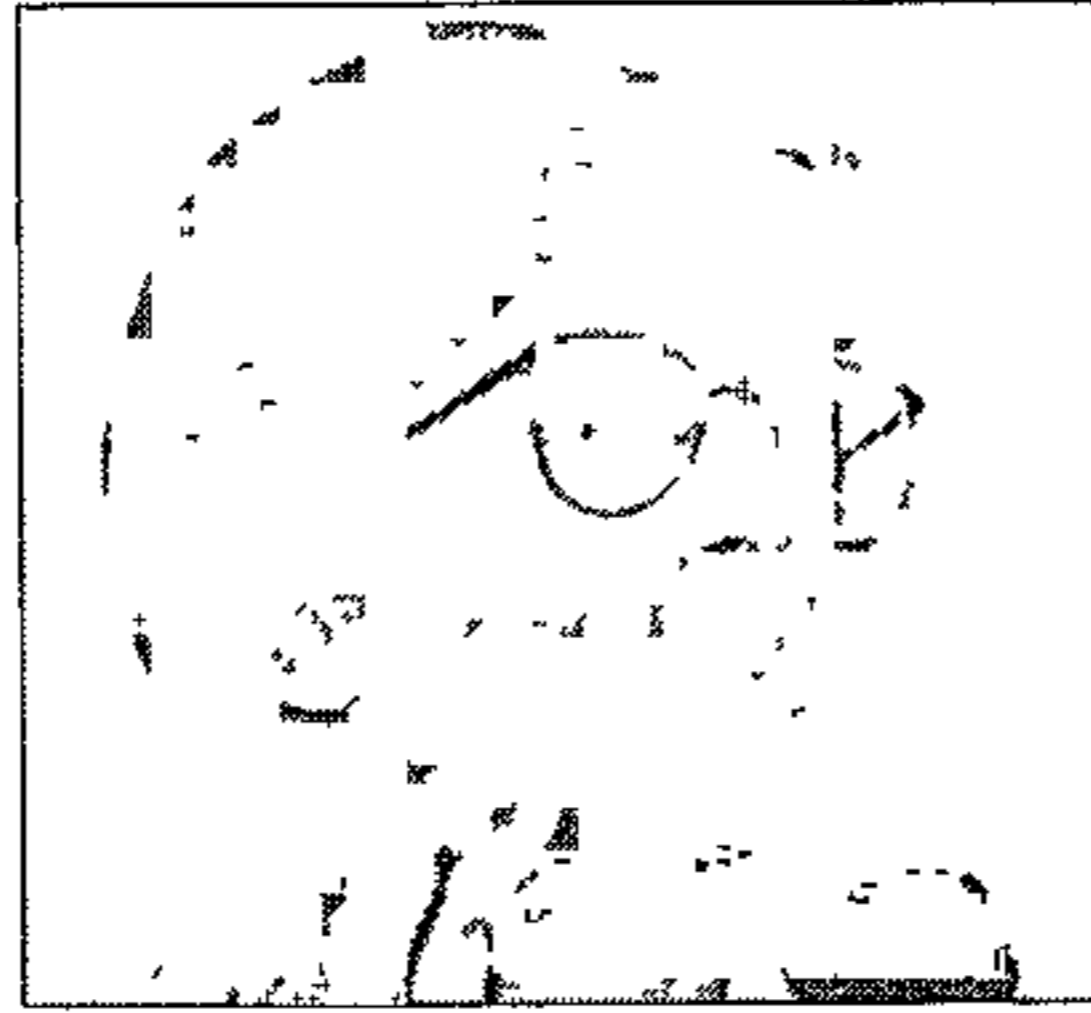
On the financial side, the unions' ability to direct hundreds of millions of rands of provident fund money to the deal means there is less emphasis on complex financial engineering to gear up a minimal initial investment.

But within the union movement there has not been whole-hearted acceptance of a more aggressive approach to the business of capital ownership.

The offer of a variety of business opportunities is making life complex for trade union officials. For the union movement, life through much of the 1980s involved a relatively uncomplicated commitment to building up a political power base and filling a political vacuum for black South Africans.

With that power base largely established by the late 1980s, and with increased control demanded by unions in the trusteeship of their provident funds being realised, a financial dimension was added to the political power.

The gradual move from company-based provident funds to union organised



OPPORTUNITY Ebrahim Patel is advising Sactwu's investment company

national funds inevitably heightened the financial dimension.

More recently, the drive towards black economic empowerment has tended to put a lot of the spotlight on the unions.

Apart from the more immediate issue of involvement in the Johnnic empowerment deal, the business opportunities for unions range from more aggressive input into the management of members' provident funds to taking control of the administration of those funds — even acting as a gatekeeper to financial institutions wanting to sell various products to union members.

Already two of the largest unions, NUM and Sactwu (SA Clothing and Textile Workers' Union) have established their own investment companies.

Among NUM's advisers are Khaya Ngqula, chairman of JCI's Lindum Reef mine, and Marcel Golding, ANC MP. Sactwu's advisers include Ebrahim Patel and Johnny Copelyn, ANC MP. Most unions are thinking along similar lines. Even Numsa, long a die-hard "purist" on the issue, is looking at the opportunities.

Nactu (National Congress of Trade Unions) has already established its own investment company with investments in MTN and Nail. Under the guidance of Copelyn, Cosatu set up an investment company last year.

One of Cosatu's early projects was the formation of a gambling consortium, which was to include Sun International and a variety of other black interest

groups. Not only was there very limited support within Cosatu for a massive gambling transaction, but it seemed few Cosatu officials were kept informed of the workings of their investment company. A spate of publicity was followed by Cosatu pulling out of the consortium and it subsequently dissolving.

Cosatu's investment company is now dormant, but Copelyn remains active with Sactwu and the Real Africa group.

Two camps

Trade union officials appear to have split into two camps on the issue of business involvement. The one camp could be termed "purist" and has a fairly high level of apprehension about business and the role of capital.

The other camp comprises the "entrepreneurs" who believe the new South Africa offers a lot of opportunity for trade unions to take some of the profit that their members generate and use them to build up the resources of the union.

The purists argue that trade unions should be concentrating on servicing the needs of their members rather than diverting their energy to financial deals.

In addition, they charge that involvement in financial schemes will inevitably lead to a conflict between earning profit and members' interests. Invariably there is also concern that profit will be used to build up the power base of individual officials rather than the resources and services of a union. And there is the danger that the cost of the pension or provident fund service to members is increased as the institution pays out to "union brokers" as well as its own middle men.

When it comes to choosing a provident fund manager, a major attraction for the trade unions is the willingness of managers to train and advise shop stewards in the effective handling of their roles as trustees of funds.

One national co-ordinator explained that the willingness to train and be available to advise was the biggest influence in his union's decision. The role of pension fund trustee is relatively new and fre-

quently intimidating for shop stewards.

On the investment front, Nactu's more aggressive approach has generated significant paper profit for Nactu affiliates from their allocation of Nail shares. Cosatu affiliates are also sitting with attractive paper profits from their allocation of African Life shares at the time the Nail deal was announced.

It is these sort of profits, as well as the sort of profit SACTWU earned on an allocation of MTN shares, that makes pursuing a "purist" approach to business an increasingly difficult strategy.

But the purists argue that these deals are small fare compared with the financial and political clout the union movement would have if it held back and took a long-term approach. They say now is not the appropriate time for labour to align with capital.

For trade union appointees to pick up seats on corporate boards in exchange for purchasing an equity stake is a sham because the appointee will not have sufficient experience and skills to use the seat effectively, they say.

And even if the appointee did have considerable experience, one, even two, appointees would be ineffectual on a board dominated by non-labour interests. The suggestion is that labour should wait 10 years or so until both labour and management has a longer experience of more stable industrial relations. Right now the relationship is far too hostile and confrontational.

Cosatu's involvement in the Johnnic bid represents something of a compromise between the purists and entrepreneurs.

It is likely a team of union-backed trustees — with investment management experience — will be appointed to advise on the longer term strategic direction of the group's operations.

For those who fear union funds will result in a change in strategy at Johnnic, it is worth noting that the involvement of the union-backed Community Growth Fund in industrial and mining shares has not resulted in a flurry of labour-related pressure on the management of those companies.

Membership of unions takes 14,5% dive

Adrian Hadland

(134)
BD 9/6/95

CAPE TOWN — Membership of registered trade unions had plummeted 14,5% to 2,47-million between October 1993 and October 1994, the National Manpower Commission's last annual report said

The commission, which has been replaced by the National Economic, Development and Labour Council, said the decline was partly attributable to SA's unfavourable economic conditions at the time, together with the concomitant effect of large-scale retrenchments

A marginal decrease in union membership of 0,5% had been experienced in 1992

Since 1979, however, rapid and consistent membership growth was achieved at an average annual rate of 8,5% — largely due to SA's political situation and denial of workers' political expression, as well as the realisation of benefits offered by organised labour. Strike activities had also risen sharply in the past 15 years, reaching a peak of 5,8-million lost man-days in 1987

In the year to October 1994, 2,1-million days had been lost in 804 strikes, excluding industrial action in the public sector

While wages remained the primary trigger of industrial action, discrimination and racism had emerged as "new strike triggers" last year

The number of industrial councils had dropped from 102 in 1979 to 86 last year

Between 1980 and 1993 only 168 162 new job opportunities had been created in non-agricultural sectors. The government and services sector showed the largest increase (more than 370 000) while the financial and insurance sector showed the biggest annual percentage rise of 3,6%. Non-agricultural, formal sector employment declined steadily from 1990 to end-1993

Sapa reports the backlog of cases before the Industrial Court had increased to a record 5 033 in October 1994. Its workload had increased from four cases in 1979, when it was established, to 8 400 last year

Fighting for workers' rights a risky business

BP 14/6/95
P34
BILL JORDAN

DEPENDING trade union and workers' rights, particularly in the face of cutthroat competition between companies and countries, is an increasingly dangerous business. This is the conclusion reached by reading the annual survey of trade union rights violations, published yesterday in Geneva by the International Confederation of Free Trade Unions (ICFTU) as 2 000 government, employer and worker delegates from 170 countries discuss key labour issues in that Swiss city which hosts the annual conference of the UN's International Labour Organisation (ILO).

The story is the same, whether it is in Free Trade Zones such as the Honduras where those who do not work hard enough are forced to stand holding chairs over their heads for an hour and are fed amphetamines, or in Egypt where Gehad Tammam had to stand waist-high in sewage for demanding improvements in pay and working conditions at his weaving factory, or in Gabon where workers have been asking for increased wages to take account of the devaluation of the local currency.

The survey found that 528 trade unionists were murdered for their activities, more than double 1993's total of 217. Trade unionists continue to receive death threats, and in Kosovo, Guatemala, El Salvador and Colombia new death squads seem to appear almost weekly. One has announced a war to the death against unionists and members of left-wing political parties.

Some countries equate trade unionism with treason, and in Serbia national TV was used to broadcast the story that trade unionists had called on Nato to bomb the country. In Cuba, independent trade unionism is seen as a "counter-revolutionary" activity, and Rafael Gutierrez Santos, president of the USTC, an independent trade union, was sentenced to eight years for subversion.

All over the world there has been a gradual trend of increased state interference in union activities. In Cameroon, Louis Sombes was removed from his post as general secretary of the CCTU because of his

open criticism of government policy.

In Nigeria, the oil workers' union Nupeng went on strike over grievances in the oil industry and persistent intimidation of union members by the army. They were also protesting against the military regime's annulment of the previous year's elections. A national strike followed, which was violently suppressed by the government, and at least 20 people were killed. In the events that followed the military government put in its own administrators to run the unions, ensuring there would be no further challenges to its power.

In many countries such as Romania and Turkey, although trade unionism is not forbidden, there are so many legal conditions which must be fulfilled before a union can be registered, that it amounts to prohibition in all but name. In a number of countries, such as Zimbabwe and Pakistan, public servants are not permitted to join unions at all. In

Malaysia, there are so many regulations and laws which can be brought to bear prior to a strike that, again, it is very difficult to hold a strike as they are almost always banned. Another increasing trend is to place a ban on strikes in the public sector, or in areas which are deemed to be of "public interest", as in Vietnam.

China is highlighted year after year in the report in terms of bad labour relations. During 1994 several hundred workers were in labour camps for attempting to set up independent unions, and there were reports that detainees were routinely tortured. Despite the fact that independent trade union activity is severely repressed, and all union activity is organised by the ACFTU, the government body, workers are continuing to fight for their rights. Conditions for workers are particularly bad in the special economic zones, and it was reported that there were 800 independent unions in Guangdong alone.

Industrialised countries are also victim to the belief that they can

improve production through restricting workers' rights. In Belgium, which is covered for the first time, employers are using police to break up picket lines. In New Zealand the labour minister, on hearing that the government had been criticised by the ILO for its new employment Act, described it as "a racket, a kangaroo, a Stalinist court".

In the US, at least one in 10 union supporters campaigning to form a union is illegally fired by the employer, and so perhaps it is not surprising to learn from the report that the US has never acceded to the ILO conventions which cover the right to organise or bargain.

One thing which the survey illustrates is that the role of the trade unions has never been more relevant. In an age when the globalisation of trade is shaping the world, trade unions have to make sure that where trade goes, freedom and decent conditions go too. This is the biggest and toughest job of all.

Jordan is general secretary of the ICFTU.

LETTERS

'Trade union rights improving in SA'

CT(BR)15/6/95# (134)

By JOHN FRASER

ARGUS FOREIGN SERVICE

right of public sector workers to strike

Brussels — South Africa has emerged as one of the few countries where trade union rights are improving, in a report by the International Confederation of Free Trades Unions, based in Brussels

The report covers 98 countries and also praises Chile and Haiti. However, it condemns assassinations of trade unionists in 17 countries, with over 300 killed in Algeria and 178 in Colombia.

The report says "a more optimistic note" was struck in South Africa last year, with the elections and the admission of South Africa into the International Labour Organisation. It adds "A tripartite committee was created to draft a new labour code

"The committee's preliminary report was welcomed by the unions, who are participating in the reconstruction programme"

Nonetheless, the report notes there are still restrictions on the

It complains that workers can be dismissed for striking, but welcomes court rulings "that striking employees cannot be fired if the strike is a valid part of the collective bargaining process

"The court has ordered the reinstatement of workers when it considered that the firings constituted an unfair labour practice"

The report notes the Basic Conditions of Employment Act came into effect on January 1 last year giving certain basic rights to domestic workers. "However, they still remain unprotected by the Labour Relations Act and are not allowed to join unions, to bargain collectively or to strike"

The report also notes the Agricultural Labour Act came into force in January last year, extending some trade union rights to farmworkers. However, it says that last year there were strikes in the mining sector "related to racist practices by mine management"

Sowetan

16/5/95

Unions hold indaba

(134) (250)
FIVE major public sector unions and the Congress of SA Trade Unions begin a three-day conference today to discuss the formation of a single public sector union within the federation.

According to sources within the five groupings, the new union will be formed in August this year.

The conference is hosted by the National Education, Health and Allied

Workers Union and the SA Municipal Workers' Union. The Post and Telecommunications Workers Union, the South African Democratic Teachers Union and the Police and Prisons Civil Rights Union are also represented.

According to Nehawu, the conference will seek to identify areas of common ground on key issues facing the public sector.

Political comment in this issue by Aggrey Klaaste. Newsbills, sub-editing and headlines by Sy Makaringe and Paul Drosdzol. All of 61 Commando Road, Industria, Johannesburg. Printed by The Newspaper Printing Company for the proprietors and publishers, New Africa Publications Ltd of 61 Commando Road, Industria, Johannesburg. The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic, is forbidden and expressly reserved to New Africa Publications under Section 12 (7) of the Copyright Act 1978. Sowetan abides by the Code of Conduct of the Press Council of South Africa and accepts its jurisdiction.

Working women face worse discrimination

Renee Grawitzky

THE increasing participation of women in the economy and the labour market has inadvertently resulted in an increase in discrimination and inequality, says the International Labour Organisation.

The June edition of the organisation's publication, *World of Work*, said "The feminisation of employment has not been synonymous with improvement in the quality of employment." Women workers continued to be discriminated against in areas such as pay, with women receiving 70-80% of the rates of pay of men in the industrialised world.

Jobs dominated by women had traditionally been characterised by low status and remuneration.

Despite growing inequality in the workplace, however, there was an increased awareness by some governments of the need for gender equality. A growing number were adopting wage equity and affirmative action measures to accelerate women's entry into leadership and managerial positions, the report said.

The organisation said most women workers worldwide continued to be concentrated in clerical, services, sales and middle-level professional occupations.

In SA the status of women at work does not appear to be a matter of concern to most employers if one analyses employment practices. For example, the main thrust of affirmative action as interpreted by companies has been on racial lines, and disregards gender. This is not in accor-

dance with the reconstruction and development programme, which specifies that affirmative action should apply to both blacks and women.

A snap survey of a number of women in middle to senior management positions in a cross section of organisations revealed that some experienced overt discrimination such as inequality in wages while others experienced a more subtle and intangible form of discrimination. This could take the form of being constantly reminded of women's other roles — as mothers and homemakers as opposed to career women.

Some women perceived that women's opinions were not given the same credence as men in the same or similar positions and men from middle-management level and below found it more difficult accepting women's views.

One woman said "Women bring it upon themselves in certain respects. They have this constant fear of having to prove themselves and they try and overcompensate for being women."

Others said that management was quite happy to let women remain in more junior positions even though they were performing more senior functions. When confronted, management either said women were not ready, even though they had performed the tasks for extended periods, or that they should be happy as they were affirmative action placements.

Comments by all the women interviewed indicated that they felt the "old boys' club" was alive and well.

Fawu considers creating umbrella industry forum

Renee Grawitzky

THE Food and Allied Workers' Union (Fawu) is contemplating establishing a national industry forum in the food sector with 15 sectoral forums falling under the main body.

The national forum would consider broad policy issues such as education, training and industrial restructuring with the aim of becoming competitive worldwide. The sectoral forums would negotiate wages and conditions of employment.

Fawu's Valerie Flanagan said the forums would cover sectors such as sugar, dairy, fishing and baking.

She said initially the union would pursue its objectives in those sectors where it was strongest and able to achieve its goals.

Flanagan said initial discussions had taken place between the union and the Chamber of Baking which represented baking employers.

She said the union wanted to establish an

industrial council in the baking sector, but was trying to achieve this with the full understanding and support of both employers and workers. She said part of the delay was that both parties were uncomfortable about how the structure would operate and the subsequent effect on their lives.

The Chamber of Baking's executive director Nic Alberts said the chamber was prepared to discuss the formation of a sector forum.

Alberts said, however, that "we are concerned about the wisdom of such a move at this stage in the development of the industry where we are trying to preserve jobs and keep some marginal bakeries viable".

He said the industry was dominated by six companies with approximately 3 000 small independent bakeries who would have to be accommodated.

Alberts said even within the "big six", "some groups bargain at company level, others at regional level and some are totally decentralised".

Western Cape leads boom in tourism

Theo Rawana

SA's tourism industry is well on its way to recovery, figures released by the Central Statistical Service (CSS) show.

The number of foreign visitors to SA in April was more than double the figure for the same month last year, the CSS said.

The most popular province was the Western Cape, which attracted 38% of the visitors. The total number of bed nights sold to foreign tourists in April was 205 602, 117% higher than the figure for April 1994.

Asian tourists accounted for the greatest increase in market share according to con-

tinents, rising from 7.3% of the total in April last year to 17.5% this year.

Meanwhile, a study by an international hotel marketing group has found that a family-friendly atmosphere and programmes geared towards children travel with their parents accounted for a significant chunk of hotel turnover.

The study, conducted by Steinberger Reservation Service, reported that family accommodation accounted for an average 5% of business volume, and was as high as 12.5% at hotels in the US.

The group has two hotels in SA: the Carlton Court and the Malamala.

UNION MEMBERSHIP

Levelling off (134)

FM 14/7/95

In rich countries, the *Economist* recently observed, trade union membership and influence are declining, particularly among young people, and in poor ones, they remain weak and often repressed "Driven by technological progress and economic liberalisation, global capitalism is changing fundamentally, and in ways that are apparently inimical to organised labour"

Union membership in Australia, Britain, Japan, the US and France has fallen in the last 20 years, is unchanged in Germany but has risen in Sweden, Italy and Canada

In SA, according to the Department of Labour's latest figures (October 1994), almost 2,47m workers belonged to registered trade unions — a 14,5% decline from the previous year's 2,89m This is partly due to saturation in growth potential of new unions since 1980 and partly to the decrease in job opportunities during the recession

Unregistered unions had a membership of almost 510 000 (1993 528 000), giving a total membership of 2,98m — about 23,7% of the total economically active population

Bucking the international trend, the department expects union membership will, in the long term, "still show a moderate growth in the now relatively unorganised sectors, such as central government and agriculture" While that could be the case, the advent of a popular ANC government may, ironically, cap future union growth

Over 30 unions applied for registration last year, of which five were registered, together with 12 who applied in 1993 and four in 1992, bringing the total to 213 unions The registration of nine unions was cancelled, either because they had ceased to function owing to lack of interest by mem-

bers, or due to mergers with other unions — a development which has tended to boost the biggest labour federation, Cosatu, whose membership last year was 1,32m

Cosatu's membership stayed at around 1,21m in the previous two years, having grown from 712 231 in 1987 and 924 499 in 1988 Having lost 50 000 members in the wake of the 1987 mine strike, the NUM has clawed back its position as Cosatu's largest affiliate, growing from 212 000 members in 1988 to 310 596 last year

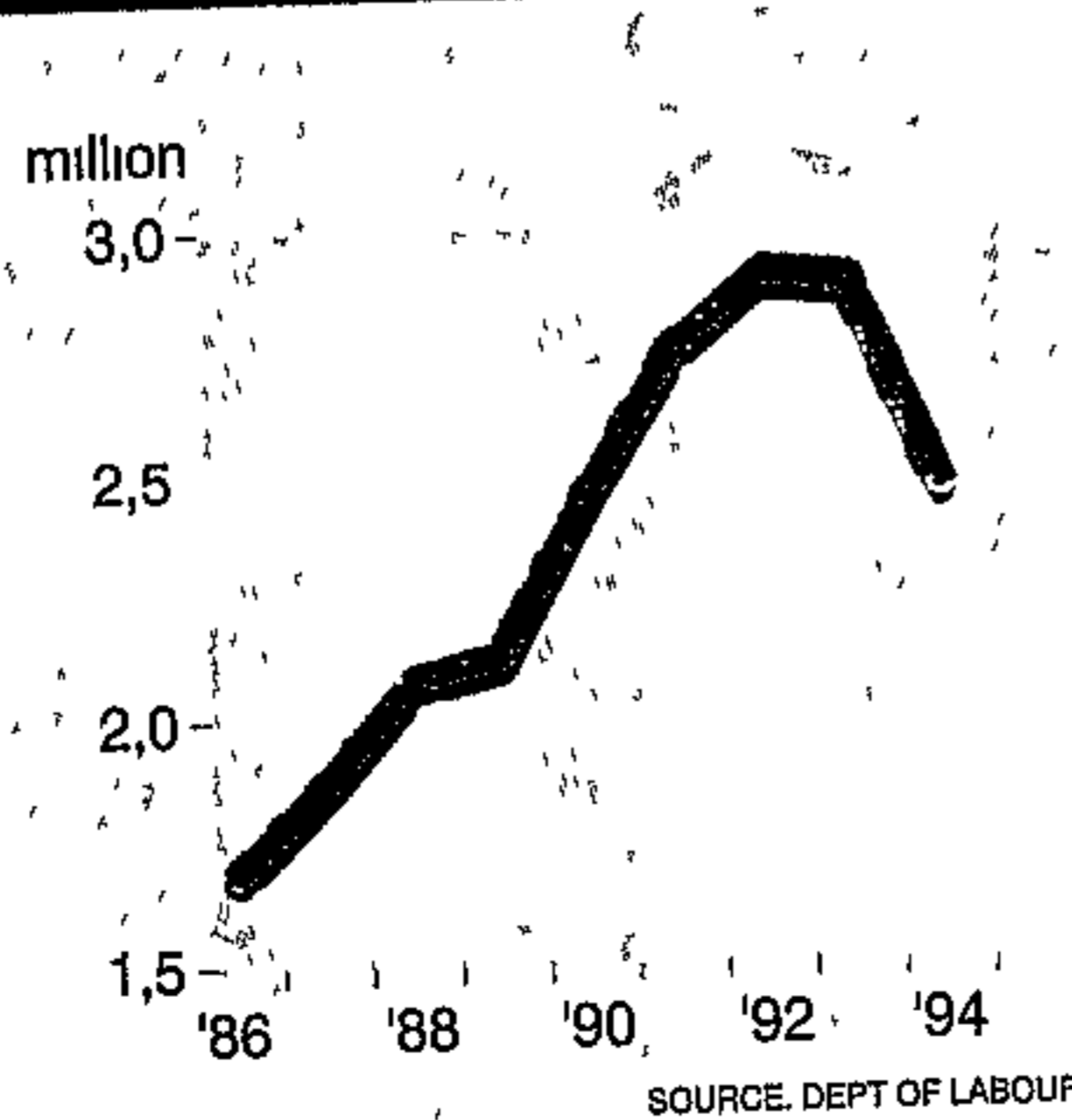
Cosatu has been beefed up by new entrants from the public service, affiliation of the SA Society of Bank Officials, the SA Boilermakers' Union and the Agricultural, Plantation & Allied Workers' Union

Meanwhile, intense *bosberaad* negotiations between labour, business and government continued this week in the hope of meeting Minister Tito Mboweni's July 17 deadline for sufficient consensus on the Labour Bill Reports of the three working groups set up last week to expedite agreement on outstanding issues were due to be presented by the principals' committee as the *FM* went to press

The principals — Mboweni, Bobby Godsell from business and Sam Shilowa from labour — have independently been looking into the questions of centralised bargaining and replacement labour Fresh proposals from all three parties on certain issues were expected to be tabled this week ■

DECLINING HEADCOUNT

Registered trade union membership



alliance with the IFP".

(134) (211)
Mass meeting

for unions
SAT 28/7/95

■ BY JUSTICE MALALA
LABOUR REPORTER

Representatives of more than 1,5-million mine, quarry and energy sector unions in the southern African region will meet in Johannesburg this weekend to increase regional co-operation and strengthen strategies to fight worker exploitation.

Delegates from nine countries will attend.

The Southern Africa Miners' Federation conference will focus on labour troubles in Swaziland, the establishment of export-processing zones and closer economic co-operation between workers and the participating governments.

X

Cosatu spearheads campaign to end abuses in Nigeria and

Renee Grawitzky

(134)

BD 31/7/95

COSATU has entered the international diplomatic arena by resolving to put pressure on Nigeria and Swaziland to stop human rights abuses and attempts to squash independent trade union movements

Cosatu general secretary Sam Shilowa will be part of a delegation of representatives from the international trade union movement to visit Nigeria to try to influence the military government headed by Gen Sani Abacha

Shilowa said the decision to work for

change elsewhere in Africa, as well as calling on the SA government to fight injustice, had been taken at a recent Cosatu executive committee meeting

The Nigerian visit, which will take place shortly, is intended to pledge solidarity with the trade union movement in Nigeria and put pressure on the military junta to restore the previous leadership of the union movement. Nigeria's rulers removed the leadership and appointed an administrator to run the unions

Cosatu would also stage a march on the SA offices of the Nigerian high commis-

sion. Criticism of the military government has grown after the secret trial and sentencing of former ruler Gen Olusegun Obasanjo and others for allegedly plotting to overthrow the junta.

Numerous heads of state, including President Nelson Mandela, have criticised the actions, and there have been calls to ban Nigeria from the next Commonwealth summit in New Zealand

Shilowa said the SA foreign ministry "should lobby the Commonwealth heads of state . . . they should stand up against what is happening in Nigeria in the same way

they stood up against apartheid"

Shilowa said a decision was also taken to try to force Swaziland to halt the deportation of a number of senior unionists, and to get the country to review its labour legislation. Demonstrations would be organised if King Mswati III's proposed visit to SA went ahead

Other resolutions adopted at the Cosatu executive committee "meeting" included plans to refocus on building organisational capacity, to highlight AIDS and health and safety, and to develop a position on the parliamentary process for the draft Labour

Relations Bill

Shilowa said the executive had broadly endorsed the package agreed to on the draft Bill, but opposition would continue against the use of scab labour and the banning of strikes over unfair dismissals.

Attempts would be made to get private undertakings not to use scab labour and approaches would be made to government not to grant contracts to companies using scabs during strikes

But Shilowa said the law should not prescribe whether workers could go on strike over unfair dismissals

Swaziland

6

NEWS POLITICS

seweta 3/8/95 (134)

Unions launch new bloc

By Joe Mdhlela

A BLACK-LED trade union confederation is to be launched this weekend

The launch, to attract at least 16 trade unions, including the South African Health and Public Service Workers Union, will be held at the Union Buildings in Pretoria on Saturday

Other unions expected to be represented at the launch include the Azaman Workers Union, the Black Mining Workers Union, Education, Hospital and Church Workers Union, Metal and Engineering General

Workers Union and the National Association of Civil Service Workers Organisation. The confederation, to be known as the South African Independent Trade Unions Confederation, is expected to embrace a number of independent trade unions in North West

The confederation is expected to attract a paid-up membership of at least 120 000 at its launch, spokesman for the confederation Mr Themba Ncalo said. Deputy president of Azapo Mr Pandelani Nefolovhodwe will deliver the keynote address

EDC
Unions to march
in Pretoria (34)

ET 4/8/95

PRETORIA: Trade union members will march on the Union Buildings here tomorrow to launch the SA Independent Trade Union Confederation, co-ordinator Mr Themba Ncalo said yesterday.

Political Staff, Sapa-Reuter

Trade unions in new alliance

ET 7/8/95 (134)

PRETORIA: About 500 workers marched on the Union Buildings here at the weekend to launch the South African Independent Trade Unions Confederation

The confederation, which comprises 14 trade unions, claims a membership of 250 000

Unions unite for power

(134) Sowetan
7/8/95

ABOUT 500 workers marched on the Union Buildings in Pretoria on Saturday to launch the South African Independent Trade Unions Confederation.

The confederation, which comprises 14 independent trade unions, including the National Civil Service Union, the South African National Workers' Union and the Azanian National Workers' Union, claims a membership of 250 000.

Saituco acting general secretary Mr Themba Ncalo said member union leaders should bury their differences and start "leading workers out of Egypt and take them to the land of milk and honey, where they will enjoy the fruits of their labour".

He added Saituco would not join hands with employers who were exploiting workers "on a daily basis".

"We will fight tirelessly for the attainment of the nationalisation of all companies which are obsessed with profit making while disregarding the suffering of millions who are retrenched daily," Ncalo said.

Saituco is also demanding a living wage of R1500 a month as well as a 40-hour working week and healthy and safe working places — *Sapa*

Role players down tools for 'work issues' summit

Theo Rawana (134) MD 10/8/95

LABOUR role players including unionists, politicians and consultants will meet at next month's World of Work summit, which is designed to be an update on all the labour and industrial relations and human resource issues which have emerged since last year's elections.

Conference organiser Glenda Cohen says the conference will benefit a wide range of players in the SA labour arena, including company MDs, industrial relations and human resources managers, directors, consultants, affirmative action managers and union representatives.

Government representatives, lawyers, non-governmental organisations, employer organisation representatives, academics and all managers with an interest in the "world of work" stand to gain, says Cohen.

Labour Minister Tito Mboweni will open the three-day summit on September 6, while Nedlac executive director Jayendra Naidoo will address the theme, "Towards a strategic agenda for Nedlac".

Duncan Innes, manager and publisher of The Innes Labour Brief, will analyse the changing roles of alliances, with focus on politics and labour, Cosatu and the ANC alliance, trade union alliances and the expected new roles of business and unions.

Andrew Levy and Associates senior partner Andrew Levy will speak on "Industrial relations: the past and the future", focusing on the Nic Wiehahn era, and the situations before and after the first national election and before and after the new Labour Relations Act.

Other speakers will include Independent Mediation Services of SA (Imssa) vice-chairman Felicity Steadman, who will address "Resolution of new-age conflicts", examining whether the traditional adversarial approach to dispute resolution is appropriate for the resolution of structural, relationship and "new age" disputes. The talk will also focus on resolving centralised bargaining and on worker participation.

BRIEFS

Union slams brokers

(134)
CT 16/8/95
DURBAN: Up to 35% of workers here are employed without basic worker benefits by labour brokers, the Azanian Workers' Union said yesterday

Union secretary Mr Patrick Mkhize said the union planned to agitate against brokers to ensure the brokering system did not erode workers' rights

Workers will not be paid

(134)
CT 16/8/95
WORKERS at the Sea Harvest factory at Saldanha will not be paid on Friday. Most of them are process workers and have been out of work since last week because of the strike by trawlermen and line fishermen.

Management has offered the workers options for loans or leave while the fishermen are on strike.

The proposal has been rejected by the Food and Allied Workers' Union as they are not responsible for the strike.

Staff clash at hospital

JOHANNESBURG: Tension ran high at Kalafong Hospital in Mamelodi yesterday when members of the Hospital Personnel Association of South Africa clashed with rivals from the National Education, Health and Allied Workers' Union.

Only the intensive care unit was operational and patients not needing emergency treatment were sent away.

CT 16/8/95
Sapa

Council staff plan next step

SHOP stewards representing 14 000 municipal workers in the Western Cape were due to meet at the South African Municipal Workers' Union regional office in Athlone last night to decide whether to resume their strike as mediation had failed.

(22) *CT 16/8/95*
Samwu regional secretary Mr Stanley Yisaka said shop stewards would present mandates from their structures at the meeting.

He expected the meeting would arrive at a "programme of action" — Municipal Reporter

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BRITISH

White collar union planned

(134) CT 18/8/95

JOHANNESBURG: The Federation of SA Labour Unions (Fedsal) has decided to create a union for management, specialist and administrative employees in the private sector.

General secretary Mr Dannhauser van der Merwe said the federation hoped the union would attract thousands of members

ANC-Cosatu alliance will adapt

Is the alliance between Cosatu and the ANC about to end? Many commentators have spent the past six months predicting this. The sometimes sharp disagreements between government and labour during the recent negotiations on labour relations legislation seemed to re-inforce predictions of a split.

But to the participants, the negotiations were an important process in redefining relationships — and identifying weaknesses.

Sam Shulowa, the general secretary of Cosatu, said that it was an "eye opener" for Cosatu and the ANC.

"It demanded co-operation and independence. We had to face the question, to what extent do we rely solely on the ANC minister? To what extent does the ANC accept everything labour demands? The alliance emerged intact despite strains."

Cosatu adopted its own position and showed a willingness to fight for them. Cosatu's influence in the ANC depended on its strength outside the alliance.

In this sense Cosatu's mass action was less a signal that the alliance was over, than that Cosatu was asserting its position within the alliance.

There was an increase in alliance activity as the deadlock deepened and the unions mobilised for mass action, and as conflict between labour and government sharpened.

ANC figures, including President Nelson Mandela, addressed thousands of demonstrating workers. Cosatu caucused with ANC MPs.

High-level alliance meetings were held where the legislation and the overall political situation were discussed. In these meetings, for example, the ANC made it clear that the protection of strikers would not be extended to a ban on scabs.

These discussions contributed to overcoming tensions and moving towards a settlement.

SHOP FLOOR



By KARL VON HOLDT

Cosatu's mass action was an assertion of its position in the alliance

It would be inaccurate to say the labour movement had to fight for its demands against the opposition of government. The original draft bill was labour-friendly. The government proposals which broke the deadlock accommodated a number of labour demands.

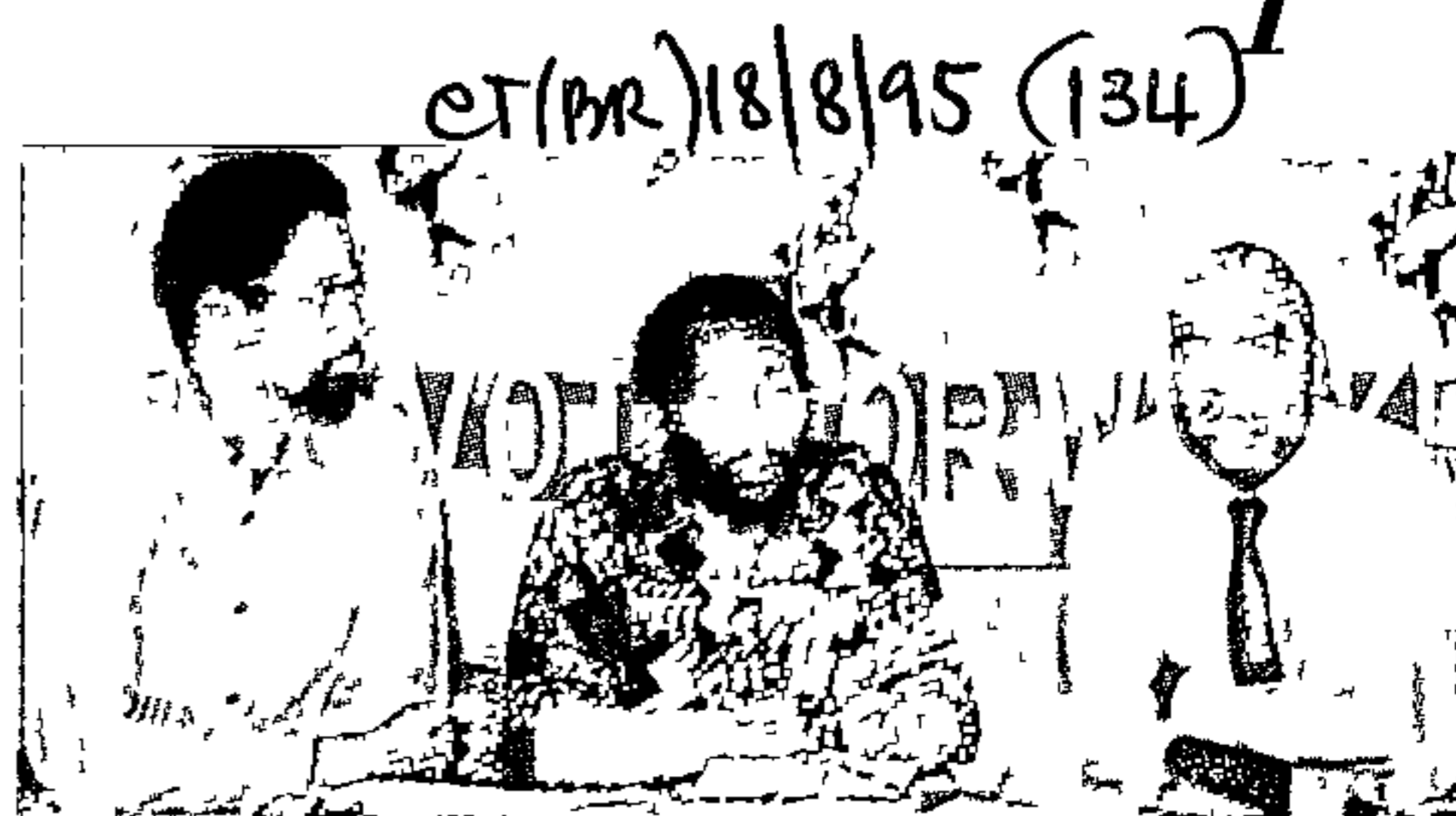
But there was concern in many union and ANC circles that the alliance was not functioning as an active strategic centre. Tensions during the negotiations were a sign of this weakness.

Enoch Godongwana, the general secretary of the National Union of Metalworkers of South Africa (Numsa), argued that the process revealed two things: the nature of an alliance was that, while there was agreement on fundamentals, there were disagreements on certain issues and secondly, that there was an absence of strategic and policy co-ordination in the alliance.

Tito Mboweni, the minister of labour, concurred. "The alliance has a programme — the RDP. But now that we have settled in as government the alliance needs to manage the political process."

The alliance between Cosatu and the ANC may face two further challenges.

First, there is the question of broader labour unity. The other two big federations in South Africa, the National Council of Trade Unions



ALLIANCE WOES From left, Zweli Vavi, the assistant general secretary of Cosatu, John Gomomo, the president, and Sam Shulowa, the general secretary, are weighing up the federation's alliance with the ANC.

(Nactu) and the Federation of South African Labour (Fedsal), had always argued that Cosatu's political alliances were a barrier to unity.

In the course of the LRA negotiations Nactu and Fedsal had mixed feelings about Cosatu's alliance with the ANC.

On the one hand, there was uneasiness that Cosatu was meeting alone with the ANC and might seek to change the labour caucus' position on behalf of the ANC.

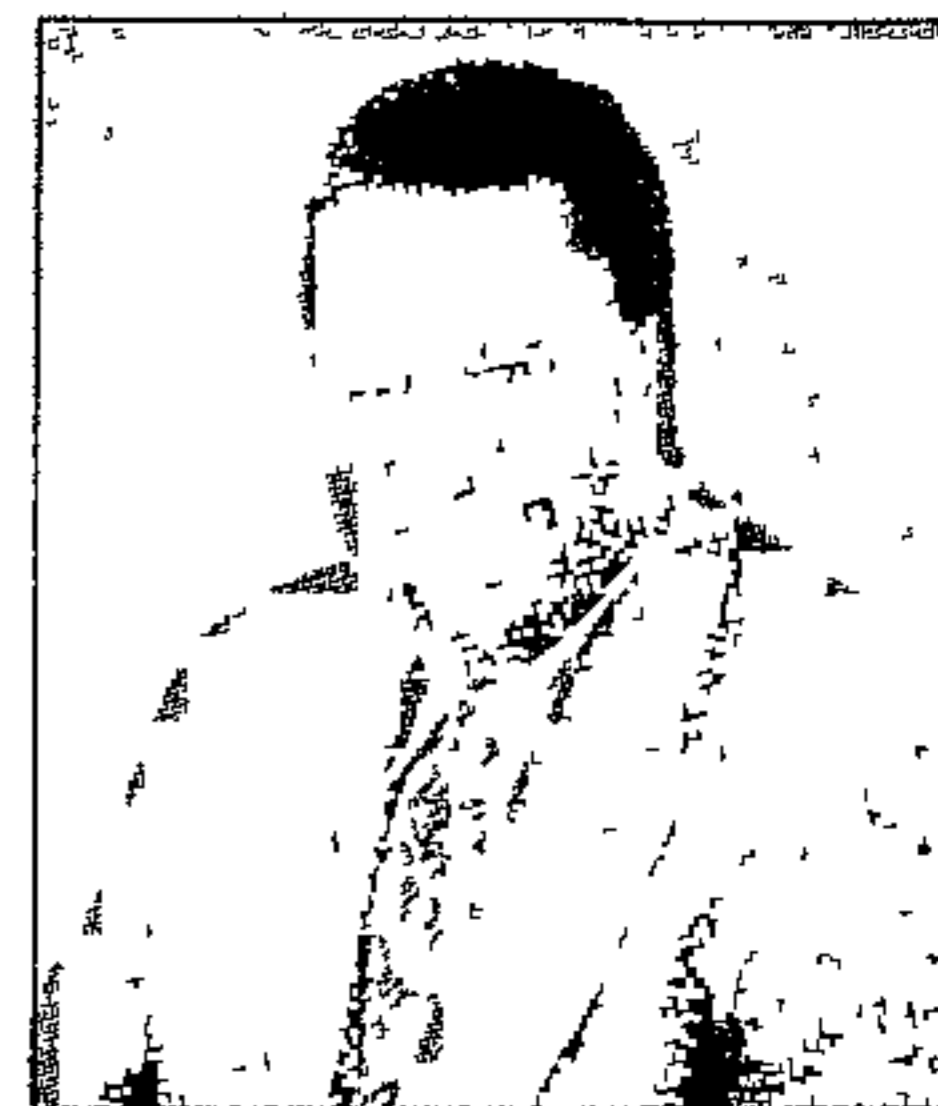
Cunningham Ngcukana, the general secretary of Nactu, cited the example of the ANC's refusal to ban scab labour.

But on the other hand, Cosatu's political alliance gave access to information and a lobbying capacity. As Dannhauser van der Merwe, of Fedsal, put it: "Many times we were uneasy, but sometimes it worked in labour's favour."

The three federations agreed in principle to form a single federation — but to do that Cosatu's alliance with the ANC may have to go.

In the latest issue of Cosatu's Shopsteward, John Gomomo, the president of the federation, said: "If we have to choose between the alliance and the unity of the workers, my choice will be the unity of the workers."

The second challenge to the alliance will come if the ANC fails to deliver economically. Economic policy issues, such as the "re-organisa-



LABOUR'S ALLY Labour Minister Tito Mboweni

tion of state assets" and reducing tariff barriers, were more complex than labour legislation.

Many pundits believed a parting of ways was inevitable because a rational ANC must adopt free-market policies and so clash with Cosatu's "anti-market" stance.

This argument denies an alternative possibility that the ANC government adopts a more actively developmental, interventionist and social democratic approach.

After all, the idea of the RDP, and much of its content, came from Cosatu. The result is likely to be an enduring partnership with labour, rather than a parting of ways.

□ The writer is consulting editor at SA Labour Bulletin

(134)
Workers sue Numsa for R1m

Port Elizabeth - Former Ford Motor Company workers in Port Elizabeth have issued summonses totalling more than R1 million against the trade union Numsa in the first civil claim against a Cosatu affiliate. The first case will be heard on Monday when an ex-Ford worker from Port Elizabeth will take the National Union of Metalworkers of South Africa (Numsa) to court. Mr Solomon Mamoojee will claim under-payment of a retrenchment package negotiated when Ford disinvested from South Africa 10 years ago. Numsa's legal spokesman Sunil Narian could not be reached for comment. Own Correspondent.

STW 19/8/95

TRADe unions are in crisis across the world. Twenty years ago they were confident, aggressive organizations able to mobilise worker power in strikes and on the streets. In today's Western market economies they have fallen into a sharp decline, and are defensive and uncertain of their future.

Faced with difficulties in the past, trade unions found ways to reform themselves and regain their strength. "Throughout their history unions have adapted to meet the challenge of new circumstances and have done so effectively," says John Monks, general secretary of the UK Trades Union Congress.

But can they do it again? The magnitude of the task facing them looks formidable. In some countries unions are fast becoming an endangered species. Only 6% of workers in France now belong to trade unions; in the US a mere 11% of private sector employees are unionised, in Japan, the Netherlands, Australia, Italy and the UK, union membership as a proportion of the workforce has fallen sharply.

Only in Scandinavia, Austria and Belgium have unions maintained the strength they established after the Second World War.

The picture looks no better in Eastern Europe and Russia, where unions are scarred by their past as agents of totalitarian rule.

Some growth can be found in Asian economies such as India and South Korea. But the unions remain weak across much of the developing world, especially in Africa, where they are often victims of government persecution.

Many reasons lie behind the sharp fall in membership. Technological change — with a shift from mass production in large manufacturing plants to growth in smaller, less labour-intensive enterprises — has posed a serious problem for many unions.

The ceaseless demand for greater competitiveness through higher productivity and lower unit costs has precipitated corporate restructuring, efforts by companies to de-

Trade unions are endangered species in some countries

ROBERT TAYLOR

1994
M 28/8/95

centralise and introduce greater flexibility in how labour is deployed have made it harder to undertake the type of collective action favoured by trade unionists.

A growing number of companies no longer see a vital role for unions in helping them to manage their workplaces. Nor do they believe in centralised, collective wage agreements, they have started to introduce performance-related pay based on the individual employee, or a small group of employees. The workforce has also become more diverse and jobs more insecure, making it harder for unions to organise, particularly in a hostile political and legal climate.

At the height of union domination 30 years ago the workforce was much more homogeneous. Unions were dominated by male, manual, full-time employees in the manufacturing industry, where the demand for uninterrupted production guaranteed their influence in ensuring shopfloor peace.

A rising number of people in the workforce are now women in white-collar, part-time or temporary employment in service industries.

In most Western economies, the number of professional, managerial and technical jobs has grown in the private sector areas where unions made only limited inroads in the

past. Many unions have been slow to respond to these trends and have found it difficult to win rank-and-file support in new workplaces.

Unions have become increasingly a public sector phenomenon. Some of the largest unions in the US, Germany, Sweden and the UK are now to be found in sectors such as health care, education, and local and central government. But everywhere the public sector is coming under threat from governments anxious to cut costs and privatise. In growing non-state sectors such as financial services, retail distribution, catering and electronics, trade unions remain vulnerable or even non-existent.

Union decline, however, is not caused just by rapid technological and corporate changes. The ethos of collectivism has been fading away, especially among young workers, who place a higher value on their lifestyles than on solidarity with their colleagues.

What can be done to reverse or arrest the current decline? "Unions need to do something that attracts members and solves problems for employees they cannot solve on their own," argues Joel Rogers, industrial relations professor at the

University of Wisconsin.

Some lessons can be learnt from the resilience of many unions in Scandinavia. High union membership there is partly due to the role unions play in the welfare state, particularly in managing unemployment benefits.

But this is not the only explanation. In private manufacturing, the Swedish unions have embraced workplace innovation — in companies such as Asea Brown Boveri, Electrolux, SKF and Volvo — to help corporate competitiveness.

"The dynamic character of the labour market means unions can no longer guarantee security of employment primarily by resisting change and, trying to preserve existing structures," says Olle Hammarstrom, a senior official of the Swedish Clerical Workers' Union. "It is only through increased competence and training that members can increase their chances in the labour market." Unions have forged formal partnerships with the larger Swedish companies, negotiating common agreements on work organisation, career planning, training and education.

Industrial relations professor Tom Kochan at the Massachusetts Institute of Technology also points to the success of US companies such as AT&T, Xerox and General Mo-

tors, which have made agreements with unions in negotiating workplace change to the mutual advantage of workers and the corporation. Some companies in Australia, the UK and Germany also provide successful examples of the new partnership approach, which has won World Bank support.

Many unions are reshaping their activities to give a more personal service to members. Kochan says, "Unions that provide valued labour market services and can maintain the allegiance of workers as they move between employers and through different career cycles are more successful than those in which membership is contingent on employment at a specific workplace."

This means unions treating their members as consumers and not just producers, providing them with insurance, pension, banking and discount services and also training, job placement assistance and legal aid. It requires unions to become more like professional associations for people with a particular vocation.

But the existence of union federations with a concern for wider public policy also remains important. Linking unions with wider movements such as campaigns for a cleaner environment is one method of reviving their influence. Australian unions have established a "national accord" with government on the development of economic policy, although such examples are now rare.

Unions are worrying about their survival, in spite of evidence from surveys in the US, UK, Germany, France and Australia which suggests they are still seen as a necessary representative voice for workers in the insecure labour market.

Trade unions will have to prove their relevance to workers by catering for their needs in practical ways. They need to adapt to meet the challenges of the increasingly integrated global economy, but without losing sight of the reason they exist in the first place — as voluntary associations to protect and improve the conditions of people at work. Financial Times

Protection for all employees

(134) CP10/9/95

IN ADDITION to making it an inalienable right for workers to strike and, for the first time, entitling domestic workers to join trade unions, drafters of the Labour Relations Bill have taken pains to ensure that it is written in simple language

In terms of present legislation, workers do not have the right to strike and even when strikes are legal those who choose to strike do not have any protection from dismissal

The proposed Bill presents a simple method of procedure for a "protected strike"

"All that is required is that the dispute be referred for conciliation. In the event that the dispute remains unresolved the trade union is entitled to engage in a protected strike after notice to the employer

"The employer may likewise institute a protected lock-out," the Labour Ministry explains in the draft Bill

Ballotting will no longer be a legal requirement for a protected strike

"In the past, strikes were often interdicted for technical irregularities concerning ballots. This prevented the proper conclusion of collective bargaining processes and constituted an unwarranted interference in the resolution of disputes," the ministry points out

Now the new Bill protects workers from discipline by trade unions if they refuse to take part in strikes

What is still not clear is the position of those workers who choose not to be members of a trade union. In terms of the Bill's provisions on closed shops the Constitutional Court may have to decide whether the right not to become a member of a trade union is invalid in terms of the Constitution

Reportedly for political reasons, there are four different laws governing labour relations and, even then, employees in

"We employed Canadian consultants in order to make our legislation and statutes more accessible to the people who use them," Cheadle explained

The Bill is simple and written in a language that users of the legislation can understand. It provides procedures that workers and employers are able to use themselves

"The Bill is written in plain language. This is an important part of creating a system of justice to which people have access, and can use and respect. It represents a signal that the government values ordinary people directly affected

But do you have a right to stay out of a union?

IT'S ALL but official – and it's supposed to be easy to understand. While workers will have the right to strike, there are elements of the controversial Labour Relations Bill that could be challenged in the Constitutional Court. Political correspondent, **RAFIQ ROHAN**, reports.

certain sectors have no legal protection. Those mainly affected are domestic workers, university teaching staff and parliamentary employees

This situation left in its wake laws that were complex and inconsistent and resulted in the duplication of resources

The new Bill means the death of the existing Labour Relations Act, the Public Service Labour Relations Act, the Education Labour Relations Act and Chapter 1 of the Agricultural Labour Act

The Bill covers all employees and employers in all sectors, other than members of the South African National Defence Force and its intelligence services. Members of the South African Police Services will be protected by the Bill, but will not have the right to strike

Professor Halton Cheadle, the Labour Ministry's special advisor, quipped at a briefing this week "The cops are in but the soldiers and the spies are out!"

by the legislation"

The Bill encourages the right of workers to be involved in decision-making in the workplace. It introduces "workplace forums" which will serve as mechanisms for worker participation and representation at the workplace

"Workplace forums are designed to facilitate a shift at the workplace from adversarial collective bargaining to joint problem-solving and participation on certain matters," the ministry says

"Workplace forums expand worker representation beyond the limits of collective bargaining by providing workers with an institutionalised voice in mana-



TITO MBOWENI... His drafters of the Labour Relations Bill have taken pains to ensure that it is written in simple language.

While the Bill promotes the principle of collective bargaining, it also equips unions with organisational rights by fully protecting the right to strike

Organisational rights are

- The right of access to employers' premises for union-related purposes,
- The right to stop-order facilities,
- The right to elect trade union representatives,
- The right to time off for union activities, and
- The right to information for collective bargaining purposes

Industrial councils will cease to exist and will be reborn as bargaining councils. The name change is necessary because the new Bill applies not only to the industrial and private sector but to all sectors of the economy

The Labour Ministry saw as one of its priorities the need to use simple language in the writing of the Bill

gerial decision-making. By creating a structure for ongoing dialogue between management and workers, statutory recognition is given to the realisation that unless workers and managers work together more effectively they will fail to improve productivity and living standards."

As with Industrial Councils, these courts will cease to exist and be replaced by Labour Courts. These will function within the Department of Justice and enjoy the same status as a division of the Supreme Court

"The Court will have exclusive jurisdiction over labour matters under the Bill," the Labour Ministry points out

Farmers may protest

Wyndham Hartley

THE controversial extension of the nominations period for the local government elections in the Free State could face a court challenge from organised agriculture in the province

Free State Agricultural Union president Piet Gous said yesterday legal opinions had been obtained and they were in the process of making a decision

The new wrangle between organised agriculture and the ANC follows the sitting of Parliament last week when the union's proposals for increased representation for farmers and other levy payers in local government structures were rejected by the constitutional affairs committee.

A decision on the boycott of the elections by agriculture would be discussed at this week's agriculture union conference in Vanderbijlpark

Local government elections task group national co-ordinator Vic Milne said that the provinces had the power in terms of local government legislation to extend deadlines

IFP's trade unions form new alliance

Farouk Chothia

DURBAN — IFP-supporting trade unions have decided to unify themselves into a confederation in a bid to strengthen their influence and secure representation in Nedlac.

Two existing federations, the United Independent Trade Union of Southern Africa and the United Independent and Economic Trade Union of SA, would form part of the new body.

United Independent Trade Union of Southern Africa general secretary Mhlaba Gumede said five independent unions — including the National Police Service Union (which draws its membership mainly from the KwaZulu Police), the United Security Workers' Union and the United Farm Workers' Union of SA — would also be part of the new confederation.

Representatives of a sixth union, the Natal Teachers' Union, had agreed in principle to throw their weight behind the initiative, but wanted to consult further with constituents.

The unions met in Winkelspruit on the south coast for a two-day weekend workshop where agreement was reached on the need for such a confederation

Gumede said the unions were denied representation in Nedlac. It was hoped their combined strength would open the way for them to participate in the body

The confederation would strive for a

membership of at least 500 000.

IFP labour portfolio committee chairman Velaphi Ndlovu, who chaired the workshop, said the new grouping would bring together unions committed to free market principles, and those that were "federal-thinking".

The IFP would not interfere in the confederation and would leave it to operate independently

Gumede said the fate of the United Workers' Union of SA, which was "close to collapse", had taught the unions a confederation would not survive if dictated to by politicians

The leaders of the United Workers' Union of SA had been invited to the workshop, but had failed to pitch up.

Ndlovu said the IFP was in the process of drafting a labour position paper. Academics Hugh High and Themba Sono, from Cape Town and Wits Universities respectively, were assisting in this regard. It was hoped that the paper would be ready by end-November for submission to the IFP national council for approval.

He said the workshop had also decided that illegal foreign workers should be arrested, prosecuted and deported.

The number of foreign skilled workers should be reduced at a rate of 25% per annum. Training should be granted to SA job seekers.

Ndlovu said the labour position paper would spell out in detail the IFP's position on such matters.

BD 17/10/95

BD 17/10/95

(134)

Nurses' union upset by Sana

(134)

CTD 23/10/95 (13)

NURSES in the new Cosatu-initiated Democratic Nursing Organisation of South Africa (Denosa) are upset that a 75% majority vote to dissolve the old SA Nursing Association has not been attained.

They have asked Sana to dissolve itself anyway in the interests of forming a single organisation.

"The failure of Sana to persuade its member branches to complete the process in line with (Denosa) objectives is simply retrogressive," Denosa said — Staff Reporter

World focus at Cosatu congress

(134) (134)
CT 23/10/95

JOHANNESBURG: Trade unions needed to pull together internationally and Commonwealth countries like Nigeria should respect trade union and human rights, Cosatu general secretary Mr Sam Shilowa said on Saturday.

He was addressing more than 1 000 delegates at Cosatu's regional congress here.

International solidarity was one of Cosatu's challenges and priorities and would be addressed at an international trade union summit in Egypt next year.

He also said the human rights records of Commonwealth countries like Nigeria would need to be scrutinised at the Commonwealth conference next month.

There was also a need for worldwide support for a social contract clause in trade agreements.

"There must not only be free trade but there must also be fair trade," said Mr Shilowa.

"This means countries we trade with must respect freedom of association, collective bargaining and a ban on child labour."

Cosatu would continue to work with the ANC and the government, he said. — Sapa

● See Page 19

Cosatu to focus on shop floor

Renee Grawitzky

AD 30/10/95
COSATU would increase its emphasis on issues directly affecting workers on the shop floor, for instance health and safety, and would call not only for the disbanding of the National Occupational Safety Association but for government to stop funding it

Speaking at the close of Cosatu's three-day health, safety and environment conference in Johannesburg yesterday, general secretary Sam Shilowa said Cosatu would vigorously campaign on health and safety demands

He said affiliates should table the demands as formulated at the conference as part of the broader living wage and collective bargaining struggle.

Cosatu called on the leadership of affiliates to ensure there was effective co-ordination of the health, safety and environment policies of the federation.

At the start of the conference, Cosatu president John Gomomo questioned the commitment of the leadership of affiliates to issues concerning health and safety.

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He said the absence of a number of affiliates' general secretaries from the conference raised the question of who, at the senior level of affiliates, would co-ordinate strategies in line with decisions adopted at the conference

The conference called for the restructuring and improvement of the Occupational Health and Safety Act (OHSA) and the Compensation for Occupational Injuries and Diseases Act

In terms of the safety committees established under OHSA, the conference resolved to build the capacity of worker representatives in these committees through training, and would call on government and business to provide funding to build this capacity

Other demands related to the automatic prosecution and heavier penalties for negligence imposed on employers; the training and employment of more inspectors, job security, retraining and redeployment of permanently disabled workers, paid time off for AIDS education, and that employers cover medical costs and support families of workers who are HIV positive

UNIVERSITY OF CAPE TOWN

Non-Sadtu unions in W Cape take first step to set up new body

CT 4/12/95

(134) (134)

STAFF REPORTER

THE five Western Cape Teacher Unions not affiliated to the South African Democratic Teachers' Union would begin working towards unification in the next six months, the new chairman of the Western Cape Council of Teacher Organisations, Mr Chris Jaftha, said last night.

Mr Jaftha, principal of Portavue Primary School in Athlone, was elected chairman at the council's inaugural meeting.

The council is to comprise the Cape African Teachers' Union, the Cape Teachers Profes-

sional Association, South African Association of Vocational and Specialised Education, Suid Afrikaanse Onderwysers Unie and South African Teachers' Association (Sata).

"This is a temporary structure until we form one body. By June the first unifications will have begun to take place," Mr Jaftha said.

The new body will not take the place of the Cape Council of Teacher Organisations, which is to continue as an umbrella for the Northern, Western and Eastern Cape Teacher Councils.

Mr Sam Pienaar, head of Excelsior Primary School, was elected council vice-chairman and Sata director Mr Mike Reeler, secretary.

ST 17/12/95 (134) (S)

Popcru furore over 'lost' cash

By CHIARA CARTER

THE Police and Prisons Civil Rights Union (Popcru) wants police to charge its former president and its recently fired financial administrator in connection with hundreds of thousands of rands that are unaccounted for

Lefaso Matutoane, the union's assistant general secretary, said a complaint would be made to police about Norman Lepere, the former financial

administrator, and Enoch Nelani, the union's former president.

Neither Mr Lepere nor Mr Nelani could be contacted for comment

The move follows the discovery by auditors of alleged financial irregularities. The auditors said credit cards belonging to the union had been used by Mr Nelani to buy clothing worth more than R10 000. More than R6 000 had been paid for hotel accommodation, flights and meals

They also said a new bakkie was bought in the union's name but was not reflected in the financial statements

Mr Matutoane alleged the vehicle was in Mr Lepere's possession and legal action was being taken

The auditors said the union's salary records were "virtually non-existent" and there were unexplained salary fluctuations from month to month

They added that deposits made by the union were unidentified, there was no fixed-asset register and donated assets had not been accounted for in the financial statements

Mr Matutoane said that R273 607 was unaccounted for in the financial records of the union's funeral scheme

He demed the Gauteng and Mpumalanga delegations had walked out of a union executive council meeting called to discuss the irregularities.

INDUSTRIAL REL. - WORKERS' ORG. - GENERAL
(134)

1996 - 1997

KwaZulu-Natal unions divided

Renee Grawitzky

(134) BD 3/1/96
TRADE unionism in KwaZulu-Natal would turn into a lame office with a culture of empowerment and incompetence without proper direction, vision, politics and decisiveness, commentator Ari Sitas said in the latest edition of the SA Labour Bulletin which focuses on KwaZulu-Natal

Sitas argued that on the one hand unions were operating in a vulnerable and declining regional economy which was hostile to unions and on the other hand internal trade union problems were leading to division between leadership and the rank-and-file

He said "it seems that no matter what arrangements are made at national and regional leadership level, the culture of expectation and direct action remains"

Sitas said "there is a mood spreading through black communities that swift, radical action, whatever the consequences, not

only demonstrates grievances but also achieves results." This, he said, was demonstrated last year by the new strike wave where workers decided and acted without and despite their unions in a culture that could only be described as "ad hoc democracy"

Sitas said unions were under tremendous pressure as they were being regarded by membership as distant, ineffective, unorganised, untrustworthy and in "cahoots with managements"

These views were reinforced in part during interviews with Numsa shop stewards in which they indicated that the aims and objectives of the union movement were no longer clear

Sitas said trade unions were facing serious organisational problems which were further exacerbated by the decline of the shop steward locals

The weakening of the trade union movement in KwaZulu-Natal would constitute a serious

challenge to the labour movement as a whole, Sitas argued

Other contributors to the bulletin argued that despite regular "self-criticism" by union leadership and shop stewards little had been done to alleviate the region's problems

They argued that the "violence and the widening gap between leaders and rank-and-file has left workers exposed to the ravages of exploitation" They cautioned that this did not mean that workers would accept a "silent partnership in an industrial system many feel they had little part in shaping"

Rather, they argued that future struggles would be shaped in the continuous process of rebuilding the unions and "leading them in new innovative directions" However, if leadership failed in this workers "have shown that they are not afraid to challenge bureaucracies, authorities, capital and the state both in KwaZulu-Natal and nationally"

Unions to start mobilising across national frontiers

20 17/1/96

(134)

"THINK global, act local" once the slogan of corporations and environmentalists, is fast becoming a rallying cry of international labour. In the past trade unions found it hard to work in unity across national frontiers. Now they have started to mobilise in campaigns applying pressure on some of the world's large companies.

There is a growing number of examples of trade unions taking the offensive. Last week the Geneva-based International Federation of Commercial, Technical and Clerical Employees launched a campaign to unionise employees at US-based retailer Toys R Us in 20 countries.

The Teamsters, the US's largest trade union, has taken its protest against what it sees as an unfair distribution policy by Ahold, the supermarket multinational, to the company's home country of the Netherlands, placing advertisements in local newspapers which claim it is hurting the "poor and elderly" in the US by building hypermarkets outside inner cities.

The Postal, Telegraph and Tele-

phone International, which represents unions in the sector around the world, is involved in international action against the US company Sprint after it dismissed Hispanic workers, trying to organise a union at its La Conexión Familiar subsidiary in San Francisco.

German Postgewerkschaft, the German telecommunications union, has indirectly pressured Sprint to negotiate with its fired US workers by demanding that Deutsche Telekom introduces a code of basic labour standards as part of its deal to launch a £2.7bn joint venture with Sprint.

French telecom's workers are holding up a similar deal between France Telecom and Sprint, while STRM, Mexico's telecoms company, has drawn up charges against the US company which it alleges is in breach of the labour agreements of the North Atlantic Free Trade Agreement.

There is also widespread trade union mobilisation through the International Metalworkers' Federation against the anti-union be-

haviour of Japanese tyre manufacturer Bridgestone at its US Firestone subsidiary, where striking employees were replaced.

Officials from the same union visited the UK recently to lobby against British Steel's decision to close its unmonised operations in Cleveland and open non-union steel-making facilities in Alabama.

Solidarity action is not just being organised by established union organisations. In the current unofficial strike at Merseyside in the UK, dockers are in direct contact with the Longshoreman's union on the US west coast. Support is also coming from union activists in Australia, Israel and Spain.

Nor is all international union action confrontation. Last year French companies Accor, the world's largest hotel chain, and food group Danone signed agreements with IUF, an international hotels and catering union, to uphold basic labour rights for their employees.

Such diversity of union activity suggests a belated awareness of the effect the new global economy is having on international labour and this looks set to grow this year.

At its June congress in Brussels, the International Confederation of Free Trade Unions will adopt a strategy to challenge the power of transnational companies, especially around the Pacific rim.

The organisation, claiming to represent 127-million workers in 190 trade union centres around the world, plans an integrated information network in alliance with the 15 trade secretariats that cover unions in different industrial sectors.

"We are building a practical partnership in response to globalisation," says confederation general secretary Bill Jordan.

Such labour assertiveness against global corporations must not be exaggerated, but it appears to reflect a new militancy.

Says UK Labour MP for Rotherham Denis MacShane "In the past international labour was about meetings of top union leaders ex-

changing platitudes

"Now it involves shop stewards and union officials in a practical way as a normal and not an exceptional part of their work."

He believes unions have taken "15 years to catch up with the globalisation of capital."

However, with the spread of the Internet and use of information technology, workers and unions are forging strategies that go beyond resolutions.

The new mood has been helped by the recent change of leadership at the head of the AFL-CIO union federation. Under its new president, John Sweeney, the US labour movement looks set to take the offensive against what it sees as the excesses of corporate America in the global economy.

Despite this, international labour still lacks the clout consumer pressure groups can wield against corporate power, such as that used by Greenpeace last year against Shell's threat to dump its Brent Spar oil platform in the north Atlantic. — Financial Times

Unknown union group demands to see Mandela

Labour Reporter

A NEW and unknown federation of trade unions, claiming it represents about 300 000 workers, has threatened action if it is not granted a meeting with President Mandela over the Labour Relations Act.

The Act was extensively debated in the National Economic and Development Council (Nedlac) by organised labour and business. But the Congress of Independent Worker Organisations (CIWO) claims it has never been consulted and that trade unions in CIWO are not represented in Nedlac.

CIWO said many aspects of the Act were unacceptable to it.

These included issues of freedom of association and recognition of minority trade unions.

Louis Roux, a spokesperson for the organisation, said it consisted of 18 minority trade unions ranging "from the far left to the far right".

Two of the trade union groups affiliated to CIWO are the United South African Trade Unions — a federation comprising 16 trade unions, and the South African Iron, Steel and Allied Industries Union, an affiliate of the white South African Confederation of Labour.

(134) (134) (134)

Colleagues opposed to new shift system behind job queue killings, say workers

Star 3/2/96 (134)

By NEWTON KANHEMA

Workers at the NF Die Casting factory in Alrode, Alberton, where eight job-seekers were shot dead and 21 injured this week, suspect that the massacre was committed by workers who were opposed to the introduction of a different shift system

The workers, who declined to be named, said there had been opposition to the new three-shift system by the Inkatha-aligned United Workers' Union of South Africa (Uwusa). But the stronger National Union of Mineworkers of South Africa (Numsa) agreed with the three-shift system, which meant the creation of 200 new jobs. The three-shift system effectively translates to fewer hours per shift and results in less remuneration for current workers who collect good money from overtime work.

"If the new system is introduced, we will be working 40 hours per week instead of the 53 hours we are working now. Of those 53 hours, nine are overtime. We are paid an average of R530 per week and if we work 40 hours per week without any overtime our salaries will go down by R130 per week," said one worker.

Asked whether there was a perception that either a political party or a union was involved in Monday morning's killings, all the workers present shook their heads.

One said: "Although Uwusa was opposed to the three-shift system, we don't believe they planned this killing. The victims were a mixture of people."

"I think this is work of *isigebenga* (criminals) who might be working here but are opposed to the three-shift system. I don't think Uwusa was involved," said

another.

The managing director of the company, Barry Hallett, is still puzzled by the brutal attack.

"I wish we could get to the bottom of this. It is very difficult to come up with a substantial motive for this killing. I don't think this is related to the shift systems. The workers would work fewer hours and get more or less the same. We have been talking about this for three years. The only motive we are left with is that of criminality."

Hallett said Numsa had 59% support at the firm while Uwusa had 17%. The relationship between the two unions was "much the same as anywhere else". The recruitment of the 200 workers would go ahead "probably in two weeks' time". Consultation with the unions and the police had to be done before a "safe" venue for the exercise could be decided.

CT 6/2/96
Metro union deal sealed

(134) ~~(134)~~
THE Cape Metropolitan Council (CMC) yesterday signed an agreement with municipal trade unions to recognise the rights of union shop stewards

The agreement was signed by the CMC, South African Association of Municipal Employees, South African Municipal Workers' Union and the South African Local Authorities and Allied Workers' Union

The CMC said in a statement that the agreement "should enhance improved relationships between the CMC and its employees and result in minimising industrial conflict on the shop floor"

The agreement says the unions will try to settle disputes arising from the agreement by conciliatory methods in future — Staff Writer

Unrelenting campaigner for workers' rights



WEIGHING THEIR OPTIONS: South African Agricultural, Plantation and Allied Workers' Union (Sapaawu) shop stewards from the Appiehwai farm in Grabouw, and their Western Cape regional secretary, Edward Jackson, discuss what steps to take after 421 workers were dismissed following a work stoppage.

Picture ROY WIGLEY, The Argus.

□ Union ponders dismissals

ESTELLE RANDALL
Labour Reporter

JOSEPH Benjamin's wiry frame is well known in the Grabouw area. A worker at Appiehwai Farm, he is also a vice-president of the South African Agricultural, Plantation and Allied Workers' Union (Sapaawu), launched by Cosatu last year.

All his members have just been dismissed after a work stoppage but he is calm — a calm that has been nurtured through five years of work at the farm.

Mr Benjamin has himself been dismissed and reinstated before.

"I was dismissed last year for 'inciting' employees to go on an illegal work stoppage," he recalled. He was reinstated in July 1995 after being suspended for two months. But he has continued with his organising activities at Appiehwai — and elsewhere in Grabouw.

The union has a presence at 12 farms in the area and he claims credit for bringing them into the fold.

He arrived at Appiehwai five years ago as a labourer, attracted by the secure housing — which he may now lose if the dismissals go ahead.

"In 1993 when the Agricultural Labour Relations Act was introduced I got so excited," he said. "That was when I started to organise."

Thus organising happened secretly at first and he made few inroads in winning workers' confidence.

"People were scared. They feared that I would have a lot to say to them but would be silent in front of management. Once before someone who worked here had tried to organise and he was dismissed. So when I came to them to talk about the union, people didn't want to be associated with me."

His big break came after someone reported his activities. The management instructed him to address a meeting of workers in the farm hall.

This was the chance he had been waiting for.

"All the workers were there," he said. "They listened to me for an hour and at the end got to their feet and cheered. That same night they all came to sign up with the union."

Nine months later farm management and Sapaawu signed a recognition agreement.

Now there are seven elected shop stewards and channels to negotiate. And there is much with which workers are unhappy. In particular, they want what they term racial discrimination in their working conditions to end.

Mr Benjamin gave the example of the wages which he earned as a supervisor and the wages of colleague and fellow-shop steward Bosman Gwanya, also a supervisor.

"I am earning R225 a week," Mr Benjamin said, "while Bosman is earning R147 a week. This is less than the R155 a week which some coloured labourers are earning."

He pointed also to the different housing allocated to African and coloured workers.

While permanent coloured workers on the farm live in family accommodation, Africans have to live as migrants. And there is the case of an alleged assault on the union's Western Cape vice-chairman, Mammie Damon, by a manager. Mr Damon has laid a charge and the matter is under investigation.

These are some of the catalysts behind the stoppage on Tuesday. Now there are the dismissals which, if they succeed, will undo all Mr Benjamin's work.

(134) ARG 8/2/96

Star 11/2/96
**No way we'll merge
with Sapu - region**

By DAN RADINKU ~~(134)~~ (134)

THE GAUTENG regional office of the Police and Prisons Civil Rights Union (Popcru) is heading for a confrontation with its parent body during the forthcoming national executive council meeting, scheduled for February 22-25 in Johannesburg.

The hostility is likely to come from the unilateral decision taken by the national body to negotiate a possible merger with the predominantly white South African Police Union (Sapu).

Popcru national secretary Lando Sant was this week reported to have confirmed the merger negotiations.

"The idea of a merger with Sapu is good because it will be in line with the policy of the country which encourages one industry, one union," he was reported to have said.

But Popcru's Gauteng region said the secret negotiations were not in line with the union's policy.

"We are absolutely not in for a merger," argued temporary Gauteng secretary Jacob Tsumane.

National assistance secretary Lefaso Matutoane said Popcru did not need a mandate to negotiate formally with Sapu. He added that he did not believe the two unions could be merged.

Unionists open Cape office to be near MPs

(134)

BY JUSTICE MALALA

AMW 12/2/96
South Africa's second biggest trade union federation, the Federation of SA Labour Unions, has followed in the footsteps of the Congress of SA Trade Unions by opening an office in Cape Town.

The 212 000-member federation said it regarded interaction with Parliament, communicating its views to all stakeholders and developing co-operation in the labour field as vital to the business-labour-government relationship.

Fedsal's former assistant general secretary, James Abrahams, will head the new office.

Fedsal said the office would make submissions on the upcoming Basic Conditions of Employment Act and issues such as occupational health and safety, environmental legislation and employment equity.

BRIEFS

New force in ~~200~~
public sector ~~(134)~~

PRETORIA: A federation of public sector groups claiming a combined membership of more than 250 000 was founded here on Tuesday.

The Federation of Organisations Representing Civil Employees (Force) said in a statement it would promote an equitable labour relations dispensation for its members

CI 22/2/96

Nehawu digs in heels over staff cuts, pay

Labour Reporter

THE National Education, Health and Allied Workers' Union (Nehawu) has vowed to dig its heels in over possible wage restraints and staff cuts in the public service

This announcement has come on the eve of national public sector negotiations. Last year, strikes in the public sector accounted for 71 percent of "man" days lost in South Africa

On Monday, government and public sector unions will meet in Cape Town to negotiate wages and working conditions for public sector employees in health, state administration and correctional (prison) services.

At issue will be finalisation and implementation of the grading system, agreed to in principle by trade unions in October 1995, and wage levels which should be attached to these

Nehawu assistant general secretary Fikile Majola said the cost of imple-

menting the new grading system had been estimated at about R9,1 billion for the 1996/1997 financial year. Yet, government had this year indicated only R6,5 billion was available

"We do not accept that government can put to us a proposal costing R9,1 billion, only to tell us later that only R6,5 billion is available. This is viewed as extremely insensitive and irresponsible," Mr Majola said.

There are about 1,2 million public sector employees, including all tiers of government, parastatals and public sector corporations, such as, Telkom and Transnet

Of these 1,2 million workers, about 500 000 are from the former homelands and self-governing territories

In March 1995, the average salary in the public sector had risen from R3 271 to R3 497 but there was still a wage gap between white and black salaries. There were also differences in the average salaries between different sectors of the public service.

Exco to split in two to speed restructuring

Municipal Reporter

THE Cape Town City Council has voted to radically reorganise its committee system in the run-up to the May 29 election because councillors have failed to devote their full attention to the restructuring process

The council has effectively decided to split its executive committee into two because it has been falling behind in local government restructuring

One half of the executive committee will deal with the day-to-day running of business, while the other will focus solely on restructuring, which involves attending meetings with representatives of other councils.

A memorandum stated the council's participation was "not what it should be and if urgent steps are not taken to rectify this, the transition process will fall further and further behind the targets needed for a successful transformation"

Among the problems which have been cited are the absence of joint executive council (JEC) delegates from plenary or working group meetings, leading sometimes no quorum being present.

New challenge to Cosatu unions

Labour Reporter

ABOUT 250 000 public sector employees have joined forces in a new federation which could pose a threat to public sector unions in the Congress of South African Trade Unions (Cosatu)

The Federation of Organisations Representing Civil Employees (Force), which was launched this week in Pretoria, comprises 50 percent of employees who are represented in the central chamber of the Public Service Bargaining Council, Force says.

Force said it aimed to secure a "non-partisan, secure and career-orientated employment environment"

The first test of Force's mettle will be in the national public sector negotiations which begin in Cape Town on Monday.

ARG 23/2/96

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Affiliation of unions formed for 250 000 public servants

Star 23/2/96

(134)

By **NORMAN CHANDLER**
Pretoria Bureau

A new organisation representing more than 250 000 civil servants has been established by four major public service employee organisations.

Known as the Federation of Organisations Representing Civil Employees (FORCE), it intends to bring pressure to bear on the Government on all aspects of employment in the public service.

Groups represented are the Public and Allied Workers' Union of South Africa, the Public Servants' Association, the United National Public Servants' Association and the South African Nursing Association.

Malcolm Domingo, who was

elected chairman, said yesterday that the objective was "the need to unite independent employee organisations in order to enhance the position of employees in collective bargaining".

FORCE would also be associated with collective-bargaining negotiations in the private sector.

Negotiation power would be demonstrated and applied in forthcoming negotiations - scheduled to start next week - with the Government in regard to salaries, the grading system, pensions and future retrenchment packages, Domingo added.

FORCE represents more than half of the employees represented by employee organisations in the central chamber of the Public Service Bargaining Council

LATEST PATCH TO APPROVED

Municipal union

A municipal employees' union is to be established next week and organisers claim it will have 80 000 members and 300 branches countrywide. (134)

The Independent Municipal and Allied Trade Union will be an amalgamation of five unions which have been operating under the banner of the Federation of Municipal Trade Unions since 1986.

Briefs: Sowetan Reporter and Sapa. Sowetan 29/2/96

Unions 'can shape future'

Renee Grawitzky

THE union movement's ability to resolve its capacity crisis would be crucial in determining the future shape of industrial relations in SA, the National Labour and Economic Development Institute's Jeremy Baskin says in the latest edition of the SA Labour Bulletin.

In an article titled "Unions at the crossroads — Can they make the transition?", Baskin said the labour movement now had an "institutional role in policy-making and was recognised as social partners by the democratic movement". But they were not making the most of these dramatic gains.

Baskin said "with Nedlac (the National Economic, Development and Labour Council) and the workplace forums envisaged by the new Labour Relations Act, SA has one of the most institutionalised forms of corporatism in the world. Ironically, this has emerged without any explicit union commitment to co-determination, income accords and the social democratic-type politics

which normally accompany such developments

For example, debate within the union movement on workplace forums had revealed little enthusiasm for these institutions, with many unionists still fearful the forums would undermine shopfloor organisation. Some unions had resolved not to initiate forums, fearing these would "diminish class conflict and encourage worker-management co-operation".

Baskin said co-determination required sophisticated negotiations between the parties and he questioned whether the union movement had the capacity. He outlined three dimensions to the problem of capacity.

The first, he said, related to the high levels of staff turnover in recent years which were far more complex than just experienced unionists moving to take up government positions. On the shopfloor, he said, "particularly as racial barriers decrease and pressure to implement affirmative action increases, many talented shop stewards have been promot-

ed to supervisory and management positions"

The second area related to what Baskin called the "challenge of influence". The establishment of various institutions at national and sectoral level had granted unions an opportunity to be involved in policy decisions. However, "the union movement is battling to make effective use of the space it has won."

The third challenge, he said was more ideologically based. Although unions had been "pragmatic negotiators", their vision of transformation "frequently remains rooted in outdated paradigms".

Baskin said it was not clear whether unions were able to "engage with the implications of new trends, including changing political and economic circumstances."

As a result of this, he said, "one sees vacillations between dogmatic and pragmatic perspectives and a focus on criticising state initiatives rather than presenting alternatives." Labour's challenge was to "use its power in a new context"

Lack of interest compels land rights claims delay

Louise Cook

THE commission on the restitution of land rights has again had to postpone the deadline for claims to property in District Six following a poor response to the restitution process.

People forcibly moved from the area in the 1960s under Group Areas legislation now have until April 30 to put in claims. When the second deadline expired at the end of last month, only 700 people had come forward.

Regional commissioner's office spokesman Elizabeth Davidson blamed the response on a lack of information about the restitution process.

Regional commissioner Wallace Mgoqi said processing of claims would not start until at least 2 000 people had responded because "it is the only way to use the resources of the commission and the land claims court effectively".

A source said the regional commissioner's office held meetings regularly with various communities to promote awareness of the restitution process. People could either claim their original property back, apply for financial compensation or apply for alternative land.

City Council sources said last month that District Six had been targeted for subeconomic housing, and those forced to move away would get first option to return.

Admin to

New trade union founded

BLOEMFONTEIN. — A municipal employees' trade union, which claims to have 80 000 members in 300 branches across the country, has been established here. (252)

(134)
The Independent Municipal and Allied Trade Union is the result of the amalgamation of five existing unions: the Durban Municipal Employees' Society, the Johannesburg Municipal Employees' Association, the National Union of Employees of Local Authorities, the SA Association of Municipal Employees and the SA Local Authorities and Allied Workers' Union.

— Sapa. ARG 9/3/96

Unions compete as memberships expand

Sowetan 13/3/96

(134)

By Abdul Milazi
Labour Reporter

THE race for union membership on the labour front is on and South Africa's major federations are rushing to win over the unaffiliated trade unions

The first to make progress was the Federation of South African Labour Unions (Fedsal) which increased its membership by 15 000 last week when two of its affiliates merged with three other independent trade unions in Bloemfontein

The merger of two of Fedsal's affiliates, the Johannesburg Municipal

Employees Association, the SA Municipal Employees Association and three other independent unions increased the federation's membership to 230 000

Fedsal is currently the third largest federation, with the National Council of Trade Unions (Nactu) second with 327 000 members and the Congress of South African Trade Unions (Cosatu) leading the pack with a membership of 1,6 million

All three federations are involved in strong recruitment drives and their target is the unaffiliated unions

Nactu general secretary Mr Cunningham Ngcukana said the federation was

expecting an increase of 10 000 members before June from their strong recruitment drive in the farming and textile sectors

Cosatu spokeswoman Ms Nowethu Mpati said they were also expecting a big boost with the recent increased membership in the National Union of Mineworkers (NUM)

Fedsal general secretary Dannhauser van der Merwe said the federation lost 80 000 members when one of their affiliates, the South African Bankers Association, joined Cosatu last year

Nactu and Cosatu's strengths are in their political affiliation while Fedsal claims to be apolitical

Labour aims at 'balance' in plan to achieve growth

Renee Grawitzky

LABOUR will seek a balance between promoting social equity and job creation as opposed to big business's "systematic attack on organised workers" to pursue growth.

This emerges in what could be a draft labour response to the SA Foundation document, "Growth for all".

It will pursue job creation through intensification of public works programmes, job sharing, labour-intensive projects, training, reviewing trade liberalisation policies, increased productivity and upgrading of technology.

Attainment of social equity through job creation is part of measures under consideration by labour and is outlined in the document. The final document is expected to be released this week.

Debate between labour and business on prerequisites for economic growth and job creation could cause major confrontation which could be intensified when negotiations start on

the green paper on minimum employment standards in the National Economic, Development and Labour Council on April 11. The trade-off between worker rights and economic imperatives could become crucial, especially in view of the foundation document which proposes a dual labour market and other mechanisms to achieve labour market flexibility.

Labour's document was drafted as a result of input at last week's Nedlarnegotiating school between Cosatu, the National Council of Trade Unions and the Federation of SA Labour.

Other measures being considered by labour include improving incomes and the quality of workers' lives, redirecting spending to social services and shifting the tax burden from the poor.

Foundation head Neil van Heerden said yesterday its document was in response to President Nelson Mandela and Deputy President Thabo Mbeki's call to the private sector to join the national debate on growth.

BD 15/3/96 134

INSIDE LABOUR

Union's banker sounds a Keynesian chord

(134) (15/3/96)

TERRY BELL

When Sam Shulowa, the general secretary of Cosatu, last week warmly referred to Vella Pillay, the economist and banker, as "the only banker within the South African trade union movement", he gave the clearest hint so far of the alternative economic strategy the trade unions would promote. For Pillay, the economic adviser to the Bank of China, is a man with clear ideas about the way forward for the South African economy.

Then this week Pallo Jordan, the communications minister, requested the National Institute of Economic Policy, of which Pillay is the director, to draft a response to the South Africa Foundation's Growth for All economic strategy document.

This was the document that brought Pillay back from the margins of economic debate to the centre.

But he has for some time been increasingly listened to in a trade union movement determined to influence economic policy to encourage "growth with social justice". Once openly tipped — in the euphoric days after the release from prison of President Nelson Mandela — as the first ANC governor of the Reserve Bank, London-based Pillay is a bitter opponent of the conventional monetarist orientation of Reserve Bank governor Chris Stals.

He and Johannesburg-based collaborator and financial consultant Charles Millward have lobbied and written for nearly two years about the "misguided" policies of the Reserve Bank and the government.

But they appeared to make little headway. Their decidedly heterogeneous audience in the ANC and trade unions tended to react to agendas being set by business and the Reserve Bank.

The shortcomings of this reactive posture were shown up clearly with the recent release of the foundation's document and the government's national economic growth strategy. The government's document was long on targets and extremely short on detail.

In contrast, the foundation spelled out policies, which, in the present jargon, were neo-liberal, promoting rapid privatisation, free trade and an unfettered labour market.

Even when he castigated the foundation document as "an affront to democracy", Tito Mboweni, the labour minister, could only promise that the government would respond to the proposals "at a later date". Jordan — to the broad approval of most of the trade union leadership — has pushed that ball squarely into the court of Pillay.

This is likely to raise a number of hackles because Cosatu unions are officially still committed to "socialism" and given Pillay's links with the unions and China, accusations of "creeping socialism" will probably be made. This would be a mistake. The course Pillay has promoted owes nothing to the ideas of Karl Marx but a considerable debt to those of John Maynard Keynes, the father of the modern interventionist capitalist model.

This is why it will find support among sections of the business community and fierce resistance among elements in the trade unions. What Pillay proposes is a heavily

interventionist package in which the state plays a major role in creating the conditions — and dictating the direction — of economic growth. Public spending lies at its core, as does a policy of a managed exchange rate with a devalued rand and lower interest rates.

His argument is that South Africa cannot open up to a fiercely competitive world without first addressing the disadvantages the country faces.

The national currency, he and Millward have maintained, should be priced at a level which would make local manufactures competitive and generate substantial foreign exchange reserves.

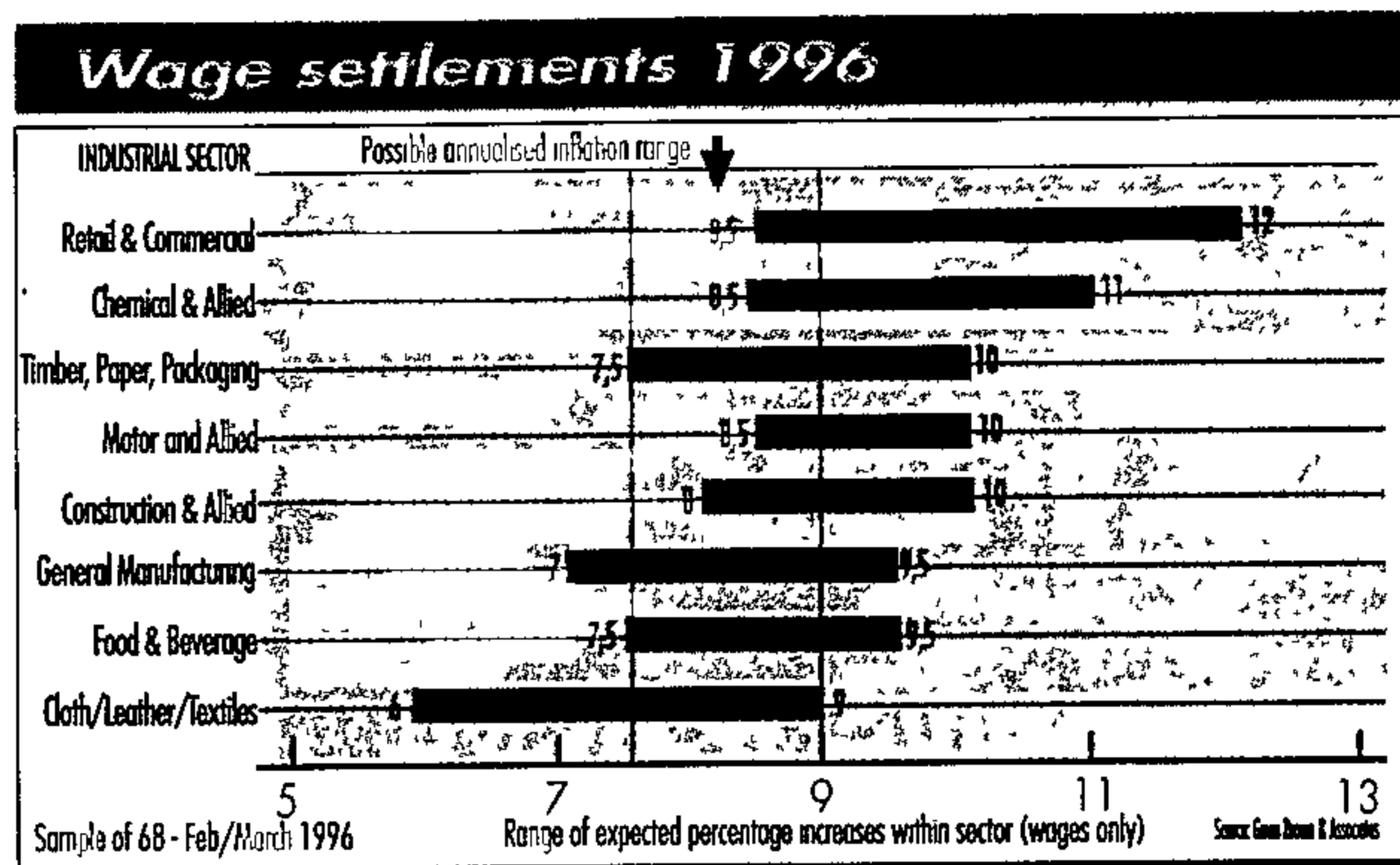
Last week, Pillay told several leading trade unionists that this approach would reflect that of many of the Asian tigers, including Japan.

Exchange rates were deliberately undervalued by these countries to generate sufficient hard currency to finance current account deficits without having to resort to borrowing.

He said it appeared nonsensical that while South Africa "digs some \$20 billion of minerals from the ground annually" it had only \$3 billion in reserves.

The arguments struck an extremely responsive chord.

They are likely to continue to do so within an administration becoming desperately concerned at rising rates of unemployment. A future corporatist state — its dynamic capitalist, but co-managed by the state, business and labour — now seems a distinct possibility.



Are the unions deadbeat?

CT(BR) 29/3/96 (134)

JAMES LAMONT

There was a time when South Africa's trade unions were the foot soldiers of the liberation movement and the ANC. Their successful mobilisation of the masses in social protest at home made the Umkhonto we Sizwe guerilla campaign look like a sideshow to the demonstrations on the streets at home.

But now that the ANC and a considerable number of union leaders sit in government, that long-sustained power is slipping.

Where the unions were once able to raise popular protest against apartheid, they appear unable to stir the same emotions on the macroeconomic issues of privatisation and tax policy. Nowadays, it is the IFP that marches. And the issue: the right to bear traditional weapons, not to have a job.

The unions are increasingly discredited, through a private sector campaign for a deregulated labour market, for protecting a labour elite against the hordes of unemployed and ensuring that South Africa remain in a cycle of economic growth that is not matched by job creation.

Prominent sources within the labour movement bemoan an inglorious track record over the last 18 months. The government has denuded the unions of its top and capable leadership. They have been left to flounder in defeat in the automotive industry and fail to come up with campaigns to thwart wholesale restructuring of the public sector, and the lowering of tariffs in the clothing and textile sector. The sources also criticise the unions for being sucked into debates that are not strictly pertinent to the needs of their members.

So have the unions become diffuse and ineffective? Or does an upsurge in strike action in the first quarter of this year testify to a militant core that can still call workers out and keep them there for weeks, rather than days?

A central bargaining survey, released last week, argued that the power of the unions was being eroded, in part by firm-handed government diplomacy.

The survey, compiled by Gavin Brown & Associates, an industrial relations company, said that an expected showdown between the government and the unions had not taken place because of union impotence to pressurise the government to change its policies.

The survey observed that labour campaigns against the new Labour Relations Act, privatisation, tax policy, public sector wage policy and other policies, have failed to influence the fundamental policies pursued by the government.

It speculated that public shows of co-operation between labour and the government, such as the last-minute collusion between Fedal, Cosatu and Nactu and Alec Erwin, the deputy finance minister, amounted to nothing more than lip service to former political allies. The charade, it said, did not "disguise the steady erosion taking place in the political influence of the labour movement".

"At best, the influence of labour appears to be confined to a slowing down of state initiatives," it stated.

Labour's lack of clout is in part the result of calculated outmanoeuvring by the government, based on judgments of the labour movement by many of its former leaders — many of whom reside on the "fiscal right of the ANC", the survey sur-

mused. This has led to the government approaching union demands with a tactful but "inflexible" resistance.

The old union leadership has become its successors' own worst enemy.

The government's attitude might harden further should any substantial labour unrest arise in the public sector. The government is an employer itself, and might find reason — in the interests of slimming its own wage bill — to rein in the union-friendly labour legislation proposed by Tito Mboweni, the labour minister.

The survey identifies "shallow leadership" as the labour movement's biggest challenge. This has been reflected not only in unimpressive lobbying of the government over broad economic issues, but also in the inability of unions to marshal their own members. The survey maintains that union membership has fallen since the democratic elections in 1994 and that some unions are now deeply divided.

"More and more, union officials elevated to leadership roles by vacuums at the top are finding it difficult to influence or discipline membership," it said.

Still, some are better than others. According to the survey, the National Union of Mineworkers and the SA Clothing and Textile Workers Union have adapted to the new political environment and developed practical responses to the difficulties that their sectors are facing. On the other hand, it castigates the Chemical Workers Industrial Union for an insistence on a central bargaining system that has led to a costly stalemate with employers in a profitable sector.

The chemical union has begun an extensive programme of industrial action, but the battle may already be lost.

Mary Malete: first and foremost a trade unionist

(194) April 12/14/96

The new president of the 230 000-strong Federation of SA Labour Unions is the first woman and the only black person to have held the position

By Justice Malala
Labour Reporter

The elevator is not working and time is running out for the patient on the stretcher

As nurses rush about to get him to the third floor, where he has to undergo an operation, the din of a workman's hammer shatters the mid-morning serenity of the hospital wards. Through an open window come the noises of the dirty, clogged streets of Hill-brow

Mary Malete fires off advice to the harried nurses pushing the stretcher, resolves a problem with the workmen, has a few words with the matrons she has been meeting with, and turns to me

I am six days late for our interview. She reprimands me like a kindly mother, accepts my excuses, and charges off to a meeting with the hospital's superintendent

The next day we sit in the cramped office of the woman who has come to be seen as a mother to many in her 28 years in the barrack-like wards of Hill-brow Hospital, and she tells how she became a trade unionist, a hospital administrator and a church leader while juggling a full life as a part-time student and

mother

Malete is the new president of the 230 000-strong, largely white Federation of SA Labour Unions (Fedal) - a position that marks a first and a contrast. She is the only woman in the executive committee of the organisation, the only black person, and the first woman to ascend to the presidency of a trade union federation in South Africa

"I do not feel I am black, or a woman, when I am sitting in that executive. I am first and foremost a trade unionist and my contributions to the meetings are viewed with respect. I am not a mere rubber stamp for the executive's decisions," she says

It has been a long way for her. She came from a struggling family in De Wildt, near Brits, where she went to school. She studied nursing in a Catholic mission hospital and at the Pretoria General Hospital and now occupies probably the most powerful position held by a female in SA trade unionism

And thus Florence Nightingale, who started work for a measly R14 a month in the 1960s, faces probably the toughest task of her life as she begins the transformation of a federation regarded largely as limp-wristed and inef-

fective in the face of state and employer intimidation - regarded, in short, as a lackey of the past government and a willing participant in the protection of privileges of many white employees

"The Fedal executive needs to have more black people within it, affirmative action (AA) needs to apply there as well. And by AA I mean the correct person for the job, not a black face for the job," she says

Another major challenge is for Fedal to be more assertive and visible in its interaction with workers and the general public

"We need a more open, more visible organisation that will shed its past image and not be associated with whites only as in the past. But my main concern is making women in Fedal move into the forefront of its issues

"There is so much more that women can do in organisations but unfortunately opportunities remain closed to them," she says

Malete's trade union activities began in 1976, when she was recruited into the Hospital Employees' Association by Jobye Sexwale's father at Hillbrow Hospital. The association had two committees at the hospital, one for

whites and another for blacks, and after a struggle to integrate them in 1981 she was elected the association's deputy chairperson

Then later, in the 1980s, the association changed its name to the Hospital Personnel Trade Union of SA, where she was on the executive and became increasingly involved in Fedal matters

She was elected Fedal's first vice-president in 1993 and was appointed president this year after the president, Ben van der Walt, resigned to go into politics

As nursing services manager at Hillbrow Hospital since 1986, Malete is in charge of the administration of a large wing of the hospital, the education of nurses and patients and patient-care wards. She also does research on patient and disease profiles

She says despite all the work she does at the hospital - coupled with studies with Unisa, through which she has obtained an honours degree in community nursing - she could not say no to Fedal's call. She says she has not found her trade unionism interfering with her managerial duties

She says the prospect of merging Fedal with the 1,6-million-member Congress of SA Trade Unions and the marginal National Congress of Trade Unions is



Changing things Mary Malete is committed to non-racalism and to turning Fedal into a more transparent organisation that will shed its past image.

"far-fetched"

"With the political situation changing, the merger might become possible. But right now Fedal is very comfortable with its political independence, because this makes us deal better with the government of the day, without being partial," she says

Malete feels that problems in nursing, which led to crippling strikes last year, stem from the fact that the profession is associated with charity work. This has led to a certain intolerance of the grievances of nurses

On the racial overtones and implications of her appointment, she says she remains committed to non-racalism in her dealings

with people. She tells of an aunt who went on holiday with her employers to Cape Town in the 1950s, and died there

The couple who employed her as a nanny refused to transport her body back, and Malete had to go on a pilgrimage to Mat-

land in her adult life to see the grave

"It is better to fight an enemy from inside than from outside. We cannot dwell on the past forever. My coming into contact with different races every day and changing perceptions is my own little contribution to changing things," she says

INSIDE LABOUR

Mao and union freestyle

(134) CT (NR) 19/4/96

TERRY BELL

Adjusting to the changed circumstances wrought by the government of national unity has caused considerable strains within the trade union movement

A multitude of political strands, trends and tendencies, once bound by the ideological cement of opposition to apartheid, have been free of this compelling unity for two years

One early result of the change was the drafting of leading trade unionists into the parliamentary political arena. Many of these came from the loose but extremely prominent formation of syndicalists, politically non-aligned radical trade unionists, who often dominated the early unions. They were simply absorbed into mainstream parliamentary politics

Among those individuals is Alec Erwin, now a cabinet minister, Moses Mayekiso, a former member of parliament and now a company chairman, and Bernie Fanaroff, the director-general of the recently dissolved office of the reconstruction and development programme

But their move to the mainstream accurately reflected the sentiment among the overwhelming bulk of the rank and file. For all the

cries of "forward to socialism" and expressed desires for union independence, most union members — as election results and other indications of support for the ANC have shown — fell in behind the banner of parliamentary reform and support for the tripartite alliance

Most of the revolutionary political tendencies, ranging from Trotskyites and Maoists to radical black nationalists, were left stranded as isolated outposts in a sea of reformist sentiment. For those individuals and tendencies in the major unions, this merely meant adapting to minority positions

But in many of the smaller independent unions where articulate and tightly organised radical groupings often held dominant positions, matters were not so clear cut

Frequently represented in only one or two provinces, these smaller unions — referred to disdainfully within the Cosatu leadership as mushrooms — opposed any alliance with the government

But they have become increasingly marginalised. This has led to two tendencies in the struggle to survive: seek alliances or attempt to hold the line against change

Holding the line has resulted in a number of minor explosions, the latest of which has struck the

National Council of Food and Agriculture Workers

This is the only union with a dominant influence exerted by the secretive South African Communist Party. After a bruising conference in East London late last month, which was boycotted by the majority of Eastern Cape branches, it now faces legal actions brought by rebel members

The Port Elizabeth, Aliwal North, Grahamstown and Queens-town branches stayed away. They maintained that the conference was being manipulated and was unconstitutional. A court hearing is scheduled for next month

Many among the rebels are talking of rejoining the Cosatu-affiliated Food and Allied Worker's Union, despite their opposition to Cosatu's alliance with the ANC

"We must be part of a bigger unity and make the arguments (about independence) inside," said one of the rebel organisers, who wished to remain anonymous

The Eastern Cape was also the scene of unity talks last week between smaller unions organising in the hotel, catering and restaurant sectors

Several are breakaways from the Cosatu-affiliated catering union Saccawu and one is dominated by

the Azanian People's Organisation.

A driving force behind the talks was the newly renamed Hotel Allied and Restaurant Workers' Union based in the Western Cape. The general secretary of this union is Bevil Lucas, a well-known member of the Workers Organisation for Socialist Action

"We need to come together on a federal or unitary basis to have a national presence," said Lucas. "And political affiliations should not matter. We are trade unionists and our members belong to all manner of political groups"

The object is not survival. At earlier talks, all the unions agreed the object was to establish a national, politically unaffiliated trade union. It would organise in the hospitality industry at a time the larger unions were spreading their coverage. It should make for a handy niche — but it will still be on the margins

□ The specialists from the National Institute for Economic Planning involved in Cosatu's alternative economic strategy document referred to in this column on April 4 only handled "some mathematical exercises" for the report. Responsibility for authorship rests with Cosatu and, specifically, Ebrahim Patel of the textile workers' Union Sactwu

Unions face crucial questions over bid

(134) 30/19/4/96

Renee Grawitzky

WITH the NUM, other Cosatu affiliates, Nactu and various union-owned investment companies vying for a significant role in the forthcoming bid for Anglo American's 48% stake in Johnnic, organised labour faces crucial questions over how to walk the tightrope of conflicting roles of owner and worker representative.

Unions in other countries have followed this route with varying degrees of success and failure. What, then, is SA labour's motivation and objectives?

In its recently published economic policy document, labour calls for the attainment of social equity and a reduction in inequalities which would entail, among other things, the redistribution of wealth, the eradication of poverty, worker empowerment and eliminating "economic concentration in the hands of a few".

NUM general secretary Kgalema Motlanthe explains the liberation movement brought together wide-ranging groups including an aspirant black entrepreneurial class which took up the fight against apartheid because it effectively excluded its members from participating in the economy. With the removal of apartheid "we are now moving into a new phase".

Black business, he argues, is seeking co-operation from labour and the broader black population to support it in its initiative to enter the mainstream economy. Labour will use this period not only to ensure the generation of massive "economic surpluses" to fund job creation and social benefit improvements but also to ensure equitable distribution.

Labour, he says, is trying to win influence by mobilising money belonging to workers in retirement funds, though economic returns are required. It is establishing separate investment companies to ensure labour becomes financially self-sufficient and able to provide better services to members.

Motlanthe says labour believes it is possible short-term objectives can be met through a temporary alignment with black business. In this "honeymoon" phase black business wants to project an image that it cares about social equity issues — in contrast to white business.

This, he says, is borne out by Nail chairman Nthato Motlana's recent comment that labour could not have a social contract with white business but could achieve it with black business.

Labour believes this phase will be brief. Once black business matures, it will have less regard for questions of social equity. But, argues Motlanthe, if labour now adopts an anti-black business stance it would ensure the retention of the status quo.

He says apartheid created a distinction between white and black business. Black people have not experienced the phenomenon of black business exploiting workers, so there is faith black capital will "do things differently". It is

necessary for black people to see their own kind running corporations. It will be an inspiration for black people to be seen to succeed in business. Also, it will dispel illusions that exploitation is a whites-only phenomenon.

On potential conflicts and contradictions in labour becoming a major shareholder in a company, Motlanthe says unions' investment companies are separate entities from unions. They operated like any other business.

Motlanthe agrees with comments made by Asghar Adelazadeh of the National Institute for Economic Policy that a change in ownership of shares does not imply a change in the nature of production which is dominated by market forces or a change in relationships on the shop floor between labour and capital.

However, Motlanthe says, if workers want to control the means of production they have to own it.

Union leadership is quick to say it will not lose sight of the fact it is a trade union movement. This, however, is a core concern of those within labour who have resisted such moves. The sceptics fear this form of black empowerment will empower and enrich only a few businessmen and union leaders.

Elements in the broader labour movement and in the SACP question whether these moves may harm the strategic interests of labour, exacerbating the "bureaucratisation" of union organisation.

Questions are raised over the degree of consultation, or lack thereof, with rank-and-file membership on these moves. Numsa general secretary Enoch Godongwana, a leading sceptic on the establishment of union investment companies, notes unions have traditionally relied on membership fees, which ensured accountability.

If unions become independent of such income, could this not lead to increased non-accountability, he asks.

SACP leader Jeremy Cronin says there are many ways to increase the "socialisation" of the economy. One could be through the mobilisation of pension funds. However, as with the experience of nationalisation, there were no guarantees this route would not lead to union-appointed bureaucrats becoming indistinguishable from past owners.

On a practical level, where labour is seen to be a part owner in a company, conflicts could divide union leadership and membership to the detriment of the movement. Cronin says such conflict could be compounded if workers were to go on strike in a partially labour-owned company.

Those supporting such initiatives believe through ownership it can influence company direction. Says Nactu general secretary Cunningham Ngcukana: "We can intervene decisively and change the culture of the corporate world and the economic direction." Asghar, however, argues there is a limit to how labour-friendly any business can be.

Cosatu seeks the revival of weak union structures

Renee Grawitzky

(134)
BD 23/4/96

COSATU emerged from its three-day living wage conference with a range of campaigns which the federation hopes will revive weak local union structures.

Cosatu general secretary Sam Shilowa said at the close of the conference at the weekend that failure to implement resolutions adopted would not be with the Cosatu secretariat but with those at the conference.

Shilowa said the conference had emerged with a number of resolutions and campaigns around which workers could be mobilised. The challenge was whether "we can implement these resolutions".

Cosatu reaffirmed its commitment to campaign for a 40-hour week, an overtime ban, the elimination of scab labour, opposition to lockouts and one month's severance pay.

These demands would be taken up in negotiations on the green paper on employment standards.

Shilowa acknowledged that in some sectors, where workers were not organised, it could be extremely difficult to implement a total overtime ban.

On the implementation of the new Labour Relations Act, delegates resolved that the Act as a whole should not be implemented later than July 1 and called for a minimum of 20 days' paid leave for the training of shop stewards on the legislation.

In view of recent action by NUM members at Eskom on restructuring, an emergency resolution was adopted on the restructuring of the electricity industry. Cosatu would lobby government against "giving away the distribution industry to the employer bodies, with distant involvement of central government".

Other resolutions adopted on the green paper on employment standards related to parental rights, child labour and compassionate leave.

In addition to six months' paid maternity leave, Cosatu would demand five days' paternity leave and up to 20 days' paid child care leave and crèche facilities.

Intense debate took place on the restructuring of state assets and public sector transformation, with Shilowa calling for a clear document on state asset restructuring.

Delegates agreed that "where there is evidence that any parastatal management is undermining National Framework Agreement provisions, the appropriate minister should use his or her powers to remove these managers".

In view of recent attempts by the National Economic Development and Labour Council (Nedlac) secretariat to initiate debate around building consensus and a social partnership, a number of resolutions were adopted on Cosatu's Nedlac role.

Shilowa said "we are not being dragged into Nedlac" as it was a product of "our own struggles". He said the social equity document had to guide Cosatu in discussions and negotiations within Nedlac.

Delegates resolved that Cosatu would not put all its hopes in Nedlac, but needed to use Nedlac to "challenge and change the power relations in favour of the working class".

INSIDE LABOUR

Return to sender

TERRY BELL

A large, unified public service union — that has been the expressed aim of the three major public service unions in the country for several years. It is also the aim of Cosatu

That it remains the aim of the mainstream was clearly illustrated recently when Phillip Dexter, the former general secretary of the National Education, Health and Allied Workers' Union (Nehawu), addressed a Nehawu sector meeting at the University of the Western Cape

Dexter, a leading member of the South African Communist Party and an ANC member of the national assembly, stressed the importance of the proposed merger of the unions. Thus, he said, should still be the goal. And he blamed a lack of drive as well as "various other factors which we are well aware of" for having delayed the process.

"Everybody wants to be general secretary," muttered an audience member in response.

Accusations of personal empire building have long been part of the debate surrounding the merger proposal and are often given as the main reason that unity has proved extremely elusive, although Nehawu and the South African Municipal Workers' Union

(Samwu) are still officially talking

However, the Post and Telecommunications Workers' Association (Potwa) pulled out of the process last year and has shown no inclination to rejoin.

The reason should become glaringly obvious in the middle of next month. It is then — tentatively on May 18 — that Potwa should cease to exist as a public service union. It plans to transform itself into a general union covering all communications workers in the public and private sectors.

Accusations of empire building, underhandedness and worse are likely to proliferate. What Potwa intends doing is contrary to Cosatu's merger policy, because it means cutting heavily into areas in which other Cosatu unions operate. But there is a logic to the move. Telkom is a target for at least limited privatisation and the telecommunications industry — the province of Potwa — now includes various private sector operators.

Problems are likely to arise with Potwa's expressed intention of widening the definition of its present scope to include all communication aspects.

"We have members of the South African Union of Journalists (SAUJ) who are not happy with their situation and who will be joining us," said Ramateu Monyokolo, the

CF (MR) 26/4/96 (134) (258)
president of Potwa

An even happier poaching ground for what is likely to be called the Communication Workers' Union of South Africa (Cwusa) is the Media Workers' Association of South Africa (Mwasa)

Affiliated to the smaller, mutually black consciousness-orientated National Council of Trade Unions (Nactu), many branches of Mwasa are now virtually moribund while among the active sectors there is a widespread feeling that the union needs to be larger to have the necessary clout.

The fact that Cwusa will bring members of the unaffiliated SAUJ and the Nactu-aligned Mwasa into the Cosatu orbit may lessen the anger, and anguish, within Cosatu.

But if, as seems likely, Cwusa widens its net still further to include truck drivers, technicians and engineers, there will have to be some hard talking within the labour movement.

"We know nothing about this officially," said Roger Ronrue, the general secretary of Samwu. "It was never brought to the Cosatu executive. And it is against Cosatu policy."

Yet it does seem that a large, potentially fast-growing union in a vital sector will be able to ignore the letter of Cosatu's law. Cwusa should become a force in the future.

Research may put unions in new light

Renee Grawitzky

(134)

BD 3/5/96
contribute to the restructuring debate as "restructuring really takes place at plant level".

PRELIMINARY findings from a survey conducted among Gauteng companies has raised serious questions about certain assumptions and popular perceptions regarding a decline in union membership, weak union capacity and "shallow" leadership

Research has revealed that contrary to these perceptions, union membership and capacity at plant level was growing with a relatively large number of trained shop stewards meeting regularly within shop steward committees

This emerged during a Sociology of Work Unit breakfast seminar conducted by Ian Macun and Tanya Rosenthal on the results of a survey on worker representation conducted among 96 companies in Gauteng.

The survey formed part of a broader national survey titled The SA Labour Flexibility Survey conducted in collaboration with the International Labour Organisation. The purpose of the survey is to inform the labour market commission

Macun said in view of certain assumptions adopted by certain media on the state of unions, it was crucial to assess on a more scientific basis the real state of unions at plant level as this could effect the governance of the labour market.

The survey was an attempt to get an idea of union strength, and to ascertain whether claims of the state of the unions was mirrored at plant level.

Macun said where a labour movement was changing rapidly the key issue was not so much the role of national leadership but the type of leadership and structures present at plant level. In view of economic restructuring, it was more important to have capacity at plant level to participate and

Recent reports made assumptions of a decline in union membership and its lack of capacity, combined with allegations of "shallow" leadership.

The research found that in the majority of companies surveyed union membership had increased and membership loss, where it occurred, was attributed to dissatisfaction, pressure from management and promotion out of the bargaining unit

Contrary to popular belief, multi-unionism was not entrenched in SA, with the majority of companies surveyed having one union operating on site. Where multi-unionism existed, limited co-operation was reported.

An analysis of union capacity at plant level revealed that the vast majority of companies had shop stewards with between three to four years of experience, and a large number were receiving training.

Research also revealed that the shop stewards consulted union officials often and on a variety of issues.

Research revealed that shop stewards received limited information from management, while management believed it was giving sufficient information.

It became evident that either management was not providing information or was providing it in a form that shop stewards did not understand, or the information was irrelevant

Shop stewards identified discrimination and segregation as some of the main problems in the workplace besides working conditions, trade union capacity and activity, lack of benefits and lack of communication with management. Management identified productivity, wage and non-wage issues and lack of skilled workers.

Cracks in the Alliance

Lawetan 26/6/96 (134)

SOUTH AFRICA, under pressure from a falling currency that added R1 billion to its external debt in three months, is beginning to feel the cracks in the alliance between the ruling African National Congress, South African Communist Party and Congress of South African Trade Unions

For more than two years, the alliance has been united by the abolition of apartheid, the sanctity of workers' rights and an ideological thrust.

Differences are now emerging between the labour movement and the Government on key policy issues such as privatisation, rising interest rates and relations with the powerful business community

Cosatu is essentially fighting for survival as the Government moves in to restructure a bloated parastatal sector, retrench thousands of workers and cut waste in the public sector

The move is supported by big business, which argues for a leaner, but efficient, public service. Commerce and industry also want a piece of the parastatal pie.

The SACP subscribes to socialism as its guiding ideology. Issues like the current monetary policy, privatisation of state assets and market economies contradict that ideology

To complicate matters, there does not seem to be any chance of the country implementing any widespread socialist policy in future

Radical shift

The party made a radical shift to its policy and embraced capitalism because of what senior officials describe as a major compromise based on the historical reality in South Africa

"Somewhere, the two systems met," says Jabu Moleketi, the SACP Gauteng secretary

Soon after the 1994 elections, President Nelson Mandela cautioned Cosatu against the dangers of making "selfish" demands for higher wages in a country with a huge army of jobless people. He said the union federation should accept low salaries to enable industry to employ more people

This suggestion has been taken up by the South African Foundation, a lobbying group for industry that is part of Business South Africa and has sturdy international links - which suggests lowering minimum wages to create jobs in a two-tier market

Cosatu general secretary Sam Shilowa on the other hand is furious about Mandela's proposal, especially after the foundation's endorsement. "Business wants to weaken us. They lobby Mandela directly instead of using established channels," he says.

In the past two years, the Government has moved to lower import tariffs to open up the

More and more differences are emerging between the Government and labour movement - and the outcome is still anybody's guess. **Tag Williams** considers the ramifications of the potential rift...



Sam Shilowa ... furious about President Mandela's proposal on privatisation.

economy. This move is unpopular in the union movement because it threatens jobs in uncompetitive industries

The Government is arguing for a wholesale privatisation programme to raise billions of rands needed to finance the transition, fulfil election promises and extend its services to underprivileged urban townships and poor rural communities

Up for sale are South African Airways, Telkom and arms manufacturer Denel. Eskom has also been earmarked for major restructuring

The SACP says South Africa needs a mass economic transformation to satisfy workers while, at the same time, dealing with industrial growth and business interests.

"Social justice should be part of business growth and profit making. There ought to be coherence on choices regarding social equity and attracting foreign investments," says Moleketi

The SACP and unions, representing largely urban workers, are against some of the Government strategies, thus choking the Government's efforts to allay the fears of commerce and industry

They say that while they do not support wholesale privatisation, they are prepared to make concessions and allow the state to sell some organisations.

The rift came to a head when banks raised interest rates after the 20 percent fall of the rand. Cosatu, the SACP and the South African National Civic Organisation strongly criticised banks and threatened to demonstrate against them. Cosatu even laid a criminal charge with the police, saying banks had colluded to punish workers

Potential investors and local industrialists are pressing the ANC to keep its alliance partners in check and boost business confidence in a country that desperately needs external support.

"Investors chase profits - the colour of flags and names of parties seem to be very secondary," argues Jeremy Cronin, the SACP deputy general secretary

Cosatu believes there is a broader plot to neutralise unions after they succeeded in getting significant safeguards for workers' rights in the Constitution

Rising tensions

"We cannot enter into negotiations with business when they call for unions to be smashed," said Zwelanzima Vavi, Cosatu's deputy general secretary.

The rising tensions between labour and business sabotaged the Government's campaigns for investment. Mandela stepped in and tried to get the two sides to agree. When that failed, he declared that the ANC was going ahead with its plans to privatise state companies

The SACP and Cosatu, while publicly pledging their allegiance to the alliance, called a meeting last week with the ANC to discuss this proposal

"Vultures are hovering prematurely over what they believe is the carion of the tripartite alliance. We have differences but they do not amount to cracks," says Cyril Ramaphosa, the outgoing ANC general secretary

"We are concerned that business and labour are shooting missiles at each other. I've never seen a family that is unanimous on everything. The management of conflict is what matters," he said.

Cronin says South Africa should not be held to ransom by investors. "Over the past decade, foreign investors have been tripping over themselves to get into the People's Republic of China - and that is ruled by the Communist Party" - *Africa Information Afrique.*

Unions to take a R65m stake in Motolink group

MD 4/7/96 (134)

Edward West

THE investment arms of the National Union of Mineworkers and the SA Clothing and Textile Workers' Union are to take a stake of about R65m in Motolink

The transport company, which has merged with Super Group in a R264m deal, said yesterday the new group and its black empowerment partners would be positioned to benefit from privatisation and parastatals outsourcing their transport functions

Motolink, which had applied to the JSE to transfer its listing from the industrial to the motor sector, planned a R45m rights issue to fund further expansion. It also cautioned shareholders that negotiations for further acquisitions were in progress.

In terms of the deal the Mineworkers Investment Company (Minc) and Sactwu Investment Group will take an 11% stake in the new group. Minc spokesman Kuben Pillay said it had used a down payment and debt to fund the purchase.

The deal represents the latest in a string for the two investment companies. They hold a stake in Pepsi bottler and marketer New Age Beverages, a stake in listed retail group Mathomo, are represented in the National Empowerment Consortium's bid for Johnnic and recently emerged as Primedia's partners in bidding for radio stations.

Motolink will issue 88-million new shares at R3 each to the vendors of Super Group to fund the merger, nearly doubling its share capital to 154-million shares. Motolink traded at R3,45 yesterday.

Motolink CEO Larry Lipschitz said that the aim of the deal was not to have a black shareholder, but to provide opportunities for joint ventures and small business creation through mechanisms such as repair shops and owner-driver schemes.

Since listing in October 1994 Motolink has bought established motor dealerships, an auto-electrical wholesaler and a short-term insurance company.

The Super Group, with about

2 600 commercial vehicles, was established in the truck rental, full maintenance leasing and third party distribution markets.

The merged group would have a turnover of about R950m and an asset base of R400m. Motolink forecast earnings a share of at least 33,5c for the year to March next year, 57% up on the 21,4c a share for the nine-month period to March this year.

Super Group's controlling shareholders had undertaken that the company would make a pre-tax profit of at least R15,3m for the year to June 1996, excluding income derived from a R66m recapitalisation of Super Group.

The purchase price would be reduced by R13 for every R1 by which the warrant profit was less than R15,3m. The merger could be rescinded by either party if the purchase price fell below R236m.

Lipschitz said the trend for companies to outsource transport requirements and focus on core business was gaining ground in SA, as companies began to be globally competitive.

Union bosses face workers' expectations

Renee Grawitzky

UNION officials could face trying times this year when attempting to persuade their members to accept that lower nominal increases granted this year compared to last year nevertheless represented a real wage increase

Labour sources have indicated that workers have expectations of wage increases equal to or higher than increases granted last year. Their hopes could be dashed due to the level of inflation

Employers, they indicate, are proposing wage offers of between 7,5% and 8,5% to current levels of inflation ranging between 5% and 6%. Unions argue, however, that inflation by year-end will be closer to 8% and are seeking increases above 10% to ensure the preservation of buying power

Government's macroeconomic strategy predicts an inflation rate

of 8% by the end of the year and states that average real wage growth in the private sector could decline by 0,5% and thereafter increase by 1% per annum to 2000

National Union of Mineworkers official Martin Nicol said yesterday. "People are not convinced that wage increases being offered are reasonable in the context of the need to see economic changes. No one anticipates that inflation will continue dropping in view of increases to the petrol price and other developments"

Durban-based industrial relations consultant Pat Stone said that settlement levels last year were 1% to 2% higher than was anticipated and averaged between 10% and 12% with an inflation rate of 9%.

Employers had signalled their preparedness to pay over and above the inflation rate, partly on expectations of business taking off

In a changing environment this year where employers were talking of inflation of between 5% and 6%, union officials were having to explain the implications of this to their membership, Stone said

This change would be played out against a backdrop of increasing competition between unions to gain ground

He said a growing number of non-recognised unions were offering "better deals" as opposed to Cosatu-aligned unions which they claimed were being regulated by an ANC government demanding wage restraint

Stone said union officials now faced the very hard task of really fighting for workers' hearts and minds, at a time they had to report back unpalatable messages.

He warned that if settlements were more than 1% to 1,5% less than last year, industrial action would accelerate.

BD 4/7/96

(134)

Revealed at last: the truth about iron man Sam Shilowa

CT(MR) 8/7/96 (134)

Here is a string of dangerous conventional wisdoms Sam Shilowa is a bully, the unions are too powerful and the ANC-Cosatu alliance is a threat to the long-term survival of the South African economy

There is just a faint possibility that behind the gruff exterior and the flashes of temper Sam is in fact a pussycat. He wears snazzy suits, tassled loafers, a funny hat and a gold watch that dangles foppishly on his left wrist. He enjoys large Cuban cigars, fine cars, and he loves his mother and supports a large extended family. Sam has also recently helped engineer a cut in interest rates and for the moment may be a real popular hero.

But try to imagine being Sam. He lives on the edge. He is effective only as long as he has the ear of the government and the unions in his federation. The strident threats and tub thumping are the way he keeps the workers in thrall.

In the smoke-filled rooms of power, he is, I suspect, accommodating and conciliatory. He will rage against privatisation while union pension funds and union-owned investment companies pick up large pieces of the business action. By the time it is all done, he will have figured out how to explain that the selling-off of state assets has been about worker empowerment all along.

Sam does not control the govern-



PETER BRUCE

ment. Rather, as the government shows every sign of adopting economic and labour-market policies that directly challenge the unions, he is at its mercy. The ANC put him in place at Cosatu and he must constantly try to squeeze his desire to stay on side with the ANC into acceptable rhetoric for the workforce.

Thus, a sitting duck like the commercial banks' rate rises was manna from heaven. Having a go at the banks was almost unfair, like clubbing seals, but it keeps Sam afloat.

The balancing act is very delicate. Shilowa is not a radical — he will not appreciate this being written — and business could indeed talk to him. If he is defeated or if the media put him into any situation in which he is perceived to have been defeated, say on privatisation, he may well fall. We could then all be losers. We know sweet nothing about who would replace him.

The ANC "influences" Cosatu, and not the other way around. Their alliance is not a bad thing for the country. It would be ludicrous not to have expected a close alliance between a black government and the trade unions. But it would be

wrong to assume the tail wags the dog when all that is occurring is that the two so often think alike.

A large body of unionised, disciplined, workers is a thousand times better than an angry rabble. Just look at the fiasco over at Amplats's Rustenberg mine for an insight into what life might be like without trade unions and trade union leaders.

Earlier this year the Amplats management negotiated a series of pay demands brought to it by a non-unionised group of workers. They wanted their provident fund payments repaid. The management gave them the money — against union advice — and created a monster in the process.

Within months, the same group was back wanting their PAYE payments repaid.

About 28 000 miners have lost their jobs because of the inevitable collapse of the talks.

Sam Shilowa probably wakes up each morning with his knees trembling from worry. Given his status, he always has to have a position on everything.

To anyone who still thinks this country should be going about its business as normal, what he says will always be terrifying. But Cosatu's strikes since the general elections have been broadly tame and controlled affairs. They have been announced well in advance and they have never lasted long. We have been lucky so far.

Labour needs 'broader social base'

Renee Grawitzky

LABOUR's future depends on it becoming part of a broad-based social movement which exerts political and shopfloor pressure to improve and spread the benefits gained by members to the broader working class.

This is the view argued by National Union of Mineworkers Carletonville regional co-ordinator Frans Baleni in the latest edition of the SA Labour Bulletin.

Baleni said conditions for broader communities could be improved via equitable distribution within the economy, with clear government intervention to ensure economic growth. This had to be achieved through the extension of public ownership.

Labour had to ensure, through exercising political pressure, that

government was involved in "every stage of the restructuring process"

He pointed out that unions were not political parties and to exercise political pressure, they would have to "ally themselves with a political party"

Baleni said the current alliance with the ANC and SACP should continue, but warned that in the long run it could change.

"Unions must be aligned in one form or another to whichever emerges as the primary political representative of the working class"

However, this did not imply unions that should not jealously guard their independence. "There are times when it will be necessary to oppose government — the struggle over privatisation is a case in point"

Labour, to move towards becoming a social movement, had to develop and adopt strategies to address broader societal problems that had emerged as a result of apartheid, rather than pursuing narrow sectional interests.

This view was based on the belief that if unionists pursued narrow sectoral interests only, this could lead to the alienation of other deprived groups in society, "not organised and who do not have the collective strength of workers"

Such an approach should, he said, be pursued by labour in order to prevent a split between urban and rural communities, where rural communities became alienated from their urban counterparts.

They might then "ally themselves with anti-trade union elements" — as had occurred in Tanzania during the 1960s.

INSIDE LABOUR

Brave mushrooms

CT(BR) 12/7/96

(134)

Terry Bell

Anglo American Platinum, (Amplats) has portrayed itself as the biggest loser in the recent labour unrest on its Rusplats mine. In financial terms — and certainly on paper — it is. But in terms of influence and prestige, the National Union of Mineworkers (NUM) is the major loser.

This has been privately admitted by senior members of the union, although, publicly, a brave face is still being maintained. For despite allegations of intimidation, the strike appears to have had overwhelming support from union and non-union members alike. Many — if not the majority — of the members of the strike committee drawn from the various shafts on the mine were also NUM members. As such, the Rusplats disruption provided evidence of disaffection among many NUM members. "It will be a lot more difficult to recruit there now," a NUM official admitted.

But the returning miners and new recruits on the mine are unlikely to establish a locally based union in opposition to the NUM, although there has been some talk of this. Such talk, even if it is not acted on, is a manifestation of an as yet minor, but significant, development within unions affiliated to the main federation, Cosatu. This stems from the tensions evident in a number of unions and sectors of the labour movement. Some of this is caused by poor communication and union management, but there are political strains as well. The fact that Cosatu is part of a government that remains the largest employer in the country does appear to many union members to be contradictory.

When a union such as the NUM is put in a position where it appears to side with management, this adds fuel to the arguments of the dissidents. In recent years such dissent has led to the formation of a number of small, often regionally based unions. Few have thrived and some, such as the Turning Wheel transport union, have trundled briefly onto the scene only to implode within months. Groups of disaffected members mainly from Cosatu unions have also moved, usually on the basis of principled independence, into a few of the established non-aligned unions, giving them a new lease of life. Because the numbers involved have been small, there has been a tendency within the Cosatu leadership to dismiss these developments out of hand.

"They called us mushrooms, just growing overnight and disappearing," said former Turning Wheel shop steward John van Wyk. But a number of the breakaway unions have not disappeared, although some appear still to be in the throes of further fragmentation. There now seems to be a growing movement of what could be called principled mushrooms. Two of the latest are the Public Service Workers Union (PSWU) in King William's Town and an apparently burgeoning group of independent regional unions that plan to merge next month as the Hotel Allied and Restaurant Workers Union of South Africa (Harwusa). The Western Cape-based Hotel, Bar and Catering Trades Employees Association has already transformed itself into Harwusa and independents in the Eastern Cape, Durban and Pretoria should follow suit next month. An

Harwusa office was opened in Durban this week. Combined membership after the merger will be little more than 6 000.

Like most other independents, Harwusa rejects political affiliation for the union. "That does not mean we will not take political positions," said general secretary Bevil Lucas, who is well-known as a member of the Workers Organisation for Socialist Action (Wosa) and is, therefore, also a member of the Workers List Party. "Most of our members are probably members of the ANC, but we have agreed not to be politically affiliated." Trade unions, said Lucas, should act as "non-partisan organisations".

This view is shared by the newly formed PSWU, which is not yet registered and has little more than 700 members, most of whom had belonged to the Cosatu-affiliated public service union, Nehawu. Started in King William's Town earlier this year by former Nehawu regional organiser Hemming Dali, the core membership comprises workers who went on strike against former Ciskei homeland leader Brigadier Oupa Gqozo — and were sacked. "We expected when the ANC came into office all the workers would be reinstated," Dali said this week. Instead, after a sit-in demonstration in the government offices in Bisho in 1994, they were re-employed. This meant loss of seniority and placed them at the head of retrenchment lists on a last in, first out basis.

"It was not an easy step to take to form a new union," Dali said. "We know that unity is the most powerful weapon for workers. But sometimes it is inevitable that we have to start again."

Trade unions need solidarity - ICFTU

Sametani 25/7/6(134)

By Joe Mdhlela
Political Reporter

TRADE unions have to be in solidarity with one another and courageously fight human and union rights violations, International Confederation of Free Trade Unions spokesman M. Kelly Zidana said.

Zidana was speaking at the end of a two-week seminar on rights violations at Lilongwe in Malawi at the weekend. He said those who violated trade union and

human rights, including captains of industry and governments, should be exposed to the glare of international bodies such as the International Labour Organisation, United Nations and European Union.

ICFTU-Afro was determined to root out any violations that impinged on human rights, among developing countries.

"The ICFTU will not stop blowing the whistle simply because those who violate trade union and other rights happen to be drawn from industrialised countries."

Labour faces unity challenge

Reneé Grawitzky

(134)

THE formation of one trade union federation in the country which united all working people was one of the labour movements major challenges in the future, National Union of Mineworkers general secretary Kgalema Motlanthe said last night.

Addressing a SA Communist Party meeting commemorating the party's 75th anniversary, Motlanthe said the labour movement did not just consist of Cosatu but of all working people in the country. A key challenge was to find a common platform with those unions in privileged positions and to unite to form one trade union federation.

The building of sufficient capacity within the labour movement and the deepening of class consciousness of workers were other key challenges of the labour movement, he said.

At present the labour movement could not begin to influence processes because it did not have the capacity to do so, Motlanthe said it was crucial

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that labour added value to the alliance and also be able to ensure that as a key component it could think independently when all the parties came together to discuss issues.

SACP national deputy chairman Blade Nzimande said there was a concerted campaign to demonise organised labour as representing an elite. The party had to criticise such campaigns and protect labour.

He said the party had learnt the merits of alliances in the national liberation struggle. Nzimande said the SACP had to dispel any beliefs that it should break with the ANC and for SACP members to leave the ANC.

He reiterated that the SACP had not abandoned the path to socialism. The ultimate goal of the SACP was to ensure the reconstruction of a national democratic state and the fight around the property and lock-out clause in the constitution was to ensure that the state did not only protect the narrow interests of certain people but the broader interests of the nation.

Labour warned against relying on parliamentary democracy

Reneé Grawitzky

AN AUSTRALIAN trade unionist yesterday cautioned SA labour against relying too much on parliamentary democracy to deliver on union objectives.

Addressing a Sociology of Work Unit workshop at Wits University yesterday Tony Cooke of the Western Australian branch of the Australian Council of Trade Unions said the vulnerable state of the Australian labour movement could be attributed to two main factors.

- The labour movement had concentrated on ensuring its political expression through the Australian Labour Party, and
- It relied on achieving wage increases through an award system

Failure to lay charges criticised

PRETORIA — Police deplored the failure of victims of a siege at a metal factory on Tuesday to lay criminal charges against the perpetrators.

"Crime must be shown not to pay," Pretoria area commissioner Corrie Naude said yesterday. "This can be done only when victims lay charges which the police can then investigate and bring before the courts."

About 300 striking workers of the Besaans-Du Plessis Pretoria Foundries in Pretoria West kept 15 administrative staff captive for 12 hours.

Police arrived at the scene about 10 hours after the siege began when a patrol noticed something was amiss at the factory. Staff were freed after police fired a shock grenade and two rubber bullets to disperse the strikers. The perpetrators were escorted

He said worker rights were being stripped away with proposed new labour legislation. The union movement, because of its engagement with the Labour Party, had tried to manage the pace of change and had negotiated a social accord in 1983.

Cooke said the accord which had been "renewed past its death" at a later stage, was aimed at suppressing wages to keep inflation down. He said it was a price, income, taxation and social wage accord.

Despite its ultimate collapse, it had contributed to a more equitable tax system and had been successful in providing a good health and education system as well as childcare initiatives and health and safety.

The major problem was that this initiative had resulted in the bu-

from the premises after no criminal charges were laid

"I am concerned... that a perception might be created that crime goes unpunished when serious infringements upon individuals' liberties such as this hostage-taking occur, without criminal charges being laid against the perpetrators," Naude said

One of the captives, Darran Ross, would not describe the incident as a hostage-taking. He said the captive staff had not alerted police as they did not fear for their lives and were convinced the situation could be defused through negotiations.

The workers were fired from their jobs on Wednesday. The factory's management was still negotiating with workers yesterday on their possible reinstatement. — Sapa.

re-orientation of the union movement, with rank and file not having ownership of the process of debate

Cooke said that a centralist union movement developed with meetings between union leadership and cabinet ministers taking place behind closed doors

The accord had led to the weakening of the labour movement and had created dysfunctional relationships between union leaders and membership "The accord regardless of political views was not successful in managing the pace of deregulation," he said.

Rob Lambert of the West Australian Trade and Labour Council said the terms of engagement did not take into account the fact that government had embarked on the

total deregulation of the economy following involvement by the World Bank and IMF

He said by the 1990's Australia had the lowest tariff protection scheme with a totally deregulated financial market

The World Bank argued that successful economies were those which successfully integrated into the global economy by liberating their markets

However, Lambert argued that the Asian tigers had refused to lower tariffs and that they protected their domestic markets against outside competition

The way they attracted foreign investment was by introducing export processing zones and it was through such initiatives that these

countries had linked into the global economy

Lambert said that global competition was being fought by each country offering lower company tax rates, such as China's zero rate for the first two years.

Unionists from Malaysia and the Philippines also addressed the extent of the suppression of trade union rights and the dependence on export processing zones to attract foreign capital

The representative from the Philippines addressed the lack of rights of workers who were becoming "contractualised" and faced their working lives as contract workers employed by large companies including Siemens and Proctor & Gamble

What are you wearing at the moment...? Something trendy? classic?

Well, consider yourself fortunate..

Some people do not have the choice, they cannot afford it.

You can help, by getting rid of the clothes

you do not wear anymore and give them to a **RED CROSS SHOP**. We sell them inexpensively to people who need them and all proceeds go into our



Director management and community based programme

semetan. 15/8/96

Two unions in merger

(134)

By Abdul Millazi .
Labour Reporter

THE Broadcast, Electronic Media and Allied Workers Union and the Media Workers Association yesterday formed a broadcasting federation in a historic marriage of convenience

General secretary of the new Broadcast Workers Federation of Africa (BWFA) Mr Sithembele Khala said the merger of the two archrivals was necessitated by the need to build the capacity of workers in Africa to be on par with the rest of the international industry

The new federation aims to take control of broadcasting, and determine the content and destiny of the industry

"We want broadcasting to be controlled by workers instead of academics as it is at present," Khala said

The two unions collectively command 90 percent of the workforce at the SABC

Union membership up, work disruptions down

BARRY STREEK
POLITICAL WRITER

MEMBERSHIP of trade unions in South Africa rose by 8,9% last year to 2 690 727, but the estimated 1,6 million work-days lost through strikes was the lowest since 1988, the Department of Labour reported yesterday.

The increase of 220 246 union members last year came after a steady decline in membership in 1993 and 1994.

Last year registered and unregistered unions together had a membership of 2,95 million — 20,4%, or just over one in five, of the working population.

The department said in its 1995 report, tabled in Parliament yesterday, that work-days lost through strikes had declined

CT 30/8/96 (134)
"Industrial action during 1995 defied all predictions of a surge in strikes under the new government, and instead showed a significant decline over previous years.

"A further observation is that 'political' strikes were largely absent during 1995.

"For the year ending 31 December 1995 an estimated 1,6 million man-days were lost through strikes — the lowest since 1988. This must be compared with the 3,9 million man-days lost during 1994."

The overwhelming majority of strikes that occurred during 1995 took place in the public sector and parastatals, accounting for 71% of the man-days lost.

The 10 556 industrial accidents was the highest number ever, and the number of people killed in industrial accidents was 942 — 492 in the transport industry.

ex-Agents, the vast bulk of which represented a refund of part of the upfront handling fees paid to these ex-Agents in respect of claims lodged with them prior to 1 5 94 but which are not yet finalised at the transfer dates of March and August 1996. In the case of claims lodged after 1 5 94 no refund is involved, since only half the handling fee is paid at lodgement, and the other half upon finalisation. Since the MMF itself will now finalise these claims, the second half of the handling fee will not be payable to the ex-Agents.

*46 Mrs P DE LILLE—Public Enterprises [Question standing over]

Fraud/corruption: losses

*47 Mr J A JORDAAN asked the Minister of Mineral and Energy Affairs

Whether his Department incurred any losses as a result of fraud and corruption in the 1995-96 financial year, if so, what was the total cost to his Department incurred as a result of such fraud and corruption?

N1394E

The MINISTER OF MINERAL AND ENERGY AFFAIRS

No

*48 Inkosi M W HLENGWA—Provincial Affairs and Constitutional Development [Withdrawn]

*49 Rev M M PHENETHI—Public Service and Administration [Question standing over]

Funerals: harassment of mourners

*50 Mr M T MAFOLO asked the Minister for Safety and Security

Whether he or the South African Police Service intends taking any measures aimed at combating violence, reckless driving and the harassment of mourners by criminal and gangster elements at funerals, if not, why not, if so, what measures?

N1403E

The MINISTER FOR SAFETY AND SECURITY

Yes, when any situation arises or information is received regarding potential conflict or disruption at a funeral or if Public Order Police are approached in this regard, a complete contin-

model of delivery. It is also viewed as the model of delivery in which the cost-effective use of existing infrastructure and human resources (state, non-state and private sector) is possible. The target age group is 17-25, but this will be applied flexibly.

Generally, programmes to be offered are conceptualised within the context of local economic development. There is an attempt to tie education and training programmes with the economic strategic plans of provinces to ensure real contribution to local economic development. Broadly, the provision envisaged covers

- Basic literacy and numeracy coupled with skills development
- Secondary school programmes for adults
- Technical and vocational skills development
- Second-chance matric provision with an emphasis on maths, science and commerce
- Bridging programmes for tertiary education with an emphasis on maths, science and commerce
- Technology education
- Entrepreneurship skills development
- Career guidance and counselling
- Social and psychological counselling services

Reply in substitution of reply on 21 August 1996

Funds paid to trade union

*15 Mr K M ANDREW asked the Minister of Labour

Whether the Government has paid or is paying any funds to a certain trade union, the name of which has been furnished to his Department for the purpose of his reply, and/or any other trade unions for research and/or any other purposes, if not, what is the position in this regard, if so, in each case, (a) why, (b) to whom, (c) what amount and (d) for what purposes?

N1198E

The MINISTER OF LABOUR

It is the policy of the Department to develop a strategic partnership with both trade unions and employer associations. In terms of this policy various programmes exist that enable the Department to finance research and various other

activities and programmes of trade unions or their federations.

The first programme relates to the strengthening of civil society. In terms of this programme, the Department may provide support to any unions or union federation in pursuit of programmes that are related to the portfolio of the Department of Labour. Applications have been received for grants in terms of this programme. No allocations have yet been made. An announcement in this regard will be made soon.

The second programme relates to our membership of the ILO. As you will be aware this is a tripartite body with representatives of Government, Labour (trade unions) and Employers. In terms of the ILO Constitution, we are obligated as government to pay for the participation of all the country's delegates including Labour and Business representatives. In terms of this programme we have made payment to COSATU as part of the labour delegation which included representatives of two other major federations, NACTU and FEDSAL. In terms of the agreement with the social partners, the attendance of one delegate and four advisers from the employer and employee constituency respectively was approved for the 1996 International Labour Conference. The costs in respect of the participants' attendance are as follows:

Business South Africa	R 120 725
COSATU	R 72 435
NACTU	R 24 145
FEDSAL	R 24 145

The third programme relates to section 35(2) of the Manpower Training Act, 56 of 1981 in terms of which the Minister of Labour with the concurrence of the Minister of Finance out of monies appropriated by Parliament for this purpose, award grants in aid of trade unions employers, organisations or federations to be utilised exclusively to defray costs arising from the presentation of such training. No payment has been made to COSATU in terms of this provision. However, one COSATU affiliated trade union, namely the Food and Allied Workers Union (FAWU) has benefited from this programme.

In terms of payments made the following table indicates which unions applied for section 35(2) funding for training, the amount paid in claims and the number of trainees trained.

Contractor	1995/1996		15 August 1996	
	Claims paid	Trainees trained	Claims Paid	Trainees trained
General Workers Solidarity Front	3 960	89	0	0
Black Allied Workers Union of SA	31 860	531	0	0
South African Transnet Workers Union	11 824	86	0	0
Food and Allied Workers Union	31 133	21	0	0
Technical Workers Union	0	0	11 200	448
Total	78 777	683	11 200	448

For women reply

Department of Trade and Industry: advisers/consultants

362 Mr K M ANDREW asked the Minister of Trade and Industry

- (1) Whether he or his Department employs any (a) advisers and/or (b) consultants, if so (i) what (aa) is the name and (bb) are the qualifications of each such adviser and/or consultant, (ii) for what (aa) purpose and (bb) period was each appointed and (iii) what remuneration package and/or other fee is being paid in respect of each.
- (2) whether any provision is made for (a) housing allowance, (b) business class travel, (c) home telephones, (d) overseas (i) travel and (ii) accommodation, (e) car allowances, (f) entertainment allowances
- (3) whether any (a) organisations, (b) bodies and/or (c) persons are paying the costs of any advisers and/or consultants, if not, what is the position in this regard, if so, what are their names?

N615E

THE MINISTER OF TRADE AND INDUSTRY

(1) (a) and (b) Yes, two special ministerial and five consultants are employed by the Department of Trade and Industry. The relevant details as requested of Question 1 and in Question 2 was as follows on 30 June 1996

ADVISERS	(1) (i) (aa) Name (bb) Qualifications	(ii) (aa) Purpose (bb) Period	(iii) Remuneration package (a) Housing allowance (b) Business class travel (c) Home telephone (d) (i) Overseas travel (ii) Overseas accommodation (e) Car allowance (f) Entertainment allowance
	Phillip Paul Jourdan BA, Bsc Diploma in Mineral Exploration Geophysics Master of Science Doctor of Philosophy	General advice on trade and industry From 1 February 1995 to 30 April 1997	R28 800 per month, all inclusive No Yes, as applicable to a Deputy Director-General* No Yes, as for a Deputy-General* Yes, as for a Deputy Director-General No No

(g) Other fringe benefits	(1) (i) (aa) Name (bb) Qualifications	(ii) (aa) Purpose (bb) Period	(iii) Remuneration package
	Trevor Abrahams BA, BA Hons MSc	Adviser on UNCTADIX 1 January 1996 to 31 July 1996	R19 200 per month, all inclusive

CONSULTANTS

(1) (i) (aa) Name (bb) Qualifications	(ii) (aa) Purpose (bb) Period	(iii) Remuneration package
Gerhardt Johann Vorster Diploma in Organisation and workstudy Diploma in Accounting and Auditing Consultant for the implementation of the Trade Point	16 months reckoned from 1 September 1995	R692,62 per day consisting of • A salary of R121 751,50 p a, which includes a service bonus • An allowance of R4 283,56 p m comprising of the following components Housing subsidy R 781,00 Pension fund R 2 059 16 Medical fund R 546 00 Stabilisation fund R 163 90 Occupational allowance R 733,50 R781, included in monthly allowance

R4-m training project for worker leaders

(134) ARG 13/9/96

New labour institute

ESTELLE RANDALL
LABOUR REPORTER

For the first time, taxpayers' money will be spent on strengthening the labour movement when the government spends an estimated R4 million on training worker leaders.

The Congress of South African Trade Unions (Cosatu), the Federation of SA Labour Unions (Fedsal) and the National Council of Trade Unions (Nactu) have applied to the Department of Labour for about R4 million to set up the Development Institute of Training, Support and Education for Labour (Ditsela - also a Sotho word meaning "pathways")

The money is part of an estimated R6 million which the Department of Labour has set aside for capacity building in labour organisations.

The money is not a charitable offering, said director-general Siphon Pityane. "Part of our effectiveness in enforcing the new labour laws rests in enhancing labour's capacity for understanding these."

This view is shared by labour.

"We're hoping Ditsela will enable workers and full-time labour leadership to play a greater role in workplace restructuring and economic development," explained Andre Kriel, Ditsela board member and SA Clothing and Textile Workers' Union (Sactwu) national education officer.

In anticipation of the grant, the Ditsela management board met to finalise the institute's October start-up date and appointment of its director.

"Initially Ditsela will be based in Johannesburg but it will work closely with regional organisations already delivering worker education. Over time, we would like these regional organisations to co-ordinate their work through Ditsela," said Mr Kriel.

"It's not in labour's interests to have hundreds of worker education institutions all over the place when our key interests are the same. But this is the first time there is a serious attempt to co-ordinate worker education nationally, so it could take time."

Cosatu, Nactu and Fedsal already jointly run worker colleges in Cape Town, Durban and Port Elizabeth which offer short courses on bargaining, organisation and labour law and policy.

In the Western Cape, about 4 000 shop stewards and more than half of the province's union organisers have been through the workers' college since 1991. These include Cosatu's regional secretary Elias Mabowe and five of Sactwu's 15 organisers.

Ditsela plans to put about 1 000 worker leaders through leadership and economic debate courses from October to December this year.

"We also want to get accreditation for our courses, in terms of the National Qualifications Framework," said Mr Kriel.

While Cosatu, Nactu and Fedsal all agree on the need for Ditsela, Nactu wants all the federations, regardless of size, to have the same representation on the new institute's management board. This goes against the grain of the proportional representation which exists in equivalent structures of the regional workers' colleges and in other forums where labour is represented.

Nactu said it had 480 000 members and Fedsal claims 230 000. Combined, the Nactu and Fedsal membership is about 40 percent of Cosatu's 1,8 million members.

Both Fedsal and Cosatu were confident that the difference with Nactu over representation would not stand in the way of the launch of Ditsela in October.

The white-collar federation is determined to make its mark in the post-apartheid era

Transformed Fedisal sets sights on centre stage

By Thabo Leshilo

The Federation of South African Labour Unions (Fedisal), the independent trade union federation, is gearing itself to play a more high-profile role in the labour and economic arena.

Fedisal, which was founded in 1961 as the whites-only Federation of Salaried Staff Associations of South Africa, was dormant until the early 1980s. It became active again in the mid-1980s with the rise of interest in trade unionism among white-collar workers because of the negative effects of commercialisation, downsizing and unbundling on labour. Fedisal now has a sizeable black constituency and is ready to meet the challenges of the 1990s.

The 230,000-strong union federation is the third largest after Cosatu with its 1,6 million members and Nactu, with about 250,000 members. It concluded a workshop in Johannesburg on Friday to plan its future in the post-apartheid South Africa.

André Venter, the vice-president of Fedisal, says the federation is transforming itself into a formidable force in the labour movement and wants to be more representative of the people of South Africa.

It is so determined in its pur-

suit of this goal that it already has a black woman, Mary Malete, a hospital matron, as its president.

Venter regards the persistent reference to the federation as "predominantly white" as unfair. "What about Cosatu? Why is it not called predominantly black?" he asks.

Venter argues that Fedisal did not become white by choice in the past and had simply been a victim of apartheid, which denied blacks trade union rights. "We want to be judged by the signals we send out and the role we play in the economy today," says Venter.

This view is echoed by Louis Brockett, the deputy general secretary of the South African Footplate Staff Association (Safsa), an affiliate of Fedisal. Brockett says his union cannot be blamed for the fact that there was job reservation for whites in the past.

Brockett proudly says that Safsa was the first white Transnet trade union to turn multiracial after the National Party regime had accepted the recommendations of the Wiehahn commission to end job reservation and allow desegregated unions in 1979.

Safsa claims that about 10 per cent of its 8,000 members are black. Already, there are signs of a new-found militancy among some of the middle-of-the-road federation's 17 affiliates. Recently, three

such affiliates at Transnet the Technical Workers' Union, the South African Footplate Staff Association and the Employees' Union of South Africa brought the transport parastatal to the verge of a crippling strike after rejecting the company's wage offer.

Venter says Fedisal intends playing a much more constructive role in the economy. For now, the federation has its sights firmly set on making its influence felt on the restructuring of state assets and affirmative action.

Because Fedisal does not have the numbers that Cosatu has, it will concentrate on making a qualitative contribution to shaping economic policies.

"Instead of being involved in ideological rhetoric, we want to play a leadership role and go into the processes with the government, test the information and develop alternatives with all stakeholders instead of standing outside and throwing stones," says Venter on the emotive privatisation debate.

The federation recently submitted its views on affirmative action to the National Economic Development and Labour Council (Nedlac) in response to the government's proposed policy on promoting employment equity.

Hearing Venter explain Fedisal's views on affirmative action,

one can be excused for wondering whether it is not the Black Management Forum itself, the affirmative action lobby group, speaking.

"Affirmative action must be done. But, it must be competency-based and be in line with the national economic plan of the government, with growth and global competitiveness in mind. It should not be superficial and (about) putting people in positions, setting them up for failure."

"For growth and sustainability, the training and development of people must be fast-tracked to address imbalances of the past. But the development of people already in the system must continue. We prefer a holistic approach," says Venter.

Fedisal's recommendations to Nedlac on the government's proposed policy on employment equity include a call for home-grown solutions to the challenges of global competition, adherence to the new constitution and insistence that the proposed law be in line with the goals of the reconstruction and development programme.

Fedisal is also involved in the National Framework Agreement discussions on the restructuring of state assets with the government, alongside Cosatu and Nactu.

Well aware of its not-so-

impressive record of militancy as a mainly white-collar, conservative federation, compared with Cosatu and Nactu, who proved their mettle during the anti-apartheid struggle, Fedisal intends maintaining its cordial relations with its two bigger rivals to advance the interests of its members.

However, it plans to remain independent to continue to represent the interests of its constituency, which has widely different political persuasions than the ANC-aligned Cosatu and Nactu, with its black consciousness and Africanist traditions. Fedisal believes in a free market economy with a minimal government role.

"Fedisal serves all workers in South Africa, irrespective of colour, creed, political beliefs, race because all workers' experiences are the same," says Venter.

Not all trade unions from the apartheid era share Fedisal's enthusiasm about the new South Africa. Some, like the right-wing Mineworkers' Union (MWU), are determined to stay exclusively white.

But Ferdi Hartzenberg, the communications, training and development officer of MWU, denies that the union is racist. "We are just segregated and standing for the benefits of the white worker. There is no other institution or government standing for the right of white worker," he said.

Et... i

Union membership '20% of workers'

Reneé Grawitzky

(134)
BD 23/9/96

ONE-fifth (20,4%) of the total economically active population of around 14,3-million people were members of registered and unregistered trade unions, according to the labour department's annual report.

The report, distributed last week, estimated that by the end of last year trade union membership totalled 2,95-million. This figure excluded trade union members in the former TBVC states.

Of the total membership, only 823 823 workers were covered by in-

dustrial council wage agreements, while more than 1-million workers fell under the jurisdiction of industrial councils

The report said a continuing trend during negotiations last year was that lower percentage wage increases were the order of the day, while agreement was reached in various industries and trades on ensuring greater job security and improved packages in cases of staff reductions.

Besides those workers covered by industrial council wage agreements, an additional 100 112 workers were covered by six wage orders.

Numsa congress 'a guide for labour'

(134) 00 27/9/96

Renee Grawitzky

RESOLUTIONS adopted at Numsa's first congress since the 1994 election would be crucial in determining labour's future direction and could influence debate at the Cosatu congress next year, leading participants said yesterday.

Union general secretary Enoch Godongwana and Deputy President Thabo Mbeki said the congress was taking place at a crucial time. Resolutions tabled by the regions indicated that debates would centre on future economic policy, strategies to address the effect of tariff reductions, and the future of the alliance with the ANC

Godongwana said the union had lost membership through retrenchments because of downsizing and tariff reductions, which cost jobs at companies such as



Numsa secretary-general Enoch Godongwana at the union's congress yesterday. Picture GARTH LUMLEY

Phillips and Tedalex.

At the conference, the Western Cape region called for engagement with government on broad macroeconomic issues. The region argued that this should be used in working towards a broad working class programme which would ensure the upliftment of the poor and of the working class.

The adoption of such a resolution would be crucial in determining whether engagement between labour and government on the framework continued, a union source said.

Other resolutions tabled at the congress explored positions on building the organisation, privatisation, violence, tariffs and organising strategies.

Godongwana was

critical of the loss of experienced national officials to local and national government and the private and parastatal sectors. He said many shopstewards were frustrated at the lack of a career inside the union and had not stood for re-election. This had resulted in difficulties on the shop floor as new shopstewards grappled with the complexities of their union tasks.

Godongwana said workplace violence was prevalent on the East Rand and in the Northwest where hostels were common and workers divided along ethnic lines. Efforts were continuing to overcome ethnic divisions, but these were deep-rooted and might prove much more difficult to quell than political division.

LABOUR Survey shows national pay agreements running at about 10%

Unions moderate wage demands

CT (PR) 27/9/96

(134)

THABO LESHILO

Johannesburg — South Africa's trade unions are displaying a new found realism by moderating their demands and accepting smaller wage increases, according to the latest research by Andrew Levy & Associates, the labour consultants.

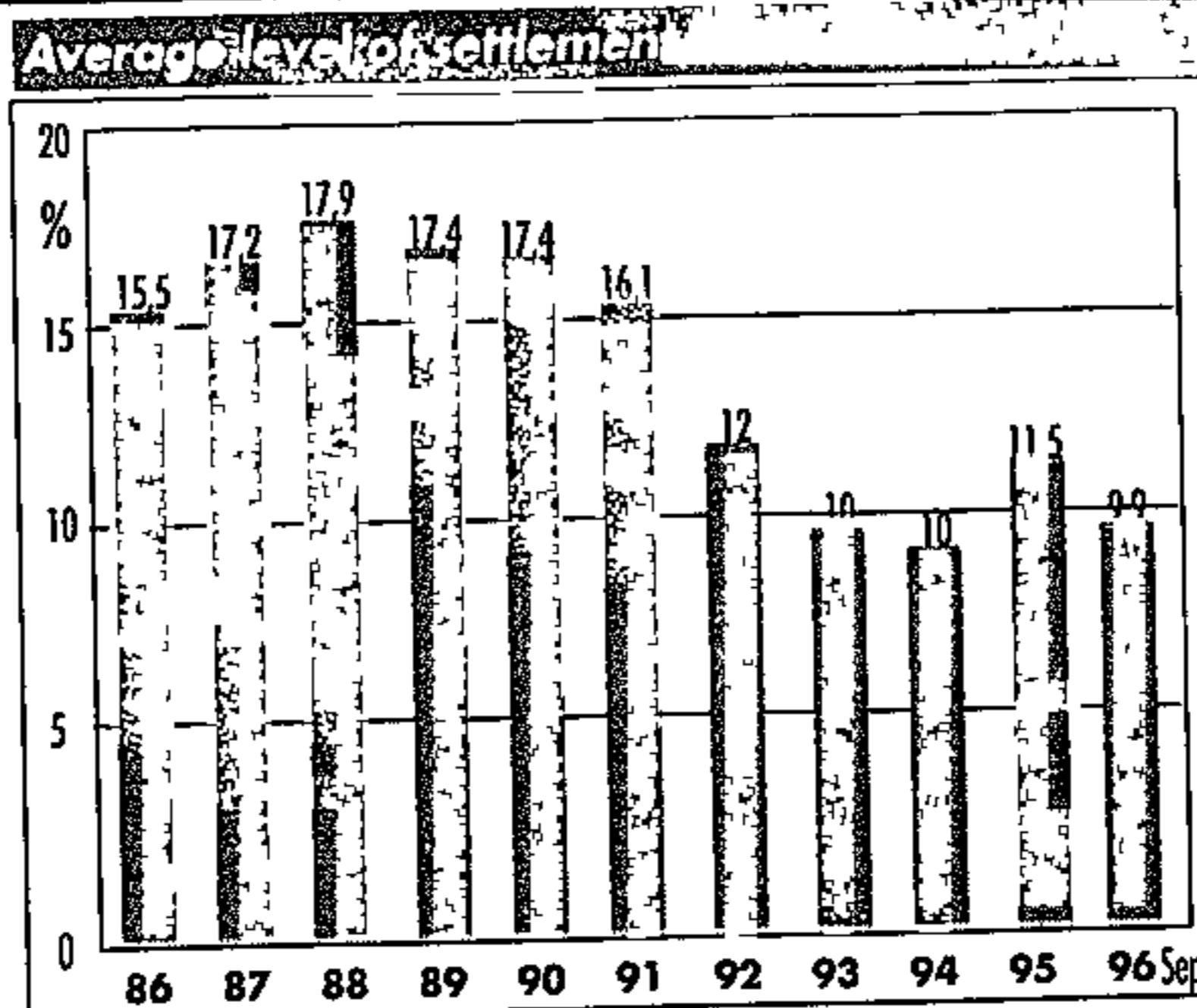
The survey shows that overall wage agreements across industries were 9,9 percent for the nine months to September 30. This was slightly less than the 10 percent level reached in 1993.

The figure for the full year is expected to match the 10 percent level reached in 1993.

Centralised wage settlements resulted in average pay rises of 9,1 percent; most were reached without strikes. This year's settlements included increased maternity and parental allowances.

Cosatu has come under pressure to moderate its wage demands, especially in light of the government's (non-negotiable) macroeconomic plan, which calls for greater flexibility. Although it is opposed to

A new realism? Wage growth steadies



Industry	Rate	Industry	Rate
TGWU	11.2%	Vehicles	R1 808
SACCAWU	10.9%	Chemical	P1 817
SACWU	10.6%	Clothing/textile	R1 189
FAWU	10.5%	Food	R1 860
MEHAWU	10.0%	Furniture	R1 708
PPWAWU	9.8%	Health	R1 494
NUFIN	9.4%	Manufacturing/metal	R1 734
RIIWA	9.2%	Municipal	R1 623
SACTWU	9.1%	Printing/paper	R1 579
CWU	8.8%	Transport	P1 085
SAMWU	7.5%		

SEISA	9.75%	Mining coal	9.5%
Casting	9%	Chemical	10%
Tyre & rubber	11% (3-yr agreement)	Leather industry (footwear)	7.75%
Wine	8.5% (3-yr agreement)	(general goods)	8%
Mining gold	9%	Average	9.1%

Source: Andrew Levy & Associates

some of the elements of the macroeconomic plan, stating that they fly in the face of the Reconstruction and Development Programme, it has committed itself to engaging actively the government and its alliance partners to find alternatives," Levy said.

The consultancy also found South Africans enjoying a shorter work week as more companies complied with the recom-

mendations in the new Employment Standards Act (ESA) for a 40-hour week.

The delay in the implementation of the new Labour Relations Act (LRA), expected on August 1, confused the labour market because the labour movement was geared up to enjoy more rights under it. The Act comes into force on November 11. The ESA will rewrite the Wage Act and the Basic Condi-

tions of Employment Act, which is expected to go before parliament shortly.

Levy said the implications of the ESA were immense for employment practice and the economy. "The new proposed (ESA) is possibly more important than the new LRA in that it reflects a totally new approach to employment standards, significantly empowers unions and makes participation a key issue."

Nactu toasts 10 years of fighting for unity

(134) Sowetan 3/10/96

By Abdul Milazi

"WE have to be the masters of our own destiny and work for change" These words by National Council of Trade Unions (Nactu) president James Mdlalose laid the foundation for one of South Africa's most powerful labour federations

On Saturday Nactu celebrates 10 years of fighting for the liberation of black workers and unity within the labour movement

With about 329 000 members, Nactu was born out of a merger between the Council of Unions of South Africa (CUSA) and the Azanian Confederation of Trade Unions (Azactu)

Although the organisation declared itself nonracial, CUSA strongly objected to white leadership and fell out of favour with other unity unions within the federation

Most Nactu leaders subscribed to the black consciousness and Pan-Africanist ideologies, which led to whites labelling the federation as either aligned to the Azanian People's Organisation or the Pan Africanist Congress

From its inception Nactu fought tirelessly for worker unity and for black exclusivity but remained politically non-aligned

Author and industrial relations lecturer at the University of Cape Town Sonia Bendix says it is believed that the federation's refusal to align itself with any of the major political organisations is partly responsible for the fact that Nactu and the Congress of South African Trade Unions (Cosatu) have not yet taken definite steps towards unity

In 1988 Nactu approached Cosatu to begin talks toward a possible merger to form one umbrella federation for South Africa but this failed because of ideological differences

The attempt came shortly after a meeting in the Zimbabwean capital, Harare, between a Nactu delegation led by Mdlalose and the Black Consciousness Movement (BCM) under the leadership of its chairman, now Azapo president, M o s i b u d i Mangena

The meeting was to find ways of uniting all black workers in South Africa to achieve a democratic society based on the leadership of the African working class

But Nactu remained poles apart from Cosatu as the latter continued to uphold the ANC's Freedom Charter

Political documents

"Nactu remains independent of political positions although it acknowledges the existence of political documents such as the Freedom Charter, Azanian Manifesto and Pan Africanist Manifesto," Mdlalose has argued

Nactu freed its leadership and members to belong to any political organisation or school of thought but maintained that it would not promote any ideology

Although many black people who subscribed to the black consciousness and Africanist ideologies found a home in Nactu, the federation continued to fight for non-racialism and even stopped using the term black, substituting it with



James Mdlalose says Nactu is looking to the JSE to become self-sufficient.

African

Nactu leadership argued that the term black had racial connotations while African did not mean Africanist

This was the same idea propagated by the PAC where whites could now qualify as Africans as long as "they owe allegiance to the continent"

This led to divisions between the black consciousness and Africanist sectors of the federation

The divisions manifested themselves in the workplace as different Nactu affiliates still operate in the same sectors despite resolutions of "one industry one union"

In October 1990 Nactu ordered all of its 23 affiliates to merge within six months to form 14 industrial unions but that did not happen, although two years later some unions under the organisation's banner merged, reducing the number of affiliates to 18

Unions take first steps down merger trail

CT(BE) 7/10/96 (134)

JONATHAN ROSENTHAL

Johannesburg — Unions are taking the first steps down a merger trail, with the most prominent tie-up likely to be the emergence of a large new union of up to 150 000 workers from the paper, chemical, wood and media sectors

The Paper, Printing, Wood and Allied Workers' Union (Ppwawu) and the Chemical Workers' Industrial Union (CWIU) are expected to merge before the end of next year, Bengeza Mthombeni, Ppwawu's general secretary, said on Friday

"Talks are beginning to bear

fruit and we hope that both the unions' congresses next year will pass resolutions giving a time frame for the merger," Mthombeni said

He said the two unions organised in similar sectors, with dissolving-pulp workers organised under the 54 000-member Ppwawu, whereas in most other countries they were organised into unions covering the chemical sector

The 46 000-strong CWIU passed a resolution at its 1993 congress calling for a merger, as did Ppwawu at its congress last year

Mthombeni said the process

had been delayed on both sides and that both general secretaries' offices had been identified as behind the delay

Ppwawu's previous merger talks with the Media Workers' Association of South Africa (Mwasa), an affiliate of the National Council of Trade Unions, with about 40 000 members, had fallen through. He said both unions were co-operating on the formulation of a centralised bargaining structure "Because we are talking around other things we may want to revive those talks," he said

Also involved in the talks about centralised bargaining

was the South African Typographical Union (SATU) with about 24 000 members

Mthombeni said the three unions (Ppwawu, Mwasa, SATU) had met last month to formulate a common position on centralised bargaining to be presented to employers later this year. The unions hoped to have a centralised bargaining council in place next year

Ppwawu also planned to enter into talks with the South African Union of Journalists. Journalists passed a resolution in their last congress, calling for merger with other unions, Mthombeni said

Union investments under fire from Labour Bulletin

(134) BD 14/10/96

Reneé Grawitzky

TRADE union investment companies — surrounded by confusion and secrecy — would force unions to decide whether they were in the business of business or of trade unionism, an article published in the latest SA Labour Bulletin suggests

The article, "union investment — new opportunities, new threats", written by an unnamed Labour Bulletin special correspondent, questions whether labour's foray into the companies was an appropriate way for unions to invest their money

The article said there was a difference between unions making a portfolio investment and going into business by forming partnerships with particular management groups

This was based on the view that union investment companies were obtaining some "special opportunities" from big business

Such opportunities were not given away for nothing

The article said not only had there

been inadequate discussion within labour as to trade-offs but questioned whether unions were selling their credibility or "conferring legitimacy on the corporations".

Unions, through their investment companies, were becoming intimately tied up with management and companies, the article argued. Such developments would force unions to question whether they were in fact in business or in trade unionism

Although unions took comfort in separating the union from its investment arm, in practice, the author argued, this was not happening. This then raised the question of why it was necessary to separate the two structures. "Perhaps that is also a good reason for not having an investment company," the author said.

Calls had been made for investment companies to adopt a code of conduct and to bar union officials from being employed by investment companies.

The article said investment companies were using some "alarming"

tactics — often in direct conflict with Cosatu policy — with the result that unions were "tarred with the same brush as union investment companies (as they) plunge into one questionable transaction after another"

The approach by investment companies that "this is business" could inflict lasting damage on the union movement as it introduced commercial values into a social movement, the author argued

He said "unionism is not about making money", but about social issues with no commercial rationale. Involvement in union investment companies "inserts" commercial values which tended to "squeeze out" unions' values.

The author questioned how unions were able to operate efficiently and effectively and still have excess funds. The article also proposed a number of alternative ways of investing unions' excess funds, which ranged from funds being invested and managed by asset managers to establishing a reserve fund

Workers uneasy about being capitalists

Reneé Grawitzky looks at whether unions can remain independent of investment arms when labour conflicts arise

AFTER years of propagating the struggle for socialism, the leadership of the labour movement has begun dabbling in the world of high finance and is supporting black business in its participation in the formerly predominantly white-owned economy.

Union leaders, in the midst of setting up a veritable chain of union investment companies, now argue: "How else can you bring the broad base of South Africans into sharing in the mainstream of the economy — short of nationalisation?" And the latter option now seems dead and buried.

It is not uncommon internationally, they argue, for unions to buy equity. In the US, unions sold their members this idea on the basis of financial benefits that would flow back to union members and the community.

But some unionists oppose such thinking. They lament that, at a time when the labour movement is grap-

pling to come to terms with the challenges of transition, some are seeking to make it an investment vehicle for frustrated entrepreneurs who found themselves in the labour movement.

Whether in the name of advancing black economic empowerment or ensuring workers have an opportunity of making investment decisions, such initiatives pose crucial questions for the future of the labour movement.

Will workers and broader society benefit from what some say could become an unholy "alliance" with black business? Is there an inherent contradiction between labour's socialist agenda and its growing participation in an economy which it once wished to overthrow? And can unions remain independent of their investment arms when conflicts arise between workers' and entrepreneurial interests?

The recent bids for SABCO radio stations reflected the extent to which

white investors use black faces (including union ones) as a front to secure enterprises being sold off by the state

The Johnnie deal is also being questioned by elements within labour. They ask whether this is genuine empowerment, a forna of tokenism or a case of personal gain by a few (including a handful of existing or former unionists) in the name of black empowerment.

Mineworkers' Investment Company director Kruban Pillay rejects the notion that investment companies are being used by white business.

"The establishment of investment companies is a positive move for unions, he says.

Labour Minister Tito Mboweni says this development puts the debate between management and workers at a higher level and indicates that the trade union movement recognises the role of investment and profit. Mboweni says "this is a brilliant strategy by the trade union leadership to infuse the values of the ordinary people into the boardroom."

Cosatu general secretary Sam Shilowa says that there is no contradiction between unions investing directly in the economy and their socialist principles.

A more sceptical unionist, who does not wish to be named, says "It is an aberration that during the day we promote the capitalist system and at night meet workers in hostels, to overthrow that very system — not at the expense of capitalist lives but at the expense of worker lives."

A former unionist, now in Parliament, says there is an inherent contradiction in labour collaborating with white investors. Labour, he says, is not engaging in programmes that create jobs and is merely perpetuating what white business is doing.

Nactu general secretary Cunningham Ngcukana says if investment vehicles promote the building of houses and job creation, then it would be positive. But, he adds, it would appear that the main investments have not been in labour-intensive operations.

Another union source says a particular union investment company is considering the future direction of one of the companies in which it has shares because management has proposed opening a plant in a neighbouring state to take advantage of low wages there.

How can unions legitimately challenge employers who are proposing similar moves when their own investment companies are party to such moves?

In the main, concern within labour up to now has not been with ensuring workers have a greater say in where pension fund assets are invested, but rather with the potential impact of investment companies on the labour movement.

Pillay says dividends from investments are intended to benefit all mineworkers in terms of education and rural development programmes.

Some unionists, however, express scepticism that there will be any such benefits and question the extent to which workers are being informed of developments involving investment companies.

Most unions have thrown their

weight behind investment companies, but some have done so without a clear vision as to their purpose and how they will manage the potentially conflicting roles of owner and worker representative SA Municipal Workers' Union general secretary Roger Romme asks "How do you deal with a bad industrial relations environment in a company where you have investments?"

With a number of Cosatu affiliates having established investment companies, Cosatu has itself taken the plunge and formed the Kopano Ke Maria Trust, which is looking at various investment opportunities.

Such a move could be positive if it provided better and cheaper services to workers.

It is becoming increasingly evident that tensions are developing between traditional union structures and the new investment companies. There are already growing suspicions within unions that it is not workers who will benefit from the investment spree in the long run.

Ngcukana says union investment companies need to ensure they are able to transform companies they invest in and facilitate the transfer of skills. Thus will not happen, he says, if a few individuals are motivated by personal enrichment.

With regard to the Johnnie deal, investment companies were unclear as to whether they formed part of business or labour, a source close to the negotiations says.

Other worries include the development of possible competition between affiliates for limited investment opportunities.

Another fear is that union leadership will increasingly be distracted from union work.

At a time when union capacity is a critical problem, unionists, instead of standing for union positions, are keeping themselves available for positions in investment companies, one unionist complains.

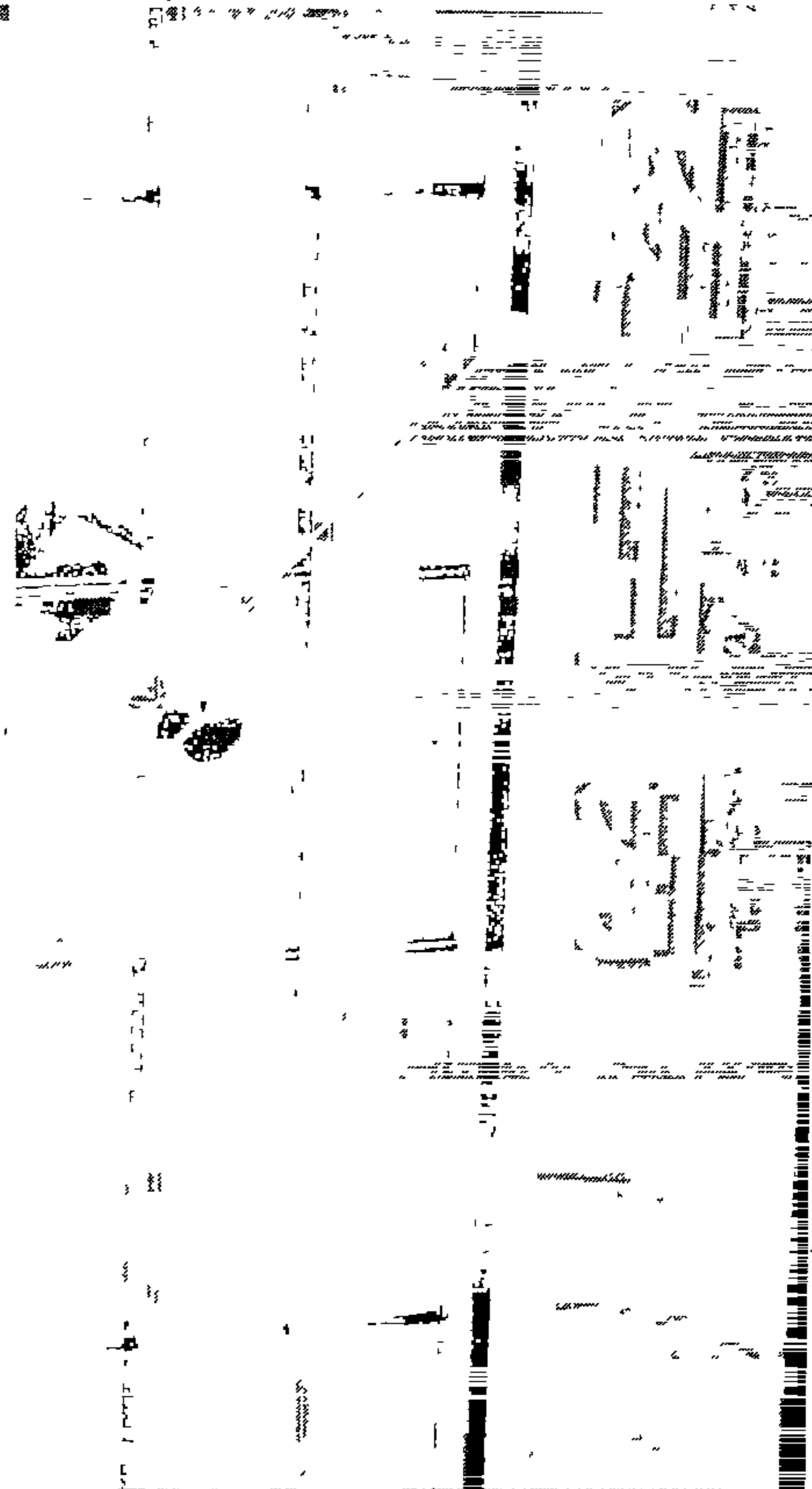
Concerns have been raised also about levels of accountability to union membership and whether members even know when investment companies are established.

Pillay warns that although unions should separate their daily activities from their investments, they must also ensure that investments are not made in secret.

Romme and others question the consequences of unions moving away from relying on membership subscriptions. "Direct accountability to workers is being replaced by reading the JSE page in the newspaper," he says.

What started out with noble intentions — to develop strategies to ensure workers have a more direct influence over how their monies are invested, and to generate income to provide further benefits for workers, could result in members' interests being made secondary to bottom line returns. The challenge to unions is to ensure this process is properly managed, with accountability, transparency and vision, and that benefits filter down to workers. For the unions, the "fruits of capital" cannot be achieved at the workers' expense.

A worker cleans a Chinese character sign at a newly opened McDonald's restaurant in Beijing. The sign reads Mai Dang Lao, an approximate phonetic translation of McDonald's. Picture AP



IMF 'must recognise SA trade unions'

134
22/10/96
By Abdul Milazi

THE Relationship between the South African Government and the International Monetary Fund will spell doom for the country if organised labour is not involved in all discussions between the two parties

This warning was sounded by assistant general secretary of the Congress of South African Trade Unions, Zwelinzima Vavi, yesterday

Cosatu and the South African National Civic Organisation (Sanco) rejected two invitations to meet IMF managing director Michael Camdessus when he visited the country last Thursday

Opposed to IMF

"While we are opposed to the IMF and their policies, we would want to be consulted on any planned relationship between the Government and IMF, so as to avoid falling into the same trap as other countries which are run by the Fund," said Vavi

Vavi said the IMF was not a workers' friend because it sided with the former apartheid government in the 1980s against the liberation forces.

"They gave the regime one of the biggest deficit loans (R4 billion) as a lifeline

"It is common knowledge that the IMF has been widely criticised for pressurising countries to adopt structural adjustment programmes regardless of relevance of such programmes to those countries," Vavi argued

Vavi said "There has been a recent agreement that the IMF will provide additional resources to finance loan recovery through the offering of greater concessions like lower interest rates than the market rate"

Rendered bankrupt

The problem with the scheme, he said, was that after three years of concession, countries found themselves unable to continue servicing their debt

Vavi charged that the IMF has rendered many African countries bankrupt through its "policy prescriptions".

"We don't have to look further than our neighbour, Zimbabwe, to see the problems that can be caused by the tight fiscal policies

"The IMF's new Enhanced Structural Adjustment Programme aims at reducing Zimbabwe's budget deficit of 13 percent to six percent within the next three years"

Vavi said the programme led to increased unemployment and high health and education costs

"We agree with the approach of the international trade union movement that stakeholders should not be excluded from meaningful engagement with this leading institution," adds Vavi

He said they rejected the invitations to meet Camdessus due to short notice

No more 'sweetheart' unions

Chief Registrar has been with department for 34 years, but welcomes change

By GOSA NDHLOVU

When the new Labour Relations Act (LRA) ushered in changes that will advance workers' interests on November 11, one key figure who will ensure its success is a man who has been with the Department of Labour for 34 years.

He is Hennie Slabbert, who has been appointed Chief Registrar of Labour Relations by Labour Minister Tito Mboweni. Mboweni has described him as "a great resource of energy and expertise".

Slabbert, who will get into action within the next 14 days, does not see himself either as a "relic of the past" or a "mixture of the new and old". He sees his appointment as a new challenge in his long career and foresees no problems in applying the new LRA

after so many years operating under the 1956 Labour Act.

For the greater part of his long service, Slabbert registered both workers' and employers' organisations, gave notice of their intended registration so that whoever objected against such registration could lodge his complaint with the department, and kept a list of all these organisations, their office bearers, total membership and financial statements.

"We are moving into exciting times with the pending changes in labour. Everyone must accept the changes, although there will

be hiccups along the way. We must have the will and drive to see us through the coming challenges," said Slabbert.

He says he relies on two people who have been with him over the years. They are his assistant, Deon Koen, and Ria Hurter, who looks after the department's finances.

Slabbert says South Africa has 388 registered

trade unions - "but this figure may fall to 358 because 30 of them belonged to the defunct TBVC states and were affiliated to their South African counterparts".



SAW 31/10/96

(134)

Other important changes Slabbert pointed out related to the current industrial councils. These councils settled disputes between employers and employees. They were divided according to the nature of the industry such as metal or food industrial councils.

But the councils failed to resolve disputes on account of the old apartheid system which heavily favoured whites. These will be replaced by statutory councils which will be linked directly to the department.

While they will do what the industrial councils did, they will have more authority through the registrar rather than appointees of various industries.

Slabbert said the days of the "sweetheart" unions are over because no trade union will be allowed to rely on employers for its formation and administration.

Labour's new kids on the block

(134) mtG (mm) 1-2/11/96

Despite the loss of many familiar faces in the labour movement, unions deny a lack of leadership, write **Jacque Golding-Duffy** and **Anthony Kunda**

THE exodus in 1994 of many experienced unionists into the government and business dealt the labour movement a massive blow.

When the likes of Jay Naidoo, Alec Erwin and Cyril Ramaphosa left, murmurings about a drain of talent rippled across the industry. The whispers were laden with concern levelled by unions and management alike that the movement would falter.

This has not happened, and the *Mail & Guardian* spoke to four union leaders who have been credited by their peers with "strengthening" the movement following post-election losses.

They are National Union of Mineworkers (NUM) general secretary Kgalema Motlanthe; National Union of Metalworkers of South Africa (Numsa) general secretary Enoch Godongwana; Congress of South African Trade Unions

(Cosatu) assistant general secretary Zwelinzima Vavi; and South African Clothing and Textiles Workers Union (Sactwu) general secretary Jabu Ngobo.

One industry source says many of those who left the unions to take up government posts were recently returned exiles who had although contributed little to the movement.

"It is sad sometimes when people purport to know what is happening within labour," he said. "Some of the people who hold high profile positions now really did not do any of the slog work that was required to build up a worker base.

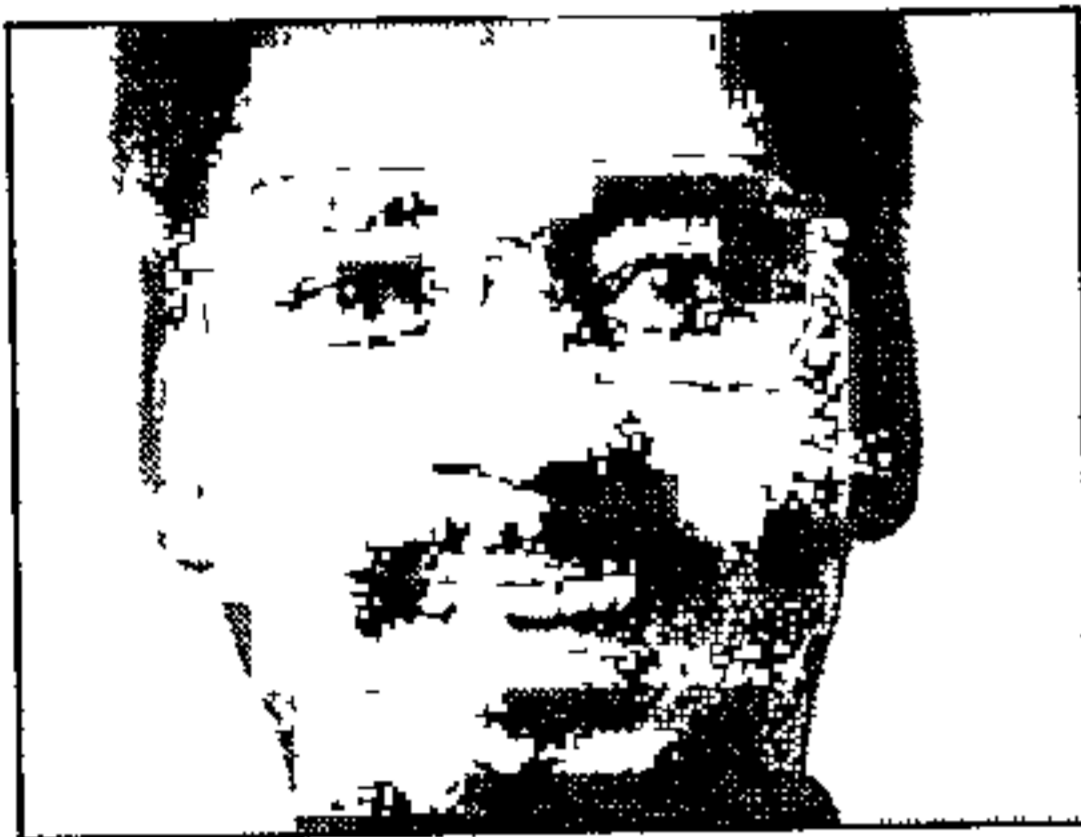
"In some instances, they took the credit and

did nothing. There were often people whom they left behind as shop stewards that deserved to be more than just that. Sometimes those union information officers or stewards were in actual fact general secretary material."

Labour analyst Gavin Brown says a "serious crisis of leadership" still exists in unions. It is not just a question of "filling the gaps", he says, but "nurturing and developing" leadership skills

Brown says it is also difficult for the movement to compete with the better prospects and pay offered in government and the private sector

The players:



ZWELINZIMA VAVI, assistant general secretary of Cosatu, was apparently born in 1962, or so he says. He has no exact birth date as he came from an "unfortunate family who lived on a farm and was uneducated"

Vavi's involvement in the trade union movement began at a young age, when he was still a student in the Congress of South African Students (Cosas)

He says there was an important slogan used at Cosas which prompted him into valuing the "skill of organising people"

The slogan used was, "It is the duty of Cosas cadres to build organisations. When you are with women, organise them, when you are with the youth, organise them and when you are with the workers, organise them"

Vavi says he started organising public service workers back home in an Eastern Cape rural town and developed a strong passion for organised labour. He then moved from the South African Allied Workers' Union to work at a Vaal Reef mine in 1984 before being dismissed with thousands of workers during the National Union of Mineworkers' 21-day strike.

Involved in civic, youth and unions simultaneously, Vavi became regional secretary of Cosatu's Western Transvaal region and was "quite dynamic", says one colleague

The union, says Vavi, keeps the government in check and Cosatu, with its 19 affiliates and 1.8-million members, has proven that it is a force to be reckoned with.

However, he says it is extremely difficult to adjust to a different tack of consultation. Dealing with the government often means "thinking on your feet during negotiations and not leaving much time for consulting with member unions.

"It is difficult but necessary to make on the spot decisions in the interest of workers while bearing in mind that you have to find ways of making sure you include your members in your decision," he says.

"My personal view is that within the pressure, you always find ways to bring your members on board"

Vavi is facing elections next year during the federation's national congress

JABU NGCOBO (46), general secretary of Sactwu — the third largest union in the country — formed an interest in labour in the early Sixties. This was when his father was sacked after 15 years of service. Ngobo junior started work earning R5,95 a week. Within two years of starting work in

Durban, Ngobo was involved in a strike over bonuses. Frame Textiles, the factory where he worked, had no union, leaving 20 000 workers at the mercy of management

In 1973, Ngobo led another strike, part of an action in which 100 000 textile workers downed tools for better conditions and a living wage

Ngobo is passionate about his work, reputedly organising and recruiting more than 40 000 workers singlehandedly

A founding member of the Federation of South African Trade Unions, Ngobo became regional treasurer of the federation in 1979. Within Sactwu he was a shop steward and national organiser before becoming general secretary

Ngobo believes that no one "should be held prisoner to the union" and that unions should not rely on individuals

But the unions are facing strain. It is not only the top layer of officials moving into other sectors, but also the second and third layers such as regional chairs and treasurers who are going into local government.

"I am saddened when the cream is skimmed from the unions. But we must realise that the strength lies in the union. It is the only place where black people have learnt to organise"



ENOCH GODONGWANA, Numsa general secretary, believes the only thing that has changed for a unionist since the 1994 election is the need to become more militant. A democratic government doesn't mean workers' conditions are any better, and complacency abounds

"The same injustices persist. The relationships between labour and management still reflect the pre-1994 situation," he says

"If apartheid was the only problem, then there is no role for trade unions now. But that's not true. In fact, there is need for more militant trade unionism." Strangely, he insists he is not a militant

Born in the Eastern Cape in 1957, Godongwana joined Numsa in 1979, a year after he started work for Barlows in Alberton. He was immediately elected shop steward

Moses Mayekiso's move into politics in 1994 opened the door to the general secretary's office. Godongwana was overwhelmingly re-elected at the union's annual congress in September

South African Democratic Teachers Union (Sadtu) president Willy Madisha, who knows Godongwana from their days together in the South African Communist Party, says "He is a hardworking man, who has got

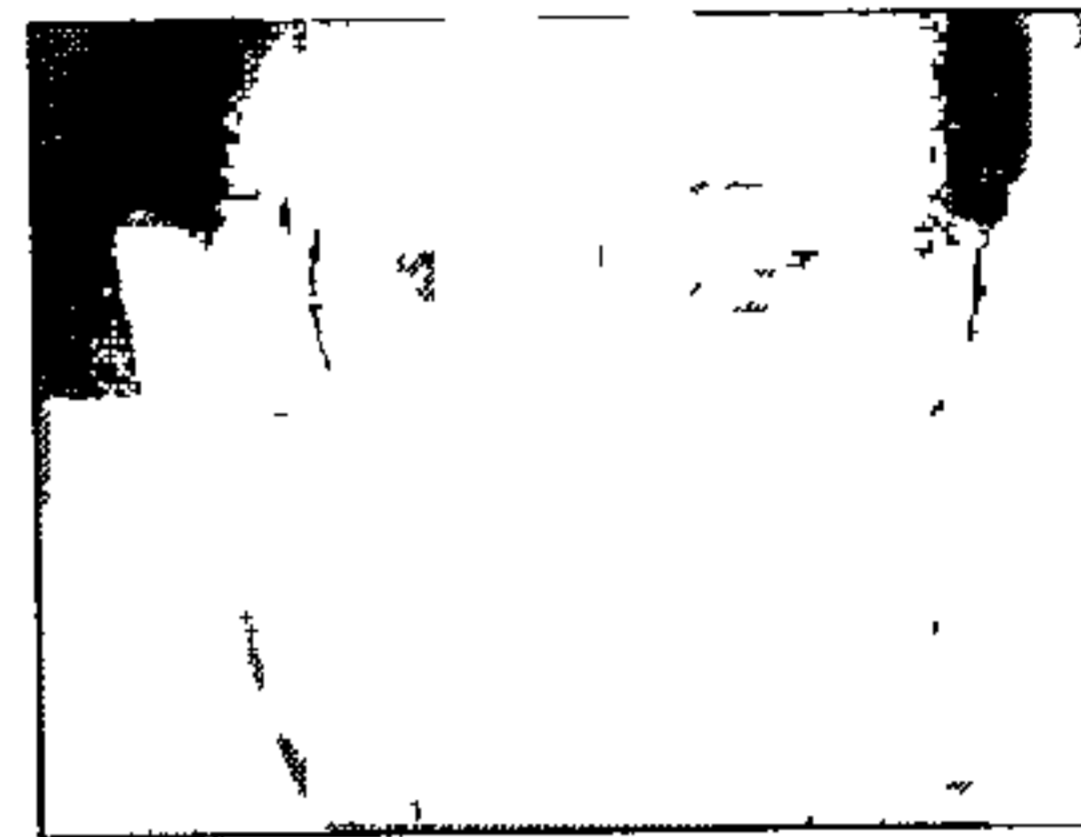
where he is through nothing but determination and hard work" Godongwana has also been recommended for various government and private sector positions, Madisha says

Godongwana is ambivalent about the union movement losing good people "If somebody thinks they can contribute more effectively in nation-building in other sectors, that's all right," he says

But the 1994 exodus came "at a time when we were facing new challenges and difficulties, when we needed experienced, seasoned and mature leadership"

The union movement has now developed a leadership system at all levels so that "as soon as there is a gap, we have other people"

If he is considering offers, Godongwana says he has no plans to move yet. He adds, however, that he also won't be a permanent fixture at Numsa "When you stay too long you become a hindrance to progress. You become suspicious of new ideas"



KGALEMA MOTLANTHE (47) is not a miner and never was. This didn't stop him rising through the ranks of the NUM to replace Cyril Ramaphosa as general secretary of the union — the largest in the country

Ironically, Motlanthe is critical of unionists in such a position "It is unusual for me to hold the position I hold as I am not a mineworker. But this is changing within the union itself, and so it should. I am now the only one who serves on the national executive that has not worked in a mine"

Motlanthe is respected by his colleagues for his dedication and com-

mitment. A tough but diplomatic negotiator, Motlanthe has proved the union can survive by drawing leadership from within its own ranks

"Nature never allows a vacuum, even when the most important leaders leave," he says. He adds he is by no means the best man for the job, citing several people who are capable and adequately equipped to be general secretary

Motlanthe joined the union as an education officer in June 1987, after spending 10 years on Robben Island as a political prisoner

He was acting general secretary for two years after Ramaphosa left the NUM and was only officially made general secretary at the NUM's national congress in 1994

"My own view is that the labour movement is relatively young," he says. "The NUM is only 14 years old but the movement is nurturing potential leaders, almost aware that people move on"

"We must realise that salaries are better in the private sector and we will only be able to keep our own within the union if we improve wages"

DEPARTMENT OF HOUSING, LOCAL GOVERNMENT AND PLANNING

DRAFT BILL ON PLANNING AND DEVELOPMENT

The Western Cape Draft Planning and Development Bill, 1996 has been published for comment in *Provincial Gazette* 5085 of 24 October 1996. Copies are available at

Room 501, ISM Building
27 Wale Street
Cape Town

Room 5-97, Provincial Building
7 Wale Street
Cape Town

The draft Bill aims to:

- repeal racially based planning and development legislation;
- merge all planning and development legislation in the Province into one law,
- serve as transitional legislation until a comprehensive new Law on Planning and Development can be drafted for the Province,
- provide for accelerated development processes, especially regarding the removal of restrictions and developments where health reasons, human need, restitution of land rights and other reasons necessitates that normal procedures be accelerated, and
- prescribe certain general principles which all planning and development in the Province can be measured against

Since the proposed legislation affects the powers and duties of local government, local governments, including organised local government, are especially invited to comment on the draft Bill in terms of section 174 of the Constitution. Anyone wishing to comment may submit such comment in writing to the Chief Director Planning, Private Bag X9083, Cape Town 8000, or addresses indicated in the *Provincial Gazette*. For further information Tel (021) 483-4326/4357/4784 Fax (021) 483-4527/4185

CLOSING DATE 30 NOVEMBER 1996

**PROVINCIAL ADMINISTRATION:
WESTERN CAPE**

Unions told to keep autonomy

Reneé Grawitzky

AN ITALIAN trade unionist cautioned SA labour yesterday against becoming part-owners in companies which were being privatised and said unions should rather be negotiating processes whereby workers had the option of buying shares.

Italian General Confederation of Labour's Walter Cerfeda said at a joint workshop with Cosatu that unions should negotiate a process to facilitate worker's ownership of shares.

However, the privatisation process should not lead to unions becoming represented in a company's management. He opposed the view that unions should have a presence in the company either representing share ownership or pension funds. Unions should maintain their autonomy.

Confederation general secretary Sergio Cofferati said despite the new

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Italian government being sensitive to labour concerns, it had to tackle the problem of unemployment. As a result of such conditions "the pride of Europe" — the welfare state — was being placed under severe pressure.

Cofferati said economic growth had not provided the corresponding rise in jobs. As a result the Italian government had to adopt economic policies which would foster the necessary growth to stimulate job creation.

Dialogue between labour and the government had to be based on certain rules and procedures to ensure labour's independence and that it did not rely on politicians to solve all the social problems.

Italian labour and the government had reached agreement on measures to facilitate job creation. Talks to find measures to balance the budget in compliance with the Maastricht Treaty were continuing.



Andrea Amaro, president of Progetto Sviluppo, linked to the Italian General Confederation of Labour (CGIL), with Cosatu general secretary Sam Shilowa at a joint Cosatu-CGL workshop yesterday.

Picture ROBERT BOTHA

Union involvement in commercial enterprises 'is in workers' interest'

Patrick Wadula

~~21~~ (194)

NATIONAL Council of Trade Unions Investment Holdings co-ordinator M. Y. M. Maivha has defended union involvement in commercial enterprises, saying this type of investment is in the workers' interest.

Speaking at a conference in Johannesburg on white and black joint ventures, Maivha said that the unions

were accused of undermining their main purpose — representing the workers — by forging links with big business and not being transparent enough in their investments. Maivha said the accusers had no interest in black economic empowerment. "We believe that the workers' sweat and blood contributed to what this country and its economy is right now," he said.

BP 2/11/96

Workers had done their bit to build the economy and could not be accused of destabilising the economy whenever a strike occurred, he said. Employees were, he said, underpaid due to companies using what was owed to them to expand their businesses. "It is these funds, contributed by millions of our people, that have helped develop the country. It is correct for unions to begin

helping in the control and direction of the funds for investment opportunities, so that their members benefit." Maivha said the unions' political struggle might have ended, but the economic struggle would be taken into the boardrooms of companies if necessary. "We are not going to apologise for engaging in investment opportunities for our workers, for in the long run they and their communities will benefit."

Lack of female representation in SA trade unions causes concern

Star 11/11/96

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BY ROSELINE NYMAN

Women make up an increasing proportion of the South African labour force

This is due to the growth in the traditionally female-dominated service sector and a corresponding decline in the male-dominated manufacturing sector

This has resulted in an increase in the number of women joining trade unions. One would also expect to find more women in leadership positions

But this is not the case. Women come up against a glass ceiling which prevents them from rising to positions of power in the trade unions.

While there are no up-to-date figures on the number of shop stewards in Cosatu unions, a survey conducted in 1991 estimated the figure at 25 000. Of these, only 14% (3 500) were women.

At the same time, total female membership of Cosatu affiliates was estimated at 36%

If the number of women shop stewards were to be proportional to female membership, there should be 9 000 women shop stewards. This would be an increase of 250% on the current figures

Being elected as a shop steward is the entry point to other leadership positions in the union. But given that there are so few women shop stewards, the likelihood of them occupying these positions is slim

The Central Executive Committee (CEC) of Cosatu is the

highest decision-making body in the federation after the congress.

It is made up of 80 delegates from 19 affiliates and Cosatu regions. It also includes the six Cosatu national office bearers (NOBs)

Lack of female representation in Cosatu structures starts right at the top. Of the six NOB positions, all but one (the first vice-president) are held by men.

Further down the line, the situation is very much the same. While attendance at the CEC varies from one meeting to the next, there is only a sprinkling of women at each gathering

The CEC of March 1995 was attended by 36 men and six women. In September, three women and 34 men attended

In March 1996 there were 46 men and four women. In addition, all eight Cosatu regions have male regional secretaries

Their attendance at the CEC tips the scales even further in favour of male representation.

All in all, women constitute an estimated 9% (six people) of the CEC, while men make up the other 91% (76 people)

While it is not surprising that the majority of office-bearers at union and federation level are male (since they are elected from a mostly male shop steward base), it is perplexing that there should be so few women shop stewards. After all, they are elected by a sig-

nificantly female workforce.

Interviews conducted with 51 female members of the South African Commercial, Catering and Allied Workers' Union (SACCAWU), which has an overwhelmingly female membership, indicate that women workers do not elect women shop stewards mainly because women are not available for election.

Interviews with women workers reveal that they do not have time. Said one woman: "Time is very limited for me. I have to

look after my children. My husband will not look after the children during the week. He says he sacrifices enough on Saturdays and Sundays"

Other reasons for women's reluctance to stand for election include

■ The increase in the number of families headed by women. A recent report (World Bank/Saldru, 1994) found that 26% of South African households are headed by single women (this includes unmarried, divorced and separated women)

■ Lack of childcare facilities. The same survey revealed that only 6% of African children are in childcare

The figure for all South African children is correspondingly low, at 9%.

■ That women are not being taken seriously by male members

and leaders

■ Sexual harassment.

■ Women feel a lack of confidence.

■ Insufficient education and training

Women's participation has been on Cosatu's agenda since its 1985 inaugural congress. Nonetheless, nine years later at the 1994 congress, delegates noted their concern that: "Cosatu's long-standing resolutions around gender inequality issues have not been implemented effectively."

The recommendations which follow would go some way towards redressing the problems which prevent women from being elected:

■ Cosatu should prioritise the negotiation of childcare facilities in the workplace

■ It should consider the implementation of a quota system at federation and affiliate level.

This should set certain targets for representation, for example 36% representation of women in leadership positions, or representation at federation level in proportion to the number of women members in each affiliate.

Such a system could be phased in over a period of time (say, three years) to ensure that women are available and equipped to take up positions.

■ Cosatu should evaluate its employment practices to ensure that more women are employed as organisers and negotiators, and not only as administrators.

■ This article first appeared in the October edition of Labour Bulletin

Women workers say they do not have time

ANALYSIS

Tensions that come from bedding down with the bosses

(13U) BD 11/11/96

A FEW years ago, the thought of climbing into bed with bosses would have made trade union officials squirm. Today, seduced by the "buzz" of black economic empowerment, unions have joined the scramble for share ownership in large corporations.

The new terrain is riddled with contradictions and unanswered questions, and unless the unions define clear objectives and formulate coherent strategy, their participation in new investment ventures could backfire on them.

There are three broad streams of thought on the issue at union leadership level. All of them appear to be formulated sketchily. The view articulated by the Mineworkers' Investment Company is that the sole objective of investments is high returns for the benefit of workers and their families through bursaries and other social benefits.

Company chairman Marcel Golding will not be drawn into ideological debate on other questions arising from union participation in business. "We did not enter this terrain with great goals of transforming the economy or ownership patterns. Our purpose is simply to create wealth and be able to give mine workers bursaries."

A more cautious approach is being adopted by National Union of Metalworkers of SA (Numsa) general secretary Enoch Godongwana, among others. It seeks to merge the traditional role of trade unionism with an investment strategy. Investments should be aimed at achieving the combined goals of high re-

Trade unions lack clear objectives for their newly created investment operations, says Shareen Singh

turns and workplace transformation, he argues. If unions enter investment deals without any transformative elements they will be losing sight of their basic mandate and move towards the bureaucratisation of unions.

Then there is the far-left position which totally rejects the idea of unions forming investment companies. Such activity is seen as a ploy by union leaders to dilute the class struggle.

This argument, which comes a bit late in the day as many unions have already joined the investment race, is guided by ideology rather than the changing reality of transformation in SA.

The issues at stake — which unions are neglecting to debate — revolve around fundamental questions of the investment objectives, how investment companies should operate, strategic markets, control and ownership, accountability and how to manage the inherent contradictions of trade union investment.

The non-existence of a single policy document on union investment strategies bears testimony to the lack of serious and open debate. "Each union is doing its own thing and most workers don't understand a thing about what is happening with their money," one unionist says. Deals are clouded in secrecy and union members are being informed of what is happening by the Press.

Businessmap director Jenny Cargill maintains that although the union investment companies have a legitimate right as private companies not to disclose information, they should not be too rigid on this technicality. Because they are accountable to thousands of members, it is expected that they inform their constituencies adequately and obtain proper mandates before acting.

Golding agrees that while workers might not have been well informed of the process and details of investment deals, they are informed of the outcome. "It is like wage negotiations. Workers don't know the fine details but they are informed of the settlement."

At the level of union leadership, most union officials approached were in the dark. Trade unions, some say, are ignoring their democratic tradition of consultation and reporting back. "It leaves the door open for shady deals, and sometimes genuine mistakes could go unnoticed," says a National Union of Mineworkers official.

Mineworkers' Investment Company's stake in Radio Highveld is an example of this. Union trustees were furious when they realised after the deal was concluded that it was structured in such a way that they would not have strategic control over the radio station for five to 10 years. Others asked why the company had not ensured that radio programming

would benefit workers through a regular labour slot or targeted education programmes.

Questions are also being asked about the SA Railway and Harbours Workers' Union's recent acquisition of a stake in a scrap metal company. Success in such a venture depends largely on the price of copper, which is highly volatile, making the area a risky one into which to venture.

Mistakes are bound to occur, maintains Godongwana. "This is a new and complicated area and we are still trying to find answers to some major questions." If unions were to wait for clearer answers, they would risk missing opportunities.

Numsa has recently established an investment trust and is exploring opportunities while engaging in debate internally. "The union's central executive committee is to try to develop a clearer vision. The far left in Numsa plans to sway the union to its position. But, says Godongwana, the union will have to take cognisance of the changing profile of its members and their material needs and expectations. "Workers want bursaries and other benefits, and these needs are highlighted, especially where our members are organised alongside National Council of Trade Union members who get these benefits."

Having said that, however, Godongwana wants Numsa to move cautiously. He is particularly con-

cerned about the effect of investments on the basic mandate of trade unions to improve and defend the lot of workers through collective bargaining and shop-floor organisation — and the question of potential conflict of interest, particularly where a union may invest in its own sector.

There is a potential for conflict, argues Cargill, between the interests of workers and those of their investment companies. Unions need to be conscious of this and have investment guidelines to help minimise the conflict of interests. They could, for instance, ask themselves whether they should invest in sectors where they have members.

Cargill says guidelines could also deal with the type of investments to pursue. Does a union want to enter sectors which could offer particular benefits to union members, such as improved access to financial services, or should it be guided by the sole objective of the highest possible return?

Ultimately, this should be the choice of union members. But to date, says Cargill, there is little evidence that union members have had the opportunity to make such choices.

There are many questions and too few answers. Workers have a right to involvement in key decisions about their money. As long as they are excluded from such decisions and as long as the unions lack coherence, the ventures they are entering could backfire when heightened tensions emerge, as they do periodically.

Racist unions told to clean up their act

ET(BR)12/11/96

(134) (11)

GUY OLIVER

LABOUR EDITOR

Johannesburg — Tito Mboweni, the labour minister, relegated discriminatory trade union and employer bodies to the annals of history yesterday, and warned that bodies which maintained discrimination in their constitutions would not be registered under the new Labour Relations Act (LRA).

Speaking at a rally at the Library Gardens in the Johannesburg city centre to celebrate the launch of the act, Mboweni said the legislation provided a "wake-up call" for racially based trade unions and employer bodies, which now belonged to the past.

The 350 000-strong National Union of Mineworkers became the first organisation to receive its certificate of registration yesterday.

However, Hennie Slabbert, the registrar for labour relations in the labour department, said all bodies would have until April 1 next year to rewrite their constitutions to conform with the act and South Africa's post-apartheid constitution.

He said the initial three-month deadline from the implementation of the act had been extended because of the Christmas holiday season.



IT'S OFFICIAL Tito Mboweni and happy unionists celebrate the awarding of a certificate of registration to the National Union of Mineworkers in Johannesburg yesterday

PHOTO: JOHN WOODROOF

There are 286 registered trade unions and 198 employer organisations in South Africa. They will all automatically be re-registered. The window period until April 1 will allow time for all the constitutions to be rewritten to conform with the act.

Slabbert said he expected the number of trade unions to drop because some were the counterparts of South African unions

in the former homelands. He said that if a union or employer body failed to comply with the terms of registration, its registration would be cancelled.

"If anyone is denied membership on the grounds of race, gender or religion they can take that union to the Constitutional Court," he said.

He said the traditionally white Mine Workers' Union had

started to change its membership scope.

AC van Wyk, the deputy general secretary of the Mine Workers' Union, said that as far as he knew the union did not stipulate in its 1975 constitution that members should be white, but it was "a de facto white trade union... We look after a minority group interest. We are quite proud of the fact that we represent white minority action."

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Small unions urged to join big guns or face bleak future

(134)

By GOBA NDHLOVU

Star 15/11/96

Smaller trade unions, operating without the muscle of larger organisations, could face a bleak future unless they link up with the big guns.

Malcolm Domingo, chairman of the Federation of Organisations Representing Civil Employees, warned that smaller organisations could not survive without the likes of the Congress of South African Trade Unions or the Federation of South African Labour Unions (Fedsal)

Addressing delegates at the opening of a two-day Fedsal congress in Pretoria yesterday, he said the new Labour Relations Act promoted the interests of trade unions that had greater support among workers.

Domingo added that workers would soon realise they would benefit greatly by joining unions already affiliated to bigger federations.

In his annual report Fedsal secretary-general Dunnhausser van der Merwe called for more co-operation between the major unions, such as Cosatu

He said the "good work" started by the National Economic Development and Labour Council should continue

Fedsal's swelling membership poses threat to Cosatu

Reneé Grawitzky

(134) ~~134~~
BD 15/11/96

COSATU could face increasing competition if the Federation of SA Labour Unions (Fedsal) succeeds in its attempt to boost its membership to more than half a million by merging with unaffiliated unions or federations

This emerged at the start of Fedsal's

conference in Pretoria yesterday when it was announced that the federation would merge with the Federation of Organisations Representing Civil Employees (Force), which has an estimated membership of 300 000

Fedsal general secretary Dannhauser van der Merwe said yesterday that membership had increased to 255 000 with

predictions that it could increase to 500 000, if discussions with a range of unaffiliated unions panned out

Fedsal, Cosatu and Nactu had held talks on the issue of unity, he said. However, recently it had become clear that a formal joint federation encompassing Fedsal, Cosatu and Nactu was "not high on the agenda of any of the three"

Union boss described as prophet of doom

(134)

By GOBA NDHLOVU

Chairman of the Federation of Organisations Representing Civil Employees (Force) Malcolm Domingo was described on Monday as a prophet of doom for claiming smaller unions faced a bleak future if they did not join the bigger federations

General secretary of the 28 000-strong Trade Union of South African Authorities (Tusaa) Nakedi Mogale made the accusation in response to a speech delivered by Domingo at a Federation of South African Labour Unions (Fedsal) meeting in Pretoria at the weekend.

Mogale said Domingo's statements were "mischievous" and challenged him to name the small unions he referred to so that workers could decide

Domingo had apparently said that according to the new Labour Relations Act, "hundreds" of smaller unions were doomed if they did not join the major federations

He also reportedly said the smaller unions were responsible for many wildcat strikes, which threatened investment in South Africa - a statement he has denied

"What I said (at the meeting) was smaller unions had to strengthen their bases by recruiting more members because in terms of the new Act the bigger ones will monopolise the workplace. They will have a greater say because they have greater numbers. In fact, it's all going to boil down to a game of numbers," said Domingo from his Cape Town office on Monday

"I also said that by increasing their numbers, the smaller unions would strengthen their bases at the bargaining forum," he added

However, Mogale dismissed Domingo's claims of having the well-being of smaller unions at heart. He said Domingo was on a recruitment drive and most Fedsal members discouraged the existence of independent unions because they wanted them as affiliates.

"I am afraid Domingo is misinterpreting the new LRA. The new Act says nothing about big unions swallowing up smaller ones. Instead, it speaks of freedom of association, where workers can join a union of their choice, big or small"

Star 20/11/96

Unions hail WTO meeting as victory for local labour

John Dlodlu

SA LABOUR unions which accompanied Pretoria's delegation to last week's meeting of the World Trade Organisation (WTO) have hailed the outcome of the first ministerial meeting as a victory — albeit a modest one — for the labour movement

International labour federations, including SA unions which took part in the pre-WTO labour conference organised by the International Confederation of Free Trade Unions, had wanted labour standards to be put on to the WTO's rules-based trading system to facilitate enforcement

In terms of complex conclusions at the Singapore meeting, the linking of core labour standards — such as a ban on child labour and discrimination — to trade was at least not "thrown out of the WTO agenda", sources said

Labour federation Cosatu's secretary-general, Sam Shilowa, said yesterday "the conclusion was not great for labour but at least it does not kill the issue" of labour standards

Labour, backed by the US admin-

istration and certain European governments, had feared that virulent opposition from the developing nations, led by India and Malaysia, would see labour standards sent back to the less effective International Labour Organisation (ILO) to die

Shilowa, who was part of Trade Minister Alec Erwin's delegation, also commended Erwin's performance at the meeting, saying the minister had given labour a "free hand" to canvass countries to follow SA's approach

In terms of SA's approach, cobbled at the National Economic, Development and Labour Council, Pretoria would encourage its trading partners to sign "side letters" committing themselves to upholding labour standards

Erwin had also made Pretoria's position clear, although SA had to align itself with a significantly toned-down statement from the Southern African Development Community (SADC).

The SADC wanted the issue of labour standards banished to the ILO.

Erwin had urged governments not to duck the issue of labour standards which had dominated their talks

BO 20/12/96 (134)

Socialism 'sidelined by blue collar bosses'

René Grawitzky

SA's labour movement is raising a few eyebrows with its swift move away from its adherence to socialism by spending almost as much time buying into business as it is trying to curb it, says IR Data, published by Andrew Levy & Associates

The implied contradiction between labour's move into the investment arena and its support for socialist principles was explored in the December edition which said that relatively little had been said about union investment companies. The author lamented bygone years "when unionist purists worried that the bosses would buy off the workers". He said they now worried that workers might buy out the bosses.

This, he argued, could lead one to

BD 8/1/97 (134)

believe that "we have become used to the reality that socialist rhetoric" was not to be taken seriously as "all but a small minority of socialists" were as happy to participate in the capitalist system as they were to denounce it.

The article referred to a prominent ANC left-winger who divided his "time between extolling Maoism and running a flourishing leisure property business", and the "Cape Town Trotskyite who used to offer his cutting Marxist analyses from his CE's desk at a travel agency".

Union investment in profit-making companies, it said, was not an "outlandish idea", with many parallels in other societies. Of critical importance for labour was whether such initiatives enhanced union and worker influence over the economy and decisions taken

within business. It was possible, but not inevitable that union leaders would be able to exert some influence over company decisions. "Since union owners are invariably not the majority shareholders, they will be a minority on boards and there will be no obligation on board members to listen."

The author pointed out that in contrast to their German and Scandinavian counterparts, union board members would take their seats not only as worker representatives, but as investor representatives with their eye firstly on their investment and with secondary concerns about union goals.

If unions were seeking a real say in the economy, the employee stock ownership plan was possibly a better route to follow, despite being branded as a union-bashing device, he argued.

LABOUR 'Union bashing' led to rebuff

Saccawu rejects offer of Sanlam's services

CT(BR) 31/1/97 (134) (212)
JABULANI SIKHAKHANE

BUSINESS EDITOR

Johannesburg — The South African Commercial, Catering and Allied Workers' Union (Saccawu) said yesterday that it had rebuffed an approach by Sanlam, the life insurer, to manage its provident fund portfolios

Steven Molapo, Saccawu's national negotiator, said Sanlam had approached the union about doing a presentation to the trustees of its provident fund. Saccawu rejected offers to do business because of previous unsuccessful attempts to negotiate a union recognition agreement with Sanlam.

"We told them that they can come and talk to us, but there is no way we will do business as long as our labour relations problems are unresolved," Molapo said. The provident fund, he said, was "a source of power we have in the financial services sector."

The Saccawu National Provident Fund is managed by Old Mutual. Molapo said Old Mutual's labour relations were not satisfactory but Saccawu was talking to the insurer about it.

"We have had several meetings with Old Mutual and there are some promising signs

They have to put their house in order," he said.

Sanlam's inability to negotiate a collective bargaining agreement with Saccawu stemmed from the fact that about 7 percent of the insurer's 7 000 clerical workers were union members, said Gerrie Botha, an industrial relations consultant to Sanlam.

"Sanlam is a national company and we do not wish to engage in collective bargaining with a minority union. We have said to them that we can look at other areas of co-operation but they want full bargaining."

Bones Zulu, the general secretary of Saccawu, said in a letter to one of Sanlam's few black fund managers that the membership figures should be seen in the context of employment patterns in the finance sector, which were still skewed in favour of whites "who were never disadvantaged nor interested in unions."

He said Sanlam refused to adapt to change and seemed "hellbent on union bashing."

Zulu wrote that there was no evident change in Sanlam's hierarchy. His letter continued "You may be one of the handful to represent some dark skin in that hierarchy of predominantly pale skins."

Leaders suspended as friction plagues union

Reneé Grawitzky

(134)

BD 21/2/97

national executive committee (NEC)

THREE Food and Allied Workers' Union (Fawu) national office bearers have been suspended for their unauthorised suspension of the general secretary following the release of a report on Fawu's investment activities

First vice-president Ernest Theron, second vice-president Papiki Moeng and national treasurer Richard Mpungose, all suspended two weeks ago, intend applying for a High Court interdict tomorrow against the action of the

Union sources said the office bearers, without consulting the NEC, suspended general secretary Mandla Gxanyana after receiving a report which investigated certain investment transactions by Gxanyana on behalf of the union in 1994 and 1995

The NEC reversed the decision and suspended the three

Prior to this assistant general secretary Ernest Buthelezi was suspended

Continued on Page 2

Union

(134)

Continued from Page 1

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ed for allegedly contravening the union's employment policy

Union officials said the problems were a result of tensions between two factions, one led by Gxanyana and the other by Buthelezi. A lack of transparency, accountability and proper guidelines for negotiations with investment partners had fuelled divisions.

The union's national congress in 1995 agreed that an investigation should be conducted into the purchase of Krugerrands worth R256 200 and the manner in which the union sold its share allocation in Oceana Fishing to Real Africa Holdings.

The investigation found an individual (not in the union) had been paid

more than R22 000 commission for the purchase of the Krugerrands. This amount was found to be "highly irregular" and excessive. Normal transaction fees charged by institutions were about R600 to R1 350. The probe found Gxanyana had not received union authorisation for paying the commission and the union had been defrauded.

The union was also given an option to buy a stake in Oceana Fishing. It did not take it up and Gxanyana agreed to allow Real Africa to take up its share option. In return the union was given R2m which it had to reinvest in Real Africa Investments shares. Elements in the union believed funding could have been found and that in the long term the union lost out on the deal.

Although the investigation did not find any irregularities in the Oceana deal, it found that the final deal was not properly authorised by the union.

Federations merge to form union giant

(134)

René Grawitzky

BD 25/3/97
THE Federation of SA Labour Unions (Fedsal) merged with the Federation of Organisations Representing Civil Employees (Force) yesterday to form SA's second largest trade union federation after the Congress of SA Trade Unions (Cosatu).

The new body — Federation of Unions of SA (Fedusa) — will have 25 affiliates with a membership in excess of 515 000. Talks had been underway for some time between the two federations, with the first indications of a merger in the offing coming when a representative of Force addressed Fedsal's national congress last year.

Force includes affiliates such as the Public Service Association which has a strong presence in the public sector.

Fedusa will include affiliates in the private and public sector and covering all the main sectors. The new organisation said its formation was very "closely related to the fact that a growing number of employees from all walks of life felt the need for a much stronger, party political independent, non-racial and stable trade union federation with unions who can advance the interests of employees".

The federation stressed that it represented members from all different political parties and from different groups and occupations. Fedusa would be represented in the National Economic Development and Labour Council by taking up the seats allocated to Fedsal. The president of the federation would be Mary Maleté and the vice-presidents are Malcolm Domingo, André Venter and Martin Deysel.

New labour force wins support

(134)
M+G (PM) 27/3-3/4/97

Madeleine Wackernagel

THE formation of the second-largest trade union federation this week drew a unanimously positive response, even from its bigger rival, the Congress of South African Trade Unions (Cosatu).

The Federation of Unions of South Africa (Fedusa), created through the merger of the Federation of South African Labour Unions (Fedsal) and the Federation of Organisations Representing Civil Employees, will represent 25 employee groups with a total membership of 515 000.

"The move is significant," says one analyst, "and more of a change than

we realise. The new organisation is far more representative in terms of race and skills across the board, which augurs well for the future of the labour movement."

Says another: "Fedsal played a remarkable role in the consensus-building process at

Nedlac [National Economic Development and Labour Council]; it is vital that Fedusa continues that tradition."

Certainly general secretary Dannhauser van der Merwe does not expect any major changes: "The principles upon which Fedusa is established are no different to those of Fedsal — political independence; equal opportunities and non-discrimination; disciplined action; professionalism and support for balanced economic policies."

Nor did he foresee any difficulties with Cosatu. "They have been expecting this move for some time; talks have been ongoing. They may not have expected it to happen this

quickly but I don't see it creating any problems. We will continue to take a non-political stance, which may put us at odds with Cosatu's more militant line — for instance, their call for a national strike last year, which we didn't agree with, and their more recent action over Swaziland — but that shouldn't create ructions in the labour movement as a whole.

"Cosatu cannot, however, speak for 'organised labour' alone — there are now three major federations operating in South Africa. Many workers are not political and just want to get on with their lives, in a fair and productive working environment. They should be allowed to do so."

The move "would have no impact on Cosatu", said a Cosatu representative.

"It is one of Cosatu's founding principles to represent the whole of South Africa's labour force. One day, even if it takes 10 years, we hope to achieve that, but in the meantime, we are working towards common goals in terms

of Nedlac and will continue to strive for a co-operative environment."

Van der Merwe, who is leaving in a few months to set up his own business, is seen in the industry as having been pivotal to keeping the disparate membership of Fedsal together. Hence, concern has been raised about his departure, which he was quick to allay.

"I gave notice some time ago and am staying on to oversee this period of transition but I have no doubt that the movement will go from strength to strength. We have some very experienced people in charge, including the new president, Mary Malete, who was vice-president of Fedsal for more than a year."

'Many workers are not political and just want to get on with their lives, in a fair and productive working environment'

ILO censures 20 countries for persecuting unions

(134)

STEPHANIE NEBEHAY

ARG 1/4/97

Geneva - The International Labour Organisation has censured 20 countries, including South Korea, where it urged the government to release detained workers and recognise unions with a right to bargain collectively.

In a report, the United Nations agency's freedom of association committee denounced violence against trade unionists - including murder, disappearances, and intimidation - in Colombia, Nigeria and Sudan

The committee urged Brazil to cancel fines imposed on workers for taking part in a 1995 strike at Petrobras oil company and to drop fines in the case of legitimate strike action, while it reprimanded Pakistan for beating up and detaining unionists.

The 226-page report by the committee, which held closed-door meetings earlier this month, was adopted unanimously by the ILO. - Reuter

Unionists still under pressure — ILO

Reneé Grawitzky

(134)

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TRADE unionists worldwide continue to face harassment, arrest, detention and death by torture, claims a report released by the International Labour Organisation's (ILO's) freedom of association committee.

The ILO's governing body last week endorsed the report, which identified serious abuses of trade union rights in Colombia, Nigeria, Sudan, Swaziland, Korea and 15 other countries and called for the revision of their labour law and practices.

The committee considered 73 cases of infringement of trade union rights in

41 nations, and appealed to Korea and Swaziland to expedite further revision of their labour legislation.

The ILO urged Swaziland's government to take the necessary steps to amend industrial relations legislation to ensure it was compatible with the principles of freedom of association.

A report compiled by an ILO mission, sent to Swaziland last October highlighted the "considerable distrust" between the Swazi government and its private sector social partners.

It described the political climate as "intolerant of any trade union activity that is not directly related to workers' shop floor and labour relations needs."

New union federation with 515 000 members launched

By ADAM COOKE

The second biggest labour federation after the ANC-aligned Cosatu was launched yesterday with a merger that could transform labour relations

The 515 000-strong Federation of Unions of South Africa (Fedusa) has 25 affiliates and looks set to expand, possibly even overtaking Cosatu in membership

Along with working agreements and new members, which

could include the South African Police Union and the National Professional Teachers' Organisation of South Africa, Fedusa aims to reach the 700 000 mark by the end of the year

The leadership of the new organisation also hinted yesterday at the possibility of a merger with the National Council of Trade Unions (Nactu), a move that would make its power base larger than that of Cosatu

The central binding force of Nactu and Fedusa is their strong

emphasis on independence from political parties. While Nactu is traditionally more Africanist in its alignment, it has increasingly moved to welcome affiliates of all political persuasions.

Fedusa is a merger of the Federation of South African Labour Unions and the Federation of Organisations Representing Civil Employees.

Its members will include technicians, administrative employees, pilots, nurses, doctors and other skilled and semi-skilled em-

ployees from the public and private sectors

The vice-president of Fedusa, Malcolm Domingo, said the size of the new federation would increase its power in the workplace and in the bargaining chambers of the National Economic Development and Labour Council

Fedusa will take up the seats of Fedal on this council, which is made up of representatives from the Government, labour, business and community organisations, and seeks to negotiate new policy

directions

"We are not trying to compete with Cosatu, but we want to find a way of binding as many organisations as possible to inject renewed energy into the labour movement," Domingo said

He said it was important that smaller unions either joined one of the federations or merged with bigger unions if they were to survive

"Numbers count these days, and the bigger you are, the more say you have"

Shaw

2/4/97

(134)

BUSINESS

Moderate union federation formed

Sowetan 3/4/97 (134)

By Own Correspondent

THE COUNTRY'S second-biggest labour federation, which could transform the face of South African labour relations, was officially launched on Tuesday

Second in size only to the ANC-aligned giant Cosatu federation, the 515 000-strong Federation of Unions of South Africa (Fedusa) has 25 affiliates and looks set to expand, possibly even overtaking Cosatu in its membership drive

Along with working agreements and new members, which could include the South African Police Union and the National Professional Teachers Organisation of South Africa, Fedusa aims to reach the 700 000 mark by the end of the year

Leadership of the new organisation also hinted this week at the possibility of a merger with the National Council of Trade Unions, a move that would make its power base larger than that of Cosatu

The central binding force of Nactu

Cosatu faces biggest threat to its power base as big unions merge

and Fedusa is their strong emphasis on independence from political parties

While Nactu is traditionally more Africanist in its alignment, it has increasingly moved to welcome affiliates of all political persuasions

Increase its power

Fedusa is a merger of the Federation of South African Labour Unions (Fedsal) and the Federation of Organisations Representing Civil Employees. Its members will include technicians, administrative employees, pilots, nurses, doctors and other skilled and semi-skilled employees from the public and private sectors

Fedusa vice president Malcolm Domingo says the size of the new federation will increase its power in the workplace and in the bargaining chambers of the National Economic Development and Labour Council (Nedlac)

Fedusa will take up the seats of Fedsal on this council, which is made up of representatives from Government, labour, business and community organisations, and seeks to negotiate new policy directions

"We are not trying to compete with Cosatu but we want to find a way of binding as many organisations as possible to inject renewed energy into the labour movement," Domingo says

He says it is important that smaller unions either join one of the federations or merge with bigger unions if they are to survive in the future "Numbers count these days and the bigger you are the more say you have"

Talks between the two federations began last June and were concluded with the signing of an agreement last week because, Domingo says, there is a growing demand from employees for a "stronger, politically independent, non-racial and stable trade union federation"

Bargaining congress for Numsa today

By Abdul Milazi

THE National Union of Metalworkers of South Africa (Numsa) will hold a national bargaining conference in Johannesburg today to prepare for annual wage negotiations in May

Labour Minister Mr Tito Mboweni is expected to address the conference on the Government's Human Resources Development Green Paper

Numsa general secretary Mr Enoch Godongwana told a Press briefing in Johannesburg yesterday that the conference's discussions would be on key issues affecting workers in the auto, engineering and motor industries

The main focus would be on cre-

ating better access to training for workers "Training is of vital importance in the transformation process for economic and equity reasons"

Godongwana said black workers had been deprived of education and training at the workplace They had been subjected to inferior education and sometimes had no access to education at all

"Most of our people cannot read and write and yet bosses are not prepared to train them Their argument is that they can teach workers how to operate machines provided they can read and write, but how workers learn to do that is their own problem," said Godongwana

He said employers were indirectly saying they were not prepared to train workers "If they cannot facili-

tate adult basic education, they are denying workers access to the technical training they claim they are prepared to carry out If these workers are not able to read and write, they cannot learn to operate those machines

"The narrow training we see now in the sector is the result of apartheid It is only technical and does not focus on developing the whole individual The traditional artisan training has all along been biased in favour of whites who could read and write

"It is now time to train our workforce to improve production and get a social wage at the same time Access to education and training has two-pronged implications, economic and equity"

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3/4/97

Recommendation to set up fund to develop trade unions in southern African

By ADAM COOKE

The Congress of South African Trade Unions is to call on the Government to set up a fund to develop trade unions in the entire southern African region, the federation said yesterday

Cosatu's highest decision-making body, its central executive committee (CEC), recommended

that the fund be set up after a meeting last week. The issue is to be discussed at an upcoming meeting with President Nelson Mandela and Foreign Affairs Minister Alfred Nzo

Cosatu general secretary Sam Shilowa said yesterday it was important to show increasing solidarity with unions worldwide

"Rather than assist in the day-

to-day running of other organisations, we could help with capacity-building and skills development," he said

In line with this move, the CEC meeting announced its intention to affiliate with the International Confederation of Trade Unions

Illegal immigrants also came under the spotlight when the CEC

called for changes to the present legislation. This is part of a drive by the federation to decriminalise immigrants, and the CEC has called for the establishment of a register of all "illegal foreigners"

The CEC went so far as to suggest a temporary permit for the thousands of foreigners selling goods who cross SA's borders and stay for short periods

Star 16/4/97

(134)

Trade union investment strategies face

Shareen Singh

TRADE unions are starting to face member resistance to their investment strategies, with implications for the future of the labour movement, a paper by a Cosatu-aligned research institute has found.

The research paper, produced by the National Labour and Economic Development Institute (Naledi), found that at least one union had been hit by "a serious

'corruption' scandal, with suspensions and counter-suspensions of office bearers'.

The lack of a clearly defined role for trade unions in post-apartheid SA had created "an uncertain balance between pragmatic opportunities and principled positions", the document said.

Union-controlled investment funds had provided leverage for the labour movement to intervene in the economy, but this involve-

ment needed to be informed by principles that were consistent with the unions' broader goals

Key questions needed to be raised at a "practical" level, the document urged. "Where is the line between opposing privatisation and deciding that the union should agree to buy in? And how does one ensure that these decisions are democratic?"

The argument by some unions that they had found a solution in separating their investment companies from the unions did not hold water, Naledi said.

It said the separation was artificial — "a Chinese wall" — and resulted in the avoidance of the need for worker control and even information disclosure and accountability.

There could be no "separation of principles" between the union and its investment arm, but there was a need for "some separation of

(131) (17/4/97) Bd 17/4/97

investments

The document adopted the stance that unions should make investments to allow them to go beyond using only "negative sanctions", such as strikes, go-slows and other forms of industrial action.

However, it also warned that "extensive membership debate and acceptance of investment strategies is the main safeguard for union integrity".

Naledi outlines plan to achieve harmony

Investments contradict union aims

ET(BR)23/4/97

(134) (S)

MPHO MANTJUI

Johannesburg — Union investment companies may be following strategies in conflict with the aims of the unions themselves, according to the findings of a report released yesterday by Naledi, a policy research unit.

Naledi presented its report to Cosatu last week, outlining ways to bring investment strategies in harmony with the broader social aims of trade unions.

Ravi Naidoo, Naledi's acting director, said the parties recognised on a broader level that the problems could be corrected. But he said the relationship between the unions and the investment companies was "like one big family, which was bound to be problematic".

Naidoo said a structure would be set up to facilitate accountability and introduce proper guidelines for union investment companies. It was intended that a mechanism would be established that would require companies to abide by the unions' regulations.

Naidoo also said there was a lack of proper communication channels within unions, which

might exacerbate the problems.

Nowethu Mpati, Cosatu's spokesman, said Cosatu's aim was to find a coherent approach to investment. She said this was part of a process of placing unions in a favourable position in the economic future of the country. She said there was a need to change some of the rules, set up 10 years ago when Cosatu was formed.

Mpati said the final report was expected to be handed in by September. She said the organisation expected submissions from members and non-members in the meantime.

Naidoo said the doors were open for interested parties to debate the procedures to be followed. He said there should be a separation of functions between the unions and the investment companies.

The success of the partnership between the two could be achieved if the investment companies' principles were consistent with those of unions. Naidoo said the scenario was "very much each union doing its own thing" at the moment — and often differently.

R8-m trust for education heralds new era for unions

(134)

ARGUS CORRESPONDENT

ARG 20/5/97

Johannesburg

Trade unionism entered a new era yesterday with the launching of an R8-million education trust for the children of workers.

The trust founded by the South African Clothing and Textile Workers' Union (Sactwu) is regarded as the first real sign that organised labour is changing from agent of revolution to a vehicle for the transformation of workers' lives.

"We are trying to make sure that you (the children of workers) are better off than your parents," said Sactwu president Amon Ntuli

An investment arm, Sactwu Investments, used R2-million collected from members and produced huge returns to be able to fund the education trust.

A surprise guest was Finance Minister Trevor Manuel, son of a textile worker, who recounted his own failure to obtain a bursary.

About R5-million will pay half the fees of 631 university students this year and assist 2 000 technikon and college students. The rest will buy school equipment.

Union starts R8-m trust to teach children of workers (134)

Star 21/5/97
By ADAM COOKE

Trade unionism has entered a new era with the launch of an R8-million education trust for the children of workers belonging to the South African Clothing and Textile Workers Union (Sactwu).

The union's education trust, launched on Monday at the Carlton Hotel in Johannesburg, is the first real sign that organised labour is changing from its historical role as an agent of revolution to a vehicle for the transformation of workers' lives.

"We are trying to make sure that you (the children of workers) are better than us; that you are better than your parents," said Sactwu president Amon Ntuli.

This latest move is the result of a controversial decision taken by the union three years ago to establish an investment arm.

The investment arm, known as Sactwu Investments, used R2-million collected from members and produced massive returns to be able to fund the education trust.

About R5-million of trust money will pay half the fees for 631 university students this year and contribute to 2 000 technikon and college students.

The remaining R3-million is to be used to buy equipment for schools.

After much delay, the CWU show is back on the road

In June last year, amid considerable fanfare, the Communication Workers' Union (CWU) was launched in Johannesburg. It brought together the major post office and Telkom unions, Potwa and Peasa, and the largely KwaZulu Natal-based Saptea. At 47 000 strong it was not one of the larger unions, but it organised in a critical area — information technology.

The coming together of these three unions was also heavy with the symbolism of the new South Africa. Potwa was a largely black union, Peasa organised mainly coloured workers, while Saptea had the image of an Indian organisation. Before the inaugural conference, talks had also been held with the Media Workers' Association of South Africa (Mwasa) and the South African Union of Journalists (SAUJ). The organisation trumpeted the prospect of a union of all workers in the communications field.

The message hit home in a tiny but significant way: several Mwasa members resigned and joined the CWU as

word spread that the two were to merge. No merger took place and the interest the CWU expressed in wider recruitment seemed to evaporate.

"We had talks with the CWU and they sent us their draft constitution for us to comment on," said Motsomi Mkhune, the general secretary of the 3000-strong SAUJ. The SAUJ made their comments and returned the draft. "Since then we have heard nothing. But we are still open to discussions."

Other industries also heard little or nothing from what had promised to be a major initiative within the labour movement. The reason was kept closely under wraps, but it was simple: the CWU was not registered. The union had ploughed ahead with its amalgamation plans without noticing that a small group of members of the former



TERRY BELL

ET(BR) 23/5/97 (134)
telecommunications and post office unions in Port Shepstone had registered themselves as the CWU.

This technical problem meant that the CWU did not have the legal rights of unions in the workplace. This could have had major repercussions had it been known. "So we had to take it easy, mark time, while we sorted the matter out," said Mavi Panyani, the national co-ordinator for allied industries.

Talks with the Port Shepstone CWU petered out. "The union there just folded and disappeared," said Panyani. The major CWU was finally registered in March. "Now we have started to do what we originally intended."

This will mean opening talks again with unions like the SAUJ and Mwasa, which has always argued for a single media union. Since last year, the SAUJ has also been committed to either a single union or to closer co-operation with "other, fraternal organisations". The main reservation it had in its submission on the CWU constitution was that it did not allow for organisational

representation of journalists. But the CWU allied industries' net has been cast much wider than the print and television media, where Mwasa and the SAUJ have most of their members. The union has made inroads into the paging, cellular network and data tabling sectors and most of the staff at the crisis-wracked Independent Broadcasting Authority are members.

Allegations of "poaching" from trade unions affiliated to Cosatu are unlikely since most of these sectors have had little or no union organisation. Where there are unions they are either unaffiliated or aligned with the National Council of Trade Unions.

"We hope to continue talks with other unions where they exist," said Panyani. "In the meantime, we are launching a big recruiting drive." However diplomatically this is handled, it is likely to cause some ripples as the CWU targets everyone from television technicians to actors and musicians.

As Panyani said, after a long delay, the CWU show is finally on the road.

Unions mushroom under new law

BO 26/5/97
Renee Grawitzky

ONE hundred new minority unions have registered under the Labour Relations Act, which was designed to promote the formation of majority unions.

Labour consultants and analysts have warned that many of these have been established by labour lawyers and consultants for commercial gain.

A labour consultant said the act had inadvertently created a "mini-industry in labour relations litigation" and could have exacerbated opportunistic behaviour by those wishing to gain access to the Commission for Conciliation, Mediation and Arbitration.

The act did not allow for legal representation at the commission, so those excluded were forming unions and employer associations to represent individuals or companies.

Academics, labour consultants and analysts said it would be a mistake to believe all new unions were bad news as some did represent genuine worker interests or special interest groups. However, a large number were fly-by-

(134)
night unions formed by opportunistic labour consultants and lawyers, or discredited former unionists wishing to "make a quick buck".

Durban-based labour consultant Pat Stone said new unions were marketing themselves as not being "in bed with government" and promising to get something more than establishment unions for members.

This trend was also typical of a move towards centralised bargaining. Fragmentation took place, especially where there was a suspicion that the partnership between labour and government "smacked of restraint and a move away from shop floor militancy".

Ian Macun, deputy director of the Sociology for Work Unit at Wits University, said this trend could be a recipe for violence, divisiveness and complicated collective bargaining if "competing power bases were developing which did not have significant or sustainable organisations". This was not in the interests of the company or

Continued on Page 2

Unions

(134)
BO 26/5/97
Continued from Page 1

the majority of organised workers

A labour consultant said the new unions caused "major disruption to employers to demonstrate their power base to employees and then they collect money and disappear".

An industry source said this type of scenario was unfolding at Anglo American Platinum Mines, where a worker grouping which led a violent and unsuccessful strike last year had formed

a new union — the Mouthpiece Workers' Union — on the back of the strike and could sow divisions among workers pursuing unachievable demands.

Labour relations registrar Henne Slabbert said the number of registered trade unions had risen from 282 in October to 381, with 62 applications still being processed. About 68 newly registered unions had operated in the former homelands or the public service.

Slabbert said the new act enabled organisations with a membership of 10 to apply for registration. Established unions were no longer able to oppose the application of new unions.

... sold some of its shares to fund its investments were being considered.

Continued on Page 2

Fawu in internal battle over 'purge'

(134)

Reneé Grawitzky

THE Food and Allied Workers' Union (Fawu) — one of SA's largest trade unions — is embroiled in a major internal battle with 11 national, regional and branch officials having either been suspended or removed from office in the past two months.

Factions within the union regard the moves as a purge

The Commission for Conciliation, Mediation and Arbitration has been asked by some of the union officials concerned to intervene and consolidate the disputes into one, as they all relate to similar issues

Fawu general secretary Mandla Gxanaya yesterday acknowledged the existence of the individual disputes. He claimed they arose out of misappropriation of funds, misuse of accommodation allowances and violation of union codes of conduct.

Union sources claim the affected of-

ficials, suspended for months without an inquiry, were concerned that their cases would not be heard before the union's congress this month. "There was an attempt to purge Fawu of its leadership opposed to corruption ahead of the congress to prejudice their chances of ousting the general secretary in the election," they said.

Other officials were being targeted while members in the Western Cape had stopped paying subscription fees. The union said membership subscriptions were stable.

A labour consultant said such disputes could weaken the union and undermine its financial strength.

Union sources said the problems were a result of tensions between two factions, one led by Gxanyana and the other by former assistant general secretary Ernest Buthelezi.

The Buthelezi faction, they said, was attempting to fight corruption which went beyond union investments

to administration of funds and the failure to implement a coherent programme of action

In February three senior national office bearers were removed from office and subsequently reinstated by the High Court. They were removed after they suspended Gxanyana on receipt of a report which investigated investment transactions relating to the purchase of Krugerrands and the sale of the union's share in Oceana Fishing to Real Africa Holdings. They were again removed a week after their reinstatement and now await a Labour Court decision next week.

Buthelezi was dismissed for allegedly abusing the union's accommodation policy. This was despite a recommendation by an independent investigation that it was a minor offence and if he was charged other office bearers should also be. Since his dismissal, seven office bearers and employees have been suspended or resigned.

BD 4/6/97

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Sactwu provides R8-m in student bursaries

BUSINESS REPORTER

The South African Clothing and Textile Workers' Union's (Sactwu) investment company has set aside R8 million to fund 550 tertiary institution students whose parents belong to the union.

Sactwu spokesman Andre Kriel said the bursary, which was launched in the city last night, would pay between 50% and 100% of the recipient student's fees

"The only criteria that the union has imposed for us to continue sponsoring students is that they must pass every year"

He said the R8 million was derived from

profits Sactwu's investment company had made in its various ventures. These include a stake in Vodacom and the soon-to-be launched Cape Talk radio station

Mr Kriel also said the union was considering funding primary and secondary schools which in neighbourhoods were its members lived

ARC 4/6/97

(134)

Fawu calls on members to toe union line over disputes

THABO MABASO
BUSINESS REPORTER

(134) (134)
ARL 5/6/97

The Food and Allied Workers Union (Fawu) has called on its members to use the mechanisms provided in the union's constitution to address grievances rather than seek redress through legal action.

The call by Fawu follows an internal battle between two groups over alleged corruption. The dispute has led to the suspension of 11 national, regional and branch officials over the past two months.

Some of the dismissed officials are said to have instituted legal proceedings to be reinstated.

"Following the route indicated by our constitution would have been far more effective and expedient," Fawu said.

"Grievances that have arisen previously within the union have been successfully mediated to the satisfaction of all parties concerned.

"Actions of all Fawu staff, office-bearers and members are regulated by an agreed code of conduct and are subject to democratic and transparent decision-making," said the statement.

The union added in the statement that it stood by its actions, which it believed were fair and just.

"It is not and never has been the policy of the union to purge people," said the statement.

Dilemma over land of milk and honey

CT (MR) 5/6/97 (134)

JABULANI SIKHAKHANE

The trade union movement's foray into the world of investment, in many ways, is beginning to resemble Christianity, a faith emphasising the virtues of sacrificing this world's pleasures for a life, after death, of eternal happiness. By so doing, Christianity almost ignores that there is also life before death.

Trade unions and their investment companies could soon face the same moral dilemma. In recent years, trade unions, led by the National Union of Mineworkers (NUM) and the South African Clothing and Textile Workers' Union (Sactu), have set up investment companies as vehicles for creating wealth which they would then distribute to members as social benefits.

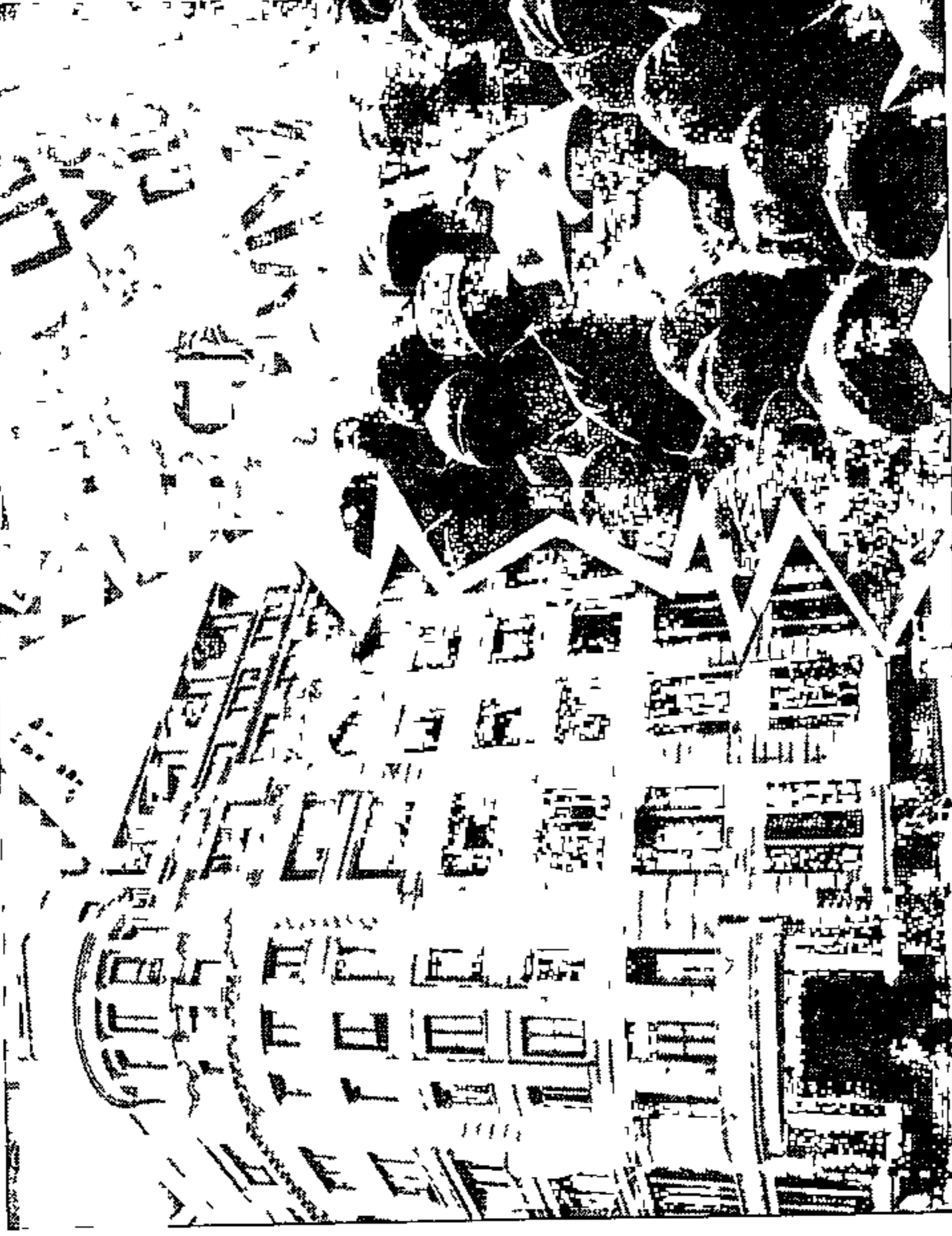
As Tito Mboweni, the labour minister, said recently at the celebration of the takeover of Johnnic by the National Empowerment Consortium, benefits such as housing assistance and scholarships for members would become some of the reasons for joining trade unions.

Recent events suggest that for such benefits to materialise, today's trade union members may have to take pain in order for their children and tomorrow's workers to reach the promised land of milk and honey.

Last week, the NUM responded angrily to the news that Randfontein, the troubled gold mining company controlled by JCI, would retrench 4 100 mineworkers in a bid to improve the mine's financial performance. A further 3 000 workers at Western Areas, another gold mine in the JCI stable, are said to be facing similar fate.

The NUM's Randfontein branch directed its anger at Mzi Khumalo, who recently led the consortium of black investors, including the investment companies created for the benefit of mineworkers and their families, that bought control of JCI for R2,5 billion from Anglo American and De Beers.

Thabani Mngomezulu, a spokesman for the NUM at the Randfontein mine, reportedly told Reuter: "Capital does not know the colour of the skin Mzi Khumalo has to do what he has to do but the work-



materialise sooner rather than later. Also, given the fact that Khumalo's consortium paid R54,50 a share for the JCI stake and the price is now hovering below R40, any effort to narrow that gap should be welcome.

Take another case of the 8 000 workers at Premier Foods, a subsidiary of the Premier Group, who last Thursday went on a nationwide strike after the company allegedly snubbed attempts by the Food and Allied Workers' Union (Fawu) to negotiate the fate of 2 000 workers facing retrenchment. What the Fawu members may not have known is that their union was one of the 15 trade unions and their investment companies that have acquired an effective 17,5 percent stake in Johnnic, an industrial holdings group which, among its investments, counts a joint controlling stake in the Premier Group.

There is also the fact that the National Empowerment Consortium's funding of the Johnnic takeover was structured so that if the Johnnic share price did not perform over a certain period of time, its ownership would revert to the financial institutions that provided the funding.

Furthermore, the Premier Foods Provident Fund was one of the institutions that provided funding for the Johnnic deal. That being the case, Fawu members should have every interest in the financial wellbeing of Premier Foods.

The Randfontein and Premier Foods events point to potential conflict of interest between trade unions' traditional role as guardians of workers' interests and their investment activities.

But trade union officials are quick to point to a Chinese wall between their investment activities and their traditional role. For instance, the MIC is an independent entity owned by the Mineworkers Investment Trust. The NUM derives no financial benefit from the trust nor from the MIC, and to survive the union will remain dependent on members' dues.

Nevertheless, trade union investment companies will either have to stay clear of those sectors in which its beneficiaries are employed or the workers on the shopfloor will soon have to learn that to go to heaven, one has to die first. Amen.

indirectly interested in the improved profitability of Randfontein.

Through Hosken Consolidated Investment and Wits Nigel, NUM members are indirect investors in JCI, which owns a 30 percent stake in Randfontein. JCI also renders management and other consultancy services to the mine.

Hosken — a company controlled by the Mineworkers Investment Company (MIC), the Mineworkers Social and Benefit Investment Company (MSBIC) and the Sactu Investment Company — owns 13,5 percent of Safilife, which in turn owns 30 percent of JCI.

Randfontein management has argued that the retrenchments are necessary to improve "profit margins and efficiencies". If that were to be achieved, the market value of Randfontein would rise and so would that of JCI, which would also receive a stream of dividend income from Randfontein So, a more profitable Randfontein would mean more wealth for the MIC and MSBIC. That, in turn, would mean the promised social benefits for the mineworkers, and their families would

ers have lost faith in him."

But the NUM's senior officials shied away from any direct attacks on Khumalo, preferring to direct their criticism at the mining industry as a whole.

"We'll leave our options open, and if the industry as a whole does not begin to look at other solutions and simply relies on job cutbacks, we have to mobilise for a general strike over this issue to save jobs," said Kgalema Motlanthe, the NUM's secretary-general.

Motlanthe, who went to the extent of describing Khumalo as an "old comrade from Robben Island", told Reuter that JCI management had hoped to use Khumalo's appointment to mute the NUM's response to the job cuts.

"They were relying on the fact that in the euphoria of that sort of change they could get away with the job cutbacks. In this present climate of heavy unemployment, they were pushing their luck too far," he reportedly said.

What the NUM members at Randfontein may not know is that through their membership of the union, they are

Boer labour union established

Pretoria - A "Boere" labour union has been established in Randburg to withstand "the destructive effects of affirmative action", the Boerevolk Werkersunie (BWU) said in a statement.

The union said members would be served by 150 officials countrywide. The union would train its members in armed self-defence in a bid to combat hijackings. A clinic providing members with a 24-hour legal advice service has also been established.

The BWU want recognition of traditional Afrikaner holidays as paid holidays.

Boerestaat Party leader Robert van Tonder has been elected BWU president - Sapa

ARG 9/6/97

Unions mark time in changing world

Mteto Nyati

BD 12/6/97

(134)

IN SA today, labour union leadership seems to be the only group which has not changed with the times. The union leaders seem to think they have "diplomatic immunity" from change

Despite the apparent changes in society, the union leadership is practising strategies of the past. We are subjected to the same rhetoric, the same slogans, the same mantra, the ridiculous wage demands and the same wishy-washy socialist dreams.

When will Cosatu secretary-general Sam Shilowa wake up to the reality that SA has changed? When will the leadership start exposing its members to the realities of global competition?

Shilowa is blaming the government for concentrating resources on promoting competitiveness. Can the secretary-general propose an alternative strategy that would minimise and/or reduce job losses?

Zwelinzima Vavi, assistant secretary-general of Cosatu, said that Central Statistical Service reports indicated that instead of job creation there were massive job losses in SA. It would be mischievous, naive and irresponsible to suggest that retrenchments will decrease in SA in the near future. As we become globally competitive, more and more workers will join the ranks of the unemployed — that is a fact. The labour union leadership should define their new role starting from that premise.

Democratic Party leader Tony Leon said Cosatu was a powerful organisation which could have a disruptive and destructive influence on SA's future. I believe he overestimates union power and influence.

As thousands of people get retrenched despite their membership of unions, workers are going to start asking themselves questions. For example, does being a member of a union give one job security?

The answer obviously is a big "no". So what is the value of continued membership of the union? I am sure the union leadership would be able to answer that. But would the answer be satisfactory to the represented masses?

Labour unions should recognise their changing role and seek strategies that allow them to contribute positively to the new world order. Relevance of labour unions in the future depends on what the union leadership chooses to do today. It could be toying as usual, resulting in the demise of labour unions as we know them, or co-operating with management in ensuring the long-term survival of their companies.

Co-operation could be centred on productivity, capital expenditure, social responsibility, multi-skilling and environmental issues.

Either the unions become extinct or carve themselves a future in the modern competitive environment.

□ Mteto Nyati is a manufacturing consultant

Ejected Fawu officials fail to win posts back

Reneé Grawitzky

THE Labour Court last week did not order the reinstatement of three Food and Allied Workers' Union (Fawu) national office bearers who claimed they had been unconstitutionally removed from office by the union's national executive committee

Union treasurer Ernest Theron and vice-presidents Papiki Moeng and Richard Mpungose, who were removed from office at the beginning of February by the committee, said the judgment had serious implications for the labour movement and a number of other organisations.

They said this would encourage the continuation of "conspiratorial activities within the organisation".

Their removal comes at a time when seven other officials and employees have either been removed or dismissed from the union.

The three were removed from office after they suspended union general secretary Mandla Gxanyana

He was suspended after an independent report found that he had violated union procedures in relation to the sale of Oceana shares offered to Fawu and the unauthorised purchase of Krugerrands.

They applied for an urgent interdict which was not heard as the parties reached an agreement in terms of which the three were reinstated

A week later, they applied for another interdict after again being removed from office by the committee.

Their removal was challenged on the basis that the committee had acted unconstitutionally and had failed to apply the principles of natural justice

They argued that in terms of the new Labour Relations Act, a union's constitution had to provide for and establish the circumstances and manner

(134) bD 17/6/97
in which office bearers may be removed from office. This, they argued, had not happened

The court did not hold that they had been fairly removed from office but took the view that a simple majority vote could remove office bearers.

The committee was empowered to arrive at a decision by an agreed democratic process, the court held

It could not "find any basis which would give a court power to interfere with a decision of a trade union whereby it removes or elects office bearers in a way in which the members of such union have agreed".

The court said it equally did not think that it was open to the courts to look at why a particular official was removed or elected as this was beyond the court's powers of interference.

Rules

The court agreed that where a tribunal was sitting as a disciplinary forum and performing disciplinary functions it was implicit that the rules of natural justice were applied.

The court said "mere noncompliance with the rules of a voluntary association (or trade union) was ordinarily not sufficient justification for a court to intervene in the proceedings of such an association"

The judgment suggested that the union's upcoming national congress was the appropriate forum where the three should present their case as it was the supreme governing body of the union and had the power to ratify all committee decisions.

Meanwhile, the Commission for Conciliation, Mediation and Arbitration has agreed to hold a joint conciliation meeting for seven employees and office bearers who have recently been removed from office or dismissed



New president of the Chemical Workers' Industrial Union Wellie Noling, left, and first vice-president Joyce Pekana, right, are carried shoulder-high after their election at the union's national congress in Johannesburg on Friday.

Picture ROBERT BOTHA

Nomavenda Mathiane

THE Chemical Workers' Industrial Union on Friday elected a woman its first deputy president Joyce Pekana of the Wits CWIU branch was described by delegates as "not an affirmative action appointee". She is regarded as a

Union elects its first woman deputy

hardworking unionist and holds numerous positions in the Congress of SA Trade Unions (Cosatu) women structures and has represented the union at international conferences

The fifth CWIU conference last week also elected Wellie Noling as president, Ronald Mofokeng as treasurer and Muzi Buthelezi as general secretary

CWU members said that initially the feeling was for a breakaway from the African National Congress (ANC)/SA Communist Party/Cosatu alliance on grounds that the ANC had failed to deliver on many promises

However, when the issue of political realignment was discussed, particularly the coming together of former National Party secretary-general Roelf Meyer and former environmental affairs minister Bantu Holomisa, delegates resolved to remain in the alliance and help build the ANC in preparation for the 1999 elections

(124) Bp 23/6/97

Setback for proposed union merger

ARC 25/6/97

THABO MABASO
BUSINESS REPORTER

Moves to set up a united trade union in the clothing, textile and leather industries suffered a set-back yesterday when the National Union of Leather Workers (NULW) said its independence would be undermined if it merged with another union.

The NULW's Cape Town branch co-ordinator, Ashraf Ryklief, told Business Argus that the South African Clothing and Textile Workers' Union's (Sactwu) open relationship with the African National Congress (ANC) would not appeal to his union's membership.

"We are an independent union and we represent a broad spectrum of people who have very different views on many political issues," Mr Ryklief said.

Sactwu is affiliated to the Congress of South African Trade Unions, which has an alliance with the ANC.

Sactwu's secretary general, Jabu Ngcobo, said the union had requested a meeting with the NULW for sometime in July to discuss the possibility of the two merging.

Numsa boss is just one of the 'ouens'

MTG (RM) 4-10 | 7 | 97 (34)

Numsa's new general secretary aims to bridge the gap between the rank-and-file and union leadership, reports **Ferial Haffajee**

THE switchboard-operator of the National Union of Metalworkers of South Africa (Numsa) is used to it by now. "That's Mbuyi, M-B-U-Y-I," she spells out for callers who want to speak to the union's new leader Numsa's general secretary, Mbuyi Ngwenda, is by his own admission, not a high-profile unionist. His election to the post took some people by surprise.

Ngwenda is just 36 years old, which makes him a young leader in labour terms, the business equivalent would be someone like Anglo American's Bobby Godsell. Ngwenda has the final say in negotiations in crucial economic sectors among them the engineering, automobile, motor and tyre industries. Like all trade unionists, he is big on team effort. "You must locate me within a collective. We are guided by [Congress] resolutions. Our job is to put programmes in place," he says.

Not many people doubt that Ngwenda can rise to the occasion. He is confident (the firm handshake), slightly blasé (an off-the-cuff apology for a 45-minute wait that should have been just seven minutes) and has taken on the mantle of leadership with ease. Small and wiry, he talks with a matchstick gripped between his teeth, his hands gesticulating wildly

In fact, the mannerism could come right out of one of the Al Pacino movies he likes watching.

Like many of this country's top trade unionists, Ngwenda was born in the Eastern Cape. He learned from the likes of Enoch Godongwana, whose shoes he has stepped into, and counts Congress of South African Trade Unions' (Cosatu) assistant general secretary Zwelinzima Vavi as a mentor. Ngwenda cut his teeth in youth organisations.

During the 1980s, he worked with the Port Elizabeth Youth Congress and then the United Democratic Front. Those were Cosatu's most heady days when numerous small unions merged under its wing. Says Ngwenda, "I followed the union talks with interest. Even during my schooldays, I was interested in factory issues."

Eleven years ago, he joined Volkswagen as a fitter-and-turner and rapidly took a leading role in Numsa's branch. After four years, Ngwenda left Volkswagen to join the union full-time as an education officer and then became Cosatu's regional secretary for the Eastern Cape. Volkswagen's representative Raymond Harle says Ngwenda is a "strong negotiator who is not afraid of talking an independent line."

His work as a union educator took Ngwenda around the country, giving him a clear sense of who the union's members were and what they were talking about. While general secretaries are usually very busy people, Ngwenda says, "When you lead, you must create time to go to factories to get mandates, to get the mood of workers." Some feel that he may take

on too much and that he needs to learn to delegate. "He also needs to learn to say 'no' to meetings," say Numsa colleagues.

There's a growing gulf between the rank-and-file and national leadership of unions, says Ngwenda, and his task will be to bridge that gap. Unlike many union leaders who are urbane and comfortable on mahogany row, Ngwenda still comes across as one of the ouens (boys). He walks with a township bump and is quite happy to use a smaller office for our interview rather than the sunny, roomy office that is now his perch.

One of the biggest problems facing trade unions in South Africa is creating campaigns that will enable them to pull in the muscle-power they need to win big negotiating issues. But those issues are not as clear-cut as in the old days when they revolved around wage increases and other basics.

Nowadays, the debates are a lot more sophisticated, revolving around economic policy, restructuring, saving jobs, keeping industries in South Africa and attracting others into the country. Trade unions are now part of that national effort, though getting the message to the shop-floor can be tough. "If campaigns are too abstract,



Shop-floor leader: Numsa's Mbuyi Ngwenda PHOTOGRAPH: SIDDIQUE DAVIDS

they will be irrelevant," says Ngwenda. "We've got to strike a balance between the interests of members and the broader issues of society."

To do that, the new general secretary will spend time and effort on developing shop-stewards. "Shop-stewards are in the factories and that's the frontline of the battlefield." It's a frontline still familiar to Ngwenda. In his manner of speaking is any gauge, he talks in the multi-lingual patois of the shop-floor, peppered with terms like Ilabour and uGear. Ngwenda hasn't read all of Gear

(government's growth, employment and redistribution strategy), but he wades through it every night. Like a growing number of people in labour, he is unhappy with it. "Gear poses serious threats to us. Government is reluctant to develop a progressive industrial policy."

In addition to the weighty policy paper, Ngwenda also keeps Marxist theories at his bedside—he is a member of the Communist Party and the African National Congress—though he does occasionally allow himself a break, escaping to the cinema to watch Whoopi Goldberg and Pacino

René Grawitzky and Linda Ensor

CAPE TOWN — Food and Allied Workers' Union (Fawu) leaders this week ignored an arbitrator's declaratory order allowing expelled assistant general secretary Ernest Buthelezi to present his case to delegates at the union's national conference.

The five-day conference, which ends today, has been overshadowed by infighting relating to financial irregularities as well as conflict between supporters of general secretary Mandla Gxanyana and supporters of Buthelezi and former first vice-president Ernest Theron.

Despite allegations of undemocratic practice relating to the suspension and removal of three national office-bearers and other officials, Gxanyana and the majority of the current office bearers were re-elected yesterday.

The Transvaal region tried to contest Gxanyana's re-election by nominating the region's regional secretary, Steve Moseke.

Buthelezi was dismissed earlier this year for allegedly abusing the union's accommodation policy. An arbitrator ruled he

had the right to state his case verbally or in writing to the conference before it decided whether to endorse the national executive committee's decision to dismiss him.

Buthelezi is understood to have been told by the union yesterday he was not allowed to present his case verbally or otherwise, as Fawu intended challenging the arbitrator's order in the Labour Court.

At the time of Buthelezi's dismissal, the union's three national office bearers, including Theron, had been removed from of-

vice after they had unconstitutionally suspended Gxanyana.

Gxanyana said the issue of who was to be the union's general secretary had been decided by the union's structures. In terms of Fawu's constitution, disciplinary procedures were kept separate from the union's structures. On this basis, Buthelezi had not been allowed to address the conference. Gxanyana also said the union rejected the white paper on marine fisheries policy as it did not address aspirations.

Fawu bars expelled leader from presenting case

AIDS cure controversy researchers reprimanded

Kathryn Strachan

THE two University of Pretoria researchers who claimed they had discovered that the drug Virodene could be a cure for AIDS were yesterday found guilty of misconduct by a university disciplinary committee.

The researchers, cardiologist-racic surgery department head

Prof Dirk du Plessis and clinical assistant Dr Callie Landauer, were found guilty on the grounds that they proceeded with research on Virodene without the permission of the university's ethics committee. After giving its verdict, the disciplinary committee sternly reprimanded Du Plessis and Landauer.

They would both retain their positions at the university, said committee spokesman Mike Smuts.

The researchers had submitted further work into Virodene to the Medicines Control Council, council spokesman Prof Peter Folb said yesterday. The council was not able to give a preliminary finding.

Offer to Cobbett defended

Linda Ensor

CAPE TOWN — The R400 000 a year salary package offered to former housing director-general Billy Cobbett to head up the Cape Town municipality's housing department was well in line with the salaries paid to municipal officials in similar positions, city manager Andrew Boraine said yesterday. He noted that Cobbett had been employed on contract for five years, and that employees on contract normally earned more than those permanently employed.

In this way he could save the city a lot of money.

Boraine said that in any event, Cobbett's package was less than the R470 000 he was earning annually as director-general of housing.

Cobbett added that the National Party (NP) had agreed to his employment and the salary he would get, so they should not be questioned by NP councillors. NP Councillor Deborah Mfiki had expressed disquiet over the package at a council meeting earlier

Telkom

Continued from Page 1
BD 4/7/97

The recent sale of a 30% stake of Telkom to US-based SBC and Telekom Malaysia would lead to a capital injection of R4.5bn in the current year — this was not incorporated into the 1996/97 results — so no major funding requirements were anticipated.

Tariff rebalancing, which has already seen sharp increases in local call costs and decreased international rates, would continue within Telkom's five-year exclusivity period.

The utility would aim to connect a minimum of 256 000 lines in underserved areas during the current year, bringing the total 1997/98 delivery target to 360 000. Mosenke said Telkom was on track to deliver a fully digital network by 2001/2002.

Nor Hizam Hashim, the new chief financial officer appointed by Telkom Malaysia, said operating profit rose 46% to R4.4bn with an improvement in the operating margin to 27% from 23%.

The tax bill was almost three times higher at R1.17bn, from R421m previously. Hashim said managing the tax bill would be a priority.

Lower debt levels of R7.2bn (1996: R8.7bn) and the management of financing charges saw group financing charges decrease to R1.3bn. The debt-equity ratio was reduced to 0.9 from 1.4, and Hashim said one of the biggest challenges would be to keep debt at an acceptable level in the face of the huge lines delivery programme.

Share earnings jumped to 50c from 31c and it was agreed with government at the time of the 30% equity stake sale that R400m in dividends would be retained by Telkom for the rollout programme.

Telkom was still plagued by copper theft and network fraud which, once loss of income was taken into account, swallowed R775m.

Mosenke said that new radio-based technologies were increasingly being deployed in the delivery of new lines to obviate copper theft, and in terms of the SBC/Telekom Malaysia bid documents more than 50% of new connections would be via radio-based technologies.

Union rocked by power struggle

(134)
ST(CM)13/7/97

Outcry at Pawusa

BOBBY JORDAN

A BITTER power struggle within the leadership of the Public and Allied Workers Union of South Africa (Pawusa) has caused an outcry among members, who picketed outside the union's offices in Cape Town this week.

Legal proceedings were initiated amidst allegations of bribery, corruption and personal vendettas.

At the centre of the row is controversial president Malcolm Domingo, who has been accused of enriching himself at the union's expense, acquiring a R260 000 BMW and running up a large cellphone account.

Domingo retired from the public service in Cape Town in May, accepting a large early retirement package after 16 years at the helm of Pawusa, formerly the Public Servants League.

He is also vice-president of the 540 000-member Federation of Unions of South Africa.

At a stormy Pawusa meeting in Bellville this week, Domingo refused to stand down as president despite allegations by union officials that he was no longer eligible for leadership by virtue of his retirement.

Domingo fought a lengthy court battle over his leadership in 1987 after he was suspended by the national committee of the Public Servants League. Domingo was then accused of running his union like a "dictator".

Although his suspension was subsequently set aside, Domingo now faces a fresh challenge from factions within his union who believe he is trying to cling on

to power. Concern has been raised over his new BMW 528, registered in the name of an insurance broker linked to the union, according to legal papers in the possession of Cape Metro.

M-Tel records show his company cellphone account amounted to R944 from April 26 to May 26.

A handful of Pawusa members picketed outside the union offices in Cape Town this week demanding Domingo's resignation. On Thursday, lawyers acting on behalf of the Pawusa Mitchells Plain district confirmed they had initiated legal proceedings against Domingo.

Reacting to the latest allegations, Domingo this week lashed out at "a small faction within the union" that appeared to have a personal vendetta against him.

"We're talking about 30 people as opposed to 40 000 members," Domingo said.

He described allegations about his BMW as "absolute nonsense".

"I've been in the public service for 40 years and I've always said that when I retire I want to buy myself a retirement toy. I simply purchased it through a friend who gets a discount."

He said a recent amendment to the Pawusa constitution allowed him to continue as president despite his retirement.

"If I take early retirement I must still pay full membership fees until I'm 65. As such I have the same rights as anybody else."

"If this matter goes to court the organisation is quite prepared to face it," Domingo said, adding that his stance enjoyed the support of the Pawusa national executive committee.

However, Pawusa deputy president Benedict Mokwena said Domingo had clearly breached regulations and should stand down, adding that recent actions could amount to "bribery and corruption".

"That new car of his was bought in May when he was still part of the public service. It's strange that he didn't tell the union that he was buying it via a broker who was doing business with us. It was his fiduciary duty to notify us."

Mokwena said there appeared to be a powerful cartel within the Pawusa leadership that was protecting Domingo.

"It seems there's a feeling that if he goes down, then they all go down."

"As deputy president of Pawusa I feel this whole thing is dragging our name through the mud and could be used by rival organisations to recruit our disenchanted members," Mokwena said.



TRADE UNIONS

Surge in union membership

FM 18/7/97

(134)

Growth in numbers likely to lead to more union activity and militancy on a wide range of social and economic issues

While the influence and membership of trade unions in Europe and most other developed countries is in decline, SA unions are bucking world trends. Union federations in SA have grown steadily in the past 10 years through structural mergers and union recruitment.



Zwelinzima Vavi

The Department of Labour says about 2,69m workers belong to 248 registered unions, with unregistered unions reporting a further 260 000 members. This means 20,4% of the economically active population is unionised — considerable growth from the 750 000 members when black unions were granted legal recognition in 1979.

The fact that SA unions are concerned with more than shopfloor issues — agitating on broader social concerns such as tax policy, township infrastructural development and broader employment problems — is a primary reason for their growth, says Congress of SA Trade Unions (Cosatu) assistant general secretary Zwelinzima Vavi.

Labour analysts Andrew Levy and Pat

Stone as well as SA Chamber of Business labour director Gerrie Bezuidenhout agree that the new union-friendly labour legislation will probably add to the unions' growth.

Levy says the larger memberships and spheres of influence of unions and their federations means they will become more active and militant in fighting socio-economic battles.

"The unions may become more militant because of their increased muscle," says Bezuidenhout. "This may not be against business only but against government's economic policy."

The shedding of jobs in sectors such as mining and manufacturing does not appear to have knocked the unions' growth.

The National Union of Mineworkers is an outstanding example. With 261 000 members at the height of major retrenchments following the bruising three-week strike in 1987, its membership stayed fairly constant until 1994, when it shot up to 311 000. Last year, it reached 357 000 — despite the mines having sloughed about 100 000 jobs in the past six years.

But the most graphic example is the renewed growth of the ANC-aligned Cosatu. Membership leapt from under 1,21m in 1991 to nearly 1,89m last year.

Andrew Levy and Associates says that though unions' growth dipped slightly after 1993, the pattern "is expected to change". "The (new Labour Relations) Act will en-

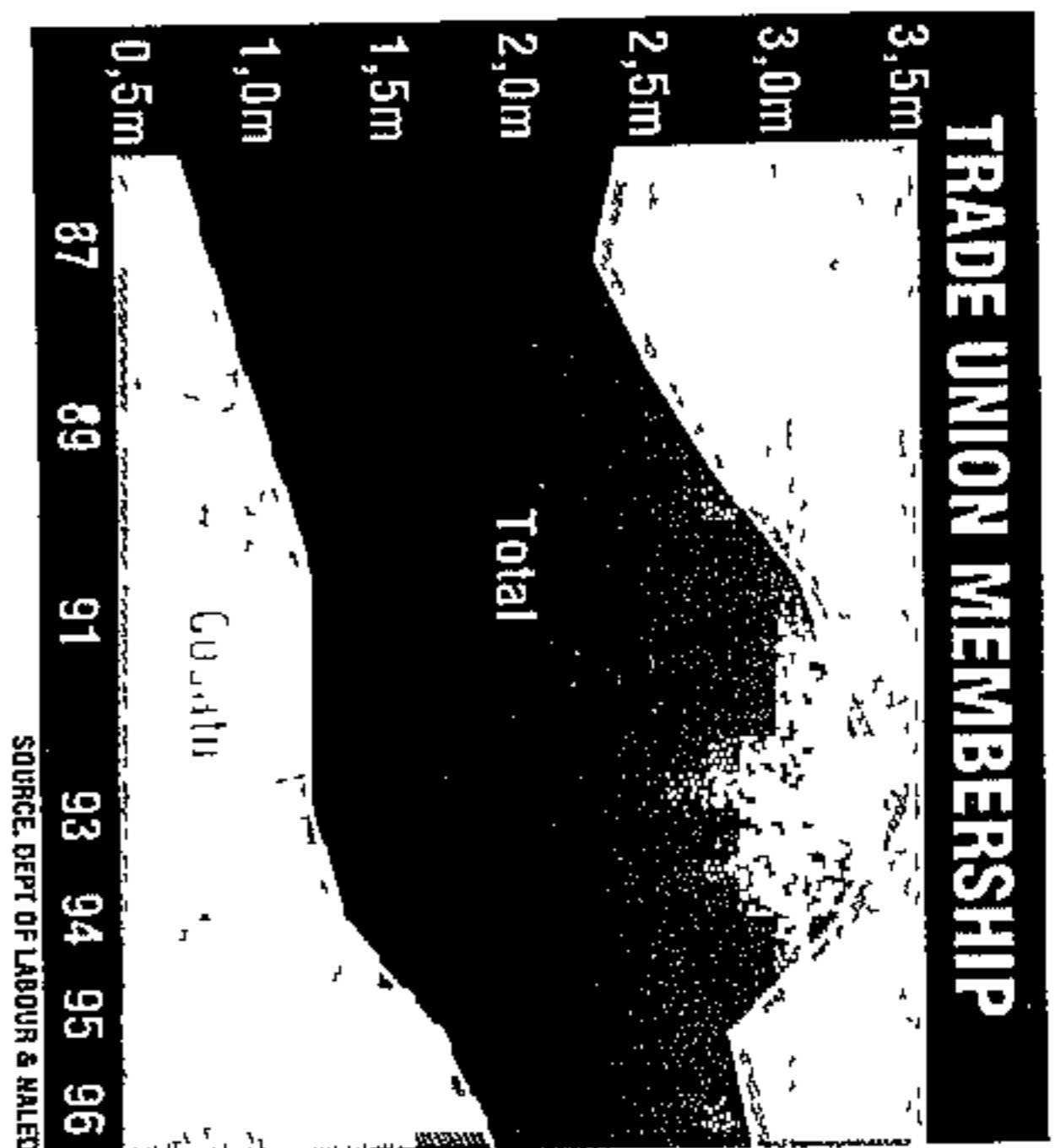
P.T.O.

courage growth in previously unorganised areas such as the government, agricultural and domestic sector," says Levy. "And, with the simplification of registration procedures, more unions are expected to register."

The union federations believe that growth is strengthening their ability to press their interests in socio-economic issues. It seems the main reason for the increase in membership is a drive by previously unaffiliated unions to seek inclusion in the major federations.

Cosatu's Vavi says the federation's principle growth has come with the acquisition of new affiliates and the growth of individual unions.

Public-sector unions have shown the strongest surge. The National Education, Health & Allied Workers' Union has grown from 10 000 to 131 000 in 10 years, while the SA Democratic Teachers' Union has grown from 40 000 to 115 000 in five years.



Sectors other than mining which have faced retrenchments include clothing and textiles, transport, food and the steel & engineering sector. Yet Cosatu membership in all of these sectors has risen.

Vavi says Cosatu has attracted more affiliates because it addresses shopfloor issues and broader social problems such as affirmative action and the apartheid-created wage gap in the civil service.

But the secretary-general of the new Federation of Unions of SA (Fedusa), Dannhauser van der Merve, does not think a membership boom is imminent.

Fedusa, an amalgamation of the old Federation of SA Labour Unions (255 000 members) and the Federation of Organisations Representing Civil Employees, claims a membership of 515 000.

Mahlomola Skhosana, deputy general secretary of the Africanist-orientated National Council of Trade Unions (Nactu), says the federation has also grown in the past three years, mainly because of new affiliates. He claims an unaudited federation membership of 327 000.

Justice Malala

Unionists fight it out in Transkei power struggle

(134)

AR 19/7/97

Members told: join us or die

BRONWEN ROBERTS

East London - Who were the three unionists who rode with cocked pistols to a funeral in Coffee Bay last weekend?

On the way back at Maquanduli on Monday, their car was raked with bullets. Two of the men were killed and a third was injured.

In a bizarre twist, Transkei police said the men might have been members of the Mouthpiece Workers' Union posing as supporters of their rivals, the National Mineworkers' Union.

The names of the victims have not been released.

The impoverished region is taut with tension as the deadly power struggle between rival unions spills over from the rich north.

There are fears that the fight, which rages more than 1 000km north at Rustenburg Platinum Mines, will add to the violence which is already scorching areas of Transkei.

This week's random outrage in Transkei saw four children and two women slaughtered when gunmen opened fire on a birthday party in a hut near Qumbu on Wednesday.

It was another tragedy in an area where more than 400 people have died violent deaths in the last three years.

A human rights report last week blamed faction fighting within the ANC for Transkei killings.

The union-linked death toll in rural Transkei so far is

- Two children and a mineworker killed in the idyllic Coffee Bay coastal area last week - they were preparing for the funeral of a colleague killed in Rustenburg.

- Two mineworkers killed outside Mqanduli this week and,

- One mineworker shot dead in Tabankulu in June.

Talk filtering down from the mines this

week was that the Mouthpiece Union had told NUM members to join their union by July 20 - or die.

Police in the Eastern Cape said they feared more people would die in the coming days.

In an attempt to staunch the flow, Umtata Murder and Robbery Unit Captain Khaya Gwayi led eight officers back along the killing trail to mines in the Northern Province and North West Province.

He said it appeared that NUM-linked men were responsible for the attack on the three unionists in the early hours of Monday morning.

Their car, bearing North Western Province number plates, was hit by gunfire near Mqanduli on the road between Coffee Bay and Umtata.

Captain Gwayi suggested the killing was a first sign that NUM members were retaliating against Mouthpiece unionists in the Eastern Cape.

He said the three men were returning from the funeral in Coffee Bay of shaft shop steward Eric Rixi. Mr Rixi died in the Rustenburg mine war in June.

Captain Gwayi said some Mouthpiece Workers Union members from Rustenburg had come down to the Coffee Bay funeral posing as "NUM members".

He believed these men, amongst them Mr Rixi's brother, had planned to cause havoc.

"They went under the banner of accompanying the mourners. But we suspect they had a more serious reason."

He said the men had been armed with pistols. "We don't know if these were for fighting or for protecting."

But the funeral had been heavily guarded by police, and the men had not been given their chance.

The organiser of Mr Rixi's funeral, Mfizeni Gebedu, 36, was himself shot dead last week by killers who also murdered his year-old daughter and eight-year-old niece in their beds.

Mr Gebedu's wife managed to escape the attack.

Although Captain Gwayi said he was determined to stop the conflict in Rustenburg mines spreading to the Eastern Cape, his task was made more difficult because many senior NUM and MWU members were migrant workers from the province.

He said it was also difficult tracking down the leaders of MWU, which was still an informal "mob".

Rustenburg NUM regional co-ordinator Mahlakeng Mahlakeng dismissed the MWU as another fly-by-night union making false promises to workers. He said MWU was telling workers, even NUM members, to join MWU by July 20 - or die.

"They obviously want members quickly, so they can be recognised (as a real union)."

Mr Mahlakeng said NUM had contacted police about the threats and "it remains to be seen if they will be carried out".

He didn't feel the new union was in any way a danger to NUM's status, even though it claimed to have the backing of Bantu Holomisa's National Consultative Forum.

He said Mr Holomisa had publicly denied supporting the MWU but "he has been seen at a number of meetings with these guys".

Neither the MWU or Mr Holomisa could be contacted for comment yesterday.

But regional co-ordinator of the Umtata Mineworkers' Development Agency, Sonwabo Mfuzeli, said the Mouthpiece Workers Union was claiming to have Mr Holomisa's support so they could "capitalise" on his following.

He said mineworkers were tense and confused about the killings.

While this saga unfolds, there are fears that it could develop into the attack and revenge-attack pattern of death that has torn apart Tsolo and Qumbu.

And that is something weary Transkei authorities want to do anything to avoid.

ECN

Bloody union conflict shifts to the Transkei

(134) (134) CP 20/7/97

WHO WERE the three unionists who rode with cocked pistols to a funeral in Coffee Bay this weekend?

The men's car, bearing North West Province number plates, was hit by gunfire near Mqanduli on the Coffee Bay/Umtata road last Monday. Two of them died and a third was injured. The names of the victims have not been released.

Transkei police added a bizarre slant to the mystery this week — they claimed those attacked might have been members of the MWU — posing as NUM supporters.

There is fear in the region that the fight raging over 1 000km to the north at Rusplats will add to the violence scorching parts of the former-Transkei.

There was a further random outrage on Wednesday. Four children and two women were slaughtered when four gunmen opened fire on a birthday party near Qumbu. This horrific incident is just one more grisly statistic in a regional tally of 400 deaths over the last three years.

Last week a human rights report blamed the ongoing killings on faction fighting within the ANC.

Other union-linked deaths in the rural areas of the former-Transkei comprise:

□ Two children and a mineworker who were killed in the idyllic Coffee Bay coastal area last week — they were preparing for the funeral of a colleague killed in Rustenburg.

□ Two mineworkers who were killed

THREE mystery unionists from the North West travelled through the former-Transkei with cocked pistols this week. Now two are dead and one is critically injured. ECN Weekend Service's **BRONWEN ROBERTS** investigates how mine union rivalry gets bloody in the former-Transkei.

outside Mqanduli this week and;

□ One mineworker who was shot dead in Tabankulu this June.

Talk filtering down from the mines this week was that the MWU had told NUM members to join their union by July 20 — or they would be killed.

Police in the Eastern Cape fear more people will die in the coming days.

In an attempt to staunch the carnage, Captain Khaya Gwayi of the Umtata Murder and Robbery Unit, this week led eight officers along the killing trail to mines in the Northern Province and North Western Province.

In a telephone interview he told ECN it appeared that NUM-linked men were responsible for the attack on the three unionists in the early hours of Monday morning.

Gwayi suggested the attack was the first sign that NUM members were retaliating against MWU unionists in the Eastern Cape.

He said the three men were returning from the funeral of shaft steward Eric Rixi. Rixi died in the Rustenburg mine war this June.

He said some MWU members from Rustenburg, among them Rixi's brother, had come down to the Coffee Bay funeral posing as "NUM mem-

bers".

Gwayi suspects the armed men planned to wreak havoc and their attempt to attack mourners was only thwarted because the funeral was heavily guarded by police.

The organiser of Rixi's funeral, Mfizeni Gebedu, 36, was himself shot dead last week by killers who also murdered his one-year-old daughter and eight-year-old niece in their beds. Gebedu's wife managed to escape.

Although Gwayi is determined to stop mine conflict from spreading to the Eastern Cape, he says his task is made difficult because many senior NUM and MWU members were migrant workers and were thus difficult to trace.

He said it was also difficult to track down the leaders of the MWU, which was still an informal "mob".

The Rustenburg NUM regional co-ordinator, Mahlakeng Mahlakeng, wants to dismiss the MWU as another fly-by-night union making false promises to workers. He alleges, for instance, that the MWU promises to help them cash in their unemployment insurance fund benefits, death benefits and PAYE.

He also claims the MWU is telling workers, even NUM members, to join

the MWU by July 20, or die.

"They obviously want members quickly, so they can be recognised."

Mahlakeng says the NUM has contacted the police about the threats and "it remains to be seen if they will be carried out".

He didn't feel the new union was in any way a danger to the NUM's status, even though it claimed backing from Bantu Holomisa's National Consultative Forum.

Mahlakeng says Holomisa has publicly denied supporting the MWU but "he has been seen at a number of meetings with these guys".

Neither the MWU nor Holomisa could be contacted for comment.

But the regional co-ordinator of the Umtata Mineworkers' Development Agency, Sonwabo Mfuzeli, believes the MWU is just saying they have Holomisa's support so they can "capitalise" on his following.

He says mineworkers are tense and confused about the killings.

As this saga unfolds there are fears that it could develop into the attack and revenge-attack pattern that has torn Tsolo and Qumbu apart, something the weary Transkei authorities would want to do anything to avoid.



OUT LITTLE
heart of
apartheid

THE
LIFE
OF
THE
NATION



THE
THING
ABOUT YOU

By Helen
Grange

There is no place for him in the European community above the level of certain forms of labour - HF Verwoerd

Not much in South Africa's transformation process compares to the incredible changes to the face of labour, in particular the strength which has accrued to the workers Verwoerd was referring to.

Among the handful of individuals who laid the foundations for the rights enjoyed by workers today is Professor Nic Wiehahn, whose commission 20 years ago upturned Dickensian labour practices and saw the introduction of legal black labour unions for the first time. In an interview with The Star, he dusted off some cobwebbed but unimpaired memories of that landmark in the history of labour, the most significant period of his life.

"The commission's first meeting was convened on Friday August 11 1977 (ex-

Wiehahn's crucible of change

Man behind historic commission of 20 years ago looks back with pride on his part in bringing democracy to the shopfloor

(134) Star 11/8/97

actly 20 years ago today) In his opening address, the then minister of labour Fanie Botha conveyed the prime minister John Vorster's good wishes to us.

Vorster had reservedly consented to Wiehahn's request that the commission be multi-racial and had undertaken to grant it complete autonomy in its investigation, findings and recommendations.

"Many thoughts passed through my mind then and suddenly I experienced the feeling which so many people must have had in history when a country's fate happens to land in one's hands.

"At last we had the opportunity not only to do what should have been done decades ago, but also the opportunity to help those who have been deprived

portunity at the time, of jutting down in my notes a quotation from Edmund Bourke which states that people deprived and oppressed by law have no hope but from power."

He continues "That meeting heralded an investigation which resulted in the formulation of the six universally recognised labour principles on which the labour system in our country is now based: the rights to work, to associate, to bargain collectively, to withhold labour, to be protected and the right to be developed.

Despite all the changes in the present labour system, these rights will always remain its foundation."

Wiehahn contends that it is widely recognised that today's industrial democracy has its roots in that first meeting 20 years ago, which he says was the forerunner to the present political democracy.

"Democracy could not have had its roots in any other sphere than labour because ever since World War 2 the workplace or shopfloor had been the main crucible for sound race relations in this country. The workplace where people of all race groups have rubbed shoulders for eight hours per day over many decades.

"At that meeting we already knew that our laws and

policy there were more than 10 black trade unions in the country that job reservation was not working and a host of other re-

Wiehahn says "Paging through my documents of that time, I came across their testimony that the first meeting of the commission was the 'source of the fountain that now flows as the river of democracy through our country'."

The Star's editor Peter Sulivan then the newspaper's political correspondent covering Parliament says "In Parliament at the time there was criticism of the recommendations. It was criticised from both sides - it went too far for the Nats and not far enough for

A lack of sincerity and integrity in old system

many liberal observers. The report was good in parts, but still very conservative. It stopped short of granting full rights to black people.

"Rights were linked to so-called 'rights' to live in townships, but it did at least allow black, voteless workers to form trade unions. It was a move towards democracy, but not a sufficiently large one."

These days, Wiehahn is working in Pretoria as a legal consultant advising the public and private sectors on the new labour legislation currently being promulgated.

"Employers and employees are at loggerheads at the moment because of the new labour code. I am familiarising my clients with the implications and meaning of the Basic Conditions of Employment Act and the other pieces of legislation," he says.

Wiehahn talks of "how the pendulum has swung" from an emphasis on employers to employees, but maintains the principles thrashed out by his commission are alive and well - "just differently dressed".

The current casino licence race is another subject of interest to Wiehahn, who served as chairman of the Lotteries and Gambling Board which drew up gambling legislation recommendations.

Instead of the Gaming Board's one-casino-per-one-million-people proposal, the Government has decided to be more frugal, but Wiehahn is convinced the industry will grow.

"The time will come when we'll have to increase the number of licences. South Africa has always been a gambling country," he smiles.

Wiehahn is steamrolling ahead and has no intention of retiring. "I live to work, not the other way around. There's a big difference in the two."

Union buys into Rent-A-Bakkie

Sowetan 15/8/94
(134)

By Shadrack Mashalaba

SOUTH African Railway and Harbour Workers Union Holdings, the investment arm of the union, announced yesterday that it had acquired 49,9 percent stake of Rent-A-Bakkie for an undisclosed amount

According to the two parties, the value was market related

In terms of the agreement, Sarhwi Investment Holdings have an option to increase its shareholding in Rent-A-Bakkie to 50,1 percent before June 1998 and further increase its stake up to 75 percent within three years

Sarhwi Investments Holdings chief executive Sandile Zungu said "We are passionate about the transport industry. We are reviving a strong brand which is a sleeping giant

"The acquisition signals a new lease of life with prospects of outsourcing the industry"

The deal will not only benefit current members but also will include past members who will benefit through the union's Management Trust

Some of Sarhwi partners in the deal are empowerment groups such as Enterprising Women Investment Holdings and Durban-based Ogwin Marine. Each of them purchased 10

percent of the 49,9 percent held by Sarhwi Investments.

Sarhwi will have a 25 percent representation on the board

Zungu said funding for the deal, which became effective on July 1, will come from institutions who manage the members' pension funds

Most of the membership comes from Transnet which manages pension funds in the region of R30-billion

Expansion

Rent-A-Bakkie chief executive Hugh Herholdt said the deal will boost the company's long term objective of expansion

Rent-A-Bakkie is part of the Express Freight Division of the Rennie's group. It was formed in 1970 and joined Rennie's in 1987

"The new structure will position our company competitively to full take advantage of new opportunities arising from the outsourcing of transport requirements in the public and private sector," Herholdt said

Sarhwi Investments has a 24 percent interest in Nedcare, R270-million worth of shares in Johnnic, a joint venture valued at 51 percent with Supercare, 25 percent in Sisaka and a stake in a scrap metal processing company

courtesy dinner in a crowded public restaurant during which general matters of interest in the nuclear area, were discussed

Finally Dr Stumpf confirms that no further contact had been undertaken since then (or even before then) with any Iranian Government official and that the AEC has had no business or other dealings with Iran in the past nor are any being considered at present

Should the Atomic Energy Corporation have any business or other dealings with Iran in future, these will take due cognisance of the requirement of the IATN's nuclear Non-proliferation Treaty, to which both Iran and South Africa have acceded, as well as South African legislation prohibiting the non-proliferation of weapons of mass destruction and other international agreements, such as the Pelindaba Treaty, which has declared the African continents a nuclear weapon free zone

(2) No

Failure of Public Service Act: impediment to curbing corruption

*20 Mr J A JORDAAN asked the Minister for the Public Service and Administration

(1) Whether the failure of the Public Service Act, 1994 (Proclamation R 103 of 1994), to enforce the disclosure of the findings of closed disciplinary hearings and to make provision for protection for officials who go above their immediate superiors to report corruption, has been found to be an impediment to the Government's efforts to curb corruption, if not, what is the position in this regard, if so, what are the relevant details

(2) whether he or his Department intends taking any steps aimed at correcting the situation, if not what is the position in this regard, if so, (a) what steps and (b) when? N1976E

SARS: money withdrawn from taxpayers' bank account

*21 Mr K M ANDREW asked the Minister of Finance

(1) Whether the Commissioner of the South African Revenue Service has any powers to withdraw money out of a taxpayer's bank account, if so, under what circumstances,

(2) whether the taxpayers involved are advised of the Commissioner's intention to withdraw such money, if not, why not, if so, what are the relevant details,

(3) whether any money was so seized during the latest specified period of twelve months for which information is available, if so, (a) what amount and (b) how many taxpayers were involved? N1978E

The MINISTER OF FINANCE

(1) Yes If a taxpayer owes the Commissioner any tax or interest, the Commissioner may appoint any person in terms of section 99 of the Income Tax Act to act as the agent of such taxpayer and such agent may be required to pay over taxes or interest due by the taxpayer from moneys which the agent holds on behalf of the taxpayer

(2) No It would defeat the purpose of the garnishee order if the taxpayer was informed in advance that it was the intention to withdraw money from the account as he or she would ensure that there was no money in the account In normal circumstances the placing of a garnishee order is the last resort in a long process of trying to collect tax and the taxpayer would be well aware that tax is owing and South African Revenue Service was attempting to collect it

(3) The appointment of agents is done throughout South African Revenue Service and many millions of rands of tax are collected in this manner but statistics of the number and amounts are not kept

Persons remitting capital abroad

*22 Mr K M ANDREW asked the Minister of Finance

(1) Whether any individuals have taken advantage of the relaxation of exchange controls permitting them to remit capital abroad as from 1 July 1997, if so, (a) how many individuals and (b) what amount had so been remitted as at the latest specified date for which information is available,

(2) whether consideration is being given to the further relaxation of exchange controls, if not, why not, if so, (a) what is envisaged in this regard and (b) when will such further relaxation become applicable? N1979E

The MINISTER OF FINANCE

(1) Yes

(a) Up to 31 August 1997 the number of applications processed in regard to individuals amounted to 2 035 It should be borne in mind, however, that a period of 2 to 3 weeks elapses from the original application being completed by an individual and final processing by the Exchange Control Department of the South African Reserve Bank

(b) For the month of July 1997 the total amount remitted was R144 million, and for August 1997 the amount was R131 million

(2) There is an ongoing review of exchange control measures and further reforms will be made in due course

Number of members of federation of trade unions

*23 Comdt A BLAAS asked the Minister of Labour

Whether he will make known details on the number of members of a certain federation of trade unions the name of which has been furnished to his Department for the purpose of his reply, if not what is the position in this regard if so (a) what was this union's enrolled membership number as at the latest specified date for which information is available and (b)

what percentage of the economically active population does this figure constitute? N1980E

The MINISTER OF LABOUR

Yes The information which is obtained from the Registrar in the Department of Labour is as follows

- (a) As at the end of 1996 twenty (20) trade unions were affiliated to the federation. As at end of 1996 the federation's affiliates collectively had 1 743 172 members
- (b) This figure represents 12.02% of the 1996 estimate of 14 497 000 economically active population or 22% of the 7 723 300 people estimated to be in registered jobs

*24 Mr D DE V GRAAFF - Trade and Industry
[Question standing over]

Transnet monitoring devices detected

*25 Mr D M STREICHER asked the Minister for Public Enterprises †

- (1) Whether her or her Department's attention has been drawn to allegations that monitoring devices have been detected in the telephones of any senior managers of Transnet, if so,
- (2) whether she or her Department has investigated the matter, if so,
- (3) whether any persons or bodies have been found to have been responsible for the installation of such devices, if so, (a) who was responsible and (b) for what reasons were such devices installed,
- (4) whether she will make a statement on the matter? N1982E

The MINISTER FOR PUBLIC ENTERPRISES

- (1) Yes
- (2) Transnet Limited is investigating the matter
- (3) As the matter is currently under investigation, it is *sub judice* and no further comments can be made at this juncture

(4) No

this stage has not impacted directly on the beneficiaries, sustained interference will no doubt eventually have a negative impact on the product delivered to the beneficiary on the ground

(3) No

IBA: persons appointed as councillors

*27 Mr J J DOWRY asked the Minister for Posts, Telecommunications and Broadcasting

Whether the persons initially recommended by the Portfolio Committee on Communications were appointed as councillors to the Independent Broadcasting Authority, if not, why not, if so, what are the relevant details? N1984E

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The President requested the Parliamentary Portfolio Committee on Communications to reconsider its original five nominations for the IBA Council after one of the nominees (Mr S Mokoetle) withdrew for technical reasons. The President could not proceed with the appointment of the remaining four candidates as the Council might not then have been representative of the "broad cross-section of the population" as is required by section 4 (2) (C) of the IBA Act, 1993

The appointment of the following five Councillors was subsequently approved by the President with effect from 1 September 1997

Ms F L Sekha	until	30 March 1999
Mr L S Mkomatela	until	30 March 2000
Mr M Boo	until	30 March 2000
Ms L Lloyd	until	30 March 1998
Dr R T Williams	until	30 March 1998

The only change from the original nominations, was the appointment of Mr M Boo in the place of Mr S Mokoetle

Practicable defence plan/budget drawn up

*28 Mr J A MARAIS asked the Minister of Defence

Whether he or the South African National Defence Force has drawn up a practicable defence plan and budget on the basis of the Defence Review and the White Paper on National Defence for the Republic, if not, why not, if so, what are the relevant details? N1985E

The MINISTER OF DEFENCE

No, the Department of Defence has not yet drawn up a practicable defence plan and budget on the basis of the Defence Review and the White Paper on National Defence for the Republic

The White Paper and Defence Review are two important steps in the development of a national consensus on defence in South Africa. This process has however, not yet been completed and further chapters of the Defence Review are still to be submitted to Parliament following consultations with the Parliamentary Defence committees and approval by Cabinet. These will include such important matters as transformation and the structure of the Department of Defence, with particular attention to the command and support structures of the SANDF

The complete structure of the Department, which includes its Force Design is the basis on which the medium and long term defence plans and budgets are to be based. The determination of the administrative, command-and-control, force-support and training structures of the Department is dependent on its Force Design and is one of the subjects of the transformation project. This transformation project is a scientific process aimed at greatly improving efficiency within the Department of Defence in order to amongst other things, reduce the cost of Defence to South Africa. This project is well advanced but has not yet been completed. Therefore, it has not been possible to draw up a practicable defence plan and budget on the basis of the Defence Review and White Paper at this stage

The Department of Defence is presently advancing the transformation process with all haste, but also with the required caution so as to maintain the scientific basis and integrity of the process. At the same time the effect of transformation and the budget cuts on the Force Design are being continually reviewed. All these factors are being taken into account in the

Union debate requires economic vision

WIDESPREAD scepticism has been expressed recently over labour's ability to engage constructively with the economic challenges in SA. A recent critique in Business Day of the September Commission on the future of trade unions is an example.

The September commission's probe into trade unions is a constructive intervention in a complex debate, writes Eddie Webster

It argues that the commission "is stuck in the past when it comes to many of the economic and political policy prescriptions it proposes" (Punitive policies likely to hinder Cosatu, Business Day, August 25). Its route to redistribution and growth is too simple, it says. "Spend and do not worry about the budget deficit, slash interest rates, renstate exchange controls and tax the rich more." These "mighty policies" the article concludes, are bound to fail.

Perhaps, but I would encourage a different reading of the commission. I see it as a courageous and innovative attempt to break decisively with the past while providing labour with a strategy radically to reform the economy.

It is vital the recommendations of this historic report are taken seriously and not marginalised because they do not fit the "Washington consensus".

Significantly, the report appears at a time when the tide is turning against untrammelled laissez-faire capitalism. George Soros, who made a vast fortune in the financial markets, now says the main enemy of open society is no longer communism, but capitalism. There is a long tradition of political economists who concentrated their efforts on how to prevent the human tragedy of general economic and social crisis brought about by modern economies. We would do well to do likewise.

US political economist Barry Childs calls it "the new political economy". The commission is firmly placed within this approach. It assumes the extreme contrast of wealth and poverty in SA makes redistribution a necessary condition for economic growth, and that an interventionist developmental state is necessary to achieve this goal. Comparative research cited in the report supports this argument.

□ Countries which are more equal in terms of wealth distribution tend to have higher growth rates.
□ Countries which spend a lot on redistribution do better. In con-

trast, countries whose governments simply spend a lot without a clear redistribution programme tend not to grow, and
□ Higher tax rates (if linked to redistribution) do not adversely affect growth rates.

Recent research by University of Witwatersrand economist Martin Wittenburg suggests that the thrust of the redistributive/post-Keynesian position seems to have more support from SA manufacturers than does the orthodox account.

The lesson Wittenburg draws is that demand growth can induce growth in employment.

At the core of the commission's economic vision is labour as both the major bearer of the public interest in industrial development, and the unified bearer of the majority interest in redistribution and social justice.

This vision involves "socialising the investment function" through reintroducing prescribed assets and using union investment companies to build "a strong social sector".

The private sector remains the largest sector, but it is to be transformed into a "stakeholder economy" where "no longer only the rights of shareholders prevail, but also the needs of workers, communities and society". The report believes that this can best be done through "strategic engagement".

It recommends the Congress of SA Trade Unions (Cosatu) seriously examine Swedish and German-style

co-determination where employees are given institutional rights to participate at shop-floor and board level.

Many key actors in the transition process have put forward their strategic visions. But few have had the courage to identify openly their organisational weaknesses and recommend radical measures to overcome these weaknesses. This constitutes the body of the report, a recommendation that union leaders commit themselves to taking on a central role and responsibility in shaping economic and social development as well as the functioning of the public sector.

The authors call this ambitious model of unionism, "social unionism". The germs of this model exist in present policies and practices. But union leaders have been

ambivalent about fully embracing them both because of the resources required and because of the danger of too close an identification with management.

Social unionism requires a commitment to economic growth and wealth creation as well as equitable redistribution. It requires the democratisation of the workplace, participation in tripartite bodies such as the National Economic, Development and Labour Council (Nedlac), and a skilled staff inside the organisation.

In fact, organisational renewal is at the core of the report. Unions will increasingly need to pay attention to their own human resource development, particularly in the face of increased staff turnover and changed expectations amongst staff.

With social unionism, in

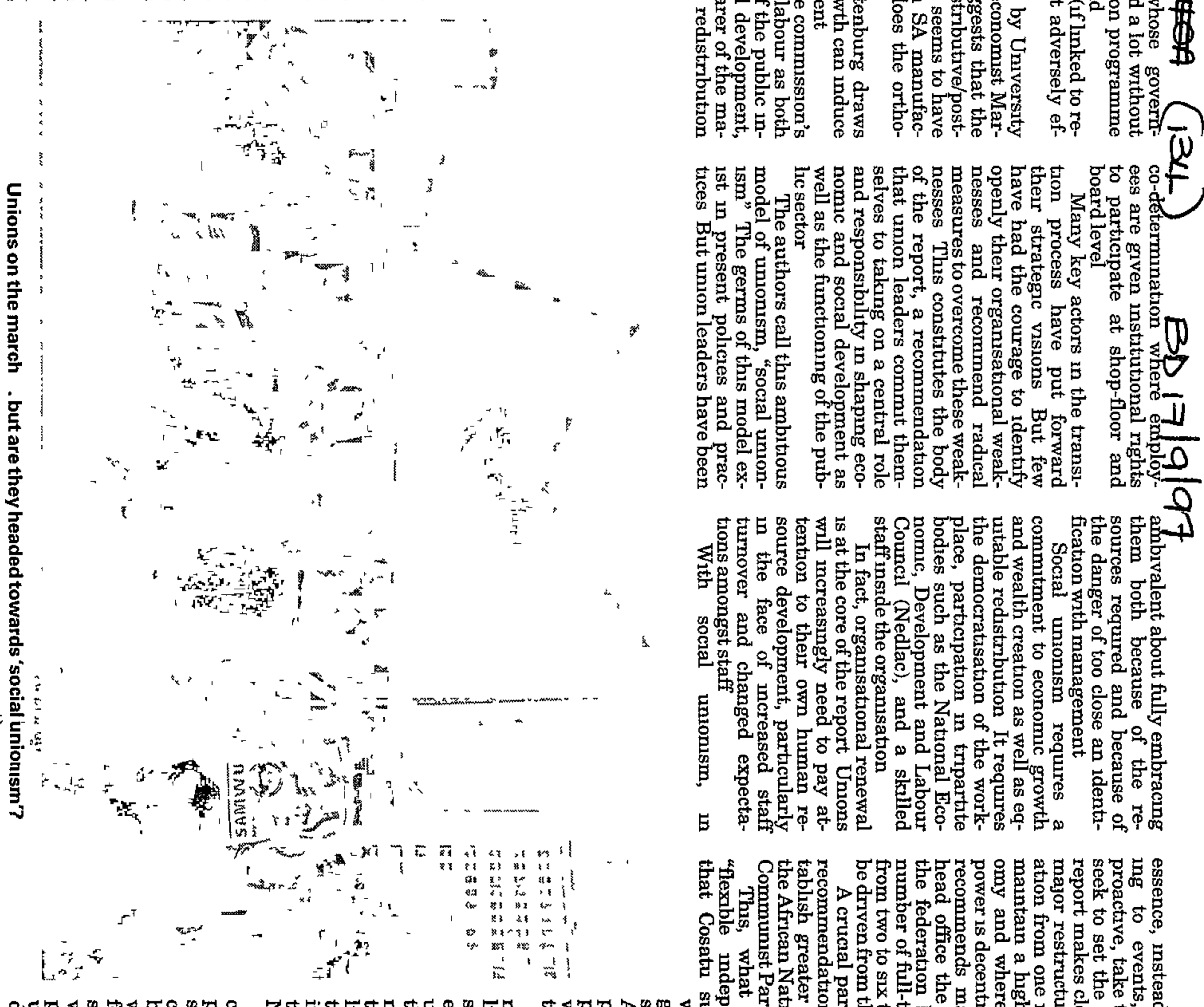
essence, instead of merely reacting to events, unions become proactive, take the initiative, and seek to set the agenda. This, the report makes clear, will require a major restructuring of the federation from one in which affiliates maintain a high degree of autonomy and where decision-making power is decentralised. The report recommends making the Cosatu head office the "engine room" of the federation by increasing the number of full-time office bearers from two to six to allow policies to be driven from the centre.

A crucial part of the report is a recommendation that Cosatu establish greater autonomy within the African National Congress-SA Communist Party alliance.

Thus, what the report calls "flexible independence", means that Cosatu supports the ANC when it adopts progressive policies, seeks to influence ANC policies when possible, and opposes the ANC when it adopts "anti-worker" policies.

It also recommends a broad alliance with five key sectors of civil society — the trade union movement, the nongovernmental organisation movement, religious organisations, progressive intellectuals and the constituency of Nedlac.

The September commission was prepared for the sixth national congress of Cosatu being held this week. There is no foregone conclusion that delegates will choose the path of social unionism. The dead hand of the



past hangs over the SA workplace where a low-trust dynamic continues to shape employer/employee relations. A real danger exists that delegates will retreat into "militant abstentionism", or that they will fail to develop the will or the capacity to shift decisively in a new direction. Or they may adopt the report and then fail, as with gender equality, to implement it.

However, if a new industrialisation strategy is to emerge, it will be necessary to fashion new institutional arrangements between labour, capital, and the state along the lines of an accord. This will require the active co-operation of capital.

On this crucial question, the report is virtually silent. What is required in "phase two" of the commission is a much clearer identification of what employers' interests are in a reformed economy where labour is powerful. Here I am thinking of the advantage to business of greater certainty over key cost variables, including wages, interest rates and exchange rates. But most important for business is that an accord would provide organised labour with a stake in the economy and thus directly contribute to industrial relations stability.

Eric Hobsbawm concludes his celebrated book *Age of Extremes: A History of the World, 1914-1991*, thus:

"The Short Twentieth Century ended in problems, for which nobody had, or even claimed to have solutions. As the citizens of the fin de siècle tapped their way through the global fog that surrounded them, into the third millennium, all they knew for certain was that an era of history had ended. They knew very little else."

In these circumstances it would be churlish to expect Cosatu House to come up with final solutions to problems that have evaded Nobel Prize-winning economists.

In 18 months, with limited resources, they have produced an impressive report. What is now needed is a genuine dialogue between the social partners, and their think-tanks around social and economic policy.

□ Webster is a professor of sociology and director of the sociology of work unit at the University of the Witwatersrand.

Unions on the march . but are they headed towards 'social unionism'?

Retrenchment unites black and white unions

(134)

Lawetam 22/9/97

By Abdul Milazi

THE pending retrenchment of 350 workers at Spoornet because of industrial restructuring has brought together black and white unions whose constitutions are poles apart

This unholy association has made the predominantly white unions Salstaff and the South African Footplate Association (Safsa) to borrow socialist vocabulary in their statements

Salstaff and Safsa are both affiliates of the largest white federation and the second largest federation in the country, the Federation of Unions of South Africa (Fedusa)

In a joint statement released at the weekend, the unions accused Spoornet management of having "neo-liberal ideas of unbundling, introducing new technology, centralisation of functions, and individualisation of employment contracts"

"Wherever you go in SA you hear of-a-package fever where jobs are cut

and people thrown into the streets

"As a result of this, corporate business does not contribute towards job creation," the statement said

The unions claim that this world trend of company restructuring was affecting Spoornet workers

"The new Labour Relations Act attempts to introduce a culture of economic development, social justice, labour peace and the democratisation of the workplace

Old school

"What we see is that Spoornet is still part of the old school. They make unilateral decisions and expect us to rubber-stamp what they have decided. In our books that is not workplace democracy"

In a statement Spoornet argued that management was consulting with trade unions in the company on the matter

However, Salstaff and Safsa claim that "a big part of our proposals made to the company are merely noted and then ignored"

Four killed in union clashes

Sowetan (Bus.) 25/9/97

134

By Abdul Milazi

AT least four people have died and about eight were injured in workplace violence since the beginning of last week as trade unions fight for members

Black Management Forum Pretoria branch deputy president Kate Bapela said trade unionism has become a lucrative industry on its own with major federations amassing millions of rands in membership subscriptions

Four people have been reported killed in the fighting between the South African Building and Allied Workers Organisation (Sabawu) and the National Building and Allied Workers Union (Nabawu) at Aconbricks near Vereeniging

Sabawu national organiser Benjamin Zinza said his union, whose members are currently on strike, was fighting for recognition at the brick factory, which employs 700 people

He claimed that Sabawu had 280 members, but the company was refusing to recognise it

Trouble started when Sabawu members allegedly intimidated non-strikers and Aconbricks management called in the police to defuse the situation

Zinza said fighting broke out early last week at the compound when mem-

bers of Sabawu were allegedly attacked by Nabawu members "Many of our members are now in hospital with multiple injuries after they were hacked by members of the other union"

A month ago four members of the National Union of Mineworkers were killed at the Rustenburg Platinum Mines, allegedly by the Mouthpeace Workers' Union (MWU) commonly known as Mouthpiece

Bapela said fighting between trade unions was to do with money "The more members a union has the more money it makes"

Although financial statements of trade unions are heavily guarded and are never released to the public, the National Union of Metalworkers is reported to be amassing about R3 million a month

The Congress of South African Trade Unions (Cosatu), the biggest trade union federation in South Africa, gets about R15,6 million a year in subscriptions from affiliates

Bapela said retrenchments were shrinking the number of union members and this had caused a scramble for remaining ununionised workers

"Trade union leaders can shout about socialism, but the bottom line is that everything is business these days"

Fawu calls in consultants to tighten controls

Bonile Ngqiyaza

(134)

BD 29/9/97

FINANCIAL consultants Alexander Forbes had been called in to help the Food and Allied Workers' Union (Fawu) tighten its financial controls and ensure efficient subscription collection, union officials said yesterday.

Fawu, assistant secretary-general Derrick Cele denied a report in yesterday's Sunday Independent that the union was in financial trouble and had been blacklisted by a credit bureau. However, he confirmed that the

accounts department had experienced cash-flow problems, resulting in the union not being able to pay this month's salaries.

The union — which had learnt of the fact that the department had run out of cash three days before payday — had unlocked one of its investments to obtain the R400 000 needed for salaries, and staff would be paid today.

However, a source maintained that the whole organisation was in trouble

Continued on Page 2

Fawu

(134)

Continued from Page 1

BD 29/9/97
and said financial statements, which according to its constitution should be presented to national executive committee meetings every three months — had last been presented in November.

The source said the cash crisis stemmed from long-standing debts totalling R3,6m — including a R1,7m overdraft and R1,6m in head office

expenditure.

Cele denied that the head of the accounts section, Colin Gerwel, had been suspended and said a probe into the administrative lapse had been called to determine what went wrong.

In response to a Sunday Independent report that an official at head office had apparently vanished after misusing about R150 000, Cele said. "There are only two permanent office bearers, myself and the general secretary (Mandla Gxanyana). We could not possibly have disappeared."

Union uses reserves to solve cash crisis

Accounts tightened up – Fawu

ARG 30/9/97 (134)

ALIDE DASNOIS
BUSINESS EDITOR

Cash flow problems at the Food and Allied Workers' Union (Fawu) have been sorted out and the union is tightening up its accounts, says general secretary Mandla Gxanyana.

Commenting on reports that Fawu was in financial trouble, Mr Gxanyana said "It is true there have been problems with cash flow. But these have been sorted out now."

He denied rumours that the union had sold some of its investments to cover its expenses.

"We did consider doing that, but in

the end it wasn't necessary," he said.

The union had dipped into its reserves to resolve its financial difficulties, but still had more than R600 000 in reserve.

All its accounts were now in the black except the car allowance account, "which we are sorting out now." Fawu had asked financial consultants Alexander Forbes to work with the union's auditors, Price Waterhouse, to help tighten up its accounting systems.

He said the problems had arisen partly from unexpected expenditure on Fawu's conference in July. It had cost more than R1,5-million instead of the budgeted R800 000.

"The conference was supposed to be held at Pentech and we were supposed to supply blankets for delegates, which we ordered from Transkei. But the blankets didn't arrive, so in the end we had to book the delegates into hotels, which we hadn't expected."

More national executive committee meetings than expected had been held and a special conference on the union's constitution in Johannesburg earlier this month had also strained Fawu's resources.

Mr Gxanyana said an employee in the union's accounts department had been dismissed in July over alleged housing loan fraud.

Unions target ministers for apartheid damages

Numsa is instituting a civil claim against Jay Naidoo and Sydney Mufamadi for the alleged interception of union cheques, writes Sechaba ka'Nkosi

The National Union of Metalworkers (Numsa) is to institute a civil claim against Minister of Communications Jay Naidoo, and his counterpart, Minister of Safety and Security Sydney Mufamadi, for damages the union suffered during the apartheid era.

The union has hired private investigators to ascertain the exact amount of money involved.

The case stems from an alleged interception of union cheques by convicted murderer and former security officer Michael Bellingan from the 1970s possibly into the 1990s.

The cheques are said to have been intercepted and deposited into Bellingan's bank account under the alias of Nicholas Umsa.

Numsa says it also wants to include Telkom and bank employees among its accused in the lawsuit for having colluded with Bellingan and the security police in the diversion of its cheques. Although the exact amount is still not yet known, Numsa officials estimate it at well over R2-million.

Numsa made its intentions to sue the government known as early as 1994, when a bag containing information on Bellingan's diversion of fraudulent cheques destined for Numsa was found in his wife Janine's locker at work soon after she

was bludgeoned to death in 1991. Numsa sources say the union has now gathered enough evidence to proceed with the charges. Numsa deputy general secretary Peter Dantjie confirmed this week that the union wants to be compensated, not only for the violation of its rights, but for all the money lost during that period.

"We believe we have a good case against the state. Once our investigations are complete, we will definitely file for damages," says Dantjie.

Minister of Transport Mac Maharaj and some current and former Transnet executives are also said to be similarly targeted by the South African Railway and Harbour Workers' Union (Sarhwu) for the three-month-long railways strike in 1987.

The strike resulted in the deaths of some Sarhwu members and scores more were injured during clashes between the strikers and scabs employed by the company.

Six Sarhwu members were subsequently sentenced to death for alleged murder and intimidation but released in 1993.

The three ministers and Transnet executives add to a long list being

compiled by unions as they prepare their final submissions for the Truth and Reconciliation Commission (TRC) in about two weeks' time.

Other companies to be implicated in the hearings include wine cooperative KWV, Sasol, Kinross Mines and Zebediela Citrus Estate. The unions contend that these companies wittingly or unwittingly collaborated with the state in suppressing human and trade union rights during the apartheid years.

Although the TRC Act does not allow for institutions and organisations to be sued, insiders say the unions are working on a detailed strategy to ensure that members and families who suffered during the period are amply compensated.

The National Council of Trade Unions' general secretary Cunningham Ngcukana says: "We know it might take longer than we expect,

but we are going to encourage our affiliates to make sure that justice is done for their members and families.

"Police killed, injured and set dogs on our members during the period and that in itself is a criminal charge. Some cannot afford to feed their fami-

lies as a result. So we believe that the TRC provides us with a perfect opportunity to set the record straight."

Most unions agree that while a broad political submission to the commission is necessary, there is also a need to ensure that those who were directly involved are punished through criminal justice procedures or civil suits.

M+G 3-9/10/97 (134)

'We believe we have a good case against the state. Once our investigations are complete, we will definitely file for damages'

'Racist' union threatened With de-registration Demands from Satu members pay off

AGG 9110/197

(197)

THABO MABASO
BUSINESS REPORTER

The Department of Labour has ordered the South African Typographical Union (Satu) to change discriminatory provisions or face the prospect of being de-registered.

The order follows months of sustained pressure by Satu members based in the Western Cape, who alleged the union was racist and should be struck off the roll of unions given recognition by the Department of Labour. De-registered unions do not enjoy privileges contained in the Labour Relations Act (LRA), such as the right to form bargaining forums at workplaces.

The deputy-registrar of labour relations in the department, Johan Crouse, told the Cape Argus that Satu had been told to change clauses in its constitution that compelled the union to hold elections on racial

grounds. The order also calls on Satu to review the provision preventing members with a lower level of education from occupying important leadership positions.

"We pointed out to Satu that discriminatory provisions in the constitution should be removed and they have undertaken to have a second look at these and rework them," said Mr Crouse, adding that Satu was due to submit a draft of the reworked constitution to the department as soon as its leaders had consulted members about the changes.

"If the members of Satu adopt a constitution deemed to be discriminatory, the registrar has the right to reject it or de-register the union," he said.

Disgruntled members within Satu wanted the provision that required the union's national president and secretary-general to be qualified apprentices to be removed, as this discriminated against black members, most of whom did not possess such educa-

tion. They also wanted a removal of the clause that stipulates the number of whites and blacks who should make up the union's governing board.

The Satu constitution says the governing board should be comprised of "two whites, two blacks and two coloureds or Asians."

Last month Satu secretary-general Martin Deyssel circulated a letter to all officials informing them that the union's constitution would be changed because he had been advised by a senior advocate that it could be described as racist.

"The opinion was that our constitution could be termed 'racial' due to the elections of regional committees and governing board officers being elected on racial grounds," Mr Deyssel said in the letter.

The leader of the group of disgruntled Satu members, Andre Stewart, described the ruling by the registrar as "momentous". Mr Deyssel was not available for comment.



Flashback SA Typographical Union members who demonstrated against union management earlier this year say they have won a victory

LEON MILLER

Sarhwu buys 50% of Bond Industries

(134) (2)
NCABA HZOPHE

Johannesburg - A consortium led by Sarhwu Investment Holdings, the investment arm of the South African Railway and Harbours Workers' Union, had bought 50 percent of Bond Industries, a privately owned materials handling company, for an undisclosed amount, Sandile Zungu, the chief executive of Sarhwu, said yesterday.

The acquisition forms part of several deals that have catapulted Sarhwu from a shoestring investment outlay of R400 000 to more than R400 million worth of investments within six months.

These deal include stakes in Nedcare, Johnnic, Rent-A-Bakkie, Supergroup, Avis, Unitrans, and Supercare.

Sarhwu Investment Holdings will hold an effective 40 percent of the venture, while a partner in the consortium, Marole Motor Holdings, will have the remaining 10 percent.

Bond Industries was wholly owned by the Senekal Trust and has an estimated annual turnover of R80 million.

Zungu said the deal would consolidate Sarhwu's position in the transport sector and forge synergies with Rent-A-Bakkie, a truck rental company in which it recently acquired a 50 percent stake in conjunction with the Rennies group.

Bond Industries has strong brands such as Fantuzzi, Yale and Terberg for which it has the licence to market, assemble and manufacture in South Africa.

Zungu said Sarhwu would continue to seek out unlisted companies and private deals in order to participate actively in growth opportunities.

Fawu sits down to discuss its cash doldrums

BD 30/10/97 (134)

Reneé Grawitzky

THE Food and Allied Workers' Union (Fawu) financial crisis, exacerbated by its investment arm's refusal to sell off its shares in Real Africa Investment, will be the subject of discussion at a weekend national executive committee meeting

Union sources said the union was not facing a financial crisis but financial mismanagement

As a result, the Gauteng region had adopted a resolution two weeks ago that each region

should become responsible for finances "as money was going missing on its way to Cape Town, the union head office"

Fawu head office said last night that the union was well on its way to sorting out its financial difficulties

Union sources said the leadership had approached Ikwezi, the union's investment company, to sell its shares in Real Africa Investment, which are worth more than R6m

It is understood that the investment arm refused this re-

quest after obtaining an opinion from a leading financial institution on the ramifications of the move and the possible impact on the price of Real Africa shares

Last month Fawu leaders acknowledged "cash flow" problems resulting in a delay in paying the salaries of staff. This followed reports that the union had a huge overdraft

Fawu head office said last night that since the initial reports, the union had implemented a number of processes

to alleviate the problem. The national executive committee would receive an update on the union's financial position.

A union source said the Gauteng region had written a letter to the Congress of SA Trade Unions (Cosatu) asking it to intervene, but had still not received a response

He said this was despite a resolution adopted at the recent Cosatu congress to intervene in unions which faced problems. "Cosatu is not doing so in this instance," he said

Writers get their books in a mess

ST 2/11/97 (134)
Funders tell Cosaw to account
for missing aid donations

GILLIAN ANSTEY

THE Congress of South African Writers has been wracked by allegations of financial mismanagement and its general secretary has been suspended.

The congress's overseas funders have demanded detailed information on how their money has been spent.

An auditors' report dated July 14 reveals expenses of almost R200 000 without supporting invoices. There are also no invoices for expenses recorded as refunds to employees.

The reports also states that Morakabe Seakhoa, who has been suspended as Cosaw's general secretary, received cheques of close to R16 500 without any supporting documentation.

He also received loans and salary advances of R10 600 which were not recorded as such.

Lisa Combrink, Cosaw's former vice-president, resigned last week in dissatisfaction with the way the problems had been handled.

She said the auditors, Fisher Hoffman Sithole, had said it would report Cosaw to the auditor general if its executive did not come up with a set of financial checks and balances.

The auditors' report lists a number of administrative irregularities, such as no authorisation of staff salaries, salary changes not being kept on file, and no record of money received from subscriptions.

There is also a row involving Seakhoa concerning the ownership of a Cosaw car. The car is registered in Seakhoa's name, but Cosaw is paying for it.

Seakhoa was officially suspended on June 4 on grounds of possible irregularities relating to Cosaw funds, but was recently asked to compile a report for an overseas funder, the Swedish Writers'

Union. On October 24, the union's secretary, Anna-Lena Lofberg, responded to the report, saying it was vague. She said it was not possible to initiate anything else with the union until the report had been completed.

John Stanghelle, president of the Norwegian Non-Fiction Writers' and Translators' Association, has also requested detailed information on how its funding is being spent.

Cosaw was established in 1987 to assist writers. For the last financial year, it received a R50 000 grant from the Department of Arts and Culture and almost R500 000 from the Swedish Writers' Union, plus other funding.

In commenting on the allegations of financial mismanagement, Walter Chakela, the president of Cosaw, said "The information is not accurate. You must allow the process to run through."

"We've been working on the problems and have managed to trace a substantial number of missing vouchers."

"Admittedly, we need to change certain things and are in the process of restructuring the administration in order to get things to run more smoothly."

Asked about requests from overseas funders for more detailed reports, Chakela said the organisations always asked for them. He said they were sent an initial audited report, and said the latest one would be ready soon.

Combrink said Chakela had not replied to her letter of October 6 requesting an annual general meeting — and neither had he responded to her letter of resignation two weeks later.

Seakhoa said he could not comment on the issue, saying Chakela was in charge of dealing with the media.

Contacted on his cellphone, Seakhoa said he was in the Cosaw office and "had been for weeks".

He declined to comment on whether his suspension had been lifted.

Global economy thins out union membership

ET 4/11/97

(134)

GENEVA: Sweeping changes in the global economy have led to a dramatic drop in trade union membership over the last decade, producing a vastly different labour landscape, a report issued yesterday by the International Labour Organisation (ILO) said.

Globalisation, favouring capital mobility, new production methods and flight to low-wage countries, risks dividing the workforce and widening social inequalities, the World Labour Report 1997-1998 warns.

Union membership over 10 years to 1995 fell in all but 20 of 92 countries surveyed for the report. In 1995, membership stood at 164 million workers (not including China) compared with a global estimated workforce of 1.3 billion.

Less than one fifth of workers in 48 countries were union members, and only in 14 countries did the rate of union membership exceed 50%.

Central and eastern Europe saw the sharpest plunge, with an average decline of 37%. However, the main reason was the ending of quasi-obligatory union membership after the breakup of the for-

mer Soviet bloc, the ILO said.

South Africa was one of the few to register a huge rise in union membership, after the demise of apartheid in the early 1990s. Bangladesh, South Korea, the Philippines, Thailand and Hong Kong also saw membership rises.

Swelling unemployment in rich European countries and the pressures of globalisation were the main factors shrinking unionisation, according to the ILO.

Droves of industrialised countries had shifted production to poor countries with low labour costs, leading to the

disappearance at home of low-skilled, labour-intensive jobs — traditional bastions of unionisation.

Also, "white collar" workers in the rich world's growing service sector were less attracted to unions while new groups, including women, the young, and the highly skilled proved more difficult to organise, the report said.

Some countries had squelched unions in the hope of attracting foreign investment.

Social policies also had a negative effect on unions.

Restrictions and anti-union activities remained pervasive in many countries, the report said.

The globalisation of the financial system shifted power to the international financial markets, a change that inevitably affected worker and union strategies.

"The big question for the unions confronted with globalisation of the economy is how to mobilise on an international level the capacity to act

that they've lost on the national level," ILO director-general Mr Michel Hansenne said. He cited as examples cross-border campaigns against firms using child labour and "sweat shop" workers.

Hansenne said the numbers "tell only part of the story" and union influence in many cases was still strong. — Sapa-AFP

New groups, including women, the young and the highly skilled, proved more difficult to organise.

NP requests more time on private prisons bill

BD 7/11/97

(211)

David Greybe

CAPE TOWN — Draft legislation necessary for the tender process to build SA's first private prisons to proceed was held up in Parliament yesterday when the National Party (NP) requested more time to consider its position.

NP MP Gert Oosthuizen told Parliament's correctional services committee the NP supported the Correctional Services Amendment Bill, but had serious reservations about the tender process linked to it.

It would be difficult, once the bill was passed, to pursue "many unanswered questions" about the "prequalification (tendering) phase" conducted by the public works department, which had produced a short-list of five consortiums from 42 applicants, he said.

The NP also wanted to know more about the international companies which had tendered and why public works insisted on the short-list being kept secret.

Committee chairman Limpho Ham agreed to the NP request in a bid, she said, to maintain the unity which had prevailed in the committee. The parties will meet again this morning.

The African National Congress asked public works director-general Siph

Shezi to ensure that Parliament could check on the contracts awarded because of the legislation's effect on future correctional services policy.

The bill makes it possible for the construction of four prisons under government's R1bn pilot operating partnership programme with the private sector to proceed.

However, government wants the bill passed before the current legislative session ends on Friday, so that bidding can be completed by end-January next year and construction can begin next April.

The five consortiums are headed by international companies considered experts in the private prison field, with a minimum 40% local black empowerment component.

Oosthuizen accused Shezi of "threatening" the committee by warning that if the bill was not passed in time, the consequences for SA would be "quite disastrous".

Shezi said government risked being sued by the short-listed consortiums and the international companies would "pack their bags and leave", denting foreign investor confidence.

Shezi responded that he had spoken "openly and honestly" so that members could make informed decisions.

Split looms as largest Fawu regional executive suspended

BD 4/11/97

(134)

Reneé Grawitzky

CAPE TOWN — The Food and Allied Workers' Union (Fawu) Transvaal regional executive committee was suspended at a weekend national executive committee meeting for allegedly contravening the union's constitution.

Union sources warned last night that the suspension of the regional leadership of the union's largest region, if not immediately addressed, could precipitate a split in the union.

The suspensions occurred amid heated debate around the union's alleged precarious financial position and came in the wake of a round of suspensions and dismissals of union officials earlier this year.

The national executive committee was held to discuss the union's financial position which reached crisis proportions after the payment of staff was delayed. The union's general secretary, Mandla Gxanyana, presented a report

compiled by Alexander Forbes on the union's financial position.

Gxanyana said the national executive committee had accepted his departments' six month plan which would phase out the debt and normalise the situation. Branches and regions would be asked to readjust their budgets to fit in with the plan.

Union sources said, however, that there were some problems around reports that the union had managed to sort out its financial position by receiving R6,4m for the sale of Real Africa Investment shares which had not been approved by the union's investment company.

The union failed to respond on the recent suspensions which allegedly occurred after the Transvaal regional executive committee announced that in line with a regional decision, subscriptions would not be sent to the union's head office but diverted to a special account held at the regional office.

Travel firm sees red on Numsa debt (134)

FRANK NXUMALO

LABOUR CORRESPONDENT

CT (BR) 7/11/97
Johannesburg — A prominent travel company threatened yesterday to apply for the liquidation of the National Union of Metalworkers of South Africa (Numsa), after the union failed to meet the company's Wednesday deadline for settling a domestic travel bill of about R200 000.

"They (Numsa) have not paid, and they are making all kinds of excuses. They obviously don't have the money," said a company source

"If they do not pay in a day or two, we are going to apply for the liquidation of Numsa and will hold the national office bearers responsible in their personal capacities"

The source said a disturbing pattern was emerging with the financial behaviour of a number of unions, namely that if they were in the red with a travel company they simply switched to another one without even trying to settle their previous debts

However, while acknowledging the bill, Numsa spokesman Dumisa Ntuli said the amount owed was less than R200 000 and the union had not defaulted on the Wednesday deadline as they had not promised to settle by that date

"We said we were going to pay them this week but we never specified any date. The amount we owe them, less than R200 000, is too little for the liquidation of Numsa, that's just highly impossible," Ntuli said

He added "What annoyed Numsa is that they just rushed to the press"

Union numbers expected to grow

ST(CBT) 9/11/97 (134)

TRADE UNIONS

By ROBERT TAYLOR

ONLY about a quarter of the world's 1.3-billion workers belongs to trade unions, according to the International Labour Organisation's annual labour report, published this week. But the ILO believes trade unions will grow over the next 10 years with the spread of democracy and social justice in open market economies.

In its survey of trade union membership in 92 countries, the ILO found only 14 countries had more than half their workforces unionised while just over half the countries (48) reported less than 20% union membership.

The report says membership levels declined between 1985 and 1995 in 72 of the countries.

The fall was greatest in the former communist countries where trade union membership is no longer compulsory. Union density fell by 50.6% in Russia during the period, 50% in the Czech Republic, 45.7% in Poland, 38% in Hungary and 22.8% in Belarus.

But trade union density also declined elsewhere.

There was a 75.7% drop in Israel, 38.3% in Uganda, 32.2% in Venezuela and 46.7% in New Zealand. Trade union decline was also widespread in western Europe with a 31.2% fall in France, 25.2% in the UK and 20.3% in Germany.

However, the ILO has found union density grew in 20 coun-

tries over the period.

The largest increase was in SA with a 126.7% rise, followed by Spain (92.3%), Chile (89.6%), Thailand (77%) and South Korea (60.8%).

The report reveals much diversity in the number of workers covered by collective bargaining agreements.

In France, 90% were covered in 1995, though only 11.6% of them were union members. In most of the 43 countries who reported their collective bargain-

ing coverage to the ILO, the proportion of workers involved was over half the labour force.

But despite recent declines in membership, the ILO is optimistic about unions' futures. "There is every sign that a whole new social dynamic is developing," it argues. "There are many signs that trade unions are adjusting to the realities of today."

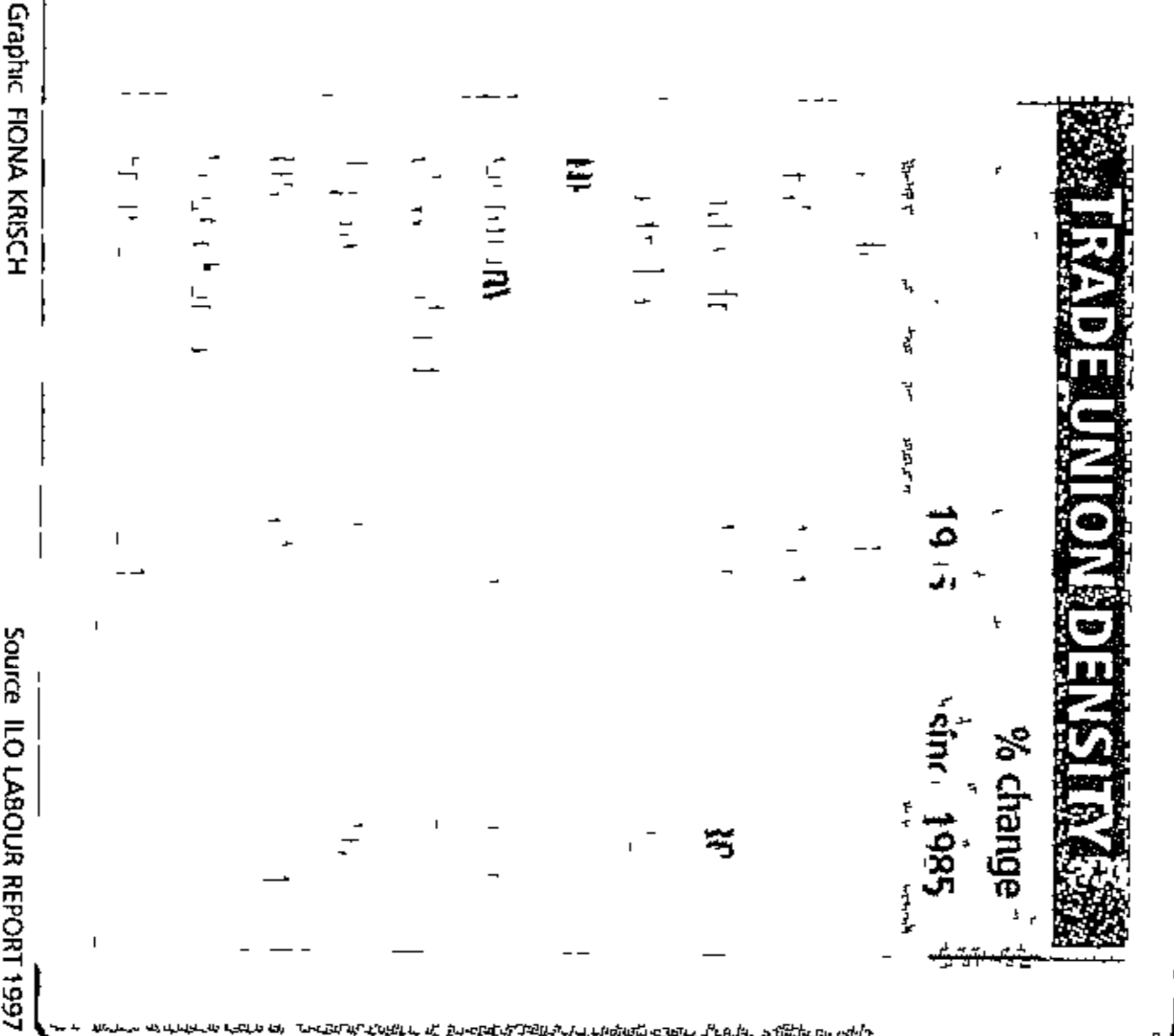
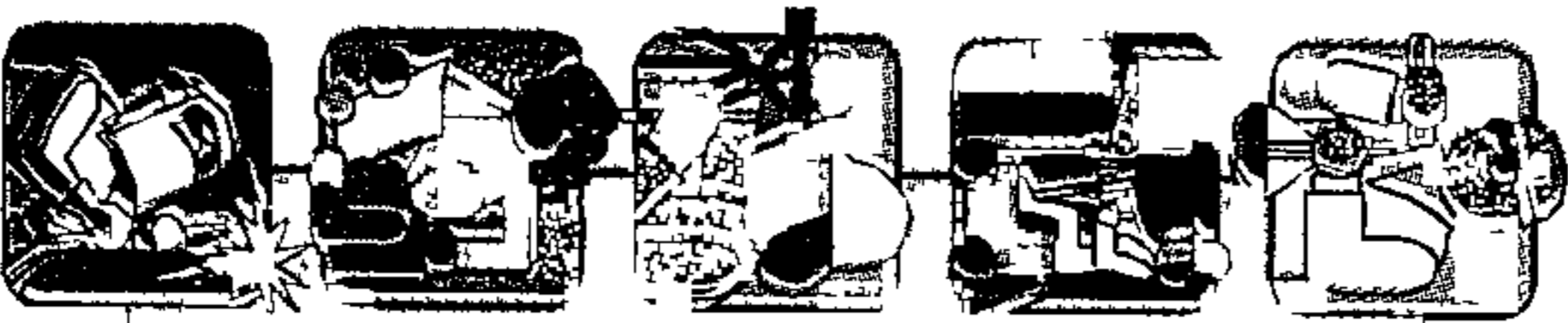
"The most active of them are looking beyond the working population and opening their doors to those who have no stable employment, or no job at all."

"Both in word and deed they are looking more and more like genuine social movements, with a clear vision of how to defend and promote the interests, however varied, of the world of those in work."

The report also found some countries, most notably in Africa, had adopted a restrictive policy towards recognising trade unions in the hope of attracting foreign investment.

Others had introduced various restrictions against trade unions — reflected in the numerous complaints filed to the ILO's committee on freedom of association.

The ILO points out that trade unions have been "in the vanguard of democratic opposition and strong proponents of human rights" in countries such as Burma, Nigeria, the Sudan and Indonesia — *Financial Times*



SA WORKERS... the ILO claims unionism has engendered democratic change and been a proponent of human rights

Public service unions to increase

Reneé Grawitzky

UNIONISATION in the public service was expected to far exceed that in the manufacturing sector, in line with international trends, Sociology for Work Unit deputy director Ian Macun said at a workshop on Friday.

Macun said international trends had shown that although union density in the public service was about 54% — lower than countries such as Japan, Germany and the UK — it was expected to rise. The public service was likely to become the highest concentration of union activity as compared to the private sector.

Industrial relations in the public service, he said, was moving ahead of the private sector despite its difficult history, complex systems and processes. Public service

BD 10/11/97
industrial relations in most countries had distinct histories, with different dispute resolution procedures and union organisation to the private sector. Research that in six years the public service had achieved things which had taken the private sector 20 years.

This was surprising as pressure for change had its origins in the mid 1980's when the previous government began to restructure and started rationalising.

This process, coupled with the mushrooming of unions and the establishment of the National Education Health and Allied Workers' Union resulted in national strikes in the late 1980s.

Prior to that worker organisations were relatively weak.

The irony of the rapid expansion of employment in the public service during the apartheid era,

(134) (255)
he said, was that there were staff shortages coupled with public servants being subject to very poor salaries and working conditions. There was a high staff turnover.

The perception at the time, he said, reinforced by National Party comments, was that public servants were lazy and inefficient.

Until 1993, there was no formal collective bargaining arena.

Despite its rapid initiation into the field of industrial relations, the sector faced a number of difficulties. Macun said pressure to raise wages at the bottom end could militate against a model of social unionism in the public service.

In addition, he said that rapid unionisation coupled with a high level of competition between the numerous unions could lead to a more volatile industrial relations climate.

Students 'caused damage of R4m'

Jacob Dlamini

CAPE TOWN — Tertiary institutions lost 100 days and suffered more than R4m in damage as a result of disruptions caused by students over a 12-month period from July last year, Education Minister Sibusiso Bengu said yesterday

Figures released by Bengu show that the Eastern Cape technikon lost 34 teaching days between March and April after students seized the campus, took staff members hostage and stole the institution's vehicles.

In the same period, Fort Hare University lost 21 days after students disrupted lectures in protest at moves by the administration to increase fees.

The disruptions occurred mainly at the formerly black institutions, while the historically white campuses suffered minimal damage.

At Venda University students demonstrating against a fee increase broke down doors and forced the closure of the campus for 11 days.

North West University lost 14 days and suffered the worst damage when students went on a rampage, disrupting classes and looting the cafeteria

There was widespread intimidation of students and teaching staff.

The disruption resulted in a loss of

R3,5m in salaries and wages.

Technikon Northern Gauteng outside Pretoria suffered R1,426m in damages when students looted 92 computers, destroyed kitchen equipment and stole various stock. The technikon has since laid theft charges against two students in whose rooms some of the stolen computers were found.

Fifteen days were lost at the University of Zululand when protesters demanded the registration of all students, including those who owed the university money.

Pretoria Technikon incurred damages estimated at R108 000 and lost one teaching day when students defied a court order and gathered on campus for a march to the Union Buildings without the rector's permission.

The universities of Natal and SA lost two days each and suffered damage of R66 367 as a result of student mass action.

Bengu also said that government had issued 66 940 loans and bursaries for tertiary study last year and 52 684 this year

This year's packages, financed through the Tertiary Education Fund of SA, were worth R263,7m.

Government expected to finance more than 80 000 students next year to the tune of R500m.

Fawu leaders reject suspension

Reneé Grawitzky

TRANSVAAL branches of the Food and Allied Workers' Union (Fawu) have rejected a national executive committee decision to suspend regional leaders after violating the union's constitution, sources said yesterday

On November 1 Fawu's national executive committee suspended the Transvaal regional leadership after it called for members' subscriptions to be diverted from the union's head office and put into a special account, pending the outcome of an investigation into the union's financial position

Sources said the region had also questioned Alexander Forbes' assistance to the union in resolving its financial position and establishing proper financial administration systems

The resolution also called on the Congress of SA Trade Unions (Cosatu) to intervene in the current tensions over financial mismanagement

The national executive committee decided to take strong action against the Transvaal regional leadership for allegedly acting unconstitutionally by trying to divert union funds from head office.

Union sources indicated the subscriptions from the Transvaal region accounted for close to half of the union's monthly income of R1,2m

Fawu head office advised Transvaal branches and regions that the suspension of the regions' leadership 'was taken in the interests of protecting the funds of our members against any form of corruption or fraudulent actions'

Union sources said the national office bearers had briefed the branches about the suspensions and would effectively put the region under the control of the Cape Town head office pending an investigation to ascertain how this resolution had been reached.

Suspended Transvaal leaders intend to meet today or tomorrow

Unions 'sidestepping members' disputes'

90 11 11 97 (134)

EARLY successes of the commission for conciliation, mediation and arbitration had resulted in unions encouraging members to turn to the commission for help in labour disputes, industrial relations consultant Paul Wrigglesworth said yesterday.

As a result, the commission was in danger of being overwhelmed by a backlog of cases, said Wrigglesworth, who is head of the industrial relations division at human re-

source consultants FSA-Contact.

He said the commission had achieved an exceptional 72% settlement rate of all disputes brought before it between its inception in November last year and the end of May. "And most cases were resolved within 30 days from the time of the dispute being registered," he said.

By the end of August, however, the commission's success rate had dropped to 62% and it was "fighting a losing battle to handle timeously

the volume of cases being referred to it," Wrigglesworth said. The backlog of cases made it unlikely that all cases referred to the commission would be heard within the 30-day timeframe for dispute mediation set in the new Labour Relations Act.

Wrigglesworth said the growing backlog could be attributed to a shortage of commissioners and other qualified personnel as well as the fact that the commission was being used as a first- rather than last-

resort mechanism in disputes

"Too many disputes which, under the old industrial relations legislation, would have remained an internal company matter, are now being referred immediately to the commission," he said.

"These referrals are often made by union members who then appear before the commission without any union representation, despite the fact that the provisions of the Labour Relations Act allow them to

be represented by a union official

"Neither party to a dispute is permitted legal representation, the case is dealt with speedily and, although the commission's success rate is declining, the chance of a settlement remains high." So unions were encouraging their members to turn to the commission first when disputes arose and were only taking an active role in their members' disputes if the commission failed to conciliate an agreement — Sapa

Fawu furore epitomises unions' deep dilemmas

CT (BR) 14/11/97

(134)

The furore at Fawu (the Food and Allied Workers' Union) continues — and it epitomises many of the problems lying just below the surface of the trade union movement



TERRY BELL

"It's a question of money and power, not workers' interests,"

noted a former leading figure in the union

The idealism of the early trade union movement had often given way to contradictory considerations involving shareholdings and boardroom power plays, he said.

His comment made all the more pertinent the advice extended to Fawu members this week by octogenarian honorary life president, Ray Alexander

She admitted to receiving "a great many telephone calls" from Fawu members "I tell them all they should stay with the union, they should make the union their union"

Were she five years younger, she might be tempted to answer calls to intervene, but ill health and age made this impossible

"I am not directly involved. It is something for Cosatu to handle," she said. "And if Cosatu has done all it can and still can't clear up the mess, then the workers must go to the minister of labour; he is, after all, our minister of labour"

Cosatu is, in fact, already involved and has the Fawu issue on the agenda for its executive meeting on Monday. The labour minister, Tito Mboweni, has been briefed and the ambassador to China, Chris Dlamini, a former Fawu president and sweet workers' union leader, has also been mediating

The registrar of unions and provincial directors of labour may also soon be briefed to act. In the meantime, the leadership of the suspended Transvaal region — the largest in the country with 52 000 members — was meeting late yesterday to map out its plan of action

The regional secretary, Tebogo Maseti, refused to comment, but it seems that the regional executive has taken the decision that the region's subscription money be paid in to Cosatu — depending on the decision made by the federation's executive on Monday. The region's subscriptions, which account for more than a third of such income nationally, are being withheld from the Cape Town head office

An attempt last weekend by the national

office bearers to seize control of the region was rebuffed. Branch delegates and staff members refused to accept the appointment of the former regional secretary, Funky Komape, as a caretaker and expressed confidence in the existing — suspended — leadership

Several branches and officials in KwaZulu Natal, the Northern Province and the Free State have over the past week indicated support for the embattled Transvaal region. But reports have continued to come in of defections and resignations from the union, especially in the Western Cape.

There is thus tremendous pressure for an urgent resolution. "It would be a tragedy for the labour movement if any union fragmented," said a Transvaal official. "But for a union with the history of Fawu, it would seem so much worse."

Founded in 1941 as the Food and Canning Workers' Union, the union turned into Fawu in 1987 when food and canning and several other unions became the first to heed the Cosatu call to unite to form a single union in each industrial sector.

It had weathered the pressures of the World War II and the bruising confrontations in the immediate aftermath.

It went on to survive the anti-union onslaught spearheaded by the Suppression of Communism Act. This saw the union's founder, Ray Alexander, banned in September 1953 and other organisers harassed, jailed and restricted over the years.

The first union with a strike fund — started in 1945 — and the first with a building of its own, it sometimes limped on, often to the forefront of the trade union anti-apartheid struggle. As such it touched many lives

The first union meeting I addressed, for example, was in a fishmeal factory canteen in 1962 — on behalf of food and canning.

I, as a young journalist, together with a young student, had been recruited by the banned, but still secretly active, Ray Alexander to hand out union recruitment leaflets. But the workers wanted to know more

The message was simple in those grim days: the need for unity and solidarity in the face of a brutish and racist state. The hope was for democracy and worker control

The political climate since those days has changed radically — and favourably for workers and their organisations. But the need for unity and solidarity seems just as acute now when confronting new sets of problems which threaten to wreck the union

Union investment 'must serve members'

Reneé Grawitzky

(134)

PD 17/11/97

TRADE unions had to ensure that investment initiatives were guided by the interests of members and not the enrichment of a few individuals, National Education, Health and Allied Workers' Union (Nehawu) assistant general secretary Slovo Fikile said on Friday.

Fikile told delegates at a Nehawu investment company workshop that although "everyone has now come to believe that union investment is not a bad thing", unions would not be

naive to believe that investments could be a dangerous area for the trade union movement

This was the reason for the adoption of a cautious approach by the union and the development of a code of conduct governing those involved in investment and business deals on behalf of Nehawu, he said. Nehawu members would be the sole beneficiaries of any profits generated

Fikile said the world of business and investment was foreign to trade unions, and was viewed with some suspicion. However, unionists were

trying to grapple with the challenges of such initiatives as they had an obligation to strive for social and economic upliftment.

He told delegates, including commodity analysts, business representatives and trustees of the investment company, that the union movement wanted to contribute to building a socioeconomic environment that was friendly to workers and the poor in general

Investments would not be embarked upon for the sake of making money. Along the way, mistakes

would be made "but our resolve to break the stranglehold on our economy by a few will continue to inspire us to ultimately achieve our goals", Fikile said.

Nehawu's decision to move into investments was part of a broader debate and strategy within the Congress of SA Trade Unions that unions become self-sufficient.

Merrill Lynch economist Jos Ger-son said there were positive spin-offs in such processes. "Where workers have a stake in a company, this could lead to more harmonious

relationships," he said

He also addressed broader questions on the SA economy and government's proposed skills development bill.

He opposed government's call for the central collection and control of training levies, and questioned whether the labour ministry would know where all the money was going. Training could succeed only with a bottom up and not a top down approach. Governments, he said, could not run businesses well because they were too centralised

Trade unionists 'told to resign'

(134)

some from 18/11/97

By Joshua Raboroko

TRADE union leaders elected as local government councillors will have to resign from unions

However, the South African Municipal Workers Union (Samwu) decided at its fifth annual congress to allow its shop stewards to stand for municipal elections

Samwu Gauteng secretary Mr Victor Mhlongo said yesterday the resolution followed intense debate over whether the union's shop stewards serving as councillors represented a

conflict of interest

Mhlongo said being a leader in both the union and government constituted a serious conflict, adding that "one cannot be an employee (trade union leader) as well as be an employer (councillor) at the same time"

The union urged members to support the municipal elections and to meet parties such as the Pan Africanist Congress and Azanian People's Organisation "to make mutual agreement or strategise together for a democratic local government and in opposition to reactionary forces"

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Public sector unions in no rush to talk to govt about retrenchments

David Greybe

CAPE TOWN — The two biggest public service unions yesterday set several preconditions to negotiations on government's proposal to introduce retrenchments in the public service.

Congress of SA Trade Unions forced service Health and Allied Workers' Union (Nehawu), and the Public Servants' Association indicated yesterday they did not share the same urgency as government, which faces persistent budgetary problems due to overstaffing.

Both unions said they were not prepared to negotiate on the matter until an audit had been carried out to determine the size of the public service (estimated at 1,2-million employees).

The unions said forced retrenchments had to be seen as a last resort. Other forms of downsizing such as redeployment, voluntary severance and natural attrition had been exhausted. Government also had to resolve the issue of ghost and casual workers.

"Government cannot put the cart before the horse," Nehawu assistant general secretary Fikile Majola said.

Association GM Casper van Rensburg said surplus staff had to be clearly identified within departments and are dealing with "we need to know what we are doing with."

The current retrenchment package — suspended last July because it was too costly — pays out to employees the equivalent of three to six years' salary, which is more than double average private sector retrenchment costs.

It was replaced with a cheaper voluntary severance scheme, but this failed after it attracted the wrong applicants and insufficient numbers.

The public service department is looking at a package close to private sector norms, but which will include a trenchment on less-skilled workers. Majola said determining the size of the public service had to be accompanied by discussions by stakeholders on the role of the public service in terms of people's needs, development of social services and the economy in general.

Once a proper audit had been done, surplus staff would have been identified and could be redeployed to "undersized" areas, Majola said.

It was only then that the issue of surplus staff could be discussed. If after this there were still surplus staff, Nehawu would be willing to discuss the reintroduction of "under-trenchments," Majola said.

Van Rensburg said that offering a "more beneficial" voluntary severance package "will motivate surplus staff to opt for voluntary severance."

GOV 19/11/97

Unions rush to sell their souls

Are unions losing sight of the fight for workers' rights in their quest for investments, asks Charlene Smith

MTG 21-27/11/97 (134)

In the rush to tap into the R250-billion held in retirement funds, are trade union investment companies at risk of selling their souls? If they manage to overcome the barriers employers are almost certain to set up, accessing that money will make them wealthy beyond the wildest dreams of most capitalists — and place under their control an amount similar to half of our gross national product.

But in the process, are they forgetting their *raison d'être* — fighting for better worker rights — or will they become better equipped to ensure those rights?

This year has seen the lowest strike activity yet by unions, although the Council for Conciliation, Mediation and Arbitration is staggering under almost 50 000 cases in its first year. Are unions too busy playing the market to monitor worker rights?

Certainly job losses are looming very seriously, with about 100 000 jobs likely to be shed in the gold-mining industry soon, and 25 000 already lost in the second quarter of this year. One economist, who did not want to be named because his organisation is working with unions, said: "There is a belief that unions will become corporatist and labour harmony will occur, but in Israel the Histadrut, Israel's powerful labour federation, controlled large slices of the economy and that did not lead to labour peace or entirely successful businesses".

In fact, it led to some spectacular disasters. Joey Abraham, economic counsellor at the Is-

rael embassy, notes that the Histadrut control of the economy began before Israel's independence in 1948 when unions became involved in businesses, including the Bank of Palestine. In large measure, he believes, this labour involvement in economic activities led to a smooth transition of power. By the late 1980s, the Histadrut was an enormous economic force, controlling several major corporations and a number of medical aid schemes. Their problem, Abraham says, is that they controlled the company and the union. In the early 1990s there were a number of thundering crashes as union-controlled companies went bankrupt. Abraham says: "You can't be a manager and a worker. While the kibbutzim appear to contradict this, they are different to managing corporations in a global environment. Decisions have to be taken fast by a single manager and not a show of hands".

He says that although union investment companies in South Africa are important to boost affirmative action, potential problems in 10 to 20 years' time have to be considered. South African union investment companies are running on the yellow brick road as fast as they can, stopping only briefly to look into the latest pot of platinum (who wants gold?) proffered by an eager running mate — and not all are proceeding with the care or consultation necessary for mega-million deals. Watch this space for some spectacular crashes.

The exceptions are Hoskens Consolidated Investments (HCI) under Johnny Copelyn and

to workers HCI made an R8-million contribution to the Sactwu education fund this year and pays half the tertiary education costs of 2 500 members' children, but R8-million for a R1-billion company is small potatoes. There have been other smaller donations, but nothing of much import.

The South African Rail and Harbour Workers' Union (Sarwuh) Investment Fund, headed by Sandile Zungu, has ambitious programmes to set up business development programmes for its members who lose their jobs. "We want to say, you can invest your R40 000 or so retrenchment package in a house or a taxi, but in a year's time you will be queuing for piece work. So, rather invest in equities, money markets or your own business. If you open a spaza you must know how to read a balance sheet".

But the problem is, Sarwuh's investment company was set up only eight months ago, and there is no way it will be ready to put these programmes in operation for the estimated 20 000 workers who will lose their jobs as the Transnet state privatises next year.

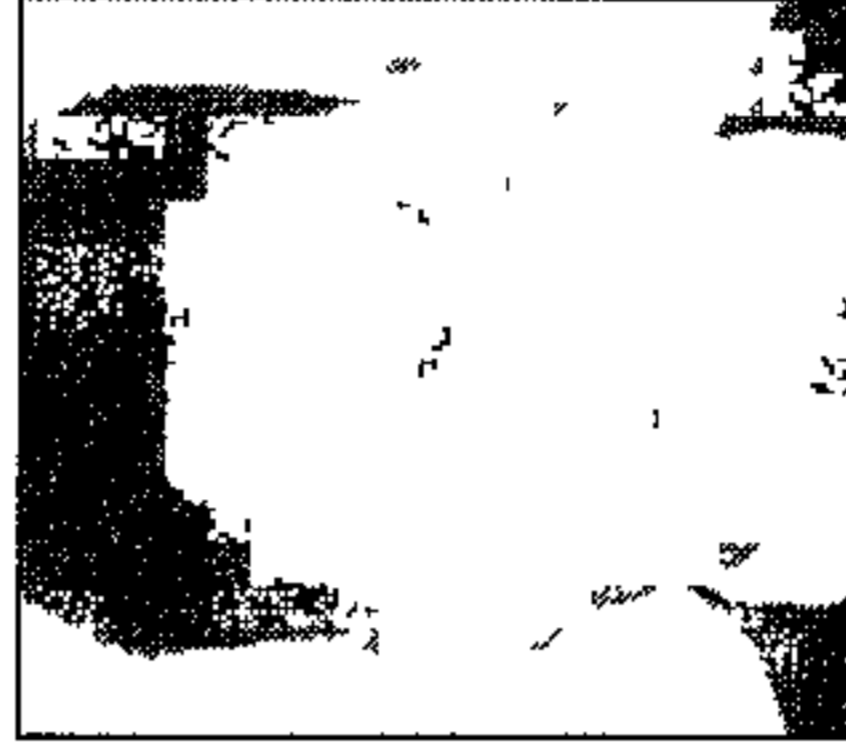
Sarwuh has 50 000 workers, almost half employed by Transnet. It set up the investment company with seed capital of R400 000. With the help of some canny investments, including those in

Transparency: Nehawu's Roberts

Johnnic, it is now worth about R400-million — but the repayments on preferential shares and investments mean no returns for at least three years. This dilemma troubles Zungu, but he says it is also a reason why Sarwuh is investing in companies in the transport sector as its focus.

"We can't win in the market any more on the basis of being black and having contacts, everyone has that. We have to manage our assets better and make wiser investments."

"The transport industry is turbulent at present, we either get into it and influence the situation or we let others do it and rest with their choices — we would rather be part of the new direction it takes. Of course there is a conflict of interests in unionising in companies we have shares in, but through that process we can influence the way workers get treated and the creation and retention of jobs."



Majolo Slovo, assistant general secretary of Nehawu, the largest public-sector union, notes: "The business environment is almost foreign and is sometimes regarded with suspicion by unions. For a trade union to get involved in investment companies has its own dangers. We are quite cautious about how we balance that with the traditional role of unions."

"We want to get involved first to benefit union members. It is important for the trade union movement to influence economic growth and for workers to get involved in the economic mainstream."

But the benefits are slow to trickle through

Fedusa gearing up 'to be strong Cosatu alternative'

DD 24/11/97

(134)

Reneé Grawitzky

THE Federation of Unions of SA (Fedusa) would emerge next year as a strong alternative to the Congress of SA Trade Unions (Cosatu), newly appointed general secretary Chez Milani said yesterday.

This would be achieved by the adoption and enforcement of a six-point strategy to strengthen affiliates and raise the federation's profile in broader national debates.

Milani reiterated that Fedusa was apolitical and not aligned with any political party. The federation's first concern had to be to the affiliates and affiliates' concerns had to be directed towards its members. Politics often confused these roles and obligations which could prove problematic for the trade union movement.

"The organisation has to get the basics in place, and not lose its focus by becoming wrapped up with a political agenda," Milani said.

He outlined the six-point plan which included building Fedusa's profile in Parliament to effectively engage on key policy areas, the building of provincial structures to engage with provincial governments, and the establishment of sector union substructures to ensure a greater level of co-

ordination between unions operating in the same sectors. Such substructures were being established in the public service, transport and mining.

The federation had to ensure better interaction between affiliates and the National Economic Development and Labour Council.

There was a need to build a consciousness among affiliates as to the importance of and the role of the federation. "It is not our role to duplicate affiliate functions but to push a national agenda," he said.

There was also a perception that members were mainly conservative white male Afrikaners. This was not the case and membership spanned the full political and cultural spectrum.

Finally, Fedusa would continue to pursue effective education and training around the Labour Relations Act and the establishment of a legal committee to assist affiliates.

Milani has recently taken over from Danhauser van der Merwe. Prior to joining Fedusa, he was the national legal advisor for the Hospital Personnel Trade Union of SA while occupying the position of acting general secretary of the union for a short period. He has a legal background and also worked as an industrial relations consultant for a number of years.

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LABOUR *Vavi outraged by comparison to whites by Jay Naidoo*

'Cosatu betrayed by its hero'

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — Zwelinzima Vavi, Cosatu's deputy general secretary, yesterday launched a blistering attack on Jay Naidoo, the posts and telecommunications minister and former Cosatu general secretary, for allegedly dragging the name of the labour federation through the mud by implying that trade unionists were behaving like disgruntled whites

Addressing the sixth national bargaining conference of the Chemical Workers' Industrial Union (CWIU) in Johannesburg, Vavi said all that white people wanted was to protect the wealth they had accumulated during the apartheid years. They appointed blacks to token

managerial positions but did not want them anywhere near their affluent suburbs

"When the former Cosatu general secretary joins this choir and sings this song, it is rather disappointing. Worst of all is the implication that Cosatu is no different from disgruntled whites

"If this was Tony Leon addressing a DP meeting in the affluent suburbs I would understand, but this time around it is a former Cosatu leader. This is indeed a huge stab in the back by a workers' hero," he said

Vavi, who had just returned from a trip to Brazil, said thousands of its workers were being



Zwelinzima Vavi

retrenched every day since the stock market crash a few weeks ago

To make this worse, two leading employers, Ford and Volkswagen, had closed

Vavi said Brazilian authorities had responded by raising interest rates

from 21 percent to 42 percent

Vavi said employment levels in South Africa had been falling since the 1980s, despite claims to the contrary, while business had been pressing for more and more concessions from the government

He said business demands worldwide were similar, which meant that governments tended

to create climates that were conducive to investor confidence, that left business to business, that privatised state assets, reduced deficits, retrenched public sector workers and abided by the dictates of the IMF and the World Bank

Vavi said the result had been the creation of small states that functioned as co-ordinating centres for business interests, and the insecurity of millions of workers in South Africa and the rest of the world

He said business had to ask itself how many jobs had been created in South Africa in this "perfect climate of investor confidence"

Vavi said 171 000 jobs were lost last year alone and that 300 000 workers in this country faced retrenchment by 2000

CT (PR) 28/11/97

(134)

Cosatu 'disappointed' by Naidoo's comments

Reneé Grawitzky

(134)

BD 28/11/94



THE Congress of SA Trade Unions (Cosatu) said yesterday it was disappointed that its former general secretary — now communications minister — Jay Naidoo had accused the federation of adopting the same attitude as disgruntled whites.

The federation was responding to comments made by Naidoo at the weekend during Cosatu's KwaZulu-Natal regional congress when he said the federation should not only criticise government's growth, employment and redistribution strategy (Gear), but should rather put forward alternative proposals.

Addressing a Chemical Workers' Industrial Union bargaining conference, Cosatu deputy general secretary Zwelanzima Vavi said it was disappointing that Naidoo should join the ranks of Cosatu's critics.

"How on earth can Jay liken us to disgruntled whites, whose demands were to protect their accumulated possessions and retain political and economic control. This is unbelievable."

Vavi said Cosatu's critics, including African National Congress-alliance leaders, "conveniently forgot" that the federation had tabled its policy document on job creation and infrastructure development two months before Gear was announced.

Cosatu's proposals had been rejected, but "these comrades all of a sudden forget that it was organised labour that put forward a serious policy proposal on how to deal with problems of unemployment".

He said Naidoo's attack on Cosatu represented a "huge stab in the back" by a worker hero. Vavi said the federation felt obliged to challenge Naidoo as he enjoyed a high level of credibility in the eyes of the public and if unchallenged, the public would continue to believe that Cosatu only shouted slogans.

Vavi said Naidoo's attack "played into the right-wing agenda", which sought to isolate Cosatu before dumping it.

Naidoo accused of back-stabbing unions

197
Star 28/11/97

Former Cosatu leader is told that government policies are not creating jobs, but swelling the ranks of the unemployed

By EDWIN NAIDU

Former Cosatu general secretary and now Minister of Posts, Telecommunications and Broadcasting, Jay Naidoo, has been accused by his former comrades in the trade union federation of stabbing them in the back.

The accusation was made by Cosatu's deputy general secretary Zweluzima Vavi during a stinging attack on the Government's Growth, Employment and Redistribution (Gear) programme, which he said had contributed to the rising unemployment in the country.

This was Cosatu's strongest criticism of Gear so far and the first one in which it has accused the Government's macro-economic policy of directly causing job losses.

Speaking at a Chemical Workers' Industrial Union bargaining conference in Johannesburg yesterday, Vavi said it was "rather disappointing" that Naidoo had rounded on Cosatu in labelling the organisation "no different from disgruntled whites" because of their opposition to Gear.

"If this was Tony Leon addressing a DP meeting in the affluent suburbs, I would understand. But this time around it is a former Cosatu leader. This is indeed a huge stab in the back

by a 'workers' hero'. This comrade may not have realised how he played into the right-wing agenda, which seeks to isolate Cosatu before dumping it as a useless dog," he said.

However, Naidoo said his comments had been taken out of context and misconstrued. "It is up to us in government to deal with Cosatu in a genuine way, and my comments were made in a particular context, not to undermine Cosatu but in a context of how to strengthen it."

He said the fact that his criticism was made at a Cosatu meeting and not to a group of businessmen indicated his commitment to transformation.

"I made the point that we have made mistakes and if we only focus on mistakes, we do not move forward as a country. My statement has been misconstrued," he said.

Vavi told workers that Cosatu had presented an alternative to Gear two months before its release, dubbed "Social Equity and Job Creation: the Key to a Stable Future", which focused on job creation, but the proposals were rejected.

"They were labelled dangerous, unrealistic, voluntarist and coming from people who do not understand the challenges the country is facing," he said.

Although he did not present current figures, Vavi said 171 000 jobs were lost last year and it appeared that the figure would be the same, if not more, this year if moves to axe at least 50 000 temporary teachers went ahead.

Vavi also said the job losses were driving living standards down.

"Without any real social security system, this means the working class as a whole is on the receiving end of poverty."

"Over the past few years, real wages have been going down. This is a fact that is contrary to the lies that our wage demands are unreasonable and not in the interests of the unemployed."

He said business should say how many jobs had been created since they applauded the Government's "pragmatic macro-economic policy" in June last year and endorsed its "non-negotiability".

"How many jobs have they created in this perfect climate for investor confidence? They must not tell us about the billions they have invested. We want to know the number of jobs created since Gear was put in place."

"The opposite will be the answer: instead of job creation, there have been more job losses."

Sarhwu's investments grow tenfold

ET (Be) 2/12/99

(21) (134)

NCABA HLOPHE

Johannesburg — Sarhwu Investment Holdings, the investment arm of the South African Railway and Harbours Workers' Union (Sarhwu), had marshalled its investments from a shoestring outlay of R400 000 to R400 million in nine months, Sandile Zungu, the chief executive officer, said yesterday.

Sarhwu, a shelf company started in October 1996, is 90 percent owned by its Enablement Trust and 10 percent by Sanlam. Sanlam extended loan facilities which boosted its funding base of R270 million, secured in Johnnic through Transnet's Pension Fund.

"We have surprised everyone, including ourselves," Zungu said. "This

has come as a result of management, supportive partners and financial institutions and, of course, a bit of luck."

Zungu said Sarhwu had targeted non-listed companies which would add value to its core businesses in financial services and transportation. He said Sarhwu would expand in the next year to information technology and telecommunications, but would retain its investments in non-core enterprises with a potential for empowerment to previously disadvantaged groups.

"Our role is to facilitate the entry of workers into the mainstream economy in the wake of significant unbundling by major conglomerates," he said.



SHOESTRING SUCCESS Sandile Zungu

PHOTO: SHAUN HARRIS

SA unions buck world trend in membership

Reneé Grawitzky

SA HAD bucked an international trend of declining trade union membership, with union numbers in the country increasing 130,8% since 1985, the International Labour Organisation's (ILO's) world labour report, released in SA yesterday, said

ILO regional director for Africa Elias Mabere said the "disturbing" worldwide trend was associated with increased democracy, globalisation of financial markets, reduced public sector employment and a move to low-wage economies

The adoption of certain government policies also had an effect on unions while some governments adopted restrictive policies with regard to recognising unions "in the hope of attracting foreign investment"

Union shortcomings could have compounded the problem, the report said

Mabere pointed out that declining union membership did not automatically mean the influence and power of unions had diminished

Regarding debate on different models of industrial relations, the report argued that "we must move beyond the entrenched camps" in this debate

While on occasion good economic performance could be attributed to deregulated labour markets, similar results could be achieved where there was more regulation backed by a broad social consensus.

One of the report's authors, Francois Eyraud, said ultimately "it is not possible to formulate a single ideal model of industrial relations that is more conducive to economic growth than any other".

Farm union's black female boss spurns race card

MICHAEL MORRIS

SPECIAL WRITER

AKS 8/12/97

Black farmers must work to achieve recognition in their own right, and not simply blame apartheid if they are not successful

This is the frank view of the newly elected president of the African Farmers' Union, Sharon February. She is the first black woman in South Africa to lead an agricultural union. Ms February, a cattle farmer from

Saldanha, has set her sights on helping to speed up the settlement of new farmers on the land, and improving the level of agricultural assistance for them. But she insists they will have to work to achieve rewards.

"I'm sure (white) commercial farmers have worked hard for what they have achieved. Now is the time for our people to prove they are worthy farmers and business people," Ms February said.

New farmers sow seeds for success, page 8

Nactu plan to upgrade its leaders

Secretan 30/12/97

(134)

Congress reveals that only a few understand the dynamics of labour

By Abdul Milazi

EMPOWERING women and building leadership capacity within affiliate unions forms the integral part of the National Council of Trade Unions' plans for 1998

According to Nactu general secretary Mr Cunningham Ngcukana, the federation's affiliates "lacked capacity to tackle and grapple with the many issues facing the labour movement"

Nactu got its wake-up call at its national congress a month ago, where it was found that only a few people within the top leadership structure had the ability to understand social and economic developments, and how they impacted on workers

Ngcukana said Nactu had then resolved that leadership in affiliate unions needed education and skills to tackle macro-economic and social issues "The ability to handle researched information by affiliates is limited"

To address the situation Nactu has resolved to develop its leadership at all levels to enable even branch leadership to be able to develop policies

The federation will also research

and carry out empowerment programmes for affiliates, and enlist the services of consultants in areas where the federation did not have the expertise

According to trade unionist and labour expert Mr Ashley Shezi, the move by Nactu would see the end of the "so-called brain drain" which has plagued trade unions and federations since the 1994 national elections, where most of the top leadership joined the government or the business sector

"If Nactu could develop its overall leadership as planned, it would remain strong even if a few individuals at the top decided to leave. It would remain with a strong leadership pool," said Shezi

Shezi argued that the Congress of SA Trade Unions (Cosatu) faced the same problem after leaders such as Mr Jay Naidoo, Labour Minister Mr Tito Mboweni and Safety and Security Minister Mr Sydney Mufamadi left for government. Cosatu suffered a further blow in the past few months when National Union of Metalworkers' long-serving general secretary Mr Enoch Godongwana joined the Eastern Cape provincial government as MEC for finance

I. R. WORKERS ORGANISATIONS

1998-1999

Fawu asks members to discuss issues

Reneé Grawitzky

(134)
THE Food and Allied Workers' union (Fawu) yesterday attempted to explain away internal divisions which have wracked the organisation in recent months, appealing to "dissidents" to allow differences to be debated within union structures.

Fawu general secretary Mandla Gxanyana said it was inevitable that "conflicts of opinion and approach will arise". The crucial point, he said, was "how we facilitate these debates".

He called on parties to maintain order and to comply with the union's constitution.

Gxanyana's response comes in the wake of a Business Report article claiming disenchanted members were planning to form a new union.

Tensions mounted last year after numerous suspensions and dismissals of union officials and staff.

There were also allegations of financial mismanagement by the union's head office in Cape Town.

A union source said there was general discontent over allegations of corruption.

The leadership denied accusations that certain companies financed the union.

This was after large numbers of workers in Transvaal stopped sending their subscriptions to head office. Late last year, the union's central executive committee suspended Transvaal regional leadership.

Meanwhile, the Chemical Workers Industrial union has yet to resolve its problems with BP workers who refused to pay their subscriptions to head office in protest against the sacking of Abraham Agulhas, who was removed first as union president and then as shop steward at BP last year.

BD 4/2/98

Defunct Meat Board to take over Abakor

Louise Cook

BB 6/2/98

LIVESTOCK farmers, consumers and other stakeholders in the now defunct Meat Board are set to acquire a 50% stake in loss-making Abakor, the state-controlled abattoir company.

The shareholding in Abakor will come about as a result of the Meat Board restructuring the R55m owed to it by Abakor. The debt stems from Abakor's purchase a few years ago of an offal company and deboning plant from the board.

The board was dissolved last year, and a liquidation committee is collecting outstanding debt.

Land and Agriculture Minister Derek Hanekom is reportedly keen to extend the lifespan of the executive committee of the Meat Board, with the aim for the committee to take over, or co-manage, Abakor and guide it to privatisation.

On the committee are Agricultural Marketing Council member Danie Claassen, Meat Board vice-chairman Tim Davidson, specialist Les Kugel and beef producer Pieter de Klerk.

Claassen, who is responsible for overseeing the board's liquidation, said "Abakor is too vital for the emerging farming sector to allow it to be lost to the country."

He said Abakor "has absolutely no cash flow left" but would not divulge the extent of its financial woes. Government was looking at injecting some money into the corporation to revitalise operations. The amount under consideration was not known.

Hanekom reportedly held a special meeting with stakeholders in Cape



HANEKOM

Town last night to thrash out details of the debt-for-equity swap.

Abakor owns 10 abattoirs and has been operating below capacity for a number of years owing to insufficient carcasses passing through the slaughterhouses. At one stage producers in Natal applied to government to bring in live sheep from Australia to boost turnover at Cato Ridge, but the request was turned down on grounds of animal health considerations.

Indications are that the swap is motivated by the need to wind up the assets of the Meat Board and to restructure Abakor to serve the emerging livestock farming sector.

Trade unions meet to plot strategy against Rio Tinto

Reneé Grawitzky

BB 6/2/98

(134)

TRADE unionists from 12 countries gather in Johannesburg this weekend to adopt a strategy to challenge the industrial relations policies of Rio Tinto, the world's largest mining company.

The National Union of Mineworkers (NUM) said that the company could face international pressure due to allegations of human rights abuses and union-bashing.

Rio Tinto has called such allegations "sweeping and ill informed".

The conference, hosted by the NUM but organised by the 28-million strong International Federation of Chemical, Energy, Mine and General Workers' Unions, is intended to create an international network of all unions dealing with Rio Tinto.

NUM international secretary Siphon Ndebele said the union's participation stemmed from its involvement with Rio Tinto subsidiaries in SA, including Richards Bay Minerals and Palabora Mining Company.

The network would facilitate a regular exchange of information between unions on company strategy, collective bargaining and other matters.

The international union federation accused the company of union-bashing and anti-union practices.

The international campaign would also attempt to put pressure on the company to recognise union rights and adhere to minimum social, and health and safety standards.

Rio Tinto's London spokesman, Peter Darling, said the conference was an attempt by Australian trade unions to bring their grievances against the company into the international arena.

They were raising issues such as human rights violations, poor environmental performance and anti-union attitudes, "when in fact the whole issue is our desire to bring work practices in line with international norms", Darling said.

Australian unions were challenging the introduction of individual employment contracts, which they believed was an attempt to crush unions.



JOINING UP Bob Hawke, Australia's former prime minister; James Mollatsi, the NUM president; and John Maitland, the national secretary of Australia's CFMEU union

Unions to hound Rio Tinto

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — In the first gathering of its kind, trade unionists from 14 countries met in Johannesburg at the weekend to pursue Rio Tinto "to the ends of the earth if it continued to be an abuser of (unionised) workers' rights".

Rio Tinto is the world's largest privately owned mining company.

The unionists are led by Bob Hawke, the former Australian prime minister, and represent more than 20 million workers.

Unionists allied to the International Federation of Chemical, Mining, Energy and General Workers' Union (ICEM) are accusing Rio Tinto of pushing for the radical reform of traditional labour laws in an effort to victimise unionised workers or eliminate the "third party" or trade union from industrial relations arrangements in all its mining operations worldwide.

In this scheme of things, a unionised worker can choose to negotiate individual conditions of employment or a "staff contract" with the company and "free himself" from the union.

However, ICEM accused Rio Tinto of then victimising "award workers" or those workers who choose to remain unionised.

The unionists, hosted by South Africa's National Union of Mineworkers, will deliberate strategy on the way forward over a three-day period and met President Nelson Mandela yesterday morning.

Rio Tinto is listed in the UK and Australia and has assets worth more than \$13 billion, a turnover of \$8,5 billion and a net profit of \$1,1 billion, according to 1996 figures.

It directly employs 51 000 people and operates more than 60 mines in 40 countries, including South Africa's Palabora mining company and Richards Bay Minerals.

"The theme of our campaign against Rio Tinto should be that the company must respect union and labour rights wherever it operates. We must say that fundamental labour rights are not negotiable," said John Maitland, the Australian labour leader.

"The right to freedom of association and to bargain collectively should not only be a right but should be actively promoted, that as a global corporate citizen Rio Tinto must respect these basic labour rights."

Maitland warned Rio Tinto that there was nowhere for it to hide in the world.

"We must make it clear to Rio Tinto that we will pursue it to the ends of the earth if it continues to be an abuser of workers' rights."

"There is nowhere of the face of the earth, not in the developed world nor in the developing world where it can practise its union-busting and its denial of workers' rights," he said.

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CT (MA) 9/2/98

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Rio Tinto campaign warms up

Reneé Gawitzky

AN INTERNATIONAL campaign against Rio Tinto, the world's largest mineral company, moves into top gear next month when its operations face various forms of mass action by unions worldwide to highlight the company's anti-union practices.

This emerged yesterday at the conclusion of a three-day International Federation of Chemical, Energy, Mine and General Workers' Union conference focusing on developing a strategy to target Rio Tinto.

The federation's leadership refused to divulge details of the

plan, which could include traditional ways of raising public awareness such as marches, demonstrations and possibly work stoppages, but warned that the "secret weapon" would be unleashed next month.

Federation vice-president John Maitland said "the clock starts ticking from today". The intention of the action was to force the company to respect basic human and trade union rights. The action would unfold during the months ahead but would be implemented with other international trade unions, community groups, environmentalists and other organisations "which recognise the damage-

ing impact of Rio Tinto's operations".

National Union of Mineworkers (NUM) president James Motlatsi said the conference had emerged with two broad resolutions relating to supporting the union in its fight to save jobs in the SA gold mining industry and the establishment of a Rio Tinto international solidarity network. The network would assist the estimated 14 unions affiliated to the federation in their engagement with Rio Tinto.

Rio Tinto subsidiaries, delegates maintained, were trying to reduce trade union power in the workplace through the introduc-

tion of individual employment contracts and the increased use of subcontracting.

An NUM delegate from Palabora Mining Company, a Rio Tinto subsidiary in SA, said the company embarked on a process of subcontracting within the workplace. As a result, workers doing the same job were paid differently. The firm was trying to weaken the union by the introduction of individual contracts, he said.

Yesterday Palabora Mining Company, on behalf of Rio Tinto, denied allegations of anti-union activity and said it respected the rights of workers to choose for themselves how to be represented



The International Federation of Chemical Energy, Mine and General Workers' Union general secretary Vic Thorpe, former Australian prime minister Bob Hawke and ICEM Vice-president John Maitland, right, look on as National Union of Mineworkers president James Motlatsi, second right, addresses a news conference on strategies to target Rio Tinto

Picture Andy Katz

Rio Tinto accuses union of 'exporting' an Aussie dispute

CT (MR) 11/2/98

(134)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Rio Tinto urged Australia's Construction, Forestry, Mining and Energy Union (CFMEU) yesterday to come back to the negotiating table instead of "exporting" its failed battle over much-needed productivity to South Africa and the international arena.

The statement comes in the wake of a weekend gathering in Johannesburg of trade unionists from 14 countries, spearheaded by former Australian Prime Minister Bob Hawke, which lambasted the mining giant for allegedly bashing unionism in its worldwide operations.

Wells Ntuli, the spokesman for Rio Tinto (Palabora), said the dispute between the union and the mining company was "an Australian problem".

He said "Rio Tinto believes the union is exporting the problem to Rio Tinto operations internationally and to South Africa. The dispute that has been taking place at Hunter Valley, Number One was about work performance practices and not about union rights.

"Rio Tinto recognises union rights all over the world, that is, the right of

association and collective bargaining. Rio Tinto does not employ child labour, and Rio Tinto wishes to work with the unions."

Ntuli said the only solution in Australia was for the union to sit down with management and try to resolve the whole issue. "Whatever happens, that will prove to be the only solution," he said.

"As far as sweeping and ill-informed attacks on Rio Tinto's environmental and human rights performance, we can only say that wherever we operate, we work as closely as possible with our hosts, respect the laws and customs of the communities, attempt to minimise adverse impacts and endeavour to bring lasting benefits and opportunities to the areas in which we operate.

"We are recognised as the world leader on these issues in the international mining industry, and we welcome informed and serious public scrutiny of our actions."

He said what was happening in Australia was that industry in general was in favour of both freedom of association and of individual contracts, if employees wished to have them.

RIO TINTO

FM 13/2/98

Labour digs publicity pitfall

Unions aim to pull Mandela into
Australian dispute

(24) (134)

The Johannesburg conference hosted by the National Union of Mineworkers (Num) last weekend to pressurise international mining giant Rio Tinto appears little more than a publicity stunt to indirectly involve President Nelson Mandela in an Australian union squabble

The irony is that Rio Tinto has an excellent business, industrial relations and social responsibility track record in SA. The group pioneered many of the labour and social responsibility initiatives that subsequently spread throughout the local mining industry

That stemmed, in part, from its position as a multinational corporation with highly visible investments in southern Africa that attracted a lot of attention from activists in the late Seventies and Eighties

Rio Tinto's SA operations — the Palabora copper mine and a 50% stake in titanium producer Richards Bay Minerals — are a minor part of its international mining empire, which spans Australia, southeast Asia

and the Americas

That being the case, a central objective of the international unions in coming to SA must be to garner publicity, such as the picture published of Mandela with former Australian Prime Minister Bob Hawke, who participated in the conference

The roots of this lie in the pressures on the Australian coal industry to survive in the highly competitive global coal market

Contract coal prices for 1998 delivery have been forced down by US\$4/t-\$5/t from current prices of about \$40/ton. This is hitting Australian coal exporters hard. They are high-cost producers compared with the major companies in SA and South America

A number of Australian coal mines are up for sale, but there are few takers. Amcoal chairman James Campbell last year said Amcoal was watching developments in Australia but felt a number of labour issues had to be resolved before the group would consider investing

Australian labour leader John Matland, who is also vice-president of the International Federation of Chemical, Energy, Mine & General Workers' Unions, accuses Rio Tinto of attacking fundamental labour rights

The company, unionists charge, is trying to reduce union power through the increased use of subcontracting and the introduction of individual employment contracts — not only in Australia

That's rejected by Rio Tinto Plc public affairs manager John Hughes

"This is a dispute involving one union — the Construction, Forestry, Energy & Mine Workers' Union — and one mine, the Hunter Valley Number One colliery in New South Wales

"The issue at stake is the introduction of working practices aimed at improving productivity which are accepted worldwide. They are already in widespread use among other Australian industries and have been accepted by the coal mining sector in Queensland

"We believe this conference is purely an attempt by the union to export into the international arena a debate which it is losing at home," Hughes says

The Rio Tinto group last year produced 83,3 Mt of coal, of which the Hunter Valley mine accounted for 2,5 Mt

Num president James Motlatsi has tied the Rio Tinto campaign to the fight by SA mineworkers to save jobs in the face of expected retrenchments because of the low gold price

He says Num will assist an international network of unions in its campaign against Rio Tinto

Brendan Ryan

New union formed after Fawu splits

Pearl Sebolao

BD 16/2/98

(134)

THE Food and Allied Workers' Union (Fawu), which has been embroiled in leadership battles since last year, finally split at the weekend, with the suspended Transvaal leadership establishing a breakaway union in Johannesburg.

The leadership of the newly formed SA Food and Allied Workers' Union (Safawu) said it was unfortunate that a decision to split from Fawu had to be taken, but workers had no option but to form another union as all attempts to resolve the problems within Fawu were unsuccessful.

Jan Makwero Mongwe, Safawu president and Fawu Transvaal regional chairman, said the resolution to establish a union to represent workers in the food industry had been taken after months of consideration and consultation.

Mongwe said that Safawu would continue in the tradition of worker control, ensure "proper service to members and a clean administration of their finances".

Mongwe said it was a known fact that those who were opposed to corruption and were vocal against the leadership of Fawu had been removed as shop-stewards and officials of the union.

Safawu secretary-general Steve Moseki said he could not disclose how many had joined the new union as some of members still held dual membership and had not yet resigned from Fawu. He said it was a substantial number.

Moseki said although the former "Transvaal leadership" was at the helm of Safawu, the union enjoyed strong support in other regions.

The establishment of Safawu was endorsed by Fawu honorary life president and founder member Ray Alexander Simon, who encouraged the new formation to be "democratic and accountable to the membership".

At the launching conference on Saturday, Safawu, mandated its leadership to seek recognition or affiliation in union federation Cosatu, as well as ensure that Cosatu affiliates were briefed on the objectives and visions of the new union. Support for the African National Congress-SA Communist Party-Cosatu alliance was also reaffirmed.

The leadership was also mandated to set up branches in all the provinces and to hold general meetings with workers to brief them about developments. The leadership was also instructed to recruit them into the new union.

Battle to dominate food industry looms as Fawu and rebel union square up

THABO MABASO
BUSINESS REPORTER

A fight for dominance in the food and fishing industries is brewing between the Food and Allied Workers Union (Fawu) and the breakaway South African Food and Allied Workers Union (Safawu)

Safawu was formed when members broke away from Fawu last week alleging that the national leadership was autocratic. Most of those who broke away are based in Gauteng.

Fawu's former Gauteng secretary-general, Tebogo Moseki, is a leader of the group. Safawu claims that Fawu secretary-general Mandla Gxanyana

of Cape Town is "running the organisation into the ground".

"Mandla bought a stake in Oceana fishing company for the union, purchased Kruggerands, paid an investment analyst an astronomically high fee, and union members were never consulted about any of this," Mr Moseki said.

"Phones in our offices are always cut and employees get paid late every month," he said.

He said Safawu had a large following in the fishing and food industries and would soon start negotiating with employers for recognition.

Mr Gxanyana disputed the allegations and said Mr Moseki was more interested in power than serving the interests of workers.

"The executive committee of Fawu, which is made up of sensible people, has satisfied itself that the allegations are unfounded. Some of the issues that he now raises were debated and resolved in 1995," Mr Gxanyana said.

"For instance, no money was wasted in acquiring the Oceana shares, because they were given to us free," he added.

Mr Gxanyana said he was not worried about Safawu mounting any serious challenge to Fawu's dominance.

"This organisation can withstand any pressures," he said.

The Congress of South African Trade Unions, to which Fawu is affiliated, has condemned the breakaway.

"While there may have been legitimate reasons for dissatisfaction, there is no justification for forming splinter unions as these merely play into the hands of those who want to see the demise of Cosatu and its affiliates," the Cosatu statement said.

1998/02/18
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'NUM fired me for ill-health'

(21) (134) *see Jan 18/2/98*

By Abdul Milazi

WHEN Busi Mazibuko landed a job as a receptionist at the National Union of Mineworkers (NUM) head office seven years ago, she thought her rights as a worker were protected. But she was fired for "continued ill health" last year.

Mazibuko said her health deteriorated in 1996 when she suffered from severe stress due to long working hours and having nobody to relieve her on the switchboard.

"My doctor said I was suffering from the 'burn-out syndrome' and I needed to take time off to recover. I had to undergo brain-shock therapy," said Mazibuko.

Mazibuko believes the NUM gave her a raw deal after serving it for seven years without complaint or promotion because her ill health was job-related.

"Unions always complain of employers unfairly dismissing workers but they turn around and do the same thing. Where is the justice?" she asked.

She said the strange thing about the NUM's behaviour was when the then assistant general secretary Gwede Mantashe told her that her position was redundant in 1996.

"He said my new position would be that of material developer, a position that never existed. In January 1997 I confronted former general secretary Kgalema Motlanthe about it and he promised to look into the matter."

She claims that nothing was done until she was dismissed for being ill.



Busi Mazibuko says the NUM gave her a raw deal.

PIC MOTLAPELE SEGALE

"NUM never gave me a hearing. I was fired just like that. I did not choose to be sick."

Only when she took her case to the Commission for Conciliation, Mediation and Arbitration (CCMA) did they give her a hearing, at which they upheld their decision to fire her.

Her arbitration hearing was postponed last week to March at a day yet to be set because of time constraints.

Mantashe confirmed that Mazibuko was fired for "continued ill-health" but declined to comment further as he claimed the matter was *sub judice*.

Mazibuko said taking up her case was not for personal glory. She wants to set a precedence for scores of union employees who have been exploited.

Union still seeks to join Cosatu

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THE SA Food and Allied Workers' Union (Safawu) said yesterday it would still go ahead and apply for affiliation to the Congress of SA Trade Unions (Cosatu), despite the union federation's call to its alliance partners not to give the splinter union any recognition (134)

The new union, which announced its split from the Food and Allied Workers' Union (Fawu) at the weekend, would approach Cosatu for affiliation before the end of this week, Safawu secretary-general Steve Moseki said.

Moseki said the union had begun the process of registering the new union in terms of the Labour Relations Act. Reacting to the formation of the rival union, Fawu said claims made by Safawu about its support base in Gauteng conflicted with the decision by four out of the five branches in Gauteng to reaffirm their support for Fawu.

Cosatu defers admission of Fawu splinter group

UT/PR) 20/2/98 (134)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Cosatu had deferred taking a decision on the affiliation of the South African Food and Allied Workers' Union (Safawu) to the end of next month, the labour federation has said

The decision has drawn the ire of Safawu, which has accused the union umbrella group of bias and of dragging its feet on the issue, despite the availability of "concrete evidence" of corruption in the ranks of its rival, the Food and Allied Workers' Union (Fawu)

Safawu was formed out of a Fawu splinter group at the weekend following a long-standing dispute with Fawu's central executive over allegations of corruption. It is now seeking Cosatu affiliation

Cosatu said a decision would be made when the two-man task team of Sam Shilowa, Cosatu's



BOUND Nowethu Mpathi says Cosatu has been held back by the old constitution

general secretary, and John Gomomo, Cosatu's president, reported to the central executive committee

Tebogo Moseke, Safawu's general secretary, said the union viewed Cosatu's inaction "as the primary reason for the failure to resolve the problems of corrup-

tion, fraud and mismanagement plaguing Fawu since 1994"

He said "Safawu represents a growing number of frustrated workers nationally who no longer wish to be associated with a union whose financial statements have not been audited since 1995, where services are lacking, and where there is a total lack of transparency and accountability"

Nowethu Mpathi, a Cosatu spokesman, said the problem had dragged on for so long because of a clause in the old constitution that prevented the labour federation from intervening in an affiliate's problems unless asked to do so by the affiliate

She said Fawu had for months not only felt "competent" to handle its own in-house problems and acted independently of the union federation, but had been perfectly empowered to do so in terms of the old clause

But the clause was amended at the labour federation's con-

gress in September. This could result in a full commission of inquiry ending in a disciplinary and/or other corrective measures, she said

The earlier problems at the South African Domestic Workers' Union and how they were handled by Cosatu were a precedent that could be followed in Fawu's case

Shilowa and Gomomo met the old Fawu in Cape Town yesterday but the contents of their findings and recommendations will not be known until a central executive committee meeting scheduled for March 31 and April 1

If Safawu's claims are anything to go by, it represents 70 000 members, mainly from Gauteng, of the old Fawu's 130 000-strong membership

Moseke's faction was always outvoted four to one by the rest of the regions at the old Fawu's five-region national executive committee meetings

Split in CWIU draws focus onto labour

BD 24/2/98 (134)

Reneé Grawitzky

A SECOND Congress of SA Trade Unions (Cosatu) affiliate has been racked by division which has led to a group of workers breaking away from the Chemical Workers' Industrial Union (CWIU) to form a new union

The split comes on the heels of the formation of the SA Food and Allied Workers' Union, a breakaway from the Food and Allied Workers' Union

Labour observers said although the developments were not an aberration

and could be traced back to the late 1980s when splits occurred in a number of Cosatu affiliates, they raised crucial concerns around union competitiveness and possible instability within the labour movement

Wits University Sociology for Work Unit researcher Ian Macun said unions were becoming more prone to internal tension over servicing members and leadership problems

Durban-based consultant Pat Stone said expressions of disaffection came in many forms and when organisations

were under strain, "as the union movement is now", people became critical of the leadership.

The recent formation of the Oil, Chemical, General and Allied Workers' Union under the leadership of former CWIU president Abraham Agulhas comes in the wake of months of tension between BP workers and the CWIU

Tensions began simmering last year when Agulhas was removed as president while three members of the Western Cape branch were suspended for six months

Recent splits are threat to worker unity

Nowetan 25/2/98

~~(1409)~~ (134)

By Abdul Milazi

THE recent splits within affiliates of the Congress of South African Trade Unions (Cosatu) threaten the very core of the federation's worker unity campaign relaunched soon after the 1994 national election

The campaign dubbed "one industry, one union" is in jeopardy after some members of the Food and Allied Workers Union (Fawu) formed a splinter union, the South African Food and Allied Workers Union (Safawu), in protest against alleged corruption among the union's leadership

While Cosatu general secretary Sam Shilowa was trying to facilitate talks between the two unions - suspended Chemical Workers Industrial Union (CWIU) president Abraham Agulhas formed his own splinter union - the Oil, Chemical, General and Allied Workers Union (Ocgawu).

Cosatu spokeswoman Nowetu Mpati said the federation did not tolerate splinter groupings as they threatened worker unity

"Each union has a constitution and policies which are clear on how to deal with corruption, maladministration or putting an organisation's name into disrepute"

Mpati said Fawu had a long-standing problem which started in 1994

when the leadership was accused of corruption by members.

She said, however, that Cosatu did not intervene at the time because it was not approached to do so by the union because of the non-interference clause in its constitution.

"Our old constitution stated that affiliates should first attempt to solve their internal problems on their own, and only when approached, should the federation intervene"

Split unfortunate

She said the CWIU split was unfortunate because as president Agulhas could have avoided his suspension by adhering to the union's constitution when he staged a march against Paper, Print, Wood and Allied Workers Union (Ppwawu), another Cosatu affiliate without a mandate

A former shopsteward at BP in Cape Town, Agulhas was suspended by Fawu for five years for "violating union policy and bringing the union's name into disrepute"

"Unfortunately this was a leader who was supposed to know the procedure," said Mpati

Safawu has since applied for affiliation to Cosatu, which was immediately turned down by the federation

It is not clear whether Agulhas' Ocgawu will make a similar attempt

Sowetan 6/3/98
Union gets stolen money back
(134)

THE Food and Allied Workers Union is making significant progress in recovering thousands of rands fraudulently stolen from its coffers, the union said yesterday

Fawu president Peter Malepe said at a press conference in Johannesburg that the union was also cleaning up the corruption which saw a splinter group being launched last month

Malepe said in the past few weeks there had been public con-

cern about events leading to the formation of the South African Food and Allied Workers Union, which was launched on February 14

"Many questions have been asked about where Fawu stands in relation to this grouping and to certain problems within the union like fraud and corruption," Malepe said

Investigations have been extended to all levels of the union, he said

Fraud cases included a subscription cheque for R10 135 from Sea

Lake Industries, which was taken by a KwaZulu-Natal Midlands branch secretary who cashed it

Fawu also fired a salary clerk for diverting money due to a bank for housing loan instead, Malepe said

Fawu private investigator Jayendra Surju told the press conference that in the Western Cape it was discovered that subscription cheques from a fishery company had been deposited into a bank account held by a group of gangsters -Sapa

Workers' load eased by unions

MS Lilian Malan casts a giant figure in more ways than one. Because of her and other union workers like her, factory workers' problems are now more likely to be socio-economic than work related.

Women may still be afraid to go to work on trains and buses, but when they reach the factory door, they find their working lives dramatically improved.

Today there is negotiation where before there was tyranny and being "put off" summarily is a thing of the past.

Malan traces the reforms in labour relations in the industry to the 1994 political reforms in the country.

She is the first woman regional chairperson of Sactu, the South African Clothing and Textile Workers' Union. She began as a shop steward in difficult days for the union 15 years ago and rose through the ranks to senior shop steward and plant-level negotiator for the bargaining council at Charmfit.

Today, in addition to her role in the union, she is a liaison counselor at Charmfit, advising staff on matters as diverse as alcoholism and child care.

She is also on the company's management committee and the health care management committee.

Malan has seen the changing face of unionism in the clothing and textile industry and says "We have succeeded in narrowing the gap between management and workers and have opened avenues in which to negotiate."

"In the strikes of 1996 (following failed wage negotiations), we hit the hell out of them — big!" she says wickedly.

Malan says job losses in the clothing industry were big three to five years ago but the situation is



GIANT FIGURE: Lilian Malan, labour activist and chairperson of the Western Cape region of the SA Clothing and Textile Workers' Union.

stabilising now, to the point where factories are recruiting again. At the time of the retrenchments, the industry was hard-hit by illegal imports and second-hand clothing sales, as well as informal vendors and street markets. Liquidations of some of the smaller factories then resulted in job losses, in some cases with no retrenchment packages because of the liquidation of the company.

Last year 700 workers lost their jobs when the House of Youth and

Funfrills closed. Both were under the Dermar stable, part of the Seardel group. These workers received retrenchment packages. Malan says most of them were absorbed back into the industry.

Sactu has some 55 000 members and was formed almost ten years ago, the result of a merger between three smaller unions in the region.

Sactu is also the fourth biggest union affiliated to the Congress of South African Trade Unions.

(134) (184)

Also at the meeting between the *Cape Times* and union members were Ms Valda Hercules, Ms Frances Eksteen, Ms Revon Erasmus, Ms Christina Julies, Ms Rita Ramperthab, Ms Emma Bosman and Ms Marlene Roberts, a shop steward.

All the women, with the exception of Erasmus who joined this year, had between 15 and 20 years' experience in the garment industry. All followed their mothers into the factories, as had their mothers before them.

The clothing and textile factories are the biggest formal employers in the Western Cape, offering some 50 000 jobs. Retrenchments from these factories therefore have a ripple effect on the economy of the region.

Ramperthab recalls that when she was 15, her mother was retrenched, leaving her father as the sole breadwinner for the family. "I had to leave school and go into the factory. At that stage I was paid R12,50 a week for marking button holes."

Today Ramperthab is a machinist, a better paid job. The majority of the women work as machinists and earn about R348 per week. The highest-paid workers on the floor are the cutters at about R600 a week. "But there are relatively few of them," explains Malan.

The women believe their union has achieved a better life for them, including the introduction of bursaries, given by Sactu, for their children's education.

With the exception of Erasmus, they all took part in the 1996 strikes when workers were asking for an 11% increase and management would not move from 7%.

As a result of industrial action, the union won 9 1/2%. "The women are not to be messed with in this industry," says Malan.



Fawu uncovers subscriptions fraud

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The Food and Allied Workers' Union (Fawu) said yesterday that it had uncovered fraud within its ranks totalling R500 000

Fawu said it had made investigations following allegations of fraud and mismanagement by some of its former leaders who splintered into the South African Food and Allied Workers' Union

(134) CT (AR) 6/3/98

(Safawu) last month. "The formation of Safawu, largely premised on allegations of corruption within the union, could have been averted if the comrades involved had been a little patient with processes which we have put in place," Fawu said

Fawu acknowledged that its system of income control was ineffective, and it had begun to revise its managerial and financial systems to block loopholes

"The majority of this work

has been completed, and Fawu is already in a better position to monitor its income on a daily basis," the union said

Sources close to Safawu said the full story of corruption in Fawu had not been told and that there was R1,2 million unaccounted for. The sources accused Fawu of creating the false impression that its rivals "had been in a hurry to form Safawu"

Fawu said the fraud was mainly of subscriptions cheques

Small firms
are going
under faster

BUSINESS EDITOR

ARLT 6/3/98

Small businesses are going under at an accelerating rate and interest rate cuts are essential to revive the flagging economy, says Credit Guarantee economist Luke Doig.

Last year, the number of liquidations of companies and close corporations jumped 15%, he said, intensifying the pressure on Reserve Bank Governor Chris Stals to lower interest rates by at least two percentage points this year.

Closures of smaller businesses rose fastest, said Mr Doig. Compulsory liquidations of small businesses went up nearly 15% and voluntary liquidations more than 55%, reflecting businesses' lack of confidence in the future.

Even more businesses and people are likely to go under this year, and a bold interest rate move by the Reserve Bank is essential

Fawu 'making progress' in effort to clean up corruption

Splinter union formed after fraud alleged (134) ARLT 6/3/98

Johannesburg - The Food and Allied Workers' Union says it is making significant progress in recovering thousands of rands that were fraudulently stolen from its coffers.

Fawu president Peter Malepe told a press conference yesterday the union was also cleaning up the corruption which had caused the formation of a splinter group last month.

He said that in the past few weeks there had been public concern regarding events leading to the formation of the splinter group, the SA Food and Allied Workers' Union, on February 14.

"Many questions have been asked as to where Fawu stands in relation to this grouping and to certain problems within the union, like fraud and

corruption," said Mr Malepe.

"Following a mandate given at a Fawu conference, the leadership has employed a private investigator to bring some resolution to the issues of corruption and fraud within the union."

He said the investigations had been extended to all levels.

Mr Malepe said although the splinter union claimed to have left his union because of fraud and corruption, Fawu only became aware of the breakaway during the launch on February 14

'The union is revising managerial and financial systems to correct loopholes in the system'

He said that by then Fawu already had started investigating the allegations and had made significant progress. Fawu acknowledged that its previous system of income control

was ineffective, but said that towards the end of last year it had started revising its managerial and financial systems to correct loopholes.

"The formation of Safawu, which was largely premised on the allegations of corruption within the union, could have been averted if those involved had been a little patient with processes which we have put in

place," said Mr Malepe. Fawu was pleased with the investigations and had broadened the scope of the investigator nationally, including previous fraud cases totalling R500 000.

The cases were incomplete because of a lack of co-operation with police as well as the lack of follow-up by a former Fawu official, said Mr Malepe.

Fawu secretary-general Mandla Gxanyana said that at the moment his union had not discussed the possibility of meeting Safawu, but did not rule out a future meeting.

He said Safawu was trying to recruit mainly among Fawu members, but the majority of the more than 131 000 members had remained loyal to the union - Sapa

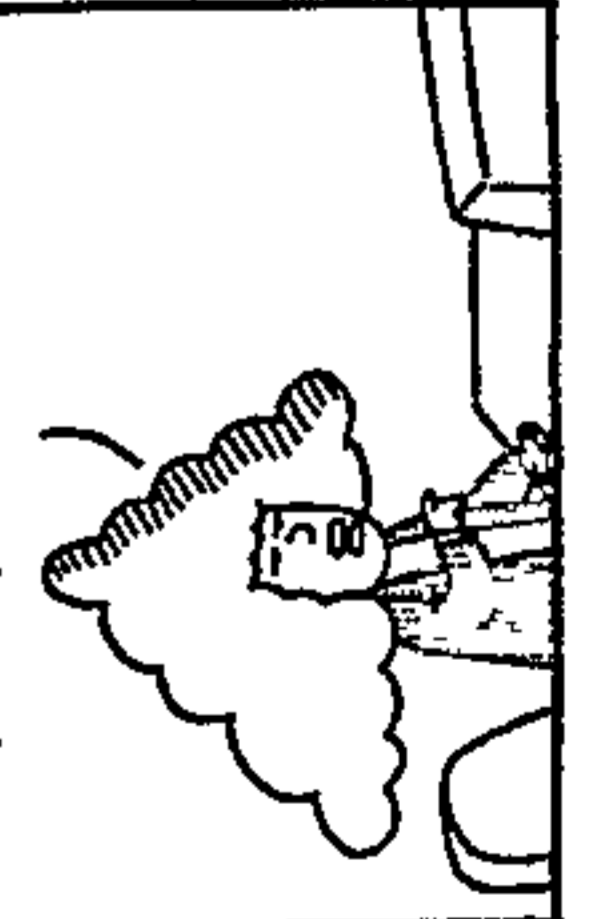
DILBERT by Scott Adams

PERFORMANCE REVIEW

ALICE, I HAD TO DING YOU FOR NOT KEEPING ME INFORMED ABOUT YOUR PROJECT.



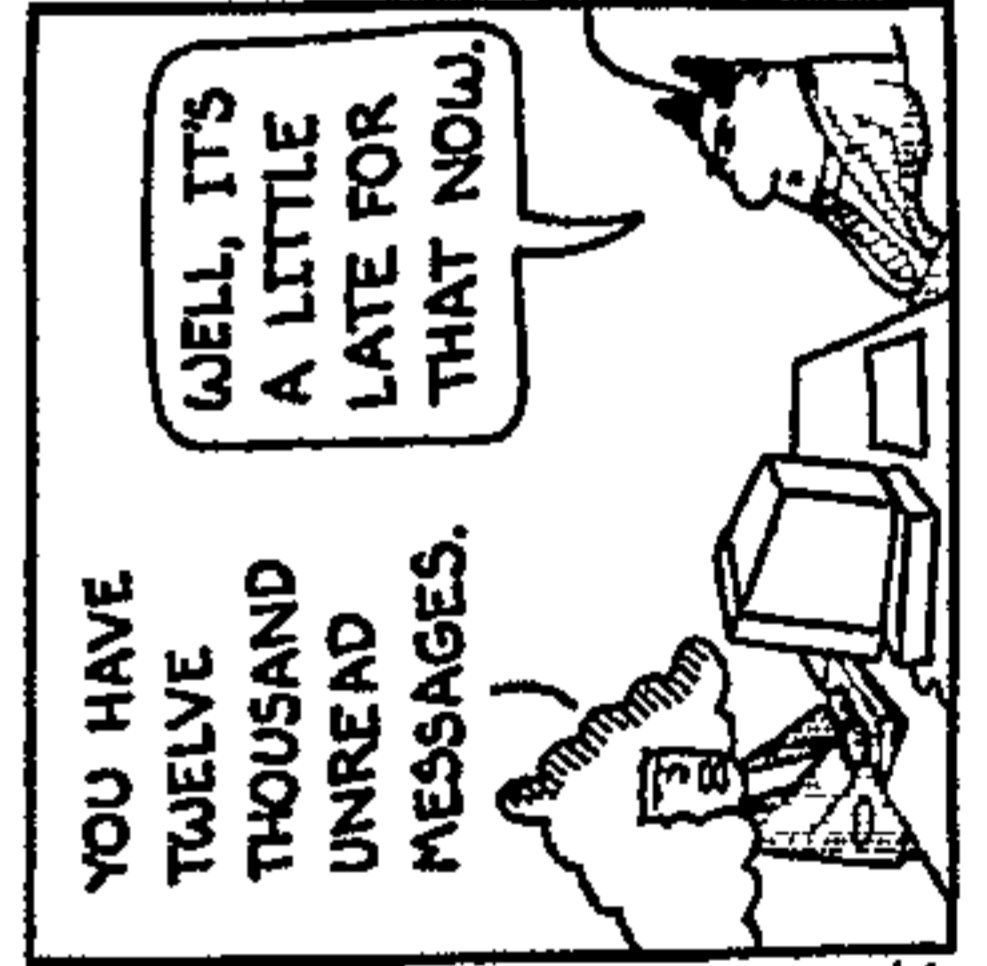
MAY I TAKE A PEEK AT YOUR COMPUTER?



YOU HAVE TWELVE THOUSAND UNREAD MESSAGES.



WELL, IT'S A LITTLE LATE FOR THAT NOW.



Unions call for Mugabe talks

Harare - Zimbabwe's labour movement has offered to negotiate with the President Robert Mugabe's government after claiming success in this week's national strike.

Gibson Sibanda, president of the Zimbabwe Congress of Trade Unions, said: "We genuinely seek a solu-

tion to the pressing economic issues through participation in economic decision-making"

Mr Sibanda, claiming a 90% average support rate in the stayaway, said: "The workers finally have realised they need to work nationally to counteract the effects of price increases and higher taxes"

ground to a virtual standstill despite repeated appeals by the government for a return to work.

The ZCTU said it would not set any ultimatums Mr Sibanda said the unions would hold a special meeting tomorrow to assess the situation and then consult its members - Sapa-AFP

Staff's fraud and corruption exposed, Fawu announces

(134)
Renée Grawitzky

BO 6/3/98

THE national leadership of the Food and Allied Workers' Union (Fawu) announced yesterday that an internal investigation had uncovered numerous acts of theft, fraud and corruption by a number of staff and union officials.

This comes in the wake of a split in the union, with officials from a number of branches breaking away to form the SA Food and Allied Workers' Union.

They broke away amid allegations of mismanagement of union funds by the national leadership.

At a press conference in Johannesburg organised by the Congress of SA Trade Unions and Fawu, the union highlighted the details of an investigation conducted by a private investigator.

Fawu said a number of incidents of subscription fraud had been discovered in the Natal midlands, where a union official had cashed a cheque made out to Fawu at the Standard Bank.

In the Western Cape a similar incident occurred, also involving Standard Bank.

The union intended taking action against the bank and those involved to reclaim the missing funds.

Standard Bank said yesterday it would be happy to investigate the matter if Fawu could provide the necessary details.

The union said it was committed to maintaining a clean and accountable administration.

A meal will not buy our complacency, says the labour movement

THE heady 1970s saw the resurgence of democratic, militant and progressive trade unions. Workers (I was and still am one of them) used to see management as part of the ruling class and to a large extent we were quite correct. The relationship between the two was antagonistic.

Because of this, negotiating teams were, or any beverage offered by management in those days. It was considered that, at best, this would be leading oneself to being "softened up" by management. At worst it was regarded as selling out.

The article by René Grawitzky (Business Day, March 12) brought back those early days. Grawitzky alleges, falsely, that the Cosatu public sector union's leadership was entertained to a dinner by Deputy President Thabo Mbeki. She mentions things like "the food and whiskey was going down well" and then the punch line came: "The deputy president 'dropped' a bombshell — that government was not going to stick to its obligations under the three-year agreement signed by government and the public sector unions in 1996. This conjures up amusing images of the 1970s belief that if you drink management's tea you are sure-ly on your way to selling out workers."

Of course, nowadays, organisers routinely drink tea with management without compromising themselves. Unions today are

confident enough of their strengths that they can meet a deputy president of a country at his residence to discuss issues affecting their members without feeling that they are being bought with food or drink. As for the deputy president stooping to such lows, this is amazing to even consider.

Grawitzky raises important debates which essentially revolve around the relationship between government and the Cosatu public sector unions. In particular, how is government going to transform and restructure the public service in the light of what I would argue are self-imposed budgetary deficit targets?

Firstly, her allegation of secret meetings between government and Cosatu public sector leaders are totally false. There is nothing wrong if the alliance leadership meets at any level to discuss public sector transformation. Perhaps we need more such meetings and maybe government will begin to understand what workers really want.

The article seeks to portray alliance meetings as mysterious forums where plots are hatched and buddy-buddy agreements are reached to be later violated on the unsuspecting SA public. Nothing could be further from the truth. The assertion in the

article that it will be problematic for government secretly to brief "certain" union leaders is untrue. If Grawitzky had checked her facts she would have known that the deputy director-general of the public administration department visited public service unions to consult on many issues last year and early this year.

One of the more serious allegations in the article is the distinction made between Cosatu and its public service affiliates. The article implies these unions are being manipulated in private while Cosatu is campaigning against the "budget on process". This is a flight of fancy on the writer's part.

Where, however, I agree with the writer is when she intimates that it is of no use for the government to trumpet about how it spends 40% of the budget on salaries. Public service delivery is, by its nature, labour intensive. You can build as many schools and clinics as you want but you still need more teachers, nurses and doctors to service them.

This brings me to Finance Minister Trevor Manuel's budget. Despite protests from Cosatu public service unions, it shows government intends putting less into salaries this year. The figure put forward by

the government is R3,7bn instead of R6,5bn, as stated in the agreement. This is totally unacceptable, of course.

The budget speech and the president's opening address to parliament implied government wanted to see retrenchments in the public service. The retrenchment issue is completely disjointed and has no relation to transformation or service delivery. Cosatu unions, in particular, have committed themselves to public service transformation. Retrenchments which are budget deficit driven cannot be acceptable.

Government needs to be engaged very strongly about its notion that it is not an employment agency. It is wrong for our government to be so callous and nonchalant about retrenchments. It becomes ideological, and that much harder to tackle.

Lastly, Grawitzky writes about the three-year agreement as if it is a holy cow. It has its strong points and its weak points. Where the agreement protects or is beneficial to our constituency, Nehawu will not allow government to change it willy-nilly.

The agreement was predicated on certain principles which include transformation of the public service, reducing the number of grading levels in the salary structure,

reducing the wage gap, enhancing service delivery, and dealing with low salaries and morale, especially among professional workers — nurses, teachers, policemen etc. It is no secret that this agreement has been, in the main, a disappointment. Among other things, it had unintended but predictable consequences. It benefited largely bureaucrats, to the detriment of professional workers at the frontline of service delivery. Hence the nurses' strike of 1996 immediately after the signing of the agreement.

renanced negotiators. While it is entertaining for experienced trade unionists to run rings around the present ones, this offers few benefits.

In addition, government must devise a more efficient mandating system. The long wait for government representatives to come back with mandates, and the infighting and constant requests by the government team for caucus meetings raises unnecessary tensions in the bargaining chamber. The dispute resolution and negotiation procedures, which are being negotiated in the public service bargaining council, should be speeded up.

On the workers' side, it will help a great deal when the new bargaining arrangements come into operation next month and the present large number of unions will be significantly reduced for more efficient negotiations.

Instead of writing innuendo and conjecture, Grawitzky would be more helpful if she provided analysis which proposes solutions instead of rehashing old problems. We Cosatu public sector unions know it will take more than a "dinner" at the deputy president's residence to change us from our strategic course of fundamentally transforming the public service.

□ *Nhlapo is also a negotiator in the public service co-ordinating bargaining council.*

Government must bring in more experience to prey on passengers. And as Laurent Kabila's forces marched across the country, a veritable feeding frenzy began. Time was running out and there were rich pickings to be made. Camera crews bringing in television equipment, journalists with satellite phones, private security men with suspiciously heavy bags — the \$100 bills poured like rain.

The May 1997 takeover by the Alliance of Democratic Forces for the Liberation of Congo, I had been assured, had put a stop to all that.

It seemed impossible, but it was true. The place was as quiet as a churchyard. Gone was the medley of shouting soda sellers, pickpockets, shoe-shine boys, baggage handlers and baying police dogs, the flora and fauna of Ndjili's exotic ecosystem. I stared in wonder at the repainted walls and breathed in the tranquillity.

At the passport counter, the usual heavy-queue being methodically processed by a new generation of immigration officials sporting smart epaulettes decorated with the gold star and blue background of the Democratic Republic of Congo. They were friendly and keen to practise their English, no doubt in preparation for the day Kabila

fulfilled every French official's worst nightmare and declared Congo an anglophone country.

It seemed a miracle, the best possible advertisement for the new administration's campaign to clean up the civil service and reintroduce the concept of public duty.

But as we waited in the strangely silent hall, a terrible realisation began to dawn on me. Certainly, we were not being harassed, and for that we were all enormously grateful. But this process was taking an awfully long time.

Arrival cards — a new invention — were really being filled in. Passport photographs were actually being inspected. Luggage was really being searched, not waved through on a nod and a wink. It was painfully slow.

Corruption, when it comes down to it, is all about greasing wheels. Like Congo's new ministers, who have started reinstating Mobutu's discredited aides because at least they know how to get things done, we were seeing what happens when you remove an effective informal arrangement without having an efficient formal system to replace it. Remove the grease and the machinery locks.

As we shuffled impatiently from foot to foot, it was left to the grizzled Italian missionary in the queue, a man conversant with unpalatable truths, to say the unsayable. "Bring back the old team," he muttered with a sigh. — Financial Times

There are no secret deals or back-door meetings between government and trade unions, writes National Education, Health and Allied Workers' Union president Vusi Nhlapo in response to an article in Business Day last week.

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Gangs in union

nion subs scam

R30 000 creamed

d off fishing workers

ARG 20/3/98

THABO MABASO
BUSINESS REPORTER

~~FISHING~~
(134)

Tens of thousands of rands in members' subscriptions to the Food and Allied Workers' Union have been creamed off into the bank account of an organisation linked to Cape Town gangsters.

An investigation by Fawu points to the disappearance of more than R30 000 in subscription fees from staff of fishing company Irvn and Johnson in Mossel Bay and the re-appearance of the money in the bank account of the Faith Welfare Organisation, known by the acronym Fawo.

Fawo is an organisation based in Belhar with strong links to the Community Outreach Forum (Core), a grouping of so-called reformed gangsters. It is headed by born-again Christian Albern Martyns.

According to the Fawu investigator, who wants to remain anonymous, someone contacted I&J pretending to be the trade union and told the fishing company to send the subscription fees to a different address.

Like many companies, I&J deducts subscriptions from pay packets on behalf of the union and sends the money to the union.

Fawo opened an account at the Parow branch of the Standard Bank in Fawu's name. The I&J cheques arrived at the Fawo office every month for more than a year, the investigator said.

The union has contacted the police about the case. The investigator said the scheme was part of a huge fraud in the Western Cape.

"We have a sworn affidavit from one of the gangsters in the province who confirms this," he said.

But Mr Martyns said his organisation never intended to defraud Fawu.

"Every month we send hundreds of letters to companies asking for donations. In early 1996, we received a cheque of more than R1 000. We reckoned the cheque was a donation to our organisation," he said.

"We saw the cheques as an opportunity to do good and as grace from God. I am a full-time pastor and I would not defraud anyone."

Standard Bank media relations manager Erik Larsen told the Cape Argus that the bank accepted it had been negligent and would refund Fawu as soon as possible.

"It's obvious the account was opened for fraudulent purposes," he said.

Standard Bank had also contacted the police. "We have also thoroughly investigated any complicity by the bank staff and the results have exonerated everyone," said Mr Larsen.

I&J refused to accept blame for channelling funds to Fawo. A statement by the company's corporate affairs manager, Sharon Mattinson, said it could not be held liable for the loss of the money.

"We cannot go into detail as the matter is sub-judice, but, regrettably, it would appear that on receipt of union subscriptions by Fawu they experienced administrative handling problems and monies have gone astray," she said.

The Fawu investigation is part of a wider probe into allegations of corruption within the union which have highlighted inadequate systems of control over the accounts.

The union recently said in a statement: "Since the latter part of last year we have begun to revise our managerial and financial systems to correct loopholes in our organisation."

"The majority of this work has been completed and Fawu is already in a better position to monitor its income on a daily basis."

Investment companies buy into fast food chicken franchise for two unions

Finger-lickin' good for labour

RAVIN MAHARAJ

Durban — The investment companies of two Cosatu-affiliated trade unions had bought a 53 percent stake in Chicken Management Services (CMS), which controls the franchise and operating interests of 21 Kentucky Fried Chicken (KFC) outlets, Chris Tod, the chief executive of CMS, said yesterday

Tod would not reveal the value of the deal

The two unions involved are the National, Education, Health

and Allied Workers' Union (Nehawu) and the National Union of Metalworkers of South Africa (Numsa)

The CMS group represents one of the five largest KFC franchise groupings in the country, with a projected turnover of about R50 million. KFC accounts for more than 40 percent of quick-service restaurant franchises

Of the remaining 47 percent of CMS, 37 percent is owned by Futuregrowth Structured Equity Fund, which is a division of

Southern Life Association, and RMB Corvest Management holds 10 percent

Tod said the transaction had allowed management with long service and those from primarily disadvantaged communities to gain a "meaningful equity stake in the business that they helped develop, in partnership with the trade unions"

The decision by the unions to get directly involved in business would also influence business transformation in the country and that would increase share-

holder value, Tod said. Profit-sharing schemes would be created so that all employees would be able to share in the company's growth

The company would pursue expansion aggressively in South and southern Africa, he said

The union investment companies had identified food services and related enterprises as strategically compatible with their investment focus, where they could initiate empowerment within targeted businesses, Tod said

CT(MR) 25/9/98 (134)

~~PROPERTY~~

Cosatu, Fedusa compete for members

Reneé Grawitzky

BO 25/3/98

(134)
Cosatu's mass recruitment drive — the Autumn Offensive — was launched in Johannesburg by Mbeki, where he called on workers to join Cosatu

SA's two largest trade union federations — the Congress of SA Trade Unions (Cosatu) and the Federation of Unions of SA (Fedusa) — are locked in battle to capture the hearts and minds of workers to increase membership.

Cosatu launched its April recruitment drive on Monday while Fedusa has been recruiting members and affiliates since the recent appointment of general secretary Chez Milani and his deputy Dennis George.

Milani said Fedusa did not need Deputy-President Thabo Mbeki to help the federation recruit members. "We can do it on our own," he said.

George said seven unions, including the National Union of Leather Workers and the Professional Transport Workers' Union, had applied for affiliation. This would increase Fedusa's membership from 500 000 to 550 000.

He said other large unions were considering affiliating with Fedusa.

Talks have been under way with the National Council of Trade Unions while merger talks with Cosatu, with 1.8-million members, were hampered by its alliance with the African National Congress and SA Communist Party.

Seven unions join Fedusa

By Abdul Milazi

THE Federation of South African Labour (Fedusa) made history by being the first trade union federation to receive seven new applications for affiliation in one month

The possible signing of the seven unions, the National Union of Leather Works, Professional Transport Workers Union, Motor and Transport Workers' Union, Hairdressers and Cosmologists Trade Union, Food and General Workers Union, South African Security Workers Union and the United Chemical Industries and Allied Workers Union of South Africa will push Fedusa's membership to 550 000

Sowetan 26/3/98 (134)
Fedusa assistant general secretary Dennis George said the applications would be discussed and considered at the federation's next national executive committee on April 7

"Fedusa is extremely pleased that certain other large trade unions are busy consulting their structures on the issue of affiliation to Fedusa" he said

Independence

He argued that international trade union organisations preferred trade unions to be politically independent and to advance the interest of their members

George also said talks between Fedusa and the National Council of Trade Unions (Nactu) for a possible

merger were at a sensitive stage

Asked if a merger with the Pan African Congress (PAC) aligned federation would compromise Fedusa's non-alignment policy, George said "a lot of things have changed tremendously since the 1994 elections"

However, he did not say whether this meant Fedusa would opt for a "marriage of convenience" despite Nactu's politics or if the black federation would discard its political stance

A merger between Fedusa and Nactu would create a giant with close to a million members and would seriously threaten the Congress of South African Trade Unions' position as the country's major trade union federation with 1,7 million members



WHEELER DEALER Sandile Zungu, the chief executive of Sarhwu Investment Holdings
PHOTO JOHN WOODPOOF

Sarhwu investment arm to list on JSE

NCABA HLOPHE

(134) CT (BR) 8/4/98

Johannesburg — Sarhwu Investment Holdings the R600 million investment arm of the South African Railway and Harbour Workers Union, planned to list on JSE before the end of the year, Sandile Zungu, the chief executive, said yesterday

“We need to enhance our capacity to fund our intended growth of about 10 percent and the listing will allow our individual members to become direct owners of shares in the company,” Zungu said

He said it intended placing shares with pension and provident fund schemes held by Cosatu affiliated unions to ensure that benefits accrued to the broader working masses

Sarhwu yesterday signed a deal to buy a 20 percent stake, valued at more than R24 million, in Roadcorp, the JSE-listed R112 million-a-year transport logistics company. It has an option to purchase a further 15 percent, which will be acquired over the next two years

Through this deal, Zungu will become the non-executive chairman of the Roadcorp board of directors in addition

to two other Sarhwu directors

The Roadcorp deal follows hard on the heels of an 8 percent stake purchase in Mercantile Bank, valued at R60 million, last Friday

Since the beginning of the year, Sarhwu has concluded three other deals with JSE-listed information technology companies valued at over R100 million in the past two months

It acquired a 6 percent stake in Spescom, an information technology company for R26 million, 20 percent of ITI Technology Holdings for R33 million and 40 percent of MGX, a data storage documentation company for R47 million

Through its 14 percent holding in Union Alliance Holdings, it also has a 20 percent stake in Prodigy Asset Management, a new asset management formed with Investec, Southern Life and Aegis Insurance

Last year it marshalled its investment from an outlay of R400 000 to more than R400 million within nine months and concluded strategic deals with partners such as Rent-A-Bakkie, Avis, Bond Industries and Nedcare

Unions to reap R250m from agency deal

Reneé Grawitzky

130 8/11/98
PUBLIC service unions could reap up to R250m a year in terms of an agency shop arrangement under discussion with government in the public service co-ordinating bargaining council.

Between 300 000 to 400 000 public servants, who do not belong to unions, will be required to pay 1% of their salaries up to a maximum of R100 a month to these unions as part of an agency fee. A similar arrangement already exists between government and teachers where non-union members pay only R7,50 a month.

The new Labour Relations Act grants unions the right to demand agency shop arrangements whereby

(134)
the employer agrees to deduct a fee from non-union members.

These funds must be paid into a separate account administered by the union and cannot be used for political purposes or expenses that do "not advance or protect the socioeconomic interests of employees". Unions began demanding such arrangements as they felt non-union members benefited from their efforts during the collective bargaining process.

An agency shop arrangement in the mining industry differs from the proposed public service arrangement in that management and the National Union of Mineworkers jointly administer the funds to ensure the broader workforce benefits.

The public service draft agreement provides that funds collected will be deposited into separate trade union accounts. These funds will be proportionate to union membership in the council. The funds will be used mainly for union purposes allowing them to enhance their collective bargaining capacity and training. No reference is made as to whether non-union members will be targeted.

In line with the act, union accounts could be audited annually and opened for inspection to any member of the council or any employer. The fee must be equal to or less than the union's membership fee but where two or more unions are party to the agreement, the highest subscription rate will apply.

Cash-strapped Nehawu's books under scrutiny

ED 20/4/98
Farouk Chothia

(134)

DURBAN — Independent auditors have declined to express an opinion on last year's financial statements of the cash-strapped National Education Health and Allied Workers' Union (Nehawu), after raising concerns about a R1,3m loan for the purchase and maintenance of a house, expense payments of R7,1m and a R735 000 investment with Nedbank.

The auditors' report was discussed at Nehawu's four-day congress, which ended in Durban yesterday. The congress decided not to adopt the statements, saying the central executive committee should do so after addressing concerns raised by the auditors.

Nehawu treasurer-general Jeremiah Sithole, who was replaced by Lindelwa Dyutwa, said the union had overspent by R6,27m on its R33,52m budget last year and had a bank overdraft of R2,5m.

The auditors said there was no agreement to support the granting of a loan to Future Investments, a company Sithole said had been created by the union to purchase a house in Walkerville, Gauteng. An initial loan of R550 000 had been granted for the purchase, but this had since risen to R1,3m. The house had been purchased for "union activities", and the additional R750 000 loan spent on "maintenance".

He said an agreement to grant the loan did not exist because the directors of Future Investments were also national office-bearers of Nehawu. However, an agreement would now be signed, Sithole said.

On the failure of the auditors to confirm the existence of R735 000 in a Nedbank investment bonus account, Sithole said this was because auditors did not have the bank statement when drafting their report. The statement had since been made available.

The auditors said they had not been provided with supporting documentation for expense payments, which were selected for testing, totalling about R7,1m.

Sithole said it "takes time to get statements from suppliers". However, he also called for officials not to stay in expensive hotels, fly by plane and hire cars.

The auditors said they were unable to verify Nehawu's membership and subscription revenue, or the validity of sundry income. There was a "material breakdown" in the controls over the payroll, and they were unable to determine the validity of the salary expenses.

Empowerment deal sours over

share millions

EP 12/4/98 (27)(134)
Unions are 'not keeping' their R120-million promise to Modibane Transport

By ALI MPHAKI

BUSINESSMAN Joe Modibane is claiming close to R120 million from two trade unions for shares he was promised but not given in a black economic empowerment deal involving motor group Super Group Ltd

Modibane is now in the process of instituting legal proceedings to recover the losses he incurred, after protracted negotiations - with the Mineworkers' Investment Company (MIC), represented by Marcel Golding, and Sactwu Educational Trust, represented by Johny Copleyn - to refund him bore no fruit

He says in terms of an agreement between Modibane Transport and the unions, there was to be an allocation of shares to his company in the listing of Super Group last year, but this was not honoured

As far as Modibane was concerned, an agreement had been reached to divide the 11-percent stake equally, with the unions to take 5,5 percent and Modibane the remaining 5,5 percent stake in the pre-listing of Super Group

Modibane had arranged finance for about R30 million's worth of shares for his company

For various reasons, chief of which in Modibane's assessment and understanding being the unwillingness of the MIC/unions to share their stake with another black person or company, Modibane Transport was not allocated shares

Modibane's contention is that the unions procrastinated until listing, but at a meeting held at Super Group after the listing, an agreement was reached by the unions to compensate Modibane.

The union groups (MIC) form the largest single black shareholder in Super Group and Modibane says their unwillingness to share the 11-percent stake continues to puzzle

him - seeing "their commitment to black economic empowerment"

"My company is wholly black-owned but it is treated like a pariah by these groups, which are supposed to represent black progress. Simply put, we feel robbed by the very same people who are supposed to represent workers' rights and economic empowerment. We might be wrong in our understanding of how black economic empowerment should work, but this current situation is an anachronism," Modibane laments

Modibane says Super Group chairman Dr Larry Lipschitz has

said that unions should compensate him (Modibane) and that he has actively encouraged unions to compensate Modibane and so settle the matter. Other Super Group top management people support this stance - but lately the unions no longer respond to phone calls and letters from Modibane

City Press found this same response when we tried to obtain comment from Golding

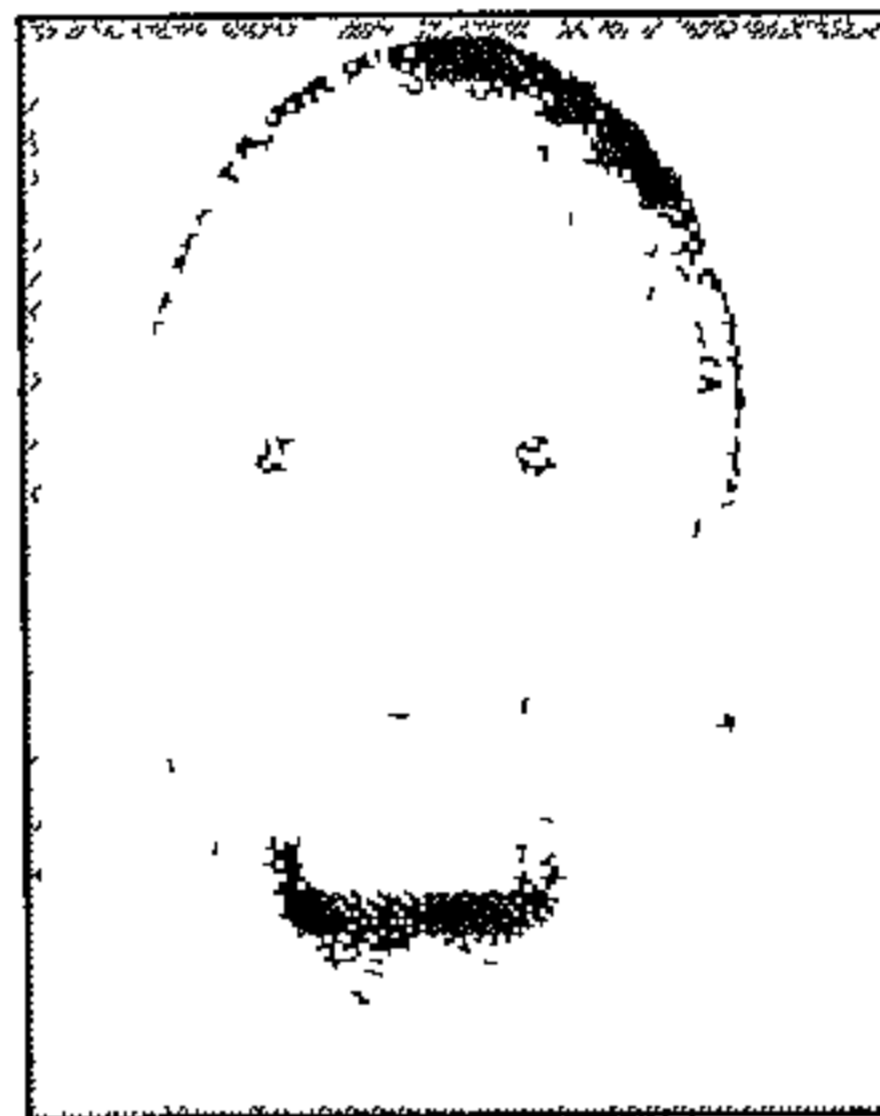
For three weeks now we have been leaving messages with his secretary in Cape Town, who promised that he would respond to our inquiries as soon as he received our message - but to no avail

The last straw was when we phoned Golding on his cellphone yesterday, but the person who answered claimed it was not Golding's cell number and that he knew nobody by that name

Attempts to talk to another MIC executive Paul Nkuna, drew a blank as we were told he was on leave.

Modibane says that the MIC/unions are morally and ethically obliged to review their position

He has already sent them two letters tabling some ideas to seek a mutually acceptable settlement to the matter. Apparently the unions did not find the proposals acceptable, even though they did not table counter proposals



WHERE IS MY CUT? ... Joe Modibane's assertions are being ignored by MIC

KEEP THE struggle alive

While President Mandela was preparing to speak at a Workers' Day rally in Kimberley's Gale town of Warrenton, 70km away, honoured two of its sons who died on May 1 1986

In the crisp cold Karoo morning, Godfrey Oliphant, the chairman of the parliamentary labour portfolio committee, smoothed the soil around two graves in the cemetery

It's a ritual Mr Oliphant and others in the community have performed on Workers' Day for the past 12 years

In one of the graves lies Mr Oliphant's brother, Thomas, who would have been 27 years old if he had survived a police bullet

In the next grave lies his friend, Saki Makame, who also died at the hands of the police in 1986. It was a time when workers, students and thousands of oppressed people throughout South Africa campaigned for recognition of May 1

"There was general unrest on May 1 in Warrenton that year," remembers Mr Oliphant, "and that night the police shot Thomas and his friend, Saki. Saki died at once, but Thomas was still alive and tried to hide

"We went looking for him when he didn't come home. He was in a bad way when we found him - his insides were on the outside. But we got him home and then to hospital. He died there the next morning."

Mr Oliphant says the pain of his brother's death still lingers

"He looked just like me when I was that age. And he was very bright. I had mixed feelings. I felt bad about his death, but we were able to use his funeral the next week to mobilise people."

Mr Oliphant was also involved in the struggle in the 1980s. As an electoral aide at De Beers' Finsch diamond mine, he helped the National Union of Mineworkers (NUM) claim its way to recognition

He started working at Finsch in 1980, "fresh out of school", along with Manne Dipico, the premier of

the Northern Cape, and other matriculants

"We were young and very energetic, 21 at the time," says Mr Oliphant

They were fearless enough to challenge the existing order on the mine

"They introduced us to these people, saying, 'This is Baas Jan and this is Baas Koos', and so on. So, when we had to introduce ourselves we said, 'Well, I am Baas Godfrey and I am Baas Manne'. They were wary of us after that," he chuckles

It was to be the first salvo in a battle for better conditions

"I earned R256 a month," Mr Oliphant recalls, "but there were others who earned much less"

The workers' simmering dissatisfaction bubbled over into a wage strike in 1980. Predictably, all the workers were dismissed. Some were later re-employed, including Mr Oliphant

Mr Dipico, however, went to work as an organiser for the NUM

"When Manne came back in 1982 as an organiser, we knew that was the union we wanted"

By 1985 the NUM had secured recognition from the mine management. Management had not yet recognised May 1 as a paid holiday, but workers took it anyway

Mr Oliphant admits "We've begun to relax now that we've won recognition for Workers' Day"

But he attributes that to the gains made since South Africa's first democratic elections in 1994

Looking back over his four years in Parliament, he says "We've laid solid foundations for workers' rights through labour legislation already passed and more to be passed"

These gains have meant that for many people Workers' Day has no real meaning

"But in Warrenton, and many other places like that, it's a time for us to look back, to realise again that all the sacrifice hasn't been for nothing"

So, it was in Warrenton that he celebrated Workers' Day yesterday, tending the graves of the two youngsters who died 12 years ago and who keep the struggle alive.



GODFREY OLIPIHANT: 'We've begun to relax now that we've won recognition for Workers' Day'

Picture LEON LESTRADE

(174)
strength
APR 21/5/98

South Africa's trade union movement has grown dramatically in size and strength since 1994

Union membership has expanded by one million, with the Congress of South African Trade Unions, South Africa's largest union federation, now boasting two million members

The alliance between Cosatu, the African National Congress and the South African Communist Party, which nudged the ANC to an overwhelming election victory in 1994, also appears strong, in spite of speculation about its future

Reflecting on the state of the labour movement, Zwellinzima Yavi, Cosatu's deputy general secretary, was enthusiastic about what the election and the alliance had delivered.

"The defeat of apartheid - that's been our major gain," he said, "and the new Constitution and new labour laws all deal with the structural deficit of the past"

Mr Yavi said increased access to health care, clean water, housing and telecommunications was also a victory for South Africa's workers

"All these are the gains of freedom, made possible through the strength of the alliance"

That, he said, was why Cosatu was repeating its call for workers to vote for the ANC in next year's general election and why it would work at consolidating its alliance with the ANC

Mr Yavi acknowledged that the deployment of 20 top officials from Cosatu to Government in 1994 had been a loss

"They were experienced people and you can't just find experienced people when the experience comes from having worked in a particular area for a long time," he said.

However, Cosatu had not been crippled, he said.

"We wanted them to strengthen the parliamentary process and the new Government. We never intended to make them accountable to Cosatu. We just expected that they should not forget who they were and where they came from," he said

"Many have performed that task. Look at Jay [Naidoo, Minister of Posts, Telecommunications and Broadcasting] - he's made telecommunications accessible to rural people everywhere"

Mr Naidoo, Cosatu's general secretary before his deployment to Government in 1994, echoed Mr Yavi's assessment that the federation remained undiminished

"Today Cosatu is an enormous stabilising force, irrespective of disagreements that may arise with business or Government. It's played an important role in creating a framework for negotiation and has contributed to critical debates."

Memories

Political Correspondent Estelle Randall visits a tiny town where two men died for Worker's Day

FOCUS 1

Unions
going from
strength to

LABOUR *Sacu to be 'aggressively forward-thinking not militant'*

Communications workers form union

CT (PR) 15/5/98 (134)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — A new communications trade union, the South African Communications Union (Sacu) was launched in Midrand yesterday

The 12 000-member union would be "modern, progressive, and forward-thinking, with a strong business orientation", Danny Ferreira, the union's spokesman, said.

Ferreira said Sacu would be affiliated to the Federation of Unions of South Africa and aimed to be proactive in its approach to labour presentation, which remained its core function and concern

"We are a new-generation union in that we are structured as a business with a national executive elected into specific portfolios and a structure of regional, local and shopfloor representation that is dynamic and well organised.

"We aim to be aggressively forward-thinking without being militant, (because) historically unions in South Africa have been reactive, using methods such as strikes in order to achieve the aims of workers," Ferreira said

He said industrial action had a ripple effect that often backfired on workers and their families by hurting their pockets

Sacu would offer its members, among other services, comprehensive advice and rep-



GOING FORWARD Colin Smith, Sacu's president, shares his delight with operations director Harry Smith PHOTO JOHN WOODROOF

resentation in all personal labour disputes, collective representation as a collective bargaining unit for wage working conditions negotiations, unique loan schemes for members in financial crisis, group life insurance and investments, and a legal help line for work and personal matters.

Ferreira said a first in South African trade unionism would be Sacu's "added-value club", whereby members would have

access to additional benefits on a sliding scale of value through a continuous loyalty system.

"In other words, if a union member is continuously loyal to a particular brand or product, they benefit by securing added-value bonuses," Ferreira said.

"In this way, for example, items can be purchased by the member on a 'buy two get one free' basis; in other words, buy two tickets and get one free at a saving of approximately R17"

NUM reinstates receptionist

(134)

Seulvan 20/5/98

By Shadrack Mashalaba

THE National Union of Mineworkers has reinstated its receptionist Busi Mazibuko following an arbitration ruling in her favour.

According to the ruling, the NUM had to settle all retrospective payments dating from the time of retrenchment last year. The union has subsequently paid her. The ruling also gave her the right to retain all benefits accruing to her.

Mazibuko had been with the NUM for seven years and was fired for "continued ill health" last year. At the time, Mazibuko argued that her health deteriorated in 1996 as a result of severe stress due to long working hours as nobody was there to relieve her.

At the time of dismissal, she said her doctor said she was suffering from "burnout syndrome" and needed some time off from work to recover.

She also said she was not given a chance to appear before a hearing before her dismissal.



NUM receptionist Busi Mazibuko, who was reinstated after being dismissed by the union for nearly a year.

This, she said, was the reason why the matter was taken to the Commission for Conciliation, Mediation and Arbitration (CCMA) for mediation.

However, the NUM stood its ground and dismissed her.

The matter was later referred for arbitration in April this year and the verdict went in her favour.

Mazibuko said she was no longer enjoying the benefit of being given a car which she had access to before she was dismissed.

The car, she said, had since been sold and to date she had not received any response from the union as to when it would replace the car.

No problems

She said she was happy that she had been reinstated. "Since I came back I have never had any problem. I am only here to carry out my duties," she said.

If the car was not replaced, she said, "I will have to take the matter to the Industrial Court for a settlement."

NUM officials declined to comment on the matter yesterday, saying it was better to talk to Mazibuko.

"The judgment was in Mazibuko's favour and you should speak to her," NUM human resource manager Seeng Letele said.

Saccawu to invest in hospitality sector

DD 29/5/98
Pearl Sebolao

THE SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday announced plans to invest in the hospitality industry, a sector in which it was an organiser.

The move was in contrast with the trend followed by most trade union investment companies, which shy away from investing in sectors in which they operate.

The union said it did not believe that there would be a conflict between the interests of the workers and those of the union's investment company.

The union's assistant secretary general Herbert Mkhize said by investing in the same sector where they had members, the union would be in a better position to influence policies to the interest of the workers if issues such as retrenchments and low wages arose.

"As an investor in a company where our members are working, the union would be able to introduce a system of checks and balances as it would be involved in the decision-making processes," Mkhize said.

He said the hospitality industry and the private sector, which were identified as the "primary targets" for investment were a possible engine for job creation because there was a great potential for growth.

Other industries identified were the public sector, financial services and agriculture.

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The investment company would concentrate on those companies which were committed to good industrial relations, visible human resources development and job security.

Among the companies to be avoided were those which evaded tax, were anti-union and whose practices were environmentally destructive.

The union's leadership, which formulated the union's policy towards investments at a two-day conference in Johannesburg this week, also agreed that there should be a clear separation between Saccawu's core functions and the activities of the investment company. The investment company, which is wholly owned by the Saccawu Investment Trust, has since its establishment in 1996, remained relatively dormant because of divisions in the union over investments.

Mkhize said the union would create a broad framework to ensure that its core values of social responsibility were carried through by the company, but "would not get involved in the day to day activities of the company", Mkhize said.

"It would be used as an instrument in transforming the SA economy into a socialist and worker-controlled economy" for the benefit of Saccawu members and society as a whole.

Benefits to members would be in the form of educational bursaries, capacity building and housing assistance, Mkhize said.

Cosatu outlines its social investment

CT 10/6/98

(21)(134)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Union officials should not gain financially from union investment companies through access to cheap shares or directors' fees, the Congress of South African Trade Unions (Cosatu) said yesterday.

Zwelinzima Vavi, the Cosatu deputy general secretary, outlined the labour federation's policy proposals on union investment companies for its central committee conference. He said investment funds' decisions should not be taken in deliberate secrecy, preventing members from participation, nor should investment companies draw on worker retirement funds to finance deals.

Union investment companies had to abide by firm principles and guidelines reflecting "firstly union goals and secondly financial returns." He said "Workers must be part of the union investment policy development which is intended to act on their behalf."

Among the strategic objectives of union investment were jobs creation, investing in the productive

sector of the economy rather than speculative financial markets, changing patterns of ownership, control and corporate governance, and building social capital and strengthening the social sector.

The conference would consider the federation's strategy on investing resources in socially useful projects that would lead to a rise in living standards.

"Socially useful investments can take the form of making money available from our provident funds for building houses, clinics and other necessary infrastructure," he said.

"The majority of provident funds money should be invested in government bonds. Enabling legislation in this regard must be enacted and should include tax incentives for such investments."

On the education crisis, Vavi said Cosatu was opposed to calls for the resignation of Sibusiso Bengu, the minister of national education. The labour federation believed a 6,2 percent budgetary cut had tied the minister's hands, making transformation of the erstwhile segregated education system difficult.

Cosatu drive for 'super unions' fuels tensions

Reneé Grawitzky

DECLINING levels of participation by workers in trade union structures and growing disaffection among members have fuelled splits and tensions within affiliates of the Congress of SA Trade Union (Cosatu), the SA Labour Bulletin said in its latest edition.

The bulletin further argued that the drive by Cosatu to create "super unions" in the absence of a solid base for worker unity could increase tensions and splits which also stemmed from a widening gap between leaders and members.

SA Labour Bulletin writer Malcolm Ray said the drive towards the formation of bigger unions by Cosatu had an "offensive and defensive logic".

International experience had shown that union mergers, depending on the reasons, could lead to worker divisions and a growing divide between leaders and members as in the case of Australia where mergers had occurred at a rapid rate.

However such developments in Canada proved far less tumultuous as industrial unions gradually evolved and were motivated largely by the practical need to rationalise resources.

Ray said tensions and splits in SA unions differed markedly but hinged on common union goals and strategies relating to democracy, accountable leadership and service provision.

He said social and economic transformation during the period survived

as the prime, but weakening, bonding agent. "There is a sense of a lack of political direction and confusion about the future of the workers' struggle."

Ray said the dominant view in Cosatu was that tensions and divisions among affiliates could be solved by addressing the form of union organisation. In the 1980s the move towards industrial unions provided the "core repository of unity", he said, with mergers between different political currents in unions becoming the order of the day.

Organisational styles had been heavily influenced by the "apartheid workplace" and this weakened the ability of unions to represent a cross-section of workers, he said.

However current mergers with small unions, the affiliation to Cosatu of white collar unions such as Sasbo, the finance union and the move towards super unions could lead to larger divisions as divergent interests became more pronounced and divisions emerged between different categories of workers within unions.

Ray acknowledged this strategy had been influenced by changes to legislation such as the Labour Relations Act which advocated majoritarianism.

The growth in membership and greater centralisation of collective bargaining had not been accompanied by a consistent organisational logic. In many cases, he said, unions had been slow in adapting their structure and style of organisation.

Cosatu call to 'invest in socialist economy'

Investment companies a tool for transformation, says central committee

SAPA

The Congress of SA Trade Unions' central committee yesterday set guidelines for the formation and functioning of trade union investment companies

Delegates meeting in Johannesburg agreed that trade union investments should be instrumental in the transformation to a socialist and worker-controlled economy

The funds to finance the investment companies' deals should not be drawn from worker retirement funds, but should be taken from members' subscriptions.

Cosatu general-secretary Mbazama Shilowa told a news conference that a trade union investment council would be formed to guide, co-ordinate and supervise the work of trade investment companies owned by the federation and the unions

The council would have two representatives from each union, and one from each trade union company

He said the aim of the federation and its affiliates was to have one collectively-owned investment company, with divisions in each relevant sector of the economy.

The investment companies' aims were to create jobs, bene-

fit members, invest in the production sector of the economy and to change the present patterns of ownership, control and

Star 25/6/98

(1214) (11/11)

Subscriptions, not workers' retirement funds, to go for financing

corporate governance.

The committee agreed that Cosatu should adopt a code of conduct to guide the federa-

tion's affiliates in their investment strategy, taking into account Cosatu's position on privatisation.

It was also agreed that union officials and national office bearers should not gain financially from the companies and that investment-fund decisions should not be taken in secret, preventing members from participating

Unions would be involved in the overall governance of their respective companies.

Sectors such as water provision, electricity and key local government services which addressed essential needs of the people, should remain within

the public domain.

The committee also agreed that the public sector needed to be expanded in the areas of delivery, as the public sector inherited from the apartheid era was geared towards delivery for the minority

Compromises could be made in some of the state-controlled parastatals, such as Telkom and SABC, but those entities should still be controlled by the state

The federation also decided to build a public sector that could deliver efficiently and effectively while defending the interests of workers in the public sector.

Labour faces wages of unemployment

BD 31/7/98

SA labour could learn a lot from the labour problems
in Germany, writes **Thami Mazwai** (134)

THE restructuring of the German economy as a result of the unification of former East with West Germany is one of the causes of the country's unemployment problem, and has led to the search for investment being placed at the top of the country's agenda

I was in Hamburg two days after an investment conference that was addressed by SA business leaders and politicians. South Africans are also worried about unemployment and are also canvassing investment

The Ugandans, who are also beset by unemployment, wooed the same investors a day after SA's two-day show. A week before, one of the southeast Asian tigers also had a show in Hamburg and promised heaven and earth

In other words, SA is competing with a host of other people and all are chasing the same investment dollar. Unemployment is a worldwide scourge and every country is combating it. There is a mad scramble for investment and nations are doing everything to outdo each other

Let us look at just one example. Mercedes-Benz is building a small car to compete in the small to medium car sector. They had to build a plant. German states competed against each other to locate the plant in their areas

However, other European localities were also in the fray. The winner was France and the plant comes into production next year

German humanists and activists of the SA ilk were aghast

How could a German company not start at home, particularly in the poverty-stricken east where unemployment is as high as 20% in some towns, they trumpeted

Akhona! It no longer works that way. The French got the deal because they offered a better deal. Some countries even offer to subsidise wages to woo investors

Mercedes, as is the case with every other company, will build its plant in an area that will give the best return. In this case that country is France. The reality is that German labour has priced itself out of contention and has lost out.

German unions have now swallowed the bitter pill and are foregoing annual increases. They are playing ball to make sure they are competitive. They realise it is better to have more people in jobs than go for high wages in which case only a few will be employed

Unfortunately this lesson still

has to be learnt by our unions and the SA Communist Party.

What is worse is that the Congress of SA Trade Unions (Cosatu) argues that SA's labour costs are competitive. It produces data to prove it. It further shows that the top echelons of industry earn disproportionate salaries compared with the lower echelons.

Unless I am missing something, it is the buyers, the investors, who must say that our labour costs are competitive and not Cosatu, the sellers

Furthermore, while the comparison between management and labour is morally correct, investors are not really interested. If they wanted to employ top management, they would listen. Investors are looking for unskilled, skilled and semi-skilled labour and it is what they must pay for them that matters.

What is also interesting is that our neighbours, hungry for investment as hand-outs dry out, are now going to overseas investors and promising a cheap and disciplined labour force. They just fall short of saying that their workers are not like those from SA. Investors are listening

Cheap and disciplined labour might be swear words in Karl Marx's *Das Kapital*. However, if the terms cheap and disciplined are hurtful, what they mean is competitive and co-operative.

The sooner we learn that lower or competitive wages are the difference between unemployment and having jobs for the less skilled members of our society, the better it is for SA

We must also look at the militancy of labour. Some of the strikes in the motor industry can hardly be called co-operation. Furthermore, the mayhem threatened by the SA Democratic Teachers' Union if they do not get their way is simply counter-productive.

I do not condone slave wages, nor do I think those higher up must be paid a fortune. Regretfully, if our priority is jobs, we have to accept the going wage. This is the wage workers in other parts of the world will accept. What directors and CEOs earn is for another forum and cannot be part of the debate about what workers earn.

Overseas, labour has learnt this the hard way; time we also swallowed the pill.

□ Mazwai is managing director of Mafube Publishing

Union investment firms benefit only a few, shop steward warns

YAZEED FAKIER
SENIOR WRITER

WHILE members of trade unions have been party to investment companies headed by black businessmen in economic empowerment initiatives, such ventures only benefited a few black people, with the majority not reaping any rewards.

This was the message delivered by Joshua Horn, a shop steward of the National Union of Metal Workers of South Africa (Numsa), at a seminar on Trade Union Investment Schemes and Business Unions — *Buying into the System or Selling Out?*

The meeting was held in Salt River at the Trade Union Library and Education Centre (Tulec), which celebrated its 15th anniversary last week.

Horn said that at the Cosatu conference recently, the criteria decided upon that should be applied to trade union investment companies were that they promoted job creation, benefited members and invested in the productive sector of the economy.

A code of investment required that trade union investment companies abide by union principles and guidelines and are true to union goals.

Numsa did not have a problem with investment per se, said Horn. "What we

grapple with is the question of how these investment companies are being operated, how they are structured. When it comes to the paying out of dividends, the union runs the risk in terms of what it gets out of the deal."

The union was "entirely against" such ventures because they ran counter to the principle of non-racialism, for example.

"Building non-racialism is about building unity between black and white. Many trade unions have been participating in black-led companies, but we feel that the present black economic empowerment companies are only enriching a very small number of blacks."

"The question is 'What has happened to the interests of the majority?'"

"We don't find that the way these companies operate enables us to say that this is an example of how the majority of the working class can benefit from such ventures."

The principle of democracy and worker control of all trade union activity in such a climate would remain an "unrealistic dream because the directors of such companies are nothing more than people who speculate in terms of finance", said Horn.

"They don't really mind whether they are within the parameters of the workers' objectives or not."

"All they want is to invest in ven-

CF 6/7/98

(134)

times which will make huge profits."

The mandate of workers was often overlooked and their concerns often ignored. In this regard, trade union investment companies operated "like all other private companies in a capitalist market."

"One of their big aims is to cut costs, and once you enter the cost-cutting area, you need to start looking at the whole question of retrenchments, employing casual workers and an increase in temporary work. It means that workers at these companies will be affected by these developments because of union companies investing in the companies where they work."

Rather than building worker unity, this trend undermined it, said Horn. "You will find the decision of where and how we invest is taken by a small group of people who don't really care which way the union members would like to invest."

The union was not opposed to the creation of investment companies, but rather supported the acquisition of property and centres that could be used for educational conferences and the like. This route precluded the risk of taking decisions which might result in a conflict of interest, such as being responsible for the retrenchment of workers at other companies.

Supporting trade union investment companies, another speaker, Andrew Madell, provincial secretary of the National Education, Health and Allied Workers' Union (Nehawu), said the objective was to generate more resources for the trade union movement to sustain itself and to create more benefits for its members.

There could, however, be no political separation between unions and investment companies, though the union's research had shown that there were instances where there was no worker control over the companies.

"These companies must have their roots in the unions," said Madell.

She said it was up to Finance Minister Trevor Manuel to decide whether income from the levy would be used to compensate for the loss of sports sponsorships.

The tobacco industry claims it was not properly consulted on the new legislation and says Zuma is determined to bulldoze it through Parliament.

"What is consultation?" asked Zuma. "We must consult them, but consulting them will never accept. We must keep consulting them how long we can."

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Non-union public servants must still pay dues

Fury over 1% salary deduction to pay for bargaining expenses

ARGUS CORRESPONDENT

Durban - Public servants who have to pay union dues, even if they are not members, are up in arms over a 1% deduction from their salaries this month.

The deduction, as well as a percentage of arrears for July and August, were made by an agreement reached between the state and the more than 20 trade unions in the public sector in June this year.

The agreement was concluded in terms of the Labour Relations Act. The motivation was that employees who received the benefits of bargaining should also contribute towards the costs.

But public servants are saying that they were not told officially about the deduction. Senior administrator at King Edward Hospital Ashwin Rajdew says it is unconstitutional that the deductions were made without their approval.

"The unions put up posters that the deductions would be made even if we did not join them, but we received no official notification," he said.

The agreement came into effect in July, but deductions were not made until this month. The state is also deducting the arrears owed for July and August over the next six months. Mr Rajdew said that if he had been notified, he would have joined a union. He could have joined a trade union for as little as R10 a month

instead of paying 1% of his salary. According to the agreement, non-union members have to pay 1% of their basic salary to a maximum of R60.

"I did not join a union before because, in the past, they did not fight for us, especially for promotions." Mr Rajdew said employees should not be forced to join a union. Few could afford to run a home on their salaries, never mind funding unions. Bheki Dlamini of the Provincial

Bargaining Council said the Department of Health had issued a circular to the heads of all institutions about the agreement.

The circular urged them to bring the contents of the circular, which was attached to a copy of the agreement, to the attention of employees as a matter of urgency. President of Hospital Personnel Trade Union (Hospersa) Gavin Moultrie, said trade unions would be receiving a fraction of the payments

made by non-union members, depending on the proportion of the sector they represented.

"Trade unions have a lot of running expenses. The cost of employing a collective bargaining team and covering all their expenses is in excess of R200 000. They are employed for weeks at a time and travel around the country. And those public servants who are not trade union members benefit from it all."

He said the agreement was aimed at rectifying this situation and helping with the funding of the collective bargaining chamber.

"People don't have to be active members, and yet they receive the same benefits. A member of a trade union has a parachute when he needs it," said Mr Moultrie. He said that while some people had been paying for the privilege of salary increases in the past, other had had a "free ride".

PR 4719198 (134)

No cash for staff, but unionists want to play

By 25/9/98 (134)

Farouk Chothia

DURBAN — The Food and Allied Workers' Union (Fawu), racked by claims of financial irregularities, is unable to pay staff salaries this month. In the midst of the crisis, Fawu officials on an exchange programme in Cuba wanted the union to pay for hotel accommodation because they did not want to stay in a guest house. The office of union general secretary Mandla Nxanyana said in a letter to staff that they should not expect their salaries today because of the "late transfer of funds from the investment company to the union account". The letter did not say when staff could expect payment but thanked

A source said it was worrying that Fawu was turning to its investment company to pay salaries as funds for this should come from worker subscriptions. Fawu collected about R1,6m a month in subscriptions. However, subscription reconciliations were in a "shambles". The source said Fawu's national executive committee had twice decided to sell some of its shares in Ikhwezi, the investment company Nxanyana had also requested that Ikhwezi loan Fawu about R800 000. The source said Fawu head office had recently also failed to transfer funds timely to some of its regions and branches to meet expenses.

Telkom recently disconnected the Cape and Kwazulu-Natal offices. We have a situation where workers cannot be serviced, but Nxanyana has not put a stop to air flights, car hiring, and hotel accommodation for certain people," the source claimed. Meanwhile, 10 Fawu officials who were in Cuba requested that the union release about R40 000 so they could move into a hotel. Their Cuban hosts had made a guest house available, but they were dissatisfied with this. It is not known whether Fawu head office agreed to their request. Union officials said they were not in a position to comment immediately.

Call for unions to stand together

Sowetan 28/9/98

By **Mzwakhe Hlangani**,
Labour Reporter

THE deputy general secretary of the National Council of Trade Unions yesterday advocated full participation of all the federation's allied unions in the National Economic Development and Labour Council.

Mr Mahlomola Skhosana said this would enhance its communication transaction with the Government.

Addressing the fourth congress of the affiliated Metal and Electrical Workers Union of South Africa (Mewusa) in Johannesburg at the weekend, Skhosana said the labour movement faced major challenges, with the coming Presidential Job Summit

beginning a process of dealing with social and economic injustices.

The conference was held to discuss possibilities of forming one union in the metal sector under the banner of Nactu A symposium on globalisation was also the main feature of the congress.

The federation's participation in the labour, business and government forum will strengthen the movement and advance the exchange of information between itself and the government, Skhosana said.

He appealed to more than 500 delegates to participate in Nedlac committees and have a direct influence on decision-making in relation to jobs and government policies.

"The Government has long extended its invitation for us to come forward but we

are running short of people prepared to take part in these committees," he said.

International Metalworkers Federation executive member Mr Ekkie Esau commended the federation and the country's trade unions in general for adjusting themselves to changes taking place around them through globalisation.

"It is imperative that the trade unions form effective and strong unions to be able to circumvent globalisation's adverse effects."

"The International Monetary Fund, World Bank and multi-national companies are bent on making sure the victories you've won after such long political and labour struggles are eroded."

"Build strong unions, organise them and through education teach them self-suf-

ficiency so that they remain independent. Also enable them to challenge anti-union laws," he said.

Mewusa president Mr Russell Sabor said "at the heart of job creation is the conceptual framework of enhancing the quality of new jobs and improving the conditions of the most vulnerable and marginalised communities."

"Without that framework all is bound to flounder," he said.

Calling for the reinvention of the trade unions, Sabor said tomorrow's unions should be turned into educational institutions that developed leadership cadres with vision and the ability to set social principles and eradicate poverty and unemployment.

Star 22/10/98
Woman heads new
Motorcycle Union (134)

Cape Town - A South African woman has been elected the first president of the newly formed Africa Motorcycle Union, a position that puts her at the forefront of international motorcycling.

Johannesburg's Beulah Schoeman, managing director of Motorsport South Africa, was elected to the new African body in a major development at the 1998 International Federation of Motorcycling World Motorcycle Congress being held in Cape Town this week.

Schoeman's appointment also makes her a member of the international federation's management council. Own Correspondent



A PARTNERSHIP BETWEEN BUSINESS AND LABOUR . . . Setsing Financial Services members (l to r) Monde Mhlope, secretary of Unity; Tim Cumming, MD of Old Mutual Asset Managers and Frans Mahlangu, chairman of Unity

Unions flex financial muscle

By DESMOND BLOW

CP 25/10/98

UNITY Incorporation, a consortium of seven trade unions belonging to Cosatu and Nactu, have established a joint financial services company with Old Mutual Asset Managers which will play an active role in the black economic arena.

Unity has a controlling shareholding of 65 percent in the company Setsing Financial Services (Pty) Ltd, and OMAM, which is investing R250 million, a 35 percent stake.

Setsing has established the Infrastructural, Development and Environmental Assets (IDEAS) fund, aimed at the retirement fund industry.

OMAM managing director Tim Cumming said once the fund had attracted an additional R250 million from the retirement fund industry, OMAM would match all inflows rand for rand until the fund reached one billion rand.

Unity chairman and Setsing director, Frans Mahlangu, told City Press the primary objective of the IDEAS fund was to make a tangible contribution to the development not only of the South African infrastructure but also of the whole southern African region, while making it a good investment for investors.

It was intended that IDEAS

would achieve a long-term real return of seven per cent a year.

Investments would be made primarily in unlisted shares of companies, and would include roads, power distribution and water supply services, agricultural projects and shopping centres in underdeveloped areas.

Mahlangu said the investments would contribute to South Africa's economic growth and it was important to build up the infrastructure of South Africa's neighbouring states and to ensure the economic stability of the Southern African Development Community region.

Benefits would flow to communities in jobs, infrastructural development and broadening ownership of assets.

An objective of the IDEAS fund was to broaden the access to ownership of South African infrastructure and to support social and economic upliftment in southern Africa.

The investment criteria would include the diversification of assets to reduce the risk of one project not performing as anticipated, and ensuring that retirement funds were not subjected to undue risk.

Investments should contribute to the economic empowerment of disadvantaged communities by creating business and industry opportunities through the provision of facilities and services like electricity,

telecommunications, running water and business and factory premises. Empowerment would also be boosted by the broadening of ownership and access to infrastructural assets and finance and awarding tenders to contractors where appropriate and feasible.

Among the potential investments were:

□ The National Housing Finance Corporation, which was created as a lending market to finance housing for low-income earners,

□ The Land Investment Trust Debentures which funds land purchases for low-income housing,

□ Beit Bridge Bulawayo Railway which will enable greater trade between South Africa and Zimbabwe and the

□ Maputo Corridor Toll Road, a private enterprise which will allow more efficient and less costly transport between Mozambique and South Africa to allow government resources to be used elsewhere.

Others are shopping centres in Atteridgeville and Kagiso and the new Farmers Development Corporation.

The seven trade unions comprising Unity membership are: Cawu, MEWUSA, NUM, PPWAWU, SACCAWU, TAWU, and TGWU.

Ten per cent of the economic interest in Setsing will be used to assist disadvantaged communities.

Union beset by internal divisions

(124)
[Handwritten scribbles]

By Mzwakhe Hlangani
Labour Reporter

THE troubled former whites-only staff association, Hospital Personnel Trade Union of South Africa (Hospersa), is reportedly embroiled in major racial conflicts, court interdicts and the suspension of certain provincial committees

Dismissed vice-president Mr David Tsheola yesterday accused the leadership of racism and resisting transformation from a "lily-white bastion" to a democratic workers' trade union. He was dismissed for alleged misconduct.

Approached for comment, Hospersa president Mr Gavin Moultrie strongly denied the conflict was racial.

He said the minority faction making the allegations wanted to racialise the issue.

Meanwhile, Mpumalanga provincial chairman Mr Mmupi Mogoboya has also been suspended for participating in unlawful acts which preceded the disruption of the union's congress last December.

After failing to resolve internal differences through constitutional structures, the union leadership suspended the entire Northern Province executive

committee which elected Tsheola, reportedly for backing its leader, he said.

Four provinces, including Northern Province, Gauteng, North West and Mpumalanga, were interdicted in the Johannesburg Labour Court last December.

Tsheola alleged that the four provinces, led by black provincial executives, mooted a vote of no confidence in the entire national leadership, which led to an interdict against them.

The leadership went ahead with the appointment of a former general secretary to a new position of chief executive officer. This was vociferously opposed by the four provinces before it was passed by the national conference.

Denied division

Moultrie denied the union was contemplating a split, pointing out that all the nine provinces were cited in the court application to oblige them to abide by Hospersa's constitution following the disruption of congress.

"Insofar as transformation is concerned, Hospersa democratised in 1994 and transformation occurred and was guided by a strategic intervention programme," Moultrie said.

12/11/99
[Vertical handwritten note]

Financial scandal rocks (134) Fawu

By Mzwakhe Hlangani
Labour Reporter

A NEW storm is brewing in the country's major food industry union, the Food and Allied Workers Union, following the suspension of its national general secretary Mr Mandla Gxanyana over an alleged breach of the union's financial policy.

Gxanyana, the union's general secretary for 10 years, is alleged to have used union funds to pay insurance premiums for his car.

Fawu national executive member and chairman of the largest Transvaal region, Mr Ndzipho Kalipha confirmed yesterday there were conflicts around the call for Gxanyana's suspension by the Western Cape and KwaZulu-Natal regions.

Kalipha denied the Transvaal region supported the suspension, and also criticised the way the issue was dealt with as unconstitutional.

He said the issue was not handled in a level-headed manner and it appeared those who pushed for an immediate suspension were influenced by sectional interests and power struggles.

The Eastern Cape, Free State, and Gauteng regions had abstained from voting in a national executive meeting which sought to suspend Gxanyana.

He also said a recent national conference adopted a programme of action which had been initiated to defuse the emerging leadership conflicts, to achieve unity and allegiance to the union's principles.

The programme is intended to educate union membership to tolerate constructive debate and dissenting views and to set up effective financial control systems.

14/11/99
Sowetan

Union official blames vendetta for his troubles

BD 20/1/99 (134)

Themba Hlengani

MANDLA Gxanyana, suspended Food and Allied Workers' union (Fawu) general secretary, denied yesterday that he had breached union policy by using Fawu's funds to pay his vehicle insurance premiums, saying these were nothing but a "personal vendetta and signs of a power struggle" by certain union officials.

Gxanyana said these officials had failed to substantiate charges against him more than a month after his suspension.

Gxanyana was suspended on December 13 last year pending the outcome of a union investigation of the charges.

The union said he had used its money to pay his motor vehicle insurance premiums, although union officials had agreed to pay their own premiums.

Gxanyana said he had written a letter to the union requesting that it convene a special national executive committee meeting to discuss his suspension.

Fawu acting general secretary Derrick Cele said the union was considering the letter and would respond to it soon. He said consultations were continuing with other national union officials to prepare formal charges against Gxanyana. The union would convene a disciplinary hearing soon.

Gxanyana said the claims against him were the result of a power struggle within the union.

"If people want power, they will do anything to get it," he said.

He said this was not the first time that

"unfounded" claims had been made against him.

One of the claims was that he had used union funds to pay his wife's monthly vehicle instalments.

An independent inquiry found this to be false, Gxanyana said.

Meanwhile, Fawu said yesterday workers at the Earlybird poultry farm in Standerton, Mpumalanga, would embark on a secondary strike tomorrow in support of an eight-week action by their colleagues at the company's Olifantsfontein farm in Johannesburg.

The union said it expected more than 1 500 people to support a march today in Olifantsfontein where demands would be handed to the company's management. The march is to back the union's demand for a 10,5% wage increase.

The company is offering 8%.

The union and management have tried on several occasions to break the deadlock without success.

Earlybird human resources manager Arnold Prinsloo said the company was aware of the planned march and tomorrow's secondary strike action.

However, Prinsloo accused the union of "resorting to misinformation" to gain support from companies expected to release their workers for the march.

He said the union had distorted facts about its negotiations with the company.

Prinsloo said also that workers at the Standerton plant did not want to take part in the strike, but were instructed to do so by the union.

Suspended official faces R50 000 fraud charge

Fawu hearing will decide on Gxanyana fate

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Mandla Gxanyana, the suspended general secretary of the Food and Allied Workers' Union (Fawu), faces expulsion from the union if he is found guilty at its national executive committee disciplinary hearing set for Friday, the union said yesterday.

The committee voted to suspend Gxanyana on December 13 last year after he failed to co-operate with an internal investigation into widespread corruption charges.

Derrick Cele, the acting general secretary of the union, said even if expelled, Gxanyana would still be liable to pay at least R51 492, the amount he allegedly took from the union to pay for insurance premiums on his private vehicle between February 1995 and March last year.

Cele said the Independent Mediation Services of South Africa would chair the hearing. Gxanyana would be allowed to bring a representative of his choice to ensure a fair hearing.

Fawu, one of the biggest Cosatu affiliates, with more than 130 000 paid-up members representing about 8 percent of the country's unionised workers, has been rocked by financial mismanagement, scandal and in-fighting at central and regional level over the past few years.

In September 1997 the union failed to pay staff salaries after being turned down by First National Bank for a

R1,4 million overdraft. Earlier in the same year, Ernest Buthelezi, the former general secretary, was expelled from the union for allegedly abusing union accommodation rules.

Buthelezi claimed that the expulsion was triggered by a clique led by Gxanyana to cover up their tracks.

This only served to deepen division within the leadership and culminated in the expulsion of the entire Transvaal executive committee, Fawu's biggest branch.

Transvaal splintered and formed the South African Food and Allied Workers' Union (Safawu), and sought Cosatu affiliation, which was turned down in the interests of unity.

Last week Earlybird farm management in Standerton served the Fawu regional leadership with a notice of the withdrawal of their recognition agreement after the union's representivity declined to less than 50 percent.

Earlybird said the massive resignation was triggered by the leadership calling for a sympathy strike with Earlybird Olifantsfontein despite members having voted against the proposal.

Then, as now, Cosatu strictly maintained a hands-off approach to Fawu's internal problems.

This is in keeping with one of the founding principles of the federation, namely that intervention only occurs on the basis of a formal invitation from the affiliate.

However, Cosatu is regularly updated on the affairs of its affiliates.

Mergers pave the way for superunions

Analysts welcome moves to eliminate divisive competition and improve labour relations, writes Themba Hlangani

THE FACE of SA's labour market could change drastically with recent moves by unions operating in similar sectors to merge into super unions, in line with a call by union federation Cosatu for unions to consolidate membership to boost their bargaining power.

In December three unions at parastatal Transnet formed the SA Transport and Allied Workers' Union (Satawu), which brought together 45 000 members.

The new union is to merge in June with the Transport and General Workers' Union, to form a superunion with about 100 000 members.

Analysts welcomed this development, saying it would eliminate divisions in the labour movement and improve labour relations by enabling employers to negotiate with a single party.

Wits university researcher Karl von Holdt said mergers could stabilise the labour market and enable the new unions to make long-term plans. "There will be less competition among unions in similar sectors as employers tend to use the competition during negotiations (to divide workers)." Brian Greenstein, a labour consultant with Andrew Levy and Associates, said mergers would bring major changes in the market. Unions would have more influence on employers' decisions.

A business observer said the development

would allow employers to negotiate with one union, not about three, as often happens now.

However, SA Chamber of Business spokesman Gerrie Bezuidenhout said the union mergers "could heighten centralised collective bargaining in certain sectors where it is inappropriate".

Bezuidenhout said although the development could achieve unity and more benefits for workers it could also limit their choices.

The Satawu move is just one of many mergers that are likely this year, marking the end of a process started more than a decade ago when Cosatu was formed.

The federation's calls for the formation of superunions received a major boost with the adoption at its annual conference in 1997 of a report drawn up by a commission chaired by Cosatu vice-president Connie September.

Since then, the move towards super unions has been gaining momentum, with the Chemical Workers' Industrial Union (CWIU) and the Paper, Pulp, Wood and Allied Workers' Union (Ppawu) announcing that they will be holding a joint congress at the end of the month. The two unions organise in same sectors, and a merger will result in a 92 000-member super union.

Another merger in the pipeline involves unions operating in the public sector. According

to a source, talks between the National Education, Health and Allied Workers' Union (Nehawu) and the SA Public Servants Association (Sapsa) have reached a "sensitive" stage.

Also expected to join in the talks is the Police and Prisons Civil Rights Union (Popcru).

Meanwhile, the Food and Allied Workers' Union (Fawu) has called for the resumption of the talks with the SA Commercial, Catering and Allied workers' Union (Saccawu) which broke down a few years ago. The two unions, along with the SA Clothing and Textile Worker Union (Sactwu), organise in the same sector.

Herbert Mkhize, Saccawu's assistant general secretary and one of the architects of Cosatu's report on mergers, said superunions would eliminate "cross-sectoral organising".

Mkhize said that new unions could benefit from the "food supply chain approach" that merged unions would enjoy.

For example, a superunion could call a strike which could affect the employers' production supply line from the factory floor, the processing and packaging stages to retail.

Superunions would enjoy increased revenue from membership, fees, which would enable union investment companies to buy more meaningful stakes in the country's economy.

Von Holdt said that increased membership would also give unions the ability to intervene and regulate the labour market, and to limit market flexibility which "affects members by exploiting them".

While most of the unions seeking mergers are Cosatu affiliates, others are members of federations with a different ideological bent.

For example, Blatu, which forms part of the new Satawu, was affiliated to the National Council of Trade Unions (Nactu), a federation with a strong black consciousness and Pan Africanist leaning. Also, not all of the unions in the process of merging have the same strength in terms of numbers.

This means that merging unions have had to reach a compromise on proportional representation in their executives.

Sources said this was necessary to stop smaller unions from feeling left out and sabotaging the process.

Von Holdt said that for a superunion to succeed, a good foundation had to be laid during the negotiations. This should be followed by sound management.

He said a few unions needed to resolve internal wrangles before considering mergers as these could have an effect on the new unions.

(134)

BD 9/2/99

Union off the hook in R4-m 'scam'

Cape Town council drops charges, but workers may take court action

The City of Cape Town has decided not to press criminal charges against a municipal trade union which allegedly stole about R4-million from a group life insurance scheme.

At a lengthy meeting today, the council decided against charging the leadership of the municipal trade union, South African Association of Municipal Employees (Saame), saying it would be difficult to pinpoint those responsible for the scam.

The council's executive committee was today briefed by its legal team headed by advocate Gerrit van Schalkwyk and attorney John van Niekerk.

NORMAN JOSEPH



METRO REPORTER

They told the meeting that municipal employees could, however, lay individual charges if they wanted to do so.

Mr Van Schalkwyk said the previous council had known about

Saame's scheme, but had kept quiet. Documents to this effect had been found hidden in council offices.

Exco leader Saleem Mowzer and city manager Andrew Borraine came under fire from some councillors, especially Democratic Party councillor Owen Kinahan, for taking a decision last week to accept an out-of-court settlement.

After a debate, agreement was reached that their decision was taken "in the interest of the ratepayers".

Last week, the city council and the leadership of the Independent Municipal and Allied Trade Union (Imatu) reached an out-of-court settlement in the Cape High Court that the union

ART 19/2/199 (1347)

would pay back R500 000 to the council. Legal teams of both parties appeared in the Cape High Court in a civil matter.

Imatu is a formerly all-white Cape Town municipal trade union known as the SA Association of Municipal Employees (Saame).

Saame, which functioned from 1987 to 1993, rented office space at the city's civic centre and represented more than 4 000 members at its Cape Town branch.

In 1987, the trade union organised a group life insurance scheme and informed its members that they would pay a cheaper monthly rate. The Saame leadership organised

that 56c for every R1 000 of members' contributions be paid to an insurance broker each month.

But in 1993, an emerging union known as the Professional Staff Association (PSA) gave evidence in an industrial court hearing that Saame had been paying the insurance company only 48c per R1 000 a month.

The difference allegedly had been kept by the Saame leadership and Mr Morrison said the total amount could be as high as R4-million.

The council laid a criminal charge against the union in February 1995. Mr Mowzer said the out-of-court settlement was negotiated "in the interest of our ratepayers".



Unionists in UDM urged to rethink Cosatu membership

Reneé Grawitzky

(134)

THE United Democratic Movement (UDM) could call on its members to withdraw from the Congress of SA Trade Unions (Cosatu) in the build up to this year's elections

UDM president Bantu Holomisa has asked all structures to consider if UDM members should stay in Cosatu, join other independent trade unions or form their own unions. This call has been made in the light of the fact that Cosatu's leadership was "going to campaign against the UDM in the upcoming elections", he said.

Holomisa said "in debating the above issues, be mindful that the greed to assume higher political offices has blinded Cosatu leadership to the extent of behaving as if Cosatu is their fiefdom wherein they could deliver votes as if members are nothing more than a flock of sheep". Cosatu's media spokesman Mukom Ratshitanga said the federation was not engaged in a political campaign against the UDM. "Cosatu simply said it would back the African National Congress in the upcoming elections."

BO 22/2/99

Merge of major unions welcomed

Sowetan 26/2/99
Absalom Ditsheko

By Mzwakhe Hlangani

Labour Reporter

Gomomo said the tripartite alliance would ensure that the new labour laws were implemented

"Through the ANC, SACP and Cosatu we are not only able to change government laws and policies in a way more favourable to the working class, but we are able to educate and mobilise workers to ensure progressive laws are actually implemented"

Retrenchment

He said Cosatu still had serious differences with the Government's approach to the privatisation of municipal services and the downsizing of the public service

Other battles included low investment levels and ongoing retrenchment in the private sector

Gomomo said the forthcoming elections were crucial for the working class to ensure that the programme for social transformation, reconstruction and development remained at the top of the Government's agenda

THE merger of two major unions in the chemical and printing industry will ensure the development of coherent industrial policies and translate labour legislation changes into a reality in the workplace, Congress of South African Trade Unions president Mr John

Chemical Industrial Workers Union with 42 000 members and the 47 000-strong Paper Printing Wood and Allied Workers Union success-fully merged to form a super union, which has been named the Chemical Energy Paper Printing Wood and Allied Workers Union at its founding congress in Randburg, Johannes-

burg
Its leadership comprised president Mr Pasco Dyan, two vice presidents Mr Welie Nolinggo and Ms Joyce Pekane, general secretary Mr Muzi Buthelezi, his deputy Mr Bhengeza Mithombeni and treasurer Mr

Union to fight for health, safety deal

Themba Hlangani

(134)

THE SA Municipal Workers' Union (Samwu) has resolved to fight for municipal workers to receive free health benefits and for shop stewards to be able to enforce work stoppages if a workplace breaches safety regulations.

At the close of its three-day conference in Johannesburg at the weekend, Samwu adopted a health and safety agreement to be tabled at the National Bargaining Council.

This resolution includes demands for free medical care for workers, the right of health and safety to embark on a work stoppage should they find a breach of safety regulations or hazards in the workplace, as well as disclosure of all chemicals being used in the workplace.

The conference also discussed the social wage issue, mapping out a three-year strategy to achieve a minimum wage.

Samwu general secretary Roger Ronnie said the union concluded there should be a closure of the apartheid wage gap, structured along racial barriers. "Our members ... must also get adequate access to social services," he said.

Delegates said employers still withheld information on workers' wages from the union. The union said this was a serious obstruction to effective bargaining and also to specifying a national minimum wage for their members.

It was agreed at the conference that unless employers released this information within three months the union would declare a dispute.

Also to be tabled with the bargaining council was Samwu's reaffirmation to parental rights. It demand that parental rights should include 14 days of paternity leave, time off for antenatal care and 21 days' parental leave a year.

90 7/12/98

Fawu has decided to come clean

ET (BR) 21/12/98

Two critical points for the labour movement were reached last week, both of which carried the promise of ending bitter rows, but neither of which is really conclusive

The first was the signing of a privatisation framework agreement between Cosatu, the labour federation, together with the municipal workers' union, Samwu, and the government

The other was the suspension of the general secretary of Fawu, the food workers' union, and the start of a Fawu investigation into allegations of corruption

The signing of the framework agreement brings to an end months of wrangling. It sets out conditions under which the private sector may become involved in municipal service delivery, and stresses that public sector delivery is preferred. But it makes no mention of the two much delayed — and controversial — privatisation deals in Nelspruit and on the Dolphin Coast

The unions maintain that the new framework agreement should apply to them, but the government disagrees, and the battle should continue in the new year

But the new year should see some of the sting going out of the most acrimonious internecine



TERRY BELL

labour movement war of recent times. When Mandla Gxanyana, the Fawu general secretary, was put out of office by his executive this week "pending an investigation into claims of a breach of union rules", the first steps were taken to heal the biggest rift so far with-

in Cosatu

The publicly announced specific charge against Gxanyana is that he paid R51 492 of union money to insure his own car. But, in internal discussions, the Fawu executive has agreed in principle to extend the investigation to include controversial share dealings, alleged bribery and a Krugerrands deal in which Gxanyana was involved

The apparent compromise solution of a Cosatu investigation about which there was little publicity, and which found that there was no fraud or corruption, certainly did not satisfy the critics. The announcement of the new investigation is at least partial vindication of the attempts of Fawu's honorary life president, 'Mama Ray' Alexander, to deal with the allegations, and of previous Inside Labour reports

But while the investigation has been widely welcomed within Fawu and by rival union Safatu, it would be premature to expect that

reunification of the two is imminent. There still exists scepticism among Safatu members about the investigation process

Demands for a forensic audit have been rejected by the Fawu leadership, headed now by assistant general secretary Derrick Cele. It would certainly be time consuming and disruptive and would cost money which the union plainly does not have. Fawu faces a R2,8 million deficit this year, and has increased union dues from 1 percent of wages to 1,4 percent in an attempt to overcome this

At least part of the reason for the financial shortfall is the loss of members to Safatu, which now claims that it is on the brink of becoming the larger of the two unions. This is moot, especially with large companies such as Nestlé in Gauteng remaining in the Fawu fold. But whatever the facts, at grassroots level it tends to be agreed that the split is damaging to the labour movement as a whole

In the new year it will be up to the members of both unions to ensure they exert their democratic control and demand accountability from those they elect. Only on that basis does it seem likely that unity will be achieved

Inside Labour returns to print next month

Unions' merger is unusual

(134)
Partners in this link-up have come from different federations

Reneé Grawitzky

THE launch of a new union operating predominantly in state transport parastatal Transnet could lead to a rise in mergers between unions from different federations as organised labour seeks to retain a majority presence in the workplace

The launch of the SA Transport and Allied Workers' Union (Satawu) last week is in line also with a series of mergers and the formation of new alliances at Transnet.

Satawu official Mojalefa Musi said the merger process in Transnet was triggered by the new thresholds for union eligibility in the bargaining council and in other forums

The new union is a merger between the SA Railways and Harbours Workers' Union (Sarhwu), a Congress of SA Trade Union (Cosatu) affiliate, the Black Transnet

BD 23/12/98
Allied Trade Union (Blatu), a National Council of Trade Union (Nactu) affiliate and the nonaligned Transnet Allied Trade Union

Musi said the union comprised members from across the political spectrum. Its formation marked the first time in recent years that Nactu and Cosatu affiliates had merged

The Labour Relations Act, he said, encouraged the formation of majority unions.

As a result of this, unions of all sizes wanted to retain a sizeable presence in the workplace. He said smaller unions could no longer afford "to be small"

Musi said in an article in the SA Labour Bulletin that other reasons for the increase in mergers were linked to the fact that majority unions carried more political weight

"The union with the most pull will be able to influence policy and strat-

egy development," he said. He argued, too, that unions wanted to join federations or unions such as Cosatu which had political clout.

The Satawu merger, resulting in the formation of a union with a membership of 47 000, was the first phase in the formation of a single transport union. The launch congress resolved to endorse a process aimed at a merger with the Transport and General Workers' Union in June

The union's general secretary is Johnson Gumede (former Sarhwu administration secretary). Former Sarhwu president Bonakele Jonas is the new union's president.

Ephraim Motlhako (from Blatu) was appointed first vice-president while the second vice-president is Tony Naldoo (former Tatu president). The union's new treasurer is Ezra Mabyana, who was Sarhwu's former treasurer.

'Companies serve union leaders only'

Reneé Grawitzky

(134) HD 5/3/99

UNION investment companies have come under attack by a former trade unionist who claimed the obvious beneficiaries of these organisations were the leaders of trade unions, while workers were kept in the dark

Attorney Jan Theron — former general secretary of the Food and Allied Workers' Union (Fawu) — said in the latest edition of the SA Labour Bulletin that union investment companies did not empower workers but led to their disempowerment

He argued that "on the contrary, it creates an independent source of income for the union bureaucracy"

In the article, Theron attempted to show how the establishment of union investment companies affected workers on the shop floor, especially in the current climate of rising unemployment and the increasing outsourcing of non-core activities by employees

Theron said the division confronting the labour movement was between those with and without jobs and also between permanent and temporary or casual workers. The capacity of unions to meet this challenge would determine whether they ended up representing sectional interests or the interests of the working class

Theron questioned whether union investment companies promoted the interests of the working class and rejected the argument that despite possible contradictions which may exist between capital and labour, union investment companies were a way of creating wealth, jobs and bringing about transformation

It would be naive, Theron said, to expect union investment companies to behave differently from any other business concern

"There is no evidence to suggest that they do. Business being business, union investment companies are not likely to acquire assets at a discount," he said

Hence, investment companies would maximise returns and invest where returns were higher, such as in financial services and hi-tech industries such as telecommunications. These were sectors, he said, in which the working class was less likely to find employment. "If this is the creation of wealth, there is nothing new about the process. Only the participants are different: the union shareholders and the entrepreneurs who cut the deals involving investment of workers' money"

Survey reflects changing face of union movement

(134)
Parliament is now labour's main arena, writes **Reneé Grawitzky**

BD 30/7/99

SOCIOLOGISTS and researchers question whether the SA labour movement is becoming depoliticised or whether it has undergone a process of normalisation following the election of a legitimate government

These questions have been posed following the release of a survey of Congress of SA Trade Unions (Cosatu) members in Gauteng, KwaZulu-Natal and the Eastern and Western Cape

The survey, released by Wits university's sociology of work unit last week, was intended to determine how Cosatu members understood union democracy as opposed to political democracy. The study was a follow-up to a similar survey conducted by the unit before the 1994 elections

The results show some changes in workers' attitudes towards political issues

Workers are less likely to take to the streets to force government to meet their demands than in 1994. Support for the African National Congress (ANC) remains consistent, while workers remain convinced of the appropriateness of having sent 20 Cosatu leaders to parliament in 1994

Unit director Eddie Webster attributes the decline in worker support for mass action to achieve broader political demands as an indication that workers are less willing to operate outside the parliamentary process

There is a growing acceptance among workers of the role of parliament "as a central arena for their political aspirations", Webster says

This attitude fits the significant rise in wage strikes and an increased focus on shopfloor issues, he says.

Unit researcher Christine Psoulis says the results indicate that members have sustained strong shopfloor democracy. Since 1994 there has been an increase in the extent to which members want to mandate shop stewards. She says workers now insist on consultation and constant report backs from shop stewards

More surprising is the frequency with which Cosatu members attend union meetings. Researchers have, however, questioned what issues are discussed at these meetings as there appears to be a surprising lack of knowledge of broader socioeconomic debates such as the growth, employment and redistribution strategy and existence of the National Economic, Development and Labour Council

Another researcher questions whether a process of demobilisation is starting to take place among Cosatu members. This, he says, is reflected in the survey results which show that a growing number of workers say they will not vote in this year's elections while support for politically motivated mass action has declined

Unit research associate Sakhela Buhlungu says the demobilisation of workers could be attributed to a number of factors — some more subtle than others

Buhlungu says worker attitudes towards the ANC remains unchanged. However, there are some signs of future developments — such as possible growing support for the United Democratic Movement

The ANC has not antagonised workers to the extent that they want to abandon it and form a new party. People are saying the ANC "should be given time" to deliver on its promises, he says

In this context, Buhlungu says there is currently no room for mobilisation of dissenting views within the alliance. He says it has been an effective instrument for containment of dissenting views, and "(so) it will be around for many more years to come"

Webster agrees with Buhlungu that old loyalties and traditions also play a crucial part in ensuring support for the ANC

Observers agree that given signs of demobilisation one could talk about normalisation of the labour movement, which is effectively being shunted off centre stage

Fedusa finds a labour party compromising

René Grawitzky

(134)

THE 550 000-strong Federation of Unions of SA (Fedusa) resolved yesterday not to set in motion a process to establish a labour party

At the same time, delegates at the federation's first national congress in Pretoria rejected the retrenchment of teachers and health workers and called on government to amend the Labour Relations Act to ensure retrenchments were the subject of negotiation not consultation

Fedusa said section 189 of the Act should be amended to prohibit an employer from reducing staff purely with a view to increasing profit

BD 31/3/99
Fedusa general secretary Chez Milani said heated debate was expected on the resolution calling for a labour party

Milani said delegates had unanimously opposed this, arguing that the federation should remain apolitical, independent and not compromise workers

The resolution was proposed in view of the fact that Fedusa members did not identify with any one political party

A number of parties based on labour interests have registered for this year's elections. They include the Labour Party (based in the Free State), the Workers International Vanguard League and the Employment Movement of SA

A number of resolutions were adopted

in relation to public service restructuring in view of the federation's prominence in the sector. Government was called on to allocate additional resources to deal with corruption in the public service. Delegates noted that the standard of social service delivery had declined

It was resolved that government should prioritise education, health and welfare and to make sufficient budgetary allocations to meet delivery needs

A range of resolutions were adopted in relation to sexual harassment, HIV/AIDS, employment equity, child labour and crime. But delegates did not adopt a controversial resolution calling for the reinstatement of capital punishment

Workers make JSE debut

STC(BT) 11/4/99

EMPOWERMENT
By SHERILEE BRIDGE

EMPOWERMENT company Union Alliance Media (UAM) plans to list on the JSE this month — the first union-owned company on the boards.

UAM is a subsidiary of Union Alliance Holdings, the joint venture trade union investment company owned by Cosatu and Nactu trade unions representing more than 1.9-million workers

The listing, a private placing of 150-million shares, will raise R300-million at a listing price of R2. Another 100-million shares could also be issued to vendors of underlying companies.

Proceeds will be used to grow the UAM group, now comprising 18 media companies focused on television, radio,

telecoms, advertising, marketing, electronic media and publishing.

UAM CE Anthony Glass says the company's plans to become a "technomedia" company are in line with the emergence of a new media industry born out of the convergence of communication, technology and content.

During the past two weeks, UAM launched a brand new dedicated sports television station and acquired more than 50% of Tswelopele, producers of popular television programme Top Billing.

Sarhwu buys 4.82m shares in Spescom

(134)

VERA VON LIERES

CT(BR) 29/4/99

Cape Town - Sarhwu Investment Holdings, the investment arm of the South African Railways and Harbours Workers Union (Sarhwu), had bolstered its stake in Spescom, the information technology (IT) and communications group, to 15 percent, in line with its policy to bump up exposure to high growth companies.

Sandile Zungu, the executive deputy chairman of Sarhwu Investments, said yesterday the group had bought an additional 4.82 million shares in Spescom, bringing its interest to over R125 million.

"We will continue to increase our interests in solid and high growth companies in which we believe we can add value and in those that understand empowerment," Zungu said.

Sarhwu Investments, formed in March 1997, would also target groups that would allow it to be a significant participant in their future strategy and direction.

As part of a broader restructuring exercise, the group had offloaded interests in some of the companies in which it has held minority non-strategic stakes, including ITI Technology Holdings, MGX Holdings and TCO Holdings.

Zungu said the aim was to achieve a high level of exposure to both the IT and telecommunications sectors.

Tony Farah, the chairman of Spescom, said the company had introduced an empowerment initiative in 1995.

"Over this period we had several opportunities but Sarhwu Investments impressed us the most as a company truly representative of a broad cross-section of previously disadvantaged communities," he said.

Spescom's share price closed unchanged at R17,15 on the JSE yesterday.

Shilowa is not solely guilty (134)

THE Congress of SA Trade Unions on Saturday criticised media reports which singled out newly inaugurated Gauteng premier Mhazima Shilowa for tax evasion charges involving a trust

The trade union federation said in a statement that Shilowa, former Cosatu general-secretary, sat as one of several trustees on the board of the Democratic Media Trust

The trust has been listed as the first accused in a 28-count value added tax evasion charge.

Shilowa is listed as the second accused by virtue of being a trustee during the four year period concerned.

Cosatu together with other or-

EP 20/6/99
ganisations, had formed the trust to address issues which did not find prominence in the mainstream media, the statement said.

Cosatu conceded that management of the trust had defaulted in its VAT returns.

The organisation said, however, that arrangements had been made between the revenue office and the trust for the outstanding VAT returns to be paid.

Cosatu said all matters relating to the trust were not of a personal nature, but organisational, as stipulated in the founding provisions of the trust and the statute under which the trust was governed. - Sapa

Union's problems increase

Sowetan 21/6/99

By Mzwakhe Hlangani
Labour Reporter

(134)

PROBLEMS that have been plaguing the Food and Allied Workers Union over the past three years are far from over despite the intervention of leaders of the Congress of South African Trade Unions, federation deputy general secretary Mr Zwelinzima Vavi confirmed at the weekend. The union, bedevilled by leadership conflicts, power struggles, court interdicts and splits, has now had its executive committee's decision-making process, restrained by its own constitution from making effective decisions after last May's deadline for an abortive national conference.

This has led to the resignation last week of the union's first vice president, Mr Dumisani Yoyo, who confirmed that by resigning he was defending the union's constitution and policies.

His departure was preceded by the reported unprocedural dismissal of second vice president Mr Patrick Shezi the previous week. It was also reported that Fawu's national treasurer, Mr Chris Plaatjes, was relieved of his post last week, because his subscriptions were not paid up from last year.

Deepening crisis

Vavi conceded that "the real solution had been eluding us for some time and people had kept on criticising personalities, without considering what had been causing the stagnation and our inability to find the way out of this deepening crisis".

He also decried the suspension and subsequent dismissal last month of the union's general secretary for 10 years, Mr Mandla Gxanyana, pointing out that this had worsened the internal rivalry.

"We have confided to the union's leadership that allowing the internal problems to deepen further into personality confrontations would be suicidal for the union which has played such a prominent role in the federation's policy direction.

"Interestingly, all the factions say they are doing this in the interest of members," he said.

Cosatu threatens ally with wage strike

(270) (140A)

APR 12/6/99

LUKANYO MNYANDA

Johannesburg - Cosatu-affiliated public service unions are set to take on the government in a series of protest actions over public sector wage increases, barely a week after its ally was re-elected with a 66 percent majority

The three unions - Sadtu, Nehawu and Popcru - yesterday accused the government of negotiating in bad faith for its failure to review its final salary increase of 5,7 percent compared with the unions' demand of 10 percent

Thulas Nxesi, Sadtu's general secretary, said the unions would not accept salary increases that were below the rate of inflation and demanded the closure of the apartheid wage gap between the lowest and the highest paid workers in the public service. The unions also signalled their intention to take the government on in policy issues, vowing to resist any plans to introduce labour market flexibility, as prescribed by organisations like the World Bank, warning they would not tolerate retrenchments in the public service

Public sector retrenchments and the introduction of more



WAGE DISPUTE Vusi Nhlapho (left), the president of Nehawu, and Willy Madisha, the president of Sadtu, say the government has been negotiating in bad faith

PHOTO JOHN WOODPOOF

flexible labour markets are two of the key challenges facing the newly-elected government which will have to walk a tightrope between the demands of its labour allies and impatient financial markets

The unions said the failure of Commission for Conciliation

Mediation and Arbitration (CCMA) mediators was mainly due to the government refusing to budge on its 5,7 percent offer, citing lack of funds. "It is clear the employer has indeed negotiated in bad faith. We are mobilising our forces on the ground to engage in serious,

legal mass action or protests throughout the country," they said, adding they were "sure" the government would reconsider its position, "given the overwhelming mandate received on June 2, to continue with the transformation of our society"

CMLATSHE

By Mzwakhe Hlangani
Labour Reporter

THE debate raging in the Congress of South African Trade Unions (Cosatu) about the federation's future leadership indicates how serious it is about preparing for the challenges of the new working environment.

Large-scale retrenchments - 180 000 jobs were lost last year - is continuing to be their chief worry.

The federation wants to move swiftly to fill the positions left vacant by John Gomomo, Mbhazima Shilowa and other executives who left for Parliament.

The movement's central executive committee decided in March to convene a special national congress from August 1 to 20 to deal with the election of new office bearers.

Front-runners for the presidency include popular South African Democratic Teachers Union chairman Willie Madishe and the charismatic National Education Health and Allied Workers Union president Vusi Nhlapho.

The preferred choice by major affiliates seems to be a capable leader from the public sector unions, and Madishe is likely to emerge as the winner.

Former Food and Allied Workers Union president Peter Molepe, Cosatu's current second vice president, will be elevated to become first vice president, the position left vacant

Cosatu looks for a new generation of leaders

SEWENEM 27/6/99 (140A)

level of ensuring the successful integration of the newly formed super union.

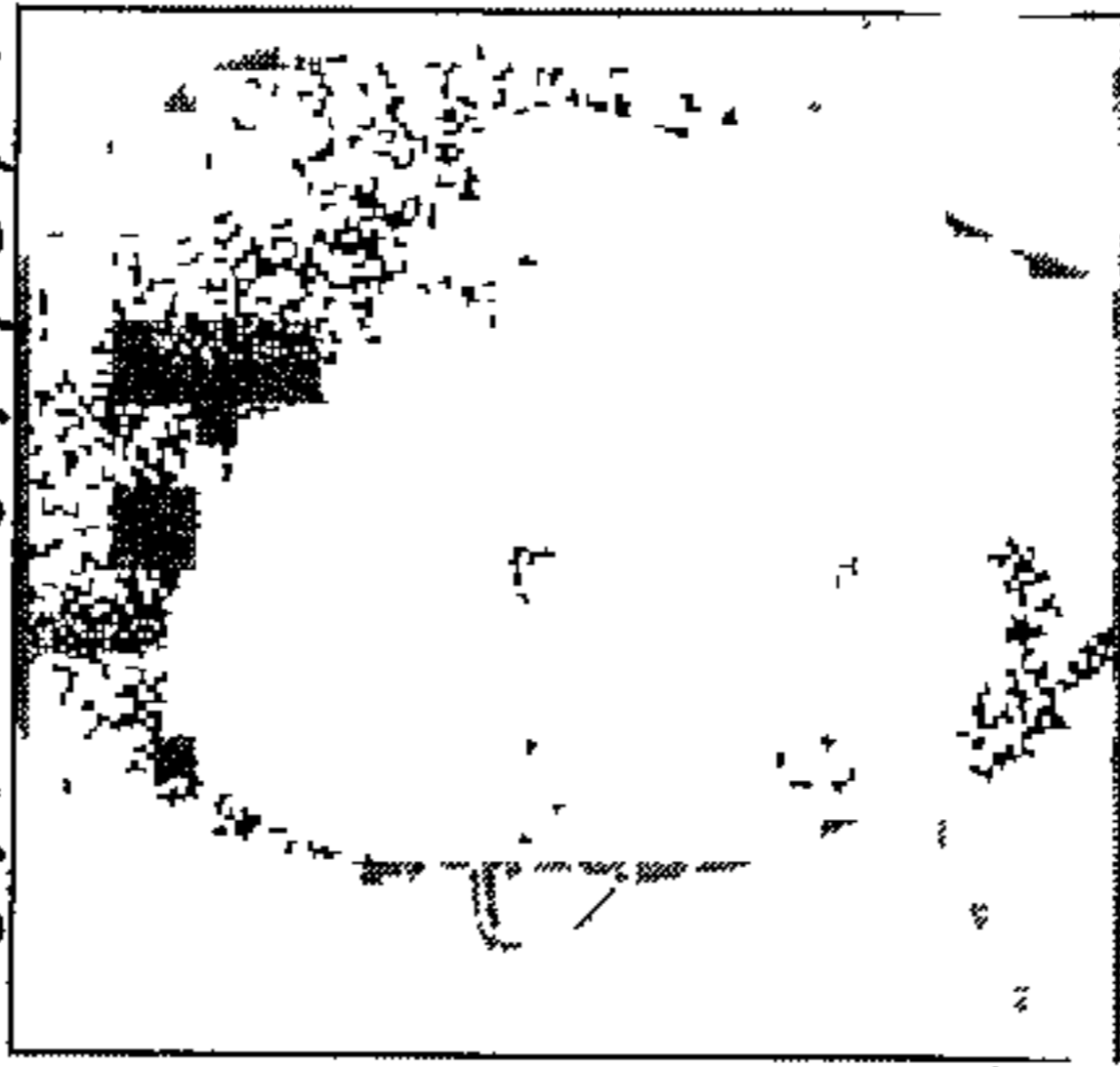
Others contesting the deputy general secretary post include Transport and General Workers Union general secretary Rahlall Howard, Nedlac labour negotiator Khumbula Ntshaba and Cosatu Western Cape regional secretary Tomany Enraenich.

Intense and rigorous debate within the affiliates has intensified in recent weeks as nominations must be finalised by July 31.

Cosatu also plans to use the special national congress in August to launch an aggressive new recruitment drive, dubbed "Consolidation of Cosatu for the new millennium".

Also of major concern is increasing the federation's capacity to intensify its living wage campaign, job creation, attacking poverty and HIV-Aids in the workplace.

"Looking back on weaknesses and problems in the federation, there are some mistakes that may have been costly, our campaigns have been very



Cosatu deputy general secretary Zwelinzima Vavi.

tary. The Chemical Energy Paper and Printing Wood and Allied Workers Union's general secretary Muzi Buthelezi is also on the nominations list for the deputy general secretary post.

However, he emphasised that he felt his skills were needed more at the

weakened Vavi conceded "And we need to correct that".

Cosatu is determined to engage in aggressive rebuilding strategies and to position itself to play a meaningful role in the country's transformation process.

"Why should we engage in a campaign for job creation when we are losing thousands of jobs now?" Vavi said. "The best way of creating jobs is to protect and retain current jobs."

A resolution adopted at the federation's last congress in 1996 includes strengthening its structures through leadership development to enhance their capacity to face the challenges of the changing working environment.

Shop stewards and workers will be empowered to deal with issues such as workplace restructuring, industrial policies, workplace democracy, the apartheid wage gap, international competition and other matters.

Vavi also raised the issue of weaknesses in tripartite alliance programmes.

These were intended to take forward the delivery of social needs ensure that the economy grows along with jobs and meet the needs of the poor.

Vavi said the role of the alliance in driving and monitoring transformation and policies was of great importance.

However, he added, this depended on what was politically possible and on the current balance of forces.

Murder not result of power struggle, says union

KIMBERLEY — The National Education, Health and Allied Workers' Union (Nehawu) yesterday denied a power struggle was behind last week's murder of its Northern Cape provincial education officer, Ashall Thembanu Dyushu

"We reject with contempt all these nonsensical utterances as they are not true," the union said in a statement "Nehawu is further disturbed by these speculations as it may

jeopardise the police investigation or preempt police findings"

Dyushu stood for the position of provincial secretary during a Nehawu congress earlier this year and lost

He had always abided by union decisions and policies "Standing for election does not mean a power struggle as many interpret it He understood that the results of any democratic election should be accepted"

Dyushu, 30, and a friend, Melani Hulana, 26, were shot dead in Hulana's outside room in Kimberley last Wednesday

She was found outside her room with bullet wounds to the head and neck She died on Thursday Dyushu's body was found inside with a bullet wound to the head, police said

Northern Cape police have issued a reward for information leading to the an arrest and conviction — Sapa

(134) 00 7/7/99

Pretoria's stance seen abroad as a sign of fiscal discipline

Unions' hand weakens but investors are happy

LUKANYO MNYANDA

ECONOMICS EDITOR

Johannesburg - International investors were likely to be reassured by the government's decision to take a tough stance in its wage negotiations with Cosatu-aligned public service unions, which would further enhance the credibility of its commitment to fiscal discipline, economists said yesterday.

The government said at the weekend it would unilaterally implement its final wage offer of R3,28 billion, or 6,3 percent, after talks with labour broke down. The unions are demanding an inflation-linked rise of 7,3 percent.

Economists said basing wage demands on monthly increases in inflation was likely to weaken the unions' hand, because consumer inflation fell to 4,9 percent in July.

Considering that the rest of the economy was losing jobs, the unions would struggle to win public support for their demands.

John Luiz, an economist from Wits University, said that with a third of the workforce unemployed the unions had chosen the wrong environment to take on the government.

The current conflict involved

more than just wages and the government would want to assert its authority ahead of the planned restructuring of the public sector.

But the unions are still squaring up for a fight. The South African Democratic Teachers' Union withdrew from the public service co-ordinating council earlier this week. It accused the government of adopting a stance "reminiscent of the former regime not befitting a worker-friendly government".

Economists yesterday gave full support to the government's stance. They said the loss of credibility, and possibly capital, that would result if Pretoria was seen to deviate from its market-friendly policies would prove more costly than the disruption of services from a widely supported public service strike.

"Foreign investors are likely to see the government's stance as a prime signal of its commitment to fiscal discipline and the implementation of its Gear (growth, employment and redistribution) macroeconomic policy," said Econometrix, the

economic consultancy

"Furthermore, this standoff might come to be seen as a watershed marking the start of the diminution of the power of trade unions and an increase in labour market flexibility, which reverses the trend of declining employment of labour."

Hania Farhan, an economist at FBC Fidelity, said a big problem was that inflationary expectations in the unions had still not caught up with actual changes in inflation.

She said South Africa had firmly moved away from double-digit inflation, meaning there was "no basis" for the initial union demand of 10 percent, which has since been reduced to 7,3 percent.

Dennis Dykes, the chief economist at Nedcor Bank, said: "The financial markets will be concerned about the impact (of the government giving in) on the Budget

"The government must not be seen to be failing its first post-elections test."

The loss of credibility and capital would cost more than the disruption of services

LT(MK) 18/8/99

(250)(134)

FMFOCUS

Edited by Peter Honey

(13A) (232)

TRADE UNIONS & PRIVATISATION

NO MORE JOLLY ROGER AT THE HELM

The SA Municipal Workers Union (Samwu)'s general secretary, Roger Ronnie, has quit his post in the fall-out from the battle over how trade unions should approach privatisation. Ronnie (40), who officially stood down at the end of last week, says his immediate decision was fuelled by overwhelming "mental and physical stress".

"I can state categorically that I wasn't pushed," he told the FM this week.

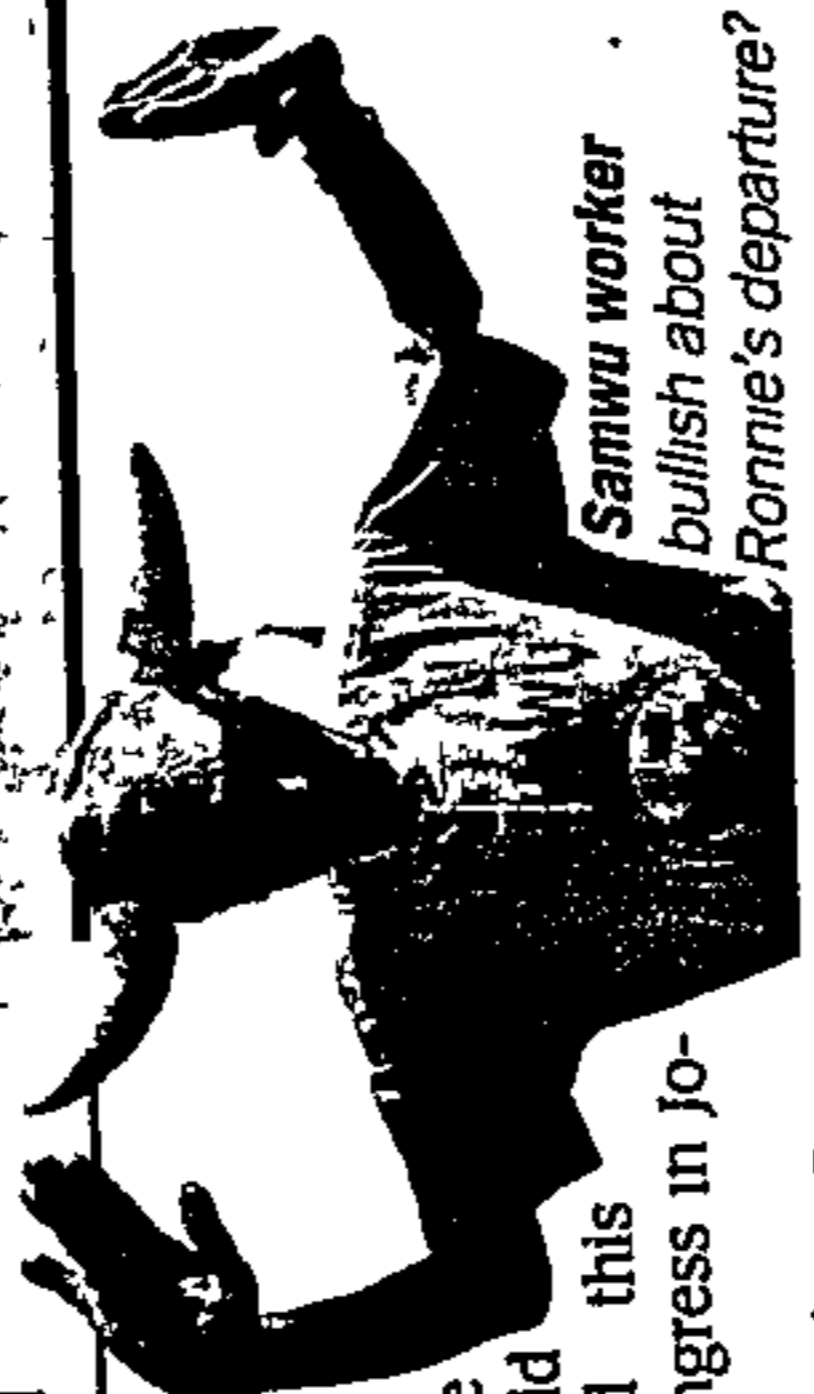
He will remain with Samwu and continue to work in its Cape Town national office. His duties have been handed to acting general secretary Mncedi Nontsele.

So complete is his break

with the union leadership that Ronnie, after six years at the Samwu helm, did not even attend this week's Cosatu congress in Johannesburg.

The 230 000-member Samwu is one of Cosatu's biggest affiliate unions. "People underestimate the pressures of being a national general secretary," he said.

While Ronnie's health is the official trade union line for his quitting, the decision is also intensely political. The trade unionist clashed last year with Cosatu leaders over his dogmatic stance on the privatisation of municipal services.



Samwu worker
bullish about
Ronnie's departure?

Federation sources call him "a troublesome fellow". He also met with strong opposition from SA Communist Party (SACP) members in Samwu who didn't want the union to push so strongly against a government that is associated with the tripartite alliance of the ANC, Cosatu and SACP.

Ronnie and a handful of other Samwu members led a

WHY THEY FAIL

"It's rarely for lack of smarts or vision. Most successful CEOs stumble because of one simple, fatal shortcoming. It's bad execution. As simple as that: not getting things done, being indecisive, not delivering on commitments." - Fortune Magazine, cover story

vocal anti-privatisation drive which opposed any attempt at joint ventures — such as the public-private partnerships finalised this year between Nelson Mandela Bay and Dolphin Coast municipalities and private water management companies.

Samwu's anti-privatisation campaign co-ordinator, Mana van Driel, has also quit the union after facing attacks from leaders who opposed her militant style and ideological stance. Officially, Samwu claims that she, too, left for health reasons.

In two years, Cosatu has softened its stance on privatisation and now says public-private partnerships should not be opposed ideologically.

Ferial Hatfield

FM 20/8/99

Unions should become mutual aid societies

Labour organisations must be reinvented, writes Robert Taylor of the Financial Times (134)

BD 23/9/99

EARLIER this month delegates at the UK Trades Union Congress's annual meeting wrestled with how they can reverse a long decline.

This decline is part of a trend throughout the industrialised world where the decline in membership has prompted trade unions to reassess their purpose.

In many western countries, apart from the Nordic region where unions remain dominant, the decline in membership has been going on for 15 years. In the US, unions now cover fewer than 9% of private sector workers and hardly exist in the burgeoning information technology, financial services and e-commerce sectors.

In the UK, private sector unions organise only one in five workers, the lowest figure since before the Second World War. The picture is similar in many continental European countries, and in Japan, Australia and New Zealand organised labour is in rapid retreat.

Unions have grown into powerful organisations in some industrialising countries, notably SA and South Korea, but the global outlook for trade unionism remains uncertain.

Trade unions have spent much

time in recent years reciting the reasons why they are finding it hard to survive, let alone grow.

The list of causes is substantial: deindustrialisation, decline of large manufacturing workplaces based on mass production, unemployment, public sector cuts, decline of collectivist attitudes and rise of worker individualism, technological innovation, management theories of teamwork and flatter business organisations, the rise of small enterprises, and increased part-time, temporary and other alternative forms of employment.

Also important has been the downfall of communism and socialism and the resulting decline of mass labour movements. Trade unions need a sympathetic public policy climate, generated by a friendly state, to thrive. This is less in evidence as centre-left governments struggle with budget deficits, the popular call for low taxes and the need to reassure global financial markets. Many unions are fighting against the currents of the modern world.

Most are trying to restructure to stay in business. In the US, aggressive recruitment drives have been launched with limited success, most recently among health

care workers in Los Angeles. The concept of social unionism is gaining ground as unions attempt to link organised labour with the cause of the excluded who work on the unstable margins of the labour market.

Trade unions in the US, Germany and UK are also trying to achieve economies of scale through mergers and acquisitions. The announcement in Geneva of a huge global union, *Union Network International*, an amalgamation of four international federations, is evidence of structural modernisation to combat the power of international corporations.

In more affluent countries trade unions are making focused appeals to young workers and women, who currently find unions often unresponsive to their needs.

But unions may have to be reinvented if they want to restore their effectiveness.

Their best option might be to restore their old function as voluntary associations dedicated to raising members' value as employees. That means helping them become better qualified and adaptable. Members would pay higher subscription rates than they do now in exchange for services such as

skills training, job placement, legal advice and pension and sickness insurance.

These mutual aid societies would resemble the craft unions of the past century that enhanced the status of and secured protection for skilled engineers, printers and construction workers.

Trade unions might thrive again through an assertion of their primary, ethical purpose in championing the professionals, doctors, teachers, technicians and other occupational groups that believe in working for the common good but whose skills and status are being ignored or dismissed.

Such exclusive bodies would cover a limited part of the labour market. Can other employees develop voluntary associations that cater for their specific needs as well? Much will depend on the future of the workplace and the structure of modern companies and market economies.

In countries such as Sweden, Denmark, Austria and the Netherlands, some unions are becoming indispensable components in companies' success by transcending the traditional conflicts that used to define relations between capital and labour. They are training mem-



Those were the days. Now unions battle to sustain membership.

bers in new forms of work organisation and strengthening their job portfolios.

In the UK the Trades Union Congress general secretary John Monks spells out what this might mean by 2010. It involves making partnerships between companies, employees and trade unions a practical reality — and an end to the rhetoric of class struggle and industrial conflict.

"Britain's unions have their best opportunity in a generation to start to grow again," argues Monks. Whether they have the vision, the sense and the will to modernise in ways that make them relevant to the post-industrial world remains in question. But at least in the UK and in other industrialised countries union leaders are starting to grasp what needs to be done.

Trade union body aims at wholly democratic Africa

(134)

BD 4/10/99

**Xolani Xundu
and Sapa**

THE seventh ordinary congress of the Organisation of African Trade Union Unity held in Johannesburg last week has set itself the huge task of making sure that the continent is democratised by June next year

Secretary-general Hassan Sunmonu said political and social stability was a precondition to Africa's development

"The social and political instability that has characterised this century should be seen as baggage that must be left at the doorsteps of the dawn of the next century," said Sunmonu

He said the organisation had committed itself to a new Africa at peace with itself — trying to achieve participatory democracy and good governance, and where human and workers' rights were a cornerstone of the African renaissance. This renewal should, he said, be biased towards uplifting the poor and the marginalised

Resolving to help build their countries' economies for development, job

creation and poverty alleviation, member states said they would work on an alternative to the existing development framework in Africa

"We shall campaign for an alternative framework to the orthodox International Monetary Fund and World Bank frameworks," Sunmonu said

The body backed an Organisation of African Unity resolution not to recognise military governments and said it would seek to ensure all African states had elected governments by June 2000

The organisation would stage a one-day mass demonstration in support of this resolution on April 12 next year, calling for "speedy transformation toward civilian governments in Niger, Democratic Republic of Congo, Burundi, Rwanda and other African countries that have not democratised", he said

The organisation would also call for democracy in Swaziland and peace in Angola and other war-torn African states. "We do not want democracy defined by the west, but (which) takes with it popular participation." Democracy should empower the masses

It's all aboard the gravy boat

(134) ARG 11/10/99

TREVOR OOSTERWYK
STAFF REPORTER

Forget the gravy train. Welcome to the gravy boat.

First members of the Independent Municipal and Allied Trade Union raised eyebrows by holding their annual national congress aboard the Symphony cruise liner - at a cost to the union of R2-million

The cruise ship took delegates from Durban to Mozambique, all expenses paid, in March. Delegates from Cape Town were flown to Durban to board the ship.

But four of the 14 Cape Town delegates mixed a little pleasure with business by taking their spouses, whose trips were paid for by a "loan" from the union.

Now their failure to repay the "unauthorised" loan has angered some members of the Cape metro branch.

Before the event, the union had agreed delegates could bring wives or partners, but at their own expense.

Four members of the Metroberg branch executive took their wives, giving themselves loans under their own authority.

At the first full executive meeting after the congress, in April, it was decided the four had to repay the loans by the end of November.

But Tygerberg member David Benjamin-Swemm said not a cent had been repaid so far. Repeated requests to have the issue discussed at meetings had been rejected. The loans had not been reflected as an outstanding item in financial statements since April.

■ Imatu was due to have paid the City of Cape Town R500 000 under an out-of-court settlement by April, after a pension scam involving R4-million allegedly taken by the all-white SA Association of Municipal Employees, now part of the union.

NEWS

INVESTMENT *Each Sarhwu member will receive 1 000 shares*

Unionists get R47m in shares

ET (MR) 27/10/99
(134)



SHARING *Sindi Mabaso, the financial director, and Themba Ngumela, the Eastern Cape regional treasurer of Sarhwu Investment Holdings*

PHOTO JOHN WOODPOOF

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The South African Railway and Harbours Workers' Union (Sarhwu) Investment Holdings yesterday allocated 37 000 free shares worth R47 million to its members

Each member would receive 1 000 shares valued at R1,26 each but would not be permitted to sell them until October next year

Sindi Mabaso, Sarhwu Investment's financial director, said the company had grown from R500 000 to R300 million in two years

"One of our long-term objectives when Sarhwu Investment was formed in 1997 was to enable labour (to have) direct shareholding in the company. We are proud to announce the achievement of this objective in only two years," said Mabaso

"We are also proud to be the first trade union empowerment company to allocate free shares to our membership. Our project, the Nosipho Share Plan, which in Zulu means gift, has been painstakingly developed over the past year"

She said the plan in-

involved a detailed roll-out plan to provide members with an insight into an understanding of the mechanics of free share allocation and what it meant to be a shareholder

Mabaso said the share allocation in Sarhwu Investments was structured so that the Sarhwu Enablement Trust, which represented union members, held a 63,7 percent interest

The Sarhwu Executive Trust and employees held 21,3 percent and the Sanlam Development Fund 15 percent

"The Nosipho Share Plan is distributing 60 percent of the Enablement Trust's holdings to the members while retaining 40 percent to ensure it remains a controlling shareholder in Sarhwu Investments

Mabaso said union membership funds were not being used for transactions. Sarhwu Investments had raised funds in the financial market through a R500 000 start-up capital loan provided by the union in 1997

She said the investment company had no access to union funds, either subscription or pension funds

Trade unions work on a response to globalisation

RD 29/10/99 (134)

SA and Australian organisations plan to sign agreement to increase co-operation

Reneé Grawitzky

TRADE unions representing port workers in SA and Australia plan to sign an agreement to increase co-operation between the two organisations which will lay the foundation for greater solidarity between workers.

This agreement is expected to emerge from discussions at the Southern Initiative on Globalisation and Trade Union Rights conference being held in Johannesburg this week.

The conference, which ends today, is set to emerge with four resolutions, which will facilitate "global unionism".

The proposed agreement between the Maritime Union of Australia, the Transport and General Workers Union and the SA Transport and Allied Workers Union is part of such a move.

Regional co-ordinator Rob Lambert said the agreement would facilitate an organisation-

al link between the ports of Free-mantle and Durban. Freemantle has strong trading ties with SA.

The process is aimed at deepening relations between workers and building solidarity between unions internationally.

The key focus of the conference is to develop a trade union response to globalisation and the changes taking place in the work place.

Forging closer working ties between unions in the same sector internationally is part of a union response to the power of multinational corporations.

During discussions at the gathering it became clear that unions internationally are facing similar challenges brought about by private- and public-sector restructuring.

They have yet to develop effective strategies to deal not only with increased casualisation and outsourcing, but deregulation and technological changes

Unionists from countries in the Asia Pacific region and Africa shared their experiences of large-scale privatisation initiatives under way in their respective countries. An Australian trade union official said government functions were largely being privatised.

However, two recent high court decisions could reverse this trend as the rulings relate to wage rates to be paid by private sector companies in the event they are awarded government contracts to provide services.

In the event government contracts out services, government employees transferred to the new contractor would have to be paid the same wages and benefits as when they were employed by government.

Union officials acknowledged that these judgments could act as a disincentive for the private contractor to take over former government employees

Some tenders required the contractor to take over former government employees. Where they did not, unions would have to lobby to ensure employees were re-employed.

An SA Municipal Workers' Union delegate said government was increasingly not "doing service delivery but rather the managing of service delivery".

Another Australian union official said state attempts to privatise electricity in certain regions had been halted, largely due to a political campaign embarked upon by communities and the labour movement.

This initiative reflected clear community opposition to privatisation. As a result the privatisation "wagon" had been slowed down in some states, in Australia, he said.

Opposition to privatisation initiatives had, in some cases, led to conservative governments being ousted

Trade Unions must adapt to new working trends

(134) 00 11/11/99

Cosatu report stresses potential new areas for recruitment and growth, reports Renee Grawitzky

THE survival of trade unions in the next millennium will depend largely on the extent to which they are able to build strong internal capacity to recruit workers beyond their traditional base.

New potential areas for recruitment include workers in service jobs, the majority of whom are casual or contract workers.

A publication released at the weekend by the National Labour and Economic Development Institute (Naledi) — the research arm of Congress of SA Trade Unions (Cosatu) — said unions would have to address crucial challenges brought about by a decline in employment in manufacturing with a move towards the service sector, changes in working time patterns workplaces becoming smaller and the introduction of new technologies.

Naledi said globally unions had not been proactive in making inroads in organising casual workers who are increasingly becoming the majority of employed workers.

The publication — Unions in Transition Cosatu into the new Millennium — said unions remained focused on organising full-time workers, "but employment of casuals was on the increase and this undermined union power and strength."

Naledi said unions had failed to make inroads in recruiting members in the service sector — the only sector recording a rise in employment. Employment in the service sector was increasingly being characterised by the use of casual or contract workers.

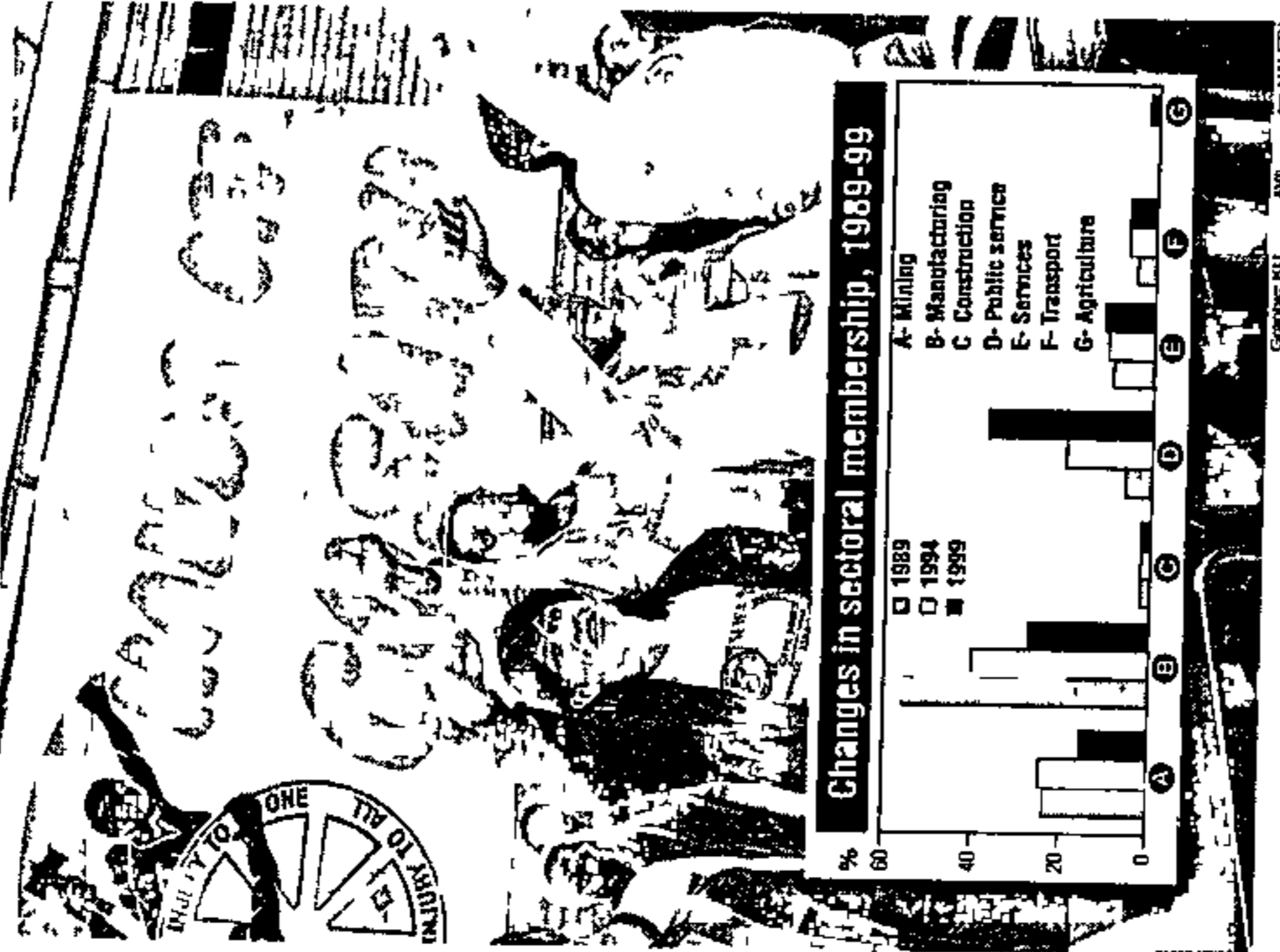
Unions would have to develop strong internal capacity to organise these workers and ensure collective bargaining agreements extended to them.

SA unions faced additional problems in recruiting casuals, the majority of whom were young people as a survey revealed that unions were not attracting young people who were increasingly not identifying with the labour movement.

Naledi said trade unions should campaign for legislation to regulate the wages and employment conditions of casual workers. Such a strategy was crucial for unions to make inroads in organising casuals.

Unions had to ensure collective bargaining agreements covered casuals and built solidarity between permanent and casual workers.

Naledi said unions also had to consider longer term agreements covering casuals as well as agreements to



regulate the use of sub-contracting, new technology and retraining.

Naledi director Ravi Naidoo said that in countries such as Holland, unions were setting up specialised organising institutions to focus on density programmes to recruit casuals and part-time workers.

As union membership declined in traditional sectors such as manufacturing, unions had to focus not only on the interests of current members but to understand the preferences and interests of non-union

members in order to recruit them. A survey showed that one of the single largest factors preventing union membership from expanding was employer intimidation. Other factors related to political reasons for not joining unions.

Latest statistics show that just under 50% of organised workers are Cosatu members. Although membership has more than doubled since 1987, it has become clear that growth has slowed down partly as a result of retrenchments.

Changes in employment patterns in the economy are reflected in the increased dominance of unions not operating in manufacturing. Cosatu's public service unions now constitute 37% of total membership followed by manufacturing (27.7%) and mining (15.2%). Ten years ago the picture was very different with manufacturing accounting for 55% of membership, mining 23% and public services only 6%.

Naledi questioned whether Cosatu could rely on its fastest growing public service unions to continue to grow as only 24% of service sector workers belong to unions. "The experiences of other union movements, however, serve as a warning not to rely too much on one sector."

Changes in workplace organisation would require unions not only to develop strategies to recruit casuals but also higher skilled workers who were increasingly becoming the bulk of employed workers.

Surprisingly only 26% of low-grade workers are union members while the highest proportion (44%) is found amongst the professional workers.

Despite this Naledi research indicates that the ratio of skilled to unskilled jobs will begin to change. "Over the next few years employers will reduce unskilled jobs and use new labour-saving technology."

In both cases unions would have to confront the task of recruiting more skilled workers.

The message from the Naledi publication is clear, "strong unions have a strong bargaining position."

The future survival of unions depends on membership growth and the unions developing coherent and effective strategies to engage both business and government.

Capable leaders with democratic union structures will also be needed.

Cosatu calls for closer watch on multinationals

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Multinational companies should not be allowed to exploit host communities and violate ethical codes of industrial relations conduct, Cosatu said yesterday at the Southern African Initiatives on Globalisation and Trade Union Rights Conference.

Peter Malepe, the first vice-president of Cosatu, said organised labour was not against companies

making profits but wanted to share in the profits it helped produce

"We would fight and struggle against any injustices that are going to be brought by investing companies," Malepe said

He said the globalisation of the world economy had hit poorer countries the hardest because they did not have social networks that were as developed as those in the industrialised nations

Willie Madisha, Cosatu's president, said the union movement

faced momentous challenges in the millennium, including falling numbers as a result of outsourcing, privatisation and restructuring that accompanied the globalisation of the world economy

Les Kettleas, the labour department's deputy director-general, said "Unions should play a bigger role and put a human face on the global economy and need to diversify their activities to secure public support for those excluded from traditional forms of work"

Trade union leaders campaign for global rights of workers

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - As trade union leaders representing 20 million workers from all parts of the world and allied to the International Federation of Chemical Energy Mine and General Workers' Unions (Icem) gather for their second congress in Durban this morning, they will be acutely aware of the reality of global corporate power and the process known as globalisation.

Real needs of working men and women are ignored in corporate balance sheets

For workers, the trend has meant radical new patterns of employer-worker relations and job losses as a direct result of an unprecedented contraction of the mining and manufacturing sectors, the traditional power bases of trade unionism.

"Under the new and powerful influence of the transnational corporations,

governments have often become mere agencies to facilitate the free flow of capital, technology, information and products," says an Icem congress report.

It adds "The real needs of working men and women are ignored in the balance sheets of corporate giants unemployment and destitution are still on the increase."

"Amandla awethu" a Zulu phrase meaning "power is ours" and the slogan of the congress which underlines the key role played by Icem affiliated local trade unions in overcoming apartheid and building the new South Africa reflects what trade unions intend to do to face global corporate power.

In practice, it means that trade unions worldwide not only realise that they have much to do, but that they are determined to defend and build global working class power to counter that of globalised capital.

The unionists will assess Icem's achievements and future priorities in a number of important spheres, as an effective starting point for global trade unionism.

Areas of action will include vigorously pushing for global agreements between Icem and multinational companies in its sectors, covering such issues as union rights, equality, workplace health and safety and the environment.

The union leaders say the main difference between such agreements and the International Labour Organisation's core conventions is that compliance would be closely monitored and breaches met with tough protests, demonstrations, cyber campaigns and wild cat strikes where necessary at the multinational companies' worldwide operations.

Icem will also strengthen worldwide and regional trade union networking within companies and sectors as well as its co-operation with other groups campaigning for developmental, environmental, gender and human rights issues.

Globalisation is labour's top threat

FRANK NXUMALO

Johannesburg - Reports to the second congress of the 20 million strong International Federation of Chemical Energy Mining and General Workers' Union (Icem) show that globalisation has presented international organised labour with the strongest threat to its survival since the industrial revolution in Europe.

The theme of the congress, Facing Global Power Strategies for Global Unionism, focuses on the union's response to the globalisation of capital that has resulted in increased unemployment, lower share of income and highly stressful forms of work organisation.

Mergers and acquisitions dominated the mining sector, with more than \$18 billion spent on mergers in 1997 an increase of \$2 billion over the 1995 figures, giv-

ing the top 10 corporations 88 per cent control of the total value of mine production in the world.

Trends in the coal industry, including the increasing amount of coal being exported, the privatisations that are planned and the entry of foreign corporations into previously national based industries, indicate that the sector would soon see some global consolidation.

The oil industry has experienced massive mergers, with the three biggest corporations, Exxon-Mobil, Shell and BP Amoco, now with a combined sales figure of \$414 billion, a figure that is greater than the annual domestic product of populous India.

"The sum result of these pressures has been a reduction in union membership, particularly in the advanced economies that have been the stronghold of trade union power," said Icem.

LABOUR *Vic Thorpe says his concern is to preserve internal unity*

Icem general secretary to step down

(134) CT(BK) 5/11/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg – Vic Thorpe, the general secretary of the 20 million-strong International Chemical Energy Mining and General Workers Union (Icem), yesterday said he was stepping down from the position in the interest of preserving unity within the international labour federation.

Thorpe has held the position for four years, since the founding congress in Washington DC.

"In answer to others who have chastised me for stepping down at a moment of maximum danger for the progressive voice of change, I want to say that I entered the movement to strengthen its cause and I step down now because I feel that our greatest need is for unity.

"In taking that decision, I am strengthened by knowing the quality and commitment of the person who will take up this office," Thorpe said.

Thorpe said he had known Fred Higgs, the sole candidate for the position of general secretary of Icem, for many years.

"We come from the same political tradition and share the same gut feelings about many challenges that face the working class and its organisation of struggle," Thorpe said.

"Fred's advantage is that he is one of the finest industrial negotiators to be produced by the tough British tradition, and is respected not only by our



SOLIDARITY Hans Berger, Icem's president, says the federation will hold its second congress in South Africa

PHOTO: BARRY TUCK

members but also by many of the global employers with whom we will increasingly have to negotiate."

Thorpe felt Icem was the most progressive voice of labour at the global level.

"It is a special comfort to

know that this tradition will not be lost with Fred, but will gain in strength from his courage and experience. You can be confident that the future of this international will be safe in his hands."

Hans Berger, the president of Icem, said the international labour federation had decided to hold its second congress in South Africa to "express our feeling of oneness with a free and democratic South Africa."

Berger said "Economic globalisation need not necessarily lead to social decline and chaos. As a means of avoiding that, Icem needs to secure global agreements with and build a network of its affiliates working within multinational companies."

Berger emphasised the need for trade unions to begin to influence the policies of Bretton Woods institutions like the International Monetary Fund.

Bill Jordan of the International Confederation of Free Trade Unions challenged international unions to chart a path towards achievable reform that would also deliver a world-class level of co-operation and co-ordination throughout the international labour movement.

Norman Jennings of the International Labour Organisation said it would be nice if South Africa was soon found on the list of countries that had ratified the organisation's convention 176 on health and safety in the mines.

Num boss Motlatsi fails in bid to head international union

By SIMBA MAKUNIKE and Sapa

NATIONAL Union of Mine-workers president James Motlatsi this week lost his bid to become president of the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM), losing to Australia's John Maitland. Ian Graham, ICEM information officer, declined to comment on the number of votes cast for

Motlatsi, saying Maitland's victory was "decisive".

Motlatsi later contested and won the union's vice-presidency. He will be one of the union's 16 vice-presidents.

The ICEM congress, which was held in Durban, elected Fred Higgs, a Briton, as general secretary.

The union represents 20 million workers worldwide.

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Union told to pay R5m to sacked members

(134)

ET 24/11/99

Xolani Xundu

THE SA Municipal Workers' Union (Samwu) has been ordered by the Springs Magistrate's Court to pay members more than R5m in income they lost as a result of the union's negligence.

Labour experts warned after yesterday's judgment that it could set a dangerous precedent.

A total of 583 Springs council employees were dismissed in 1993 after a wildcat strike over the sacking of four shop stewards. Most of them lost their long-term benefits.

The union took the matter to the Supreme Court but the case was thrown out because the workers had embarked on an illegal strike. However, Samwu managed to negotiate with the council to reappoint the workers.

The employees who remained members of the union, sued Samwu for loss of income. They won their case yesterday in what is regarded as a landmark judgment.

Samwu spokesman Andrew Nkoenyane said the union would appeal against the decision. Samwu's attorney, Anton Roskam, said he did not understand how the magistrate found against the union because the strike was spontaneous. Magistrate Sammet du Plessis said trade unions had a legal duty to

protect members against job losses.

"The duty of the unions or Samwu is job security in these circumstances, the union could have prevented people losing their jobs. People relied on their leaders to give guidance."

The Springs council had agreed to take the four shop stewards' dismissal to arbitration. The council faxed a letter to this effect to Samwu. It also said that if employees were not at work three days later they would be dismissed.

Du Plessis said many workers testified they would have returned to work if they were told to do so by the union.

Attorney Bally Chumane said the judgment showed trade unions needed to redefine their role to prevent claims of this nature arising. "From a management point of view unions are acting in their own and not in their members' interests. The unions dismiss this but it (the judgment) cautions them to act in the best interests of their members."

Labour consultant Pat Stone said the decision could create "total chaos" in the labour relations system.

"The principle of union members suing a union after legal action failed to sort (a problem) out for them is, in my view, a very dangerous precedent."

It was wrong for workers to take legal action against their union if things did not go their way, Stone said.

Union to pay R5m after suit

(134)

ET 24/11/99

PRINCE HAMINGA AND SAPA

JOHANNESBURG The SA Municipal Workers' Union (Samwu) was yesterday ordered to pay R5 million to 843 of its members who were dismissed in 1992 after embarking on an illegal strike called by the union.

Labour analyst Gavin Brown said the judgment meant unions would carefully look at advice they gave to members. He said the appeal would cost the union a lot of money. "It's obvious that unions can be held responsible by members for bad advice. Unions should be very careful about advice in the course of disputes and strikes. They must ensure all decisions regarding strikes and disputes are taken democratically," he said.

The workers instituted a lawsuit after being sacked for embarking on an illegal strike. They sued the union for loss of benefits and wages. They also claimed that they were wrongly advised by their union.

Samwu's Gauteng provincial

spokesperson, Andrew Nkoenyane, said the union would appeal against the decision. He said the judgment had serious implications for the union. "We are going to instruct our lawyers to set up a process for appeal."

"The matter will be in abeyance. We have the funds, but we want to interact with our lawyers. We will have to look at our budget. We can pay the R5m tomorrow if we are forced to," he said.

Nkoenyane said Samwu was also instrumental in getting the workers' jobs back. Some were re-instated as new employees but had lost their benefits.

They also accused the union of ill-advicing them when they embarked on a solidarity strike in 1992. The strike happened after several shop stewards were dismissed by the Springs City Council, and subsequently led to the striking workers' dismissal.

The Witwatersrand High Court ruled in 1993 that the strike was illegal after the union had launched an appeal for the reinstatement of the workers.

Unions in difficult position over ruling

(134) BD 25/11/99
Writes Xolani Xundu

TRADE unions in SA have been put in a difficult position by a Springs Magistrate's Court decision in favour of SA Municipal Workers' Union (Samwu) members who sued the union for more than R5m in wages they lost during an illegal strike.

Millions of South Africans lost their jobs in the 1980s due to illegal strikes which were mostly part of the liberation struggle against the apartheid regime. What would happen if all those people now sued the unions for loss of income? The truth is that they remain destitute and are living in squalor because of unemployment. Some might see this judgment as opening the way for them to lodge their cases with the courts.

Unions do not have millions of rands in their coffers. In fact, they rely on monthly subscriptions from members. Should Samwu fall in its appeal, the judgment could open a flood of legal actions against the unions. This that could kill the trade union movement, which has a proud record in SA.

At the same time, unions will have to shed the perception that they are, in most cases, not acting in the best interests of their members.

A total of 583 Springs council employees were dismissed in 1993 after a wildcat strike over the sacking of four shop stewards. Most of them lost their long-term benefits.

The union took the matter to the then Supreme Court, but the case was thrown out because the workers had embarked on an illegal strike. However, Samwu managed to negotiate with the council to reappoint the workers. The employees who remained members of the union,

sued Samwu for loss of income. They won their case on Tuesday. Samwu is going to appeal against the judgment and counsel for the plaintiff, Wessel Rossow, said the appeal would be opposed.

Magistrate Sannet du Piessis ruled that trade unions had a legal duty to protect members against job losses. Many people joined trade unions with the sole purpose of protecting their jobs.

She said Samwu's duty, or that of any union, was to help give its members job security. She argued that Samwu could have prevented people losing their jobs by advising them that they were involved in an illegal strike and could face dismissal.

Samwu provincial secretary Silas Letsimo said yesterday that the union had advised members that the strike was illegal and

they could lose their jobs. Letsimo, who was Samwu's organiser in the East Rand at the time, said he testified to this effect during the court case.

Workers, however, continued with the strike because they wanted to reinstate the fired shop stewards and feared that further intimidation could prevail if they failed to do this, Letsimo said.

Labour relations consultant Andrew Levy said the magistrate had found that this was not the case and did not believe the union's claim.

"It is a very important decision it might end up in the Constitutional Court. It is not a bad thing for unions to be held liable for giving bad advice, because everyone else is, and I do not see how they can enjoy some degree of immunity because they are

Rossow said the constitution of the unions resulted in a contractual relationship between them and the members, and any breach by the union could result in them being held liable.

He said if the union had advised its members that the strike was illegal and could result in job losses they would have taken an informed decision.

"Unions will have to be careful in future of the type of advice they give to members. Unreason-

able demands by the unions can lead to job losses," he said.

He said most of the people who were dismissed by the council were illiterate and relied on the unions for the protection of their rights and for advice.

Letsimo said people should understand how trade unions operated because there was no difference between unions and their members.

"The union is the workers. Members do not take instructions, but they take decisions. That is the tradition of trade unions in this country," he said.

Labour consultant Pat Stone said the decision could create "total chaos" in the labour relations system.

"The principle of union members suing a union after legal action failed to sort (a problem) out for them is, in my view, a very dangerous precedent."