

INDUSTRIAL RELATIONS

EMPLOYERS' ORGANISATIONS

133

1975 - 1977

F.M. 7/2/75

133

# Wanted: men of vision

**Employer bodies have more in common than most people think.**

**But rationalisation will need strong leadership**

Every year businessmen big and small fork out considerable sums of money to finance organisations set up to further their sectional interests. These chambers of commerce and industry, employers' associations, pressure groups, lobbies — call them what you will — seek to persuade politicians and public servants to adopt measures which will be to the liking of their member firms, as well as to the benefit of the nation.

For their part policymakers can't afford to disregard the collective voice of the farmers, the shopkeepers or the industrialists even though what one group urges may sometimes cancel out the caveats of another.

For its part, private enterprise is quick to point a finger at government for wasting manpower and resources. But when it comes to duplication of effort within its own policy-making bodies, it's not free from blame itself.

Even a superficial look at four of the national employer associations — the Association of Chambers of Commerce (Assocom) which looks after the distributive trade; the Federated Chamber of Industries (FCI), manufacturing industry; the Afrikaanse Handelsinstituut (AHI), Afrikaner business; and the Steel and Engineering Industries Federation (Seifsa) — suggests there is scope for reorganisation along more rational lines.

Duplication is partly the result of language, partly due to the way the economy has developed, partly due to regional differences and to personality conflicts. That it is allowed to continue is due to the vested interests which have grown up within and around each organisation, to political differences, and today only in small measure to genuine differences of policy and outlook.

Example: of the members of the Johannesburg Chamber of Commerce (the largest of Assocom's constituent bodies) 40% are not distributors at all, but manufacturers.

Example: the AHI is the mouthpiece for Afrikaner business, yet many of its member firms also belong to other employer bodies.

Example: although the FCI represents "manufacturers in every line of production", large sections of industry also shelter under Seifsa's wing, or that of the Motor Industries Federation or the Building Industries Federation, to mention only three.

Example: although most of its dealings with members are conducted in English, the bulk of the FCI's staff is Afrikaans-speaking. So were its last four directors.

Nevertheless each organisation does have its own ethos and style, which clearly sets it apart from the others. And its own particular operating problems, which are the other side of the coin.

The least complicated is Seifsa, which concentrates mainly on labour matters and has the advantage of representing a relatively homogeneous group of industries.

This enables it to present a sharply focussed case to government which is usually kept very low key, with the minimum of publicity.

Comments Seifsa director, Errol Drummond: "We don't sit down and pass pious resolutions. We've got to make principles work. We can't just enunciate them."

This, of course, greatly appeals to some civil servants and ministers who are often almost obsessive in their anxiety to keep representations quiet, particularly if they are even the slightest bit critical.

In contrast to the more specialised interests of Seifsa's members, the AHI covers the whole spectrum of business — industry, commerce, mining, even the powerful agricultural co-ops. The only common factors are language and political sympathies: the AHI seldom publicly criticises government on any aspect of policy which touches on ideology.

The AHI's considerable advantage in being the mouthpiece for such a wide cross-section of business, and in being on the same political and cultural wavelength as our rulers, is however often

dissipated by its tardiness in responding to difficult policy issues, to requests for information and advice, and by an over-generalised presentation of its case.

The AHI's operations are further complicated by the fact that individual *sakekamers* also encompass a wide — and often more diverse — spread of interests. Even within one business sector, big companies and small companies, urban and platteland firms, may face vastly different problems.

Getting all the diverse interests that are under the AHI umbrella to agree on a coherent, clearly defined and unambiguous stance on any controversial issue is obviously no easy task.

Much the same can be said of the FCI. Its main strength lies in the collective wisdom of constituents. Its main weakness is that inherent in any federation of interests: that compromises must at times be resorted to. For the interests of the eight regional chambers of industry do not always coincide, while the needs of, say, a cement producer often differ from those of, say, a manufacturer of ladies' underwear.

Moreover, the Barlow Rands of industry do not necessarily see eye to eye with the 60% of South Africa's manufacturers which employ fewer than 30 people.

"However," claims FCI Director Hennie Reynders, "there has so far been a remarkable degree of unanimity of purpose and general agreement on 'what's good for South Africa'."

The FCI has always been concerned about the low level of participation in organised industry by the "big boys". Some years ago an attempt was made to increase their involvement, while at the same time strengthening the financial base of the FCI to enable it to cope with

## HOW THEY SIZE UP

How does one compare the sizes of Assocom, Seifsa, AHI and FCI? With their help (except that of the AHI, which inexplicably refused to supply any details) the FM has compiled rough estimates of three useful yardsticks:

	Affiliated members	Members' total workforce	Affiliated Members' total fixed capital stock*
FCI.....	6 000	800 000	R2 900m
Assocom.....	18 000	650 000	R5 000m†
AHI.....	8 000	600 000	R2 000m
Seifsa.....	3 500	430 000	R2 600m

\* At depreciated original cost, including transfer costs.

† Covering the distributive trade as well as banks, building societies and insurance companies.

the increasing sophistication of the economy and particularly of the manufacturing sector.

A corporate member group was accordingly introduced — large firms paying correspondingly large subs — resulting in some 43 large contributors exercising their influence on FCI policy through collective representation on the Executive Council, the body with which final policy formulation and control still rests.

Corporate members have their own management committee (currently chaired by SAB's Dick Goss), and although they are in one way or another members of the FCI's constituent bodies, they are able to be directly represented in policy and other deliberations.

The FCI has, on occasion, been criticised by civil servants for being too parochial in its representations. This is partly due to its structure. Powerfully expressed, but conflicting, regional interests are at times difficult to reconcile, and have in the past diluted the strength of the national body where local interests have been brought to the FCI for reconciliation.

But the highly developed regional structure of the FCI ensures that specifically regional aspirations get an airing at national level, while industrialists also have an opportunity to make their voices heard strongly (if parochially) at their home base.

And whereas only one man can be FCI president at a time, eight men can satisfy their ambitions for public office regionally, not to mention the additional scope provided by some 15 affiliated national trade associations.

Another price the FCI has to pay for its federal constitution is a lot of duplication of research and other work which could just as well be done at national level only, were the FCI to be re-

**AHI's Stockenström . . . slegs vir Afrikaners**



organised on a head office-branch office basis.

The FCI style in making representations to government is also not one of public confrontation — although it may resort to this when the occasion demands — but rather one of quiet and persistent discussion and persuasion in the corridors of power.

"We prefer dialogue and consultation, not confrontation and fanfare as we are, in a sense, part of government's decision-making process," argues Reynders.

Whether cosy chats with Cabinet Ministers and pulling strings behind the scenes, rather than making full use of the public forums available for getting its views across to a wider audience, have earned it more respect in government circles, or achieved more in the direction of enlightened policy making, is a moot point.

Whatever inhibitions other employer bodies may have on this score Assocom doesn't seem to share them. Although Assocom is careful not to abuse the confidences of government it believes that, wherever possible, businessmen outside as well as inside its ranks, not to mention the public at large, should be told about its standpoint, become better informed on the economic issues of the day and hopefully see things Assocom's way too.

This is obviously a much more sophisticated — and democratic — approach, though not necessarily one that is always to the taste of bureaucrats. There is every reason why the ongoing debate on South Africa's economic and business policy should be conducted in public rather than in private. Apart from anything else, it is one of the characteristics of an open, free and healthy society.

But in South Africa's ultra-sensitive and partisan one it demands an exceptional talent for public relations if it is not to back-fire and turn employer groups into political footballs.

To improve the service Assocom provides and give better effect to this policy of high visibility, Raymond Parsons, who succeeded Herbert Mabin as Executive Director 18 months ago, has been busy streamlining and strengthening Assocom's internal organisation to enable it to anticipate and respond to events more quickly, more effectively and more persuasively.

Such streamlining, of course, should not be confined to Assocom. Each organisation should be searching for ways to reduce duplication and overlapping within its own structure. And once each organisation has put its own house in order, it should ask the next question: what opportunities are there for reducing overlapping among the employer bodies themselves?

Already there are committees on



**Assocom's Parsons . . . belief in a high profile**

which they all serve, such as the SA Council of the International Chamber of Commerce, the Transport Consultative Committee and the recently formed Employers Consultative Committee. The first step should therefore be to extend this principle further and to explore, as a matter of course, what common ground exists for joint action between the Big Four employer bodies on every major issue that comes up.

The next step is more difficult: that of negotiating still closer ties, possibly even amalgamations. For example, isn't the justification for a separate Afrikaner employer organisation fast disappearing? Admittedly, language differences can't be brushed aside. As one AHI Executive Council member put it: "You can't separate the Afrikaner businessman from his traditional, sentimental and emotional background. Sheer weight of numbers could swamp him in any of the other organisations."

Nevertheless, is it desirable that economic development, sound business policy-making and the advancement of private enterprise should still be matters for division on language lines?

Equally the fact that there happens to be a separate body for the engineering and metals industry is historical, not necessarily rational. That Seifsa serves its members well is not the point. They might be even better served, in all non-wage negotiating matters, by integrating fully into the FCI. Certainly the FCI would gain much from the affiliation of such an important industry.

And with the ideological conflict between Assocom and the FCI over import control and tariffs abating and both bodies claiming that their chief concern is not any sectional advantage, but the well-being of the economy as a whole, a new attempt at closer association, even if not amalgamation, seems worth making.

Who will take the lead?

Kindly post the enrolment form to:

**DELEGATES ATTENDING :**

Jhb/Bloem. — NDMF,  
The Operations Division,  
P.O. Box 31793,  
BRAAMFONTEIN. 2017

Cape Town — NDMF,  
P.O. Box 3183,  
CAPE TOWN. 8000

Port Elizabeth — NDMF,  
P.O. Box 2043,  
PORT ELIZABETH. 6000

Durban — NDMF,  
P.O. Box 1488,  
DURBAN. 4000

Pretoria — NDMF,  
P.O. Box 2085,  
PRETORIA. 0001

1.3.77. — The Carlton Hotel,  
Main Street,  
Johannesburg.  
Tel. 21-8911

17.3.77. — The Newlands Hotel,  
Main Road,  
Newlands,  
Cape Town.  
Tel. 654180

21.3.77. — The Elizabeth Hotel,  
La Roche Drive,  
Humewood,  
Port Elizabeth.  
Tel. 27321

23.3.77. — The Cabana Beach  
Hotel,  
Umhlanga Rocks.  
Tel. 512371

29.3.77. — The Bloemfontein  
Hotel,  
East Burger Street,  
Bloemfontein,  
Tel. 70595

31.3.77 — The Burgerspark Hotel,  
Cor. van der Walt and  
Minnar Streets,  
Pretoria.  
Tel. 30325

**NDMF REGIONAL OFFICES :**

Telephone Nos.

Johannesburg — 724-6321

Cape Town — 437620

Port Elizabeth — 412872

Durban — 327783

Bloemfontein  
(contact Jhb.) — 724-6321

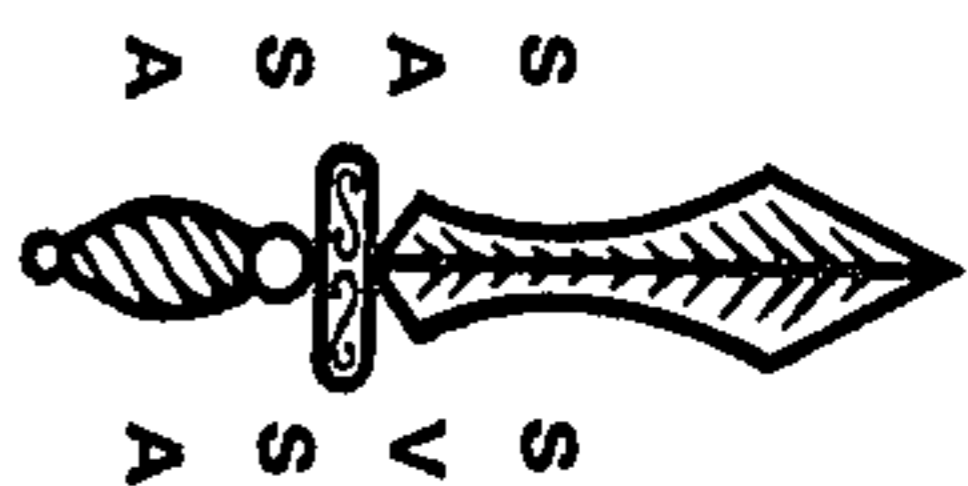
Pretoria — 411591

The National Development and Management Foundation is a non-profit association of widely spread companies whose membership is representative of all sections of commerce, industry and finance throughout the Republic interested in ensuring that management plays a significant role in the development of South Africa. In particular NDMF provides an information service and a programme of events designed to keep management up-to-date and to assist in their personal development.

The Security Association of South Africa was formed ten years ago with the prime objective of protecting industrial and commercial facilities and assets in South Africa by the improvement of knowledge and the increased effectiveness of security personnel engaged in or supplying this protection.

SASA recognises and fully accepts this objective and will do its utmost in the years ahead to achieve it.

© Collinell & Co. D2508



*Industrial Relations Employer's Association*

133

**ndmf**  
**NDMFS**

**TERRORISM**  
IN COMMERCE AND INDUSTRY

" . . . . . We live freely and yet we face the same dangers quite as readily as they . . . . . Those men surely should be deemed the bravest who know most clearly what danger is and what pleasure is and are not made thereby to flinch . . . . . "

— Pericles  
c.495 — 429 B.C.

— THE FIRST IN A SERIES OF NATIONAL EVENTS —

COMPANY:.....  
 ADDRESS:..... TEL. NO.:.....  
 DELEGATES TO ATTEND: (Please print) \* (FOR SECURITY PRECAUTIONS)  
 1..... Designation:..... I.D. No.:.....  
 2..... Designation:..... I.D. No.:.....  
 3..... Designation:..... I.D. No.:.....

Cheque enclosed for R..... (being..... delegates at R35,00 per delegate).

Do you require the publication on "EMERGENCY PLANNING" to be forwarded and invoiced to you?  YES  NO

\*Identification may be in the form of Book of Life or Passport number.

Full fees will be charged unless cancellations are received 3 days prior to the event.

**DATES AND VENUES :**

- 1.3.77. Jhb. Carlton Hotel
  - 17.3.77. C.T. Newlands Hotel
  - 21.3.77. P.E. Elizabeth Hotel
  - 23.3.77. Dbn. Cabana Beach Hotel
  - 29.3.77. Bloem. Bloemfontein Hotel
  - 31.3.77. Pta. Burgerspark Hotel
- Hotel location overleaf —

Please note --- certain sensitive items referred to in the subjects to be covered, including the protection of V.I.P.s and matters relating to bombs will not be transcribed in the delegates reference material, but will be discussed at the event.

It would be appreciated if the items referred to verbally are not quoted out of context.

Members of the media are requested to adhere to the above.

The organisers request delegates to forward the enrolment form to the NDMF regional office at the centre to be attended as indicated.

**TERRORISM — IN COMMERCE AND INDUSTRY**

- 07h30 REGISTRATION AND COFFEE
- 08h00 INTRODUCTION BY CHAIRMAN
- 08h15 RIOTS AND STRIKES
  - origins and causes, progression, "defusing", legal powers and personal responsibilities, contingency action.
- 09h15 INTIMIDATION BY VIOLENCE
  - bomb threats and hoaxes, letter bombs, V.I.P. protection, evacuation procedures, panic control.
- 10h30 REFRESHMENTS
- 11h00 SABOTAGE
  - types, targets and counter-measures.
- 11h45 PSYCHOLOGICAL TERRORISM
  - brain-washing, media abuse, propaganda, blackmail, superstitutions, counter-measures.
- 12h30 LUNCHEON
- 13h30 FIRE DEFENCE
  - hazards, prevention, detection, control, responsibilities and equipment, increasing awareness, drills.
- 14h15 PHYSICAL PROTECTION
  - survey, security protection and detection devices, systems and services including perimeter protection, key-point protection, the defence in-depth principle, communications and weapons.
- 15h30 REFRESHMENTS
- 16h00 SECURITY FORUM
  - questions to be answered by a panel of experts.
  - Speakers on the above subjects will be experts in their field —
  - Proceedings are to be conducted in English, but questions from the floor will be handled in either of the official languages.

Two of the most serious threats to Commercial and Industrial undertakings are crime and fire. Security can no longer be a haphazard affair. The modern businessman cannot avoid contact with the criminal, whatever branch of industry and commerce it may be.

Security has been developed by man from the original combination of his senses and muscles to guard himself. Today, in addition to having the further responsibilities of guarding his mind and his possessions, security must be translated into a technology of specialised human and technical functions appropriate to the society in which we live.

This event sets out to create management awareness into positive action. Ignorance or disregard of the subject titles to be covered is apt to be dangerous, and will often be unnecessarily expensive in time and money.

"Terrorism in Commerce and Industry" will be of benefit to all involved in management, who wish to be fully informed on the threat of terrorism — in fact, every level whose actions ensure the peace and hence the productivity of the unit.

**FEE PER DELEGATE : R35,00**

(Fee includes reference material, luncheon and refreshments) Edited proceedings on "EMERGENCY PLANNING" held in Pretoria on 3rd and 4th November, 1976, are available at R10 per copy. See entry form.

## TERRORISM IN COMMERCE AND INDUSTRY

### Speakers in Cape Town

<u>TIME</u>	<u>SUBJECT</u>	<u>SPEAKER</u>
08h15	Riots and Strikes	Col J. P. I. Fforde Group Security Advisor Barlow Rand Limited
09h15	Intimidation by Violence	Mr Frank B. Chevallier Divisional Security Supervisor Anglo American
11h00	Sabotage	Col J. P. I. Fforde Group Security Advisor Barlow Rand Limited
11h45	Psychological Terrorism	Mr D. J. Hoffman Legal Administrator Lengro Organisation
13h30	Fire Defence	Mr B. V. Burton Manager Risk Control Consultants
14h15	Physical Protection	Mr Ken Short-Smith Internal Security Officer AECI Limited

# NEW DEAL FOR BLACKS

7.7.75

S. T. M. S.

Financial Reporter

MORE THAN 95 percent of employers in commerce and industry are getting together to give Black workers a better deal with the formation of the 10 member South African Employers Consultative Committee on Labour Affairs.

The committee has been told to draught a blueprint of the future status of Black workers at the wage negotiations table and on the factory floor — and to do it urgently.

Currently, Black workers fall into three categories:

★ Those covered by agreements drawn up in terms of the Wages Act

and stipulated by Government negotiations.

★ Those covered by sophisticated industrial council agreements at national and regional levels.

★ Those paid in terms of the Chamber of Mines rules — mostly migratory labour.

But workers in all three categories have been involved in strikes or riots and employers believe most troubles are due to a combination of ignorance of rights, political agitation and lack of communication between the man on the shopfloor and the man in the managerial chair.

In seeking a solution to the problems, the newly-formed study committee is likely to concentrate on two formulas already published by major sectors of industry.

They are:

★ The Steel and Engineering Industries Federation of South Africa guidelines on job evaluation and the need to provide opportunities for promotion of Black skilled and semi-skilled workers.

★ The much revised Tongaat Sugar group formula for the creation of liaison committees that are

the next door neighbour to Black trade unions.

Heading the consultative committee is Mr R. S. du Plessis, director of the Motor Industries Federation of South Africa. Other members are Mr G. Holloway of the Federated Chamber of Industries, Mr Glyn Taylor of the South African Sugar Millers' Association and Mr E. P. Drummond, director of Seifsa.

Those men form the basic study group which has to produce ideas for all industry and commerce, but the entire consultative organisation covers every employer association.

- (1) 133
- (2) ~~134~~
- (3) ~~138~~
- (4) ~~147~~

RDM  
2/4/78  
**All-race  
switch by  
chamber of  
commerce**

Staff Reporter

THE Natal coast's biggest chamber of commerce has set the pace in South Africa's business world by admitting Black members.

This move in Port Shepstone was revealed yesterday in Pretoria.

It is the third big step towards multiracialism to be taken in the past few weeks on the lower South Coast, South Africa's premier holiday playground.

The owner of the Port Shepstone drive-in theatre has applied for registration of his cinema for all-race audiences, and permission was given this week for a multiracial dinner to arrange funds for the Port Shepstone Indian Boy Scouts' dinner at a leading hotel.

The decision to make the chamber of commerce multiracial was taken unanimously at the chamber's annual meeting.

Minutes later a leading Indian businessman, Mr Ismail Bux, was elected to the five-man executive committee.

The owner of the drive-in said he had received hundreds of signatures from Whites backing his application for multiracial audiences.

Nowhere had he received any criticism.



① 133  
~~② 138~~

SUN TIMES 27/4/75

# Quiet State feelers on Black trade unionism

T.U.

By JULIAN KRAFT  
THE Government has asked the SA Employers' Consultative Committee on Labour Affairs, which represents 90 per cent of employers in the country, to give its frank opinion of the works committee system.

This was disclosed this week by the chairman of the Consultative Committee, Mr R. G. "Dup" du Plessis, who said the Government made its request at the beginning of this year.

He would not say specifically who or which department had made the request to his organisation, but said the Government had asked for his organisation to give its views on the effectiveness or otherwise of the provisions of the Bantu Labour Relations Regulation Act of 1973.

This is the Act introduced by the Government in mid-1973 after the wave of strikes in Natal. The Act extended the committee legislation provided previously under the Bantu Labour Settlement of Disputes Act.

The new legislation extended the scope of works committees as consultative bodies for African workers and introduced liaison committees which, like works committees, are also in-plant committees, but on which both employers and

African workers are represented.

The Government continues to withhold recognition of Black trade unions officially.

But Mr. Du Plessis indicated that African trade unionism was closely tied up with the whole question when he said that "all sorts of people" had been making statements on Black trade unionism.

The Government, he said, had asked the Consultative Committee for its view of the situation.

Mr Du Plessis described Black trade unionism as a semi-political issue and said that Government policy could succeed fully only if organised labour and employers stood squarely behind it.

As a result of the Government's request three or four months ago the Consultative Committee had formed a special sub-committee to investigate the matter, he said.

It is expected to finalise its deliberations at a meeting to be held next Tuesday.

The five-month-old Consultative Committee is representative of all the main employers' bodies in the country including Seifsa, the Motor Industries Federation — of which Mr Du Plessis is the director — Assocom, the Chamber of Mines, the FCI and others.

**AHI CONGRESS** F.M. 23/5/75  
**A new look at labour** 133

Do  
i  
n

Labour problems stole the limelight at this week's AHI congress in Windhoek. What can be done to improve Black-White relations on the shop-floor? How can the country's labour resources best be utilised? What are the effects of urbanisation on the Black employee? These were some of the questions posed by speakers. Their answers were at times brutally frank.

Dr Francois Jacobs put his finger on two important gaps in government's labour policies:

- Lack of co-ordination. At least 10 government bodies are at present concerned with labour matters (FM May 2). The result is duplication of effort and, according to Jacobs, information given by one body doesn't always tally with that supplied by another.

His seconder warned that "if we continue to deal with labour matters on the present fragmentary basis, we are heading for confrontation".

- The absence of a comprehensive manpower policy to determine — in advance — the demand for and supply of labour.

Introducing a motion which may land him in trouble among some of his Nationalist friends in Bloemfontein,

Financial Mail May 23 1975

Free State University's Prof Philip Fourie made an enlightened plea for measures to promote better relations between Black and White workers.

Social and technological progress had increased the likelihood of shop-floor tension. "This explains" said Fourie, "why it is vital not to accept that existing measures to promote good relations between White and Black workers will necessarily suffice in the future. New ways of thinking and acting will certainly be necessary to maintain a happy, contented and thus also productive labour force."

He underlined the importance of trade unions discarding fear complexes and antiquated reasoning. He noted also that employee bodies had a duty to press government for the timely amendment of legislation.

Thus, though most of Fourie's suggestions were vaguely worded, his conclusion that "revolutionary changes in existing notions will be essential" is especially welcome, considering his audience.

Congress agreed to form a committee which will draw up a programme — to be implemented by all bodies concerned — for the advancement of sound Black-White employee relations. Let's hope there'll be some specific and meaningful suggestions — there's no shortage of possibilities.

Do not write  
in this  
margin

# 'Abandon labour apartheid'

Own Correspondent

DURBAN — The time had come for the "withdrawal of discriminatory labour legislation" which was hampering economic growth, said Dr H J J Reynders, Director of the Federated Chamber of Industries.

Apart from this, such laws induced despondency and frustration, which reduced productivity, and discouraged investment by entrepreneurs because of uncertainties caused by the restrictions.

Dr Reynders said: "A continuous re-assessment is needed of social and legislative restrictions which hamper the more productive use of the total labour force."

Whites should accept the inevitability of the increasing economic integration in most parts of the country.

## REQUIREMENT

The preparation of Blacks for greater participation in the economy was the first requirement for adequate future growth. This demanded the progressive abolition of job discrimination and more flexibly applied influx control.

On the part of the Black man, Dr Reynders said: "He must shed traditional attitudes inimical to progress. He must accept the profit motive, shed his leisure preference, learn to save, not demand too much in too short a time and not fight with impatience for changes."

In a four-hour address to the Change Orientation and Planning Seminar of the Stellenbosch Graduate School of Business held in Durban, Dr Reynders repeatedly suggested that Blacks and Black policy held the key to the success-

ful future growth of South Africa.

But at the moment "Government policy restricts growth in South Africa."

Delegates were told that job reservation only affected three percent of South Africa's total labour force. Moreover the Government was turning a blind eye to infringements of the law.

Dr Reynders said the reason job discrimination had not been repealed was a political one because it was not the type of thing that could be announced on a political platform when votes were needed.

Referring to migrant labour, he said that, apart from its social effects, it also had a detrimental effect on productivity and could not provide a stable pool of workers that was needed by industry.

He said: "A committee has been appointed to investigate the migrant labour system. What will happen, I don't know. I have my own ideas, but these I won't say in public."

1249  
2) 132  
3) 133  
4) 170  
5) 47  
6) 170  
7) 200  
8) 205

# AFRICAN MEMBERSHIP - FRANK ANSWER TO GOVERNMENT

THE Secretary for Labour, Mr. Ben Lindeque, has made inquiries from TUCSA about its decision to permit the affiliation of African unions - and has received a frank answer.

HE has been told bluntly that if TUCSA decides that an organisation is acceptable for membership, "then the racial composition of the applicant organisation's membership is immaterial."

MR. Lindeque wrote to TUCSA about its change in Constitution, allowing for all bona fide trade unions and bona fide federations of trade unions to affiliate instead of as before, restricting membership to unions registered in terms of the Industrial Conciliation Act - which in practice means only unions with White, Coloured or Indian Members.

"THE question has therefore arisen," wrote Mr. Lindeque, "as to whether it is now the Council's intention to admit Black trade unions, which as you know, are not registerable in terms of the said Act, to membership."

THE letter added: "If this is the case the Department would be glad to be furnished with the names of such unions which may have been enrolled by the Council."

TUCSA replied that as the Constitutional change permitting the affiliation of unregistered unions was only operative from March 31, and that it was too early to give details of any Black unions which may be enrolled.

IT stresses however, that the Council was now prepared to admit to membership any bona fide trade union organisation which satisfied TUCSA that it was bona fide and that the race of its membership was immaterial.

## Viljoen Asked To Think Again

① 135  
② 138  
③ 133

IN view of the Government's stated intention to remove discriminatory practices, TUCSA has told the Minister of Labour that it is imperative that he reconsider his refusal to remove discriminatory clauses in the Industrial Conciliation Act.

The Secretary for Labour, Mr. Lindeque, has informed TUCSA that the Minister has considered the Resolution adopted at its last Annual Conference, calling for the repeal of discriminatory clauses in the I.C. Act "but he finds himself unable to support the Council's proposals".

IN reply, TUCSA's National Executive Committee has asked that Mr. Viljoen further consider the whole matter because the position has now arisen that the trade union movement is being discriminated against, since only the trade unions have racially discriminatory clauses in the Act applied to them.

RACIAL prohibitions, TUCSA has pointed out, do not apply to the employer organisations which are also controlled by the I.C. Act.

FURTHER anomalies, it was pointed out, had also arisen as a result of the Prime Minister's announcement that Coloureds and Indians were to be appointed to such statutory bodies as the Wage Board and Unemployment Insurance Board, where they would participate in the decision-making processes.

"THE question, then begs to be asked," wrote TUCSA, "why must there be statutory racial discrimination entrenched in so far as the decision-making bodies in the Trade Union organisations are concerned, when both Government and employer bodies are not restricted in this fashion?"

SEEN against the background of the Government's stated intention to remove discrimination, TUCSA said it regarded it as imperative for the Minister to reconsider this matter in a more favourable light and said it would appreciate the views of the Minister and the Department on these points as soon as possible.

Thus the so-called dumping of cheap cloths from similarly hard-pressed manufacturers around the world has led to cries of protest from domestic textile producers. Especially since order books are now 40% lighter than a year ago.

Problem was that the various factions in the textile sector, rather than get together and present the Board of Trade & Industries with a common front, have persisted in knocking on the Board's door with individual cries for help.

On June 1 and 2 the BTI therefore invited representatives from the clothing and textile industries for concurrent talks. The idea, it seems, was for the Board to explain its views on tariff protection and import control policies. The opportunity was also taken to suggest that the various interests get together to find common ground.

The idea was neither breathtaking nor revolutionary. In February 1974, for example, the clothing and textile industries got together and agreed on levels of tariff protection for woven fabrics. Details of that agreement were never made public and, though due to become effective on July 6, they've never seen the light of day.

There's also the now all but defunct Textiles Apparel Committee of the FCI. It was set up more than two years ago to create an open forum for discussion. Members from the clothing sector, however, refused to even discuss questions of tariffs and import control, never mind agree on general policies.

Now, and concurrent with the talks at the Board of Trade, another attempt is being made at seeking co-operation in the textiles manufacturing sector. A steering committee has been set up under the chairmanship of Cedric Graham, MD of Feltex Fabrics at Uitenhage.

Initially embracing spinners, weavers, dyers, finishers and knitters, the committee is aiming to create a body equivalent to the garment makers' National Clothing Federation. A draft constitution is currently doing the rounds and it could be that a federation of textile manufacturers, or similar, will result.

"Such has been the upheaval in the textile industry," says Graham, "that capital investment has been at a dangerously low ebb for some years. And unless we can get it together, and quickly, a serious shortage is in the offing."

Graham must also be conscious of the fact that the prime objective of the embryo committee must be to engender not only a spirit of co-operation, but to create a mood of confidence. Only then will investors be drawn back into an industry which, says the Department of Planning, needs another R191m capital investment to sustain the required 6,5% pa growth rate over the next five years.

But there's hardly that ring of confidence yet.

133

TEXTILES F.M. 20/6/75  
Same old yarn? ① 133  
S 184

Often at odds with one another the textile and clothing industries are, with any luck, about to return to the conference table.

For some years, and particularly in the textile manufacturing sector, various sectional interests have clashed.

Also, textile producers have wailed that they can't get by without high tariff protection or import control, or both. Garment manufacturers, on the other hand, have complained that they can't get what they want when they want it.

Something, quite clearly, had to be done (FM May 23).

The textile industry has been in the doldrums for some time — both here and overseas. There have been more than 1 000 retrenchments in SA since April. Total lay-offs have topped 10 500.



**Tucsa's Murray . . . backing the FCI's recommendations**

tion of calling upon government to grant official recognition to responsible Black trade unions who have accepted their responsibilities inherent in trade unionism.

In the meantime the Chamber is urging industrialists to implement, and even expand, the present works and liaison committee system designed to air Black grievances.

At present Blacks have no means of directly negotiating over pay or working conditions. Under the terms of the Bantu Labour Relations Regulation Act, liaison and works committees can only "communicate the wishes, aspirations, and requirements of the employees . . . to their employer and to represent the said employees in any negotiations with their employer concerning their conditions of employment or any other matter affecting their interests".

However, and this is the vital shortcoming of the committee system, such negotiations are not backed up with trade union resources nor afforded statutory recognition. This effectively excludes Blacks from meaningful participation in the collective bargaining machinery.

In addition there is growing evidence that liaison committees (in which management fields half the members) and works committees (which in both cases must be confined to only one plant or factory) are regarded by Blacks as instruments of management control.

Tucsa's Tom Murray supports the FCI move saying: "Anything that will result in government recognition of Black trade unions has the support of Tucsa."

Increasingly both management and labour see official recognition of African unions as the best way to achieve industrial peace. Let's hope that Marais Viljoen will soon reach the same conclusion.

133

**LABOUR POLICY**

**FCI's bold move**

F.M  
20/6/75  
① 132  
② 133  
③ 134

This week's release of the FCI's policy recommendations to Minister of Labour Marais Viljoen, urging government to re-examine Black participation in labour relations is to be welcomed.

FCI joins a growing list of employer organisations, trade unions, and economists in recognising that present legislation is inadequate, denying as it does meaningful direct participation to Blacks in the collective bargaining process.

While not saying so directly, the FCI, is by implication moving towards a posi-

# Indian given top spot in Chamber of Industries

Mercury Reporter 26/7/75

PIETERMARITZBURG — A prominent Indian businessman in the capital, Mr. Dawood Moosa, has been co-opted onto the executive of the Pietermaritzburg Chamber of Industries; it was announced here.

Mr. Moosa is believed to be the first Indian to serve on the executive of a chamber of industries in South Africa.

A spokesman for the Chamber said yesterday the decision had been taken to invite Mr. Moosa because of the increasing part played by Indian employers in the local industrial community.

"The Pietermaritzburg Chamber has been eager to establish closer links with those Indian industrialists who have for some time been members of the Chamber as well as those who have not yet joined," the spokesman said.

Mr. Moosa was not available for comment yesterday.

In the absence of trade union rights for Black workers, one large employer is implementing a new idea. The Star's Labour Reporter, SIEGFRIED HANNIG, sketches the outline of the new concept which is bound to find favour among other employers.

One of South Africa's most diversified industrial and commercial employers—the South African Breweries group — has gone a long way towards establishing a new concept in Black labour relations.

While falling short of trade unionism, it embodies the essential principle of bargaining power for workers.

In its ultimate form, SAB's idea seeks to grant all Black South African workers full negotiating rights with recourse to higher authority.

In labour parlance the new concept might be called a company union, but SAB is hesitant to attach a label to a system which it regards as an interim solution to a major problem.

SAB shares the common belief among employers that the climate which gave rise to the 1973 strikes in Natal has yet to be eliminated and that its elimination is a matter of urgency.

Like many employers, SAB is aware of efforts by Black trade unions to organise Black workers in its employ.

Like many employers, SAB is not prepared to encourage Black trade unionism yet. But unlike most employers, SAB has set about establishing truly meaningful labour relations machinery.

The theory behind the group's efforts is, even if the Government were to give Black workers full trade union rights tomorrow — which seems inconceivable — it would take a long time before labour peace was ensured.

"The majority of White, Coloured and Indian workers who have full trade union privileges are not members of trade unions," said Mr. R. V. "Dick" Sutton, the group's personnel manager.

"And who says that all trade unions are fully effective all the time?" he asks.

"That is why we have decided to take the initiative in instituting meaningful dialogue within the framework of cur-

rent labour legislation."

By "meaningful dialogue" Mr Sutton understands more than perfunctory communication. He wants it to include problem solving and full-fledged negotiating powers.

### Bluffing

"An employer who attempts to approach his workers with half-hearted communications is only bluffing himself," said Mr Sutton.

"Unless workers have the right to negotiate conditions of employment — working hours, leave, wages and fringe benefits — the major causes of labour unrest are likely to remain unresolved until it is too late."

Therefore, Mr Sutton has broadened the Government's substitute for trade unionism, the works and liaison committee system.

Workers in a specific plant elect works committees. These, in turn, elect representatives to a liaison committee on which both workers and management are represented.



MR R V "DICK" SUTTON

It is at the liaison committee level where problems are being solved and negotiations take place.

Management representatives on this body are of a seniority which permits them to take final decisions there and then. And workers' representatives are a true cross-section of the Black staff.

"In some cases we have had to bring in interpreters to ensure that workers' representatives are not prejudiced by language problems," Mr Sutton pointed out.

### Training

Both sides of the liaison committee receive identical training in their task, including how to prepare and present their case and how to negotiate. It takes about two weeks

11 13  
12 13  
13  
14  
15  
16  
17  
18  
19  
20

133



# New labour plan a 'problem solver'

STAR 6/8/75

training to prepare the average worker.

"When he sits at the negotiating table, he is free to raise any subject of concern to the workers who elected him," Mr Sutton said.

"An impartial chairman, usually a personnel officer, presides and records the minutes of the meeting. He also ensures that all matters raised at one meeting are cleared up by the next."

Mr Sutton emphasised that there had to be give and take on both sides.

"I can assure you that our management does not always have everything its own way. If it did the committee would not serve its purpose," he said.

## Time off

An important feature of SAB's concept is that workers are given time off to allow their representatives to assess worker opinion and to report back.

"We encourage such meetings, but we do not impose them because our motives might be suspect," Mr Sutton points out.

What happens when there is a deadlock, when neither side is prepared to yield?

"In that event the committee has recourse to the regional council established under the Government's committee legislation, or to the Central Bantu Labour Board," Mr Sutton says.

Up to that stage the system can function within the framework of current legislation, but it leaves serious shortfalls:

• The system remains entirely dependent on the goodwill of individual employers.

for outside enforcement of agreements reached by liaison committees.

## Blueprint

One way of remedying this would be along the lines of a blueprint drafted by SAB and the Tongaat sugar company.

They have proposed that:

• Works and liaison committees be made mandatory for all undertakings with 200 or more Black workers.

• Regional coordinating committees of Black workers should be formed by representatives of the various liaison committees.

• These regional workers' bodies should nominate representatives to meet an equal number of

employer representatives, thus forming a regional labour council.

• Regional labour councils should have the power to approve agreements reached by liaison committees and to make them binding. They should also investigate cases of alleged victimisation of workers' representatives. And they should negotiate basic service conditions for specific industries in their area.

• Finally the Central Bantu Labour Board should act as overall administrator of the system and should provide mediation in disputes.

Mr Sutton sees this blueprint as an extension of existing labour legislation and as a close parallel to the industrial council system under which re-

gistered trade unions operate.

SAB and Tongaat have jointly submitted these proposals — in much greater detail than reflected here — to the Minister of Labour, Mr Marais Viljoen.

Yet SAB does not see this system as the only answer.

"We are satisfied with what we are doing at company level right now," Mr Sutton said.

"But we can envisage all kinds of variations and adaptations at the higher levels. Others may devise more practicable machinery than that embedded in our exercise.

"Whatever the answer may be, however, we feel that there must be a higher authority to enforce agreements and help resolve disputes."



"Unless workers have the right to negotiate conditions of employment hours, leave, wages and fringe benefits — the major causes of labour

~~1) 78A~~  
2) 133  
~~3) 184~~  
~~4) 197~~

133



F.M. 8/8/75

## A stitch in time

At long, long last plaintive calls for unity in the textile and clothing industries look like being heeded. Following a top-level meeting at Johannesburg's Carlton Centre last week, former sectional interests have agreed to compromise and form an Advisory Council for the Textile Industry. The move is not before time.

Textile producers have long maintained that they couldn't make ends meet without either tariff protection or import control, or both. Garment manufacturers, on the other hand, have often complained that they simply couldn't get what they wanted when they wanted it. And, even if they could, it wasn't at the right price.

Result was that sectional interests in both industries were forever beating on the Board of Trade's door with their own particular — and some said short-sighted — pleas for special consideration.

No one expects such pleas to cease overnight. Nor does any one really expect raw materials pricing and availability to suit everyone. But something, quite clearly, had to be done (*Inside Industry* May 23) to create a degree of unity.

Prime mover was SA Nylon Spinners' deputy chief executive Peter Beazley,

who tells the *FM* that the 40 or so invitations to sectional heads of both industries were all taken up. "No punches were pulled," he says, "but the meeting got by without direct confrontation and a real spirit of co-operation emerged."

With Beazley as chairman, the new Advisory Council will comprise 17 members — most voting with profit and loss accounts behind them and not as "professional committee members".

The 17-man committee will include three representatives from the cloth manufacturing sector; three from retailing; five from garment manufacturing; three from raw material production and one each from Assocom and the Handel-sinstituit.

Problem has been, says Beazley, that many big guns haven't supported their own (sectional) associations. With this new initiative, and by roping the big guns in, Beazley claims: "We'll now be able to command the ear of the top men."

While a firm constitution has yet to be laid down there's widespread relief that the bickering is about to stop and the way is now open for constructive argument.

The first meeting is scheduled for Durban in two weeks' time.

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

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

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

Key elements in the policy are:

- The greater geographical and occupational mobility of workers.
- The improvement of skills in the total labour force.
- The phasing-out of the migrant labour system as it exists.
- The relaxation of statutory and traditional job reservation.
- The preparation of Black workers for more meaningful involvement in the collective bargaining process.
- The fixing of minimum wage levels "in accordance with the basic necessities of life".
- The extension to the total labour force of adequate unemployment, pension and sickness benefit schemes.
- The abolition of discrimination against women in the labour market.
- The co-ordination of the labour policies and practices at present administered by four Government departments — Bantu Administration, Labour, Health and Mines.

The necessity for such a policy — with its implied drastic shifts in South Africa's traditional labour attitudes — can be gauged from a few statistics — based on official forecasts.

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

Blacks at present constitute 55 per cent of

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

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

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

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

### Training

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

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

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

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

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

## By FLEUR DE VILLIER

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

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

### Clear need

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

of Black workers cannot be met through system there is a need for the authority, in due course, legal recognition their aspirations.

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

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

### Re-entry

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

One of the mediate effects of the policy — if adopted — puts the ball in industry's own court. This is that industry accepts a direct responsibility in its own national interest.

That the Natal Employers' F.H. 15/8/75  
Association has decided to endorse all  
future copies of its monthly Bulletin  
"not for re-publication without approval"? (133)

No such restriction has applied in  
the past and, as the NEA points out in  
a letter to editors explaining the move,  
copies have been going out freely for  
re-publication for over 30 years "in  
some cases".

The NEA considers "this  
endorsement necessary in the current  
volatile labour situation" and asks  
journalists to clear material for  
re-publication through NEA director  
Len Thorne, who will refer requests to  
a special committee.

Thorne notes that he "will make  
every effort to clear your requests in  
the first place by telephone, but should  
time permit it would be of the greatest  
assistance to me if you could submit  
your draft for approval".

From time to time the NEA  
publishes figures relating to Black  
wages in various Natal areas. These  
have highlighted the fact that some  
companies are paying startlingly low  
minimum wages to their Black  
employees — R12,50 in  
Pietermaritzburg, for example. It is  
since the *FM* published this figure (*Did  
You Hear?* August 1) that the NEA  
has imposed its re-publication  
prescription.

Is it the publication of information  
about low wage levels, or the low  
wages themselves, which leads to a  
"volatile labour situation"?

# Viljoen's formula

F.M. 5/9/75  
133  
133  
145(7)147

133

Good news from the labour front. This week Minister of Labour Marais Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed.

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine.

The Bantu Labour Relations Regulation Act will be amended to provide:

● The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees".

The new move could lead to more direct representation of those interests. But why only *one* Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting.

● A remedy for "other shortcomings" which have "come to light". Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis; and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the *Government Gazette*, will be binding on all workers and employees in the area and industry covered by the agreement.

Disputes will be referred to the Wage Board for arbitration. The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed — somewhat surprisingly — that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly-instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union".

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with.

The Federated Chamber of Industries cautiously takes a middle view — as usual. Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes: "This is very much in line with our kind of thinking. We acknowledge the forces that are at work for Black unionisation. The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters."

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks.

133

## PRICES AND WAGES *F.M.* A new ball game *26/9/75*

While the men at the Department of Finance were preparing for devaluation, Department of Commerce officials were working on the much-heralded anti-inflation package agreed to by government officials and private sector groups (*FM* last week). Has the devaluation torpedoed any chance of success the anti-inflation plan might have had?

Judging by responses to the *FM*'s inquiries, Senator Horwood's *shokku* has cost the wage and price restraint plan much of its credibility and Pretoria is going to find it difficult to make a voluntary commitment stick. As one prominent industrialist put it: "It's a different ball-game now. With something as inflationary as this devaluation, it will be every man for himself. We'll give a horse laugh if government tries to implement this plan."

Most sceptical of the plan's chances now are the trade unions.

Delegates at this week's Tucsa conference expressed fears that commerce and industry will profit out of devaluation by using it as a pretext to put up prices even where the shrunken international value of the rand does not justify doing so.

Referring to the "tremendous sacrifices" trade unions are expected to make in the battle against inflation, Ronnie Webb of the Motor Industry Combined Workers' Union — and a Tucsa vice-president — told the *FM*:

"We are disappointed that government negotiated dishonestly and did not take the unions into its confidence when devaluation was in the offing."

Senator Anna Scheepers of the Garment Workers' Union echoed:

"We were not consulted about devaluation. Why should we then be part of the anti-inflation contract if large numbers of our members are going to suffer? Our agreements in the OFS and



Grobler, Scheepers and Altman . . . will they still play ball?

Northern Cape expire in November 1976. We will start negotiating about May, and we are going to put in for big increases — at least as large as the CPI increase. I can only foresee trouble arising out of the devaluation."

Says Ray Altman, general secretary of the National Union of Distributive Workers:

"I am very worried that devaluation will be even more inflationary than we are led to believe. If imports go up 17,9% in price, by the time the goods reach the consumer that 17,9% will be very much more.

"It is always easy to tell whether the trade unions are playing the game when it comes to wage restraint simply by measuring wage demands against the Consumer Price Index. But it is very difficult to pin down employers. We, in our union, will support Tucsa in its participation in the government's anti-inflation programme, but we will want a very firm assurance from the government on price increases if we are to consider ourselves bound by the package.

"If the CPI rises to unprecedented heights I can foresee that unions will not consider themselves bound any longer".

Jimmy Zurich, president of the 20 000-strong Railways' Artisan Staff Association, endorses Tucsa views:

"My feeling is that the rise in the CoL will continue unabated. The work of the inflation committees will be negated by devaluation and I can expect pressure to build up among my members for a reconsideration of our agreement to hold back until next April on wage demands."

However, speaking as secretary of the RASA, Confederation of Labour chief

Wallie Grobler added: "I don't think we will renege on the April bargain. But the inflation rate then could well influence the size of our demands."

Ken du Preez, general secretary of the SA Engine Drivers, Firemen and Operators' Association, articulates the mood of organised labour:

"The devaluation is disturbing on all accounts. There will be reaction — it's easy to control wages when you have the goodwill of people. But when they pick up the paper and see that the price of the car they were going to buy has gone up, what must they think?"

So it looks as if the plan's chances will hinge on the ability of commerce and industry to hold down prices.

An encouraging omen was the joint appeal of Assocom, FCI and Afrikaanse Handelsinstituut presidents on Wednesday for restraint in marking-up prices on existing stocks of goods affected by devaluation, though it's a pity they didn't broaden its scope to include imports brought in *after* devaluation.

### WAGE CURBS

Referring to our report last week on recommendations to government in regard to wage and price restraints, the restraint period for employers and workers will, we understand, be six, not 12, months — the 12-month period was apparently contained in an earlier proposal.

In addition, the package would allow companies to pass on only 70% of *all* "unavoidable" cost increases, including hikes on imported goods.

# Training is the key to success

Private enterprise should spend the equivalent of two weeks' salary for every employee on training and development, says Mr Dave Jackson, of the Institute of Personnel Management.

The IPM's executive director, speaking to the Assocom annual congress in Margate on "The Outlook for Labour," said the three key words for labour in the years ahead were inflation, productivity and communication.

Outlining a blueprint for better labour management, he spelled out five steps to be taken by an employer body such as Assocom.

These were:

- To develop objectives and an action plan to achieve them;

- To get Government backing for the plan;
- To arrange financial incentives for the programme;
- To promote and publicise the plan among members;
- To undertake manpower planning within the economic sector with a view to setting up sector-based training facilities.

### PALTRY SUMS

Top management's role within the blueprint would be to define company objectives, develop a company plan of action, create a structure and define responsibilities to make the plan work, to budget for it, to gain an appreciation of the training programme

and to maintain a control system so that the programme is kept moving forward.

Mr Jackson said enormous organisations employing thousands of people sometimes allocate paltry sums to training, and then wonder why the programme failed.

"Training and development of people is never cheap," he said. "There is only one thing which is more expensive, and that is to neglect them."

If it was not worth setting aside the equivalent of between 3 and 5 percent of a person's salary (one to two weeks' pay) for his development, the organisation should question whether the employment of the individual was necessary at all.

He said he believed the only way to beat inflation would be to analyse the expectations and potential contributions of workers, and institute an intelligent and sincere campaign to increase their vested interest in successful commercial enterprise.

**ASSOCOM CONGRESS**  
**Tony Koenderman reporting**

It needed a combination of short-term strategies, to buy breathing space, and long-term strategies to tackle the deeper problems of "a balanced and equitable distribution of wealth, power and opportunity."

# ENGINEERING FIRM DISPUTE PROBED

Mercury Reporter

PIETERMARITZBURG — An urgent special meeting of the executive committee of Pietermaritzburg's Chamber of Industries was held here on Wednesday to investigate the situation at Conac Engineering which resulted in 64 of the firm's Black workers being fired. The meeting was attended by Mr. E. Ege, Conac's managing director, who is a member of the executive committee, and an unnamed invited representative of a Bishopstowe engineering firm "who was also expecting some trouble," according to a spokesman for the chamber.

In a statement, issued yesterday, members of the executive said they had been "disturbed" by Press reports of unrest at Conac and "had investigated the facts of the situation."

Mr. Ege told the meeting the worker representatives of the liaison committee brought up the question last week of overtime working and they expressed the fear that workers believed that they could be dismissed for failing to work overtime.

They suggested the practice of regular overtime should be abandoned.

It has been the regular practice at Conac's to work Saturday mornings and an hour overtime every normal day, according to the statement.

Mr. Ege said that on Tuesday he addressed the men outside the works and explained the company policy on overtime — particularly in relation to the custom of regular overtime working and payment of enhanced rates.

He told the meeting that 64 men had chosen not to continue in employment under these conditions.

133

① 150

② 133

③ 147

④ 189

Mercury 17/10/75



# Cash aid

## for jobless to be doubled

RDM  
17/10/75

① 315  
② 29  
③ 287  
④ 133

133

By JOHN IMRIE

UVONGO. — South Africa's present "totally inadequate" payments to the unemployed are to be more than doubled to 45 per cent of their earnings.

This was disclosed to the Associated Chambers of Commerce congress yesterday by a senior Department of Labour official, Mr. F. S. P. de Villiers when explaining the need for increased contributions from employers and employees to the Unemployment Insurance Fund (UIF) now standing at nearly R180-million.

The congress, however, passed a resolution expressing concern at the Unemployment Insurance Fund board's decision to propose increased contributions at an inflationary time and when there was no unemployment and urged the board to review its decision.

Mr De Villiers said the present unemployment payments, ranging from R2,45 a week to very low-paid workers to a maximum of R20,30 a week for people earning R6 750 a year were totally inadequate.

The UIF board proposed to fix payments at 45 per cent of actual earnings and to do this it was necessary to raise the fund's income and also strengthen it to cater for possible unemployment later.

If unemployment of 4 per cent, which existed in many overseas countries, hit South Africa it had been calculated that the UIF would need R270-million.

"The fund must be in a position to meet such a situation," he said.

Trade unions have for long considered the unemployment payments unrealistic.

The proposed new scale of 45 per cent would give an unemployed worker earning just over R10 a week about R4,50 a week to live on instead of R2,45 while those on the ceiling income of R6 750 a year who became unemployed could expect to receive about R58 a week instead of R20,30.

At present employers contribute between 1c and 8c a week to the fund for each employee while workers contribute between 1c

ASSOCOM FEARS

Hard yardstick

F.M.  
17/10/75  
133

The anti-inflation pact was endorsed by delegates at Assocom's congress in Margate this week. But they expressed some reservations and made it clear they'll be keeping a close watch on government to see that it keeps its side of the bargain.

Assocom past president Lou Sher, for instance, feared the restraint on firms earning more than 15% on capital — though only a guideline for the next six months — could become a permanent government yardstick which could send some firms into bankruptcy overnight and would be useless in attracting long-term risk capital.

Durban's Gordon Bond criticised devaluation as smelling of panic, called on government to be more frank and lay facts, however unpleasant, before the public instead of trying to gloss over them. The lack of information about the need for devaluation could only create uncertainty and so strike at the heart of the economy.

What was needed was sober assessment instead of Finance Minister Owen Horwood's complacency and even optimism. Cracked Bond: If Horwood was right that devaluation was such a good thing then "we can expect it regularly."

Secretary for Finance Gerald Browne denied devaluation was either a panic move or one of weakness, and said there was still every reason for confidence in gold. While it could be argued that instead of devaluation there could have been intensified import control or drastic deflation, neither was reckoned the right course.

As for inflation, he noted that though the rate of increase had come down markedly since the second half of last year, it was still unacceptably high. Government, he assured, would be sticking to its undertakings to reduce it further.

Assocom executive director Raymond Parsons pointed out government's commitment was to consult wherever possible in advance with the private sector. What was needed, he said, was "more use of the radar and far less of the rear view mirror" in running the economy.

# Textile men iron out some creases

1975 (3) 133  
SUN TIMES (BUS TIMES) 19/10/75

BY GORDON KLING

EFFORTS towards greater unity in the South African textile and clothing industries are at last getting results after years of bickering between the various sectional interests.

Peter Beazley, deputy chief executive of South African Nylon Spinners, said in Cape Town yesterday that the recently formed advisory council for the textile industry has overcome initial hurdles and is making a good start.

Mr Beazley, who is one of the main instigators of the council, had discussions on its role with Sebastian Kleu, chairman of the Board of Trade in Pretoria last week.

Dr Kleu wanted to know who we are, and what we're doing, and I think he's satisfied with the answers.

The council is made up of representatives at high level from all major producers and users of textiles, retail chains, and the leaders of the appropriate associations that now exist.

"We've already considered important problems and there has been not only an excellent spirit of collaboration between very different interests, but it has also become a quick source of vital information.

"This is preferable to the presentation of emotional, individual viewpoints to Government or to the public in a conflict situation which can negate progress in the industry as a whole."

Mr Beazley says that about the only common factor in the textile and clothing industries is cloth, and existing associations relate to very specialised and regional interests.

"Changes in technology, and the whole distributive pattern of the industries, have created new needs for which past relationships just did not cater.

The Government's problem in considering the national interest is now very different from what it was 20 years ago, and it is involved in a more complex pattern of consultation with many more varied interests. For example, being horizontally organised, the individual operators hold

stocks at each point in the manufacturing and selling process.

"The replenishment of stocks after a time of shortage or the clearance of stocks during a period of glut causes an unpredictable hiatus because the size of existing stocks is generally unknown," he says.

"Similarly, the effect of the devaluation of the rand and the

## Top 100

LISTED companies who wish to be considered in the analysis of the Top 100 Companies 1975 are urged to send their latest audited accounts to Fred Beard, Box 2409, Durban 4000, as soon as possible. Accounts should be sent only to the above address — and not to BUSINESS TIMES.

danger of ensuing inflation on costs, prices and volume of locally produced and imported goods, and therefore on profit levels, is hard to gauge by individual sectors of the trade in isolation from the total industry."

Fears by clothing makers that the council would be little more than a muscle device of the already powerful textile

producers to keep their goods well protected from imports by higher tariffs, appear to have been allayed. Harry Stein, director in charge of textiles at Woolworths, says greater communication is needed and regardless of who the motivator was, there would be a clash of interests.

"These have to be sorted out. The main aim is to simplify things for the Board of Trade and this has to be good."

Simon Jocum, chairman of the Cape Clothing Manufacturers' Association, says the council represents a form of detente.

"We've needed something like it for a long time in this country," he says.

This view is shared by most of the top clothing and textile men, but many complain that they have yet to be approached by the council to participate in its activities.

Odd man out is Fairweather's managing director, Dan Rabie, who says the National Clothing Federation is perfectly well equipped to look after the interests of the clothing makers.

"I think the council is a middle-man that won't have any value," he said.

SUID-AFRIKAANSE GEFEDEREERDE KAMER VAN NYWERHEDE  
SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES

INCORPORATED ASSOCIATION NOT FOR GAIN



4TH FLOOR NEDBANK PLAZA,  
cnr. CHURCH & BEATRIX STS.  
P.O. BOX 4516 PRETORIA 0001

4DE VLOER NEDBANK PLAZA,  
h/v KERK- EN BEATRIXSTR.  
POSBUS 4516 PRETORIA 0001

Executive Director – Uitvoerende Direkteur  
Dr. H.J.J. REYNDERS

TELEPHONE 25351 TELEFOON

TELEX PR 3/0141 TELEKS

TELEGRAMS "EMPHATIC" TELEGRAMME

Ref. L/NLP/1  
Verw. ....

Date 1975-10-24  
Datum .....

**STRICTLY CONFIDENTIAL**

TO: Constituent Organisations  
Members of the Labour Affairs Committee

133

Sirs

A LABOUR POLICY FOR THE 1970's

Members will recall that Exco agreed that, following incorporations of certain amendments to the draft document, it be circularised to Chambers for comment and final approval.

The amendments received have now been incorporated in paragraphs 3, 8, 25.1, 26, 28, 46, 61 and 62.2.

Since it was agreed that finalisation of the policy document receive priority treatment, comment should reach the Secretariat not later than November 21, 1975 after which the document will be prepared in final form.

Yours faithfully,

  
T POOLMAN

SECRETARY : LABOUR AFFAIRS COMMITTEE

/vm

CONFIDENTIAL - NOT FOR PUBLICATION

SOUTH AFRICAN FEDERATED CHAMBER OF INDUSTRIES

A LABOUR POLICY FOR THE 1970's :

THE NEED FOR A CO-ORDINATED NATIONAL MANPOWER DEVELOPMENT POLICY

1. In its White Paper : "A Programme for Sustained Industrial Expansion in Southern Africa", published in March 1972, the Chamber commented on labour policy in South Africa in so far as this concerned the manufacturing industry. It emphasised the need for the Government to actively facilitate and encourage the better utilisation of South Africa's manpower, inter alia through accelerated programmes for the training of particularly Black labour, and a categorisation and reclassification of jobs to permit the optimum utilisation of labour while maintaining the stability of industrial relations.

2. Much of South Africa's present prosperity and future economic potential is attributable to its history of stable industrial relations, based on enlightened industrial legislation. Nevertheless it is the Chamber's view that the Republic has entered into a period of accelerated change, particularly on the labour front, and that in order to maintain the benefits to be derived from the nation's economic potential it will be necessary to plan the orderly development of future labour policy in the Republic. The current E D P has specifically targetted for a high sustainable growth rate on the assumption of the better utilisation of South Africa's manpower. It appears necessary, therefore, that an integrated policy be formulated to permit this to occur in an orderly manner.

3. The Chamber believes that in designing a broad framework for the most efficient utilisation of the total labour force, the following points must be recognised:

- the benefit to the economy to be derived from the more effective use of its human resources;
- the increased importance attached to the satisfaction of the aspirations of individuals through employment in jobs where they are most productive;
- the importance of providing work opportunities for an increasing population; the crucial role of manufacturing industry in this regard at the same time recognising that unless such growth is tempered by family planning, such work opportunities will not keep pace with the demand;
- the desire for increased standards of living for all the peoples of South Africa and the concomitant need for housing and residential areas;
- the importance of the maintenance of industrial peace;
- the economic, social and political forces at work in South Africa as well as the continuous process of change;
- the influence of these forces on economic growth and working conditions generally.

4. In the light of the above, the Chamber recommends the formulation and active promotion of a positive National Manpower Development Policy for all the economic sectors of the Republic, including agriculture. This should consist of four components, namely

- the planned development of the South African economy to expand work opportunities for the country's increasing population at a rate designed to meet rising expectations, and to raise levels of living;
- the further development of training and management practices in order to bring about the necessary increase in productivity from the entire labour force;
- the optimum geographic distribution of wealth; and
- development towards the meaningful contribution of all

workers in order to ensure the future of industrial peace in South Africa.

PREAMBLE

5. The objectives of a fully developed manpower policy for South Africa (including the Homelands) may be stated in the following terms:

- (a) to anticipate the manpower requirements at all levels and plan for their fulfillment;
- (b) to develop and increase the qualitative and quantitative adequacy and adaptability of the total labour force;
- (c) to develop employment opportunities;
- (d) to provide the labour market facilities essential to bringing labour supply and demand together in a way which promotes the economic strength and growth of all the Republic's peoples, as well as the maximum self-realisation in work for the peoples; and to ensure due integration of such a policy in the formulation and implementation of the general economic policy of the country.

6. A labour policy for South African industry, operating as it does within a framework of private entrepreneurship and the given socio-political conditions, must take into account industry's need to be assured of an adequate supply of suitable labour, so as to create a stable pool of industrialised workers. At the same time, industry's role in the employment, training and adequate remuneration of that labour in relation to the total national growth process must be clearly recognised and accepted both by Government and industry alike.

7. Industry is aware that it is in the direct interest of the country as a whole to have, and maintain, a satisfied and efficient work force. Moreover, in the interests of the maintenance of industrial peace, it is essential to maintain stable industrial relations operating within a framework of adequate negotiating procedures for the prevention and settlement of industrial disputes. In this regard, and in the light of the heterogeneity of the industrial work force, it is incumbent upon industry to take into account the cultural differences between its workers and to approach industrial relations in the light of these differences.

A NATIONAL MANPOWER POLICY

I. Providing employment opportunities for an increasing population

8. Various forecasts of the population growth and the number of economically active persons in South Africa, indicate that new entrants into the labour market may be as high as 330 000 annually by the year 1980 and close on 500 000 in the year 2000. It is expected that more than 70 per cent of these new entrants will be Black and a substantial proportion of this addition to the Black labour force will have to find employment outside the Homelands. Economic policy will, therefore, have to concentrate on the creation of a sufficient number of employment opportunities to absorb this annual increase. To this end the maintenance of the highest possible growth rate, compatible

with the growth potential of the South African economy as determined by such factors as the availability of capital, entrepreneurial talents, skilled labour and the balance of payments position, is an imperative. Moreover, it implies the economic development of lagging regions, with the emphasis on the provision of employment opportunities in relation to the relative needs of the different regions. Similarly, it implies the restructuring of jobs to allow for the employment of non-Whites, and particularly Blacks, in higher job categories.

## II. Productivity

9. The Chamber must stress the vital role that productivity improvement must play if industry's viability is to be ensured, industrial exports increased and import replacement opportunities exploited. It is also vital if industrial employment opportunities are to be extended at the same time as the remuneration of labour is to be increased. This is a basic requirement and involves such matters as the skill content of the labour force, occupational and geographical mobility, remuneration, social benefits, and like employment conditions. These matters should be given continuous attention and all efforts made to improve the productivity of the individual in his workplace.

## III. Improvement and adjustment of the skill content of the labour force.

10. Due to a number of factors such as technological advance, increased wages and urbanisation, both the volume of employment and the type of skills (required for the achievement of overall national economic goals), can be expected to change in South Africa. Thus official statistics and long-term projections undertaken by the Chamber indicate that long-term structural changes are occurring and must occur in the racial composition of the industrial labour force. The Chamber estimates, for example, that while Blacks at the present time comprise about 55 per cent of the industrial labour force, this figure will increase to more than 70 per cent by the year 2000.

11. Moreover, because of technological advance, shifts in demand, increased mechanisation and automation, job reclassification, and other factors, the demand for trained labour will increase at a fast rate in future. Various observers expect, as confirmed by projections by the Chamber, that the White, Coloured and Asiatic population will not meet the demand for skilled and other trained labour in the years to come as it was able to in the past. It is therefore imperative that the skilled content of the total labour force, including the fullest use of older persons, any impediments in their employment such as debarring their engagement because they are too old to join a pension plan, should be eliminated, and particularly that of Black skill, be improved rapidly in order to meet the changing demands of industry. This involves an accelerated programme of education and training for all race groups.

12. In South Africa, the view has always been held that industrial training is a function which properly belongs to employers and that Government should concentrate on encouraging and assisting employers to provide training. However, experience in many developed countries suggests that there is room for a much larger contribution by Government to complement training by employers.

13. Mainly two types of training can be distinguished, namely, in-plant and pre-employment training. The Chamber accepts that in-plant training

is the responsibility of employers, comprising as it does the training of individual employees to meet their own particular needs.

14. Pre-employment training is concerned with preparing individuals for entry into the labour market. As such it involves, firstly, basic education, and secondly, training to meet national and specific industrial needs, as well as training and retraining of individuals whose skills are deficient or whose skills have become obsolete. In regard to Government-sponsored basic education the Chamber believes that the existing programmes and their planned expansion, followed through with vigour, should meet requirements. There are, however, many non-White workers deficient in basic arithmetic, literacy and urban skills e.g basic hygiene and traffic rules, and in this area a programme of Government-subsidised adult education is urgently required.

15. As far as the other types of training are concerned, it is believed that the basic questions are: (a) what to train; (b) where to train; (c) how to train; (d) the financing of the training. It is the Chamber's view that in so far as industrial training is concerned there will be a great need for technicians, supervisors, artisans and operators, and great emphasis must therefore be placed on meeting industries' training requirements in these fields in accordance with the needs of different industries. There can be no doubt that the greatest demand for trained labour will continue to arise from the established industrial centres in White Areas, followed by the Border Areas and the Homelands. Training should consequently be provided in all three areas in accordance with the needs of each.

16. The Chamber is appreciative of the steps taken by the authorities in recent years to improve industrial training facilities of particularly the Blacks in the above-mentioned three area categories. It believes that the present incentives and facilities, which may be augmented as circumstances dictate, can and should be fully utilised by industry in its own interest. However, the Chamber wishes to draw attention to the anomaly which exists in so far as the incentives enjoyed in respect of the training of Black workers are not extended to industrial workers of other racial groups. The Chamber specifically asks that these incentives be extended in respect of other racial groups. In particular the Chamber would also commend the closer co-operation between manufacturing companies through Industrial Associations and Regional Chambers of Industry in the interests of pooling information, resources and of adequately extending in-company and extra-mural training in order to promote the necessary degree of productivity advancement within the sector.

17. The Chamber would, moreover, recommend accelerated programmes in the area of artisan and technical skills, particularly as far as non-Whites are concerned. It must also be remembered that economic development and technological advancement both create the need for facilities which will afford individuals the opportunity to change careers, to acquire skills which they failed to do when they left school, or to return to work after a break in service. As yet provision for retraining in South Africa has been of a marginal nature and more attention should be given thereto in the interests of underwriting the job security of the nation's entire labour force.

18. It is also believed that there will be a continued need for immigration to augment local skills and adequate steps by the private and public sectors alike are of the utmost importance. Government policy recognises this need but government administrative procedures should be simplified and streamlined to meet this need more fully.



19. In sum, the improvement and adjustment of the skill content of the labour force, must be concerned with basic education, pre-employment and other forms of training as well as on-the-job training, retraining and immigration, all of which will have to be accelerated at an unprecedented pace if growth and employment targets are to be achieved.

#### IV. Geographical mobility

20. The Chamber accepts that in the interest of maintaining wage levels and a peaceful industrial, sociological and political co-existence of the various population groups, influx control measures are required whereby the geographical movement of Black workers between the Homelands and the RSA is regulated. With the establishment of Bantu Affairs Administration Boards in the White Areas of the Republic the way has been paved for a freeing of the horizontal movement of Black labour within much larger geographical areas, and thereby the more effective utilisation of the Black urban labour force which is, or is to become available within each Board's area of administration. However, the practical application of this principle requires much more attention. The Chamber contends that this process will require an improvement of the employment facilitation services which are provided for Blacks by each particular Board and the co-operation of employers in reporting vacancies, and also in the making use of such services by Black workers. With this in mind, and without advocating an unqualified removal of influx control, the Chamber would recommend a streamlining of the procedures for the procurement of labour when and where necessary, to eliminate unnecessary friction and delay.

21. The Chamber has ascertained that most of the developed countries of the world have come to realise that the equivalent of the labour bureaux system in South Africa is the single most important tool in ensuring the efficient functioning of geographic labour markets, and that it has a vital role to play in regard to such matters as the mobility of labour, economic growth, stability, full employment and equity. There can be little doubt that a thorough review of the employment services in South Africa would contribute a great deal towards the better utilisation of South Africa's labour force. Aspects which the Chamber believes should receive attention include the separation of the function of influx control (a negative factor) and job placement (a positive factor); the relocation of employment offices away from other Government offices and in modern premises which are easily accessible to workers, work-seekers and employers at convenient hours; the speedy and effective notification of vacancies between different employment offices; and in general, the improvement of the image of the Labour Bureaux Systems for all races.

22. In the Homelands a parallel system of labour recruitment should be made available:

- through direct recruitment by employers as currently practised; and
- indirect recruitment by employers through the Bantu Administration Boards when labour is not allocated to an employer but to the Board from whom the required category of labour is to be obtainable.

23. The Chamber has reviewed and is cognisant of criticisms which are levelled against the migrant worker system. It believes that there is evidence that in its present form it is not conducive to optimum industrial

productivity and sound industrial relations. Existing legal provisions and certain social conditions through which locally resident labour becomes unemployable has forced industry to employ migrant labour on a one year contract basis. To the extent that the migrant labour system obstructs the better utilisation of the national industrial labour force, it is the Chamber's belief that this system should be modified.

24. Great regional differences exist in the pattern of the migrant worker system, depending on the degree to which the contract worker is able to commute between his legal domicile and his place of work. In certain regions, notably in Natal, in the central and north western Transvaal and in the north eastern Cape, the Chamber believes that the disadvantages of the migrant worker system can be largely eliminated by the improvement of commutor services between the White industrial areas and the Homelands. Given the opportunity to visit his home weekly or monthly, many of the social problems related to the migrant worker will be minimised.

25. With regard to the areas from which the regular commuting of Black contract workers cannot constitute a solution to such problems as may arise through the migrant worker system, the Chamber believes that attention should be given to the elimination of various irritants and distortions which are disruptive of optimum manpower utilisation. In other words, the Chamber proposes a streamlining of the migrant labour system as it presently exists. It urges that serious consideration be given to:

25.1 An improvement in the accommodation of the contract worker living on a single basis and particularly the segregation of such accommodation from normal married accommodation in the townships, and that certain migrant workers be allowed to take up residence in White areas on a family basis where accommodation is available or can be made available which, to conform with present Government policy, would require an arrangement that this would not entitle them to qualify under Section 10(1)(a), (b) or (c) of the Bantu (Urban Areas) Consolidation Act, 1945. This facility should be granted only to Blacks with a history of employment in industry, with certain minimum educational status, or having received industrial training approved by the Department of Bantu Administration and Development.

Whilst conceding that regional geographical differences exist, it is pointed out that as far as Natal is concerned the overwhelming majority of Blacks live within commuting distance of a Homeland and such persons can make their own arrangements relative to accommodation. In respect of such persons as reside outside the Homelands, it is the view in Natal that better accommodation than that which has traditionally been regarded as acceptable, is now called for.

25.2 That the system of labour contracts be amended so as to permit the freer acquisition by industry of Black workers for employment in White industrial areas on a longer term basis, subject to normal annual leave arrangements, but without the worker attaining permanent residential qualifications in White Areas; that the present elaborate and time-consuming paper work be replaced by linking the contract system to the computerised controls already envisaged by the Department of Bantu Administration and Development; and that the Labour Bureaux system be streamlined.

The Chamber is aware that some of these matters are already receiving the attention of the Department of Bantu Administration and Development.

26. In acknowledging that the call-in card system provides a measure of permanence and that the procedures require streamlining to create as little discomfort to employers and employees, it is also of significance to note that a stable pool of industrialised labour cannot become available through

advantage in fully utilising the labour potential by means of appropriate personnel management practices, including selection, induction, training, social care, etc.

27. It is accepted Government policy, endorsed by the Chamber, that subject to certain safeguards the employment creation targets for the economy can best be met by inter alia a maximum rate of employment generation in decentralised and Homeland areas. To these the Chamber would add established areas adjacent to concentrations of non-Whites, whether designated as growth points or not. Nevertheless, in view of the desirability of establishing an adequate supply of industrial labour in controlled areas, and in the light of the existing inability of Homeland areas to absorb their economically active populations, it is advocated that the migrant worker system as it presently exists be gradually replaced by a system providing industry with a more stable migrant work force. In particular it is essential that the one year contract system be amended to permit of longer contracts so as to justify the time and money spent on induction and training.

28. Other matters concerning Black workers which are worthy of specific attention, in the view of the Chamber include compulsory medical examinations; accommodation for temporary, short service contracts; the transport of workers to and from Homelands; an orderly wage remittance programme in consultation with the Homeland Governments; and the necessity of providing adequate housing and other amenities.

#### V. Occupational mobility

29. In the interests of meeting the aspirations of the various peoples of South Africa and to underwrite job security, while at the same time providing the occupational framework in which economic growth can take place, it is imperative that the occupational mobility of labour (i.e. the opportunity to perform work requiring greater skills) be improved thereby to facilitate the adjustment of supply and demand in the different occupational and regional labour markets.

30. In South Africa, as in many developed countries with an active manpower and manpower adjustment programme, there should be a greater awareness and appreciation of the great economic potential to be derived from the achievement of greater occupational mobility. This presupposes education and training as well as the improvement of labour market facilities as discussed above.

31. The underlying conditions for such an improvement in occupational mobility imply the relaxation of statutory and traditional work reservation. The Chamber believes that an orderly repeal of statutory work reservation is in the interests of the nation, not only because of its immediate effects on occupational mobility, but also because of the psychological effect that such a step would have on traditional and other forms of work reservation.

32. Traditional work reservation results from social attitudes among employers and employees as to the types of work which ought to be performed by workers of different population groups. It affects a much larger percentage of the labour force than statutory work reservation. The effects of this constraint on labour mobility can only be removed by a change in attitudes, particularly among White employers and employees. Although attitudes normally change slowly, much could, however, be done by trade unions and employers to effect a more rapid and orderly change in this regard. The Chamber recommends that urgent attention be given thereto.

33. The Chamber furthermore holds that one of the surest ways in which the limiting effects of both types of work reservation could be overcome and

occupational mobility improved, is by the reclassification of artisans' work in order that a segment of less skilled operations might be performed by semi-skilled Black workers. There is a general belief that there is great scope for this to be done and that employers could introduce reclassification more rapidly without endangering labour relations.

34. The R S A Government, in its "White Paper on the Report by the Inter-Departmental Committee on the Decentralisation of Industries", has accepted the principle of greater occupational mobility of labour, in a process of gradual and orderly change in co-operation with trade unions. The Chamber believes that since the acceptance of this principle the process of relaxation has proved to be too slow, and it is of the opinion that Government could, and indeed should take, a more active lead. As large employers, the authorities have themselves the freedom to influence employment patterns in this regard.

#### VI. Industrial relations

35. The Chamber is convinced that a policy of orderly development towards meaningful participation by all workers in all aspects of industrial relations would contribute significantly to the continuance of industrial peace in South Africa. However, it is equally convinced that employee relations at plant level will substantially determine the success or failure of any system of industrial representation machinery.

36. The Chamber believes that the basic industrial legislation relating to the regulation of working conditions, wage and service conditions, and the settlement of industrial disputes has up to now contributed materially to the remarkable history of industrial peace which this country has enjoyed. However, at the same time, it recognises that in the areas of the settlement of disputes, and in the negotiation of employment conditions, present legislation does not allow sufficient meaningful direct participation and representation by Black employees. This deficiency has become a cause of discontent amongst Black workers and in the interests of maintaining industrial peace (as well as a satisfied, well-motivated and productive Black labour force) warrants serious attention.

37. While the Bantu Labour Relations Regulation Amendment Act of 1973 created new opportunities for Blacks by providing important new channels of communication between Black employees and their employers, the present system is inadequate in that the majority of the negotiations conducted in terms thereof are not afforded statutory recognition, neither does it place at the disposal of Black workers collective bargaining machinery in the broadly accepted sense of the term. The Chamber is constrained to record that it senses that these shortcomings require the early and urgent attention of the authorities.

38. The Chamber is mindful of the fact that Black workers are manifesting an increasing interest in organising themselves into trade unions, but believes that it is neither in the interests of industry to give Black trade unions premature recognition nor to place obstacles in the way of their development, provided that the leaders and members of the unions concerned manifest attitudes and objectives not inimical to the national interest of the Republic. The Chamber feels that with the growing demand by the Black for meaningful and direct participation and representation in the negotiation of wages and working conditions, it will become inevitable that the Government give recognition thereto, if necessary, by legislative action. Any steps taken in this direction should, however, take account of the ability of Black workers to organise themselves within a framework

of the responsibilities inherent in such representation in the negotiation process.

39. In this spirit, the Chamber recommends that, in the interests of preserving good industrial relations, industrial employers should themselves take due cognisance of these desires of their Black workers.

40. The Chamber, without losing sight of the sense of urgency which it detects needs to be directed to the fundamental aspects raised above, supports the Government's appeal to all industrialists to take advantage of the opportunities provided for the establishment of liaison and works committees in the sincere belief that it is in the national interest to develop the collective self-awareness of the Black worker in industry. However, it must be emphasised that in the establishment and conduct of these committees, the proceedings should be conducted in full consultation with the affected Black workers and with total involvement by top management. It is believed that the successful operation of these committees will contribute materially to the preparation of the Black for his future more meaningful involvement in the collective bargaining process and will assist in the obligations of labour relations.

41. The Chamber is convinced that some employers and many employees are not at present properly motivated or informed regarding the effective operation of the above-mentioned committees and that this lies at the root of much of their alleged ineffectiveness. It therefore recommends that an intensive and positive programme of education in these matters for employers (including all levels of supervisors) and their Black employees be introduced, with a full commitment from and closer co-operation between Government and the private sector.

42. The Chamber believes that satisfactory industrial relations can only be achieved on the foundation of satisfactory employee relations at plant level, aimed at developing the potential of employees within the existing economic, social and political structure to provide for them the greatest degree of satisfaction from their work and in motivating them to give their best efforts to the organisation. The personnel management function is vital in South Africa with its labour force composed of peoples of different cultures, beliefs and customs and at differing stages of development.

43. Evidence exists that in the past not all employers have adequately expanded personnel management to Black employees. Nevertheless there has been an increasing awareness in recent years that more has to be done regarding the management of Black workers with regard to such matters as social benefits, wage administration, supervision, inter-personal relationships, communication and transport. The Chamber believes that more attention has to be directed towards tailoring personnel management to the requirements of Black employees and of introducing the necessary level of sophistication and frequency of application of personnel techniques to this class of worker.

44. There is a growing belief in all sections of the South African industry that increased Black involvement in the trade union movement is inevitable and it is therefore incumbent on organised industry and the Government alike to ensure that this development takes place in an orderly manner.

## VII. Remuneration

45. There can be little doubt that one of the main labour issues in South Africa for the years to come will centre around the question of remuneration and more particularly the so-called wage-gap between skilled and unskilled workers and between Whites and non-Whites. At the same time it should be noted that in general parlance the "wage gap" is related to the situation in which White and Black labour receives different wages for the same job.

46. The Chamber accepts that regardless of race, the price paid for the various categories of labour is largely determined by the underlying conditions of demand and supply, productivity and the ability of employers to pay. At the same time it believes that it is incumbent on employers to adopt minimum wage levels at least in accordance with the basic necessities of life, however difficult this is to measure exactly; and to recognise the erosion of the standard of living by the increasing price levels. However, in an inflationary climate, wage restraints are necessary as part of an overall campaign against inflation. Such restraints should impact themselves more readily on the high wage earner than the lowly paid.

47. The Chamber accepts the principles of job evaluation, minimum job rates and payment according to performance and believes that as the programme for reclassification of jobs progresses it will have a favourable wage effect which would significantly spread to the non-White group in the long term. The Chamber is therefore of the opinion that although the application of these principles is desirable, there will be a period of transition and that in especially those geographical areas where unemployment exists, some wage differential is inevitable and may even be desirable.

48. In the light of these considerations and in order to provide realistic wage levels, the Chamber would recommend that:

- (a) in industries organised in terms of the Industrial Conciliation Act, wages continue to be determined by collective bargaining between employer and employee organisations;
- (b) Works and Liaison Committees be actively encouraged to play a more effective role in the determination of wages of Black employees through the machinery provided for in the Bantu Labour Relations Regulation Act, 1953; but that ways and means be considered for granting statutory recognition to certain wages negotiated under this Act;
- (c) where workers are unorganised in terms of the Industrial Conciliation Act, the Wage Board continues its function to recommend minimum wage levels, but that the Wage Board be enlarged and re-organised in order to expedite its activities and including in addition representatives of all races;
- (d) the question of occupational and geographical mobility of labour receive attention as discussed above; and
- (e) Government determine a differential consumer price index for the lower, medium and higher wage groups and for the main geographical areas which will enable employers to be guided in interim adjustments in wage rates and in the negotiation of new wage levels.

VIII. Social benefits and industrial safety

49. The Chamber is aware that a policy of adequate social benefits and industrial health and safety is receiving increased emphasis in the Western World by a shift from basic wage demands to job security and fringe benefits in various forms. It accepts that the maintenance of good personnel and industrial relations is influenced by employment conditions over and above wages. The Chamber believes that industry has a responsibility in its own and in the national interest to improve social security benefits to its labour force of all races where this is possible. However the industrial work force is heterogeneous and when providing these various fringe benefits employers should take this into account.

IX. The elimination of structural unemployment

50. Structural unemployment, emanating as it does from changing technology and other related factors, is common in most developed countries and could increase in South Africa for a number of reasons. As already indicated, the Chamber believes that Government should make adequate provision for retraining facilities for workers whose skills are deficient or whose skills have become redundant. The provision of improved employment services as noted above would also assist in meeting the needs of the structurally unemployed.

X. Employment of females

51. Females can make a considerable contribution to the economic growth of the country. This is not generally realised by many employers. More particularly, it believes that there is a substantial reserve labour force in married women who could re-enter the labour market and it is convinced that many employers still do not appreciate the contribution that married women can make to the alleviation of skilled and semi-skilled labour shortages, and, therefore, fail to employ, train and consider married women for promotion.

52. The labour market for women is in many respects different from that for men. Married women particularly are relatively immobile and can only be employed within a limited geographic area surrounding their homes. Moreover, many women re-enter the labour market after a lengthy period of absence with no specific training, little or inaccurate knowledge of changed job opportunities and with important family responsibilities.

53. The Chamber believes that increased attention should be given to the factors affecting women's entry and particularly re-entry into the labour market, which would include such aspects as vocational guidance, training and re-training, hours of work suited to family responsibilities, and the establishment of creches, day nurseries and other amenities.

54. If the best use is to be made of this valuable additional source of labour it is essential that traditional attitudes change, and that the separate sub-markets for men and women be integrated into a single market in which recruitment takes place according to merit, regardless of race, sex or marital status.

XI. The harmonisation and rationalisation of labour policies and legislation

55. The Chamber believes that with the development of the Homelands there

is a distinct possibility that the labour policies and legislation of the Homeland Governments could differ substantially from that of the RSA. It appears therefore imperative that steps be taken for the negotiation and introduction of a series of bilateral labour agreements between the Government of the RSA and each of the Homelands covering such matters as the recruitment of Homeland citizens and their conditions of employment in the RSA.

56. Within the RSA there is a great need for a much greater degree of co-ordination followed by the various departments of state in respect of labour matters (e.g. the Departments of Labour, Bantu Administration and Development, Planning and the Environment, Health and Mines). In many respects the Department of Labour does not fulfill a central co-ordinating role. If this were to be properly co-ordinated, it would eliminate many of the country's labour problems.

## XII. Sectional Taxation

57. Industry is prepared to shoulder its full share of the total burden of the advancement of the people of South Africa and specifically to undertake the specialised industrial training of its workers in accordance with its ability to do so. The costs of the gradual elimination of social, cultural and educational backlogs must be borne by the community as a whole.

### AN INTEGRATED MANPOWER AND DEVELOPMENT POLICY

58. In the light of this document, the Chamber advocates the acceptance by the authorities in the RSA and the Homelands of dynamic manpower policies (with detailed programmes of action) and other related policies integrated with the general economic, monetary and fiscal policies of the Republic in order to attain for the country and its peoples economic growth, stability and equity. This is necessary because of the present fragmented and ad hoc approach which is diffused through a variety of Government Departments and statutory bodies. The implementation of such policies and programmes should be centrally co-ordinated and organised. Moreover, they require a continuous re-assessment of social and legislative restrictions which hamper the more productive use of the total labour force.

59. The Chamber therefore recommends the establishment of a central co-ordinating agency to co-ordinate labour policy as it exists between various Government Departments to eliminate the overlapping of activities and to bring about a uniform approach to central manpower policy planning. The Chamber does not propose the establishment of a new Government Department to fulfill these responsibilities. Instead it proposes the inclusion of all these functions under a central department or committee. The functions of this agency might be centralised in one or other government department such as the Department of Labour or conferred on a committee such as the existing Lindeque Committee, sub-committee of the Prime Minister's Economic Advisory Council; or thirdly, may best find accommodation in an entirely new body.

60. A manpower policy for the Republic and Homelands must take as its basic point of departure economic growth (per capita income) and economic development (structural change) to provide employment opportunities and increased standards of living for a growing population and the satisfaction of the aspirations of all its peoples. This involves two aspects which at times may conflict, viz. the optimum utilisation of labour resources and increased remuneration which could lead to inflation if not matched by productivity increases



61. Most of the labour issues are particularly acute for the Blacks. In this regard the country has seen some change over time which has gathered momentum in recent years. The politico-economic pressure generated by a dynamic society have inevitably come to bear upon traditional attitudes and historical patterns of employment and further adjustments are called for. It needs some emphasis that a radical approach to these matters could involve setting a pace for change which may adversely affect the very objective it wishes to achieve, not only by the social and political unrest which it could create, but also by overstraining the economy. An approach involving a more gradual and orderly change could, on the other hand, be too slow and overtake us in the sense that incomes may not rise fast enough and manpower requirements may not be met adequately. This may likewise lead to social and political unrest and at the same time to an under-utilisation of resources thus impeding much-needed growth.

62. In the interests of introducing a dynamic integrated national manpower policy for the country, and in order to achieve the objectives stated in para. 5, the Chamber, while recognising current efforts in the various areas, recommends:

- 62.1 a job creating programme, i.e. the provision of employment opportunities at specific times and in specific regions where these may or are likely to be required;
- 62.2 an accelerated programme of full primary and secondary education for those groups which do not yet enjoy these facilities;
- 62.3 a massive training and retraining programme, i.e. the provision of pre-employment, in-plant and retraining facilities;
- 62.4 a systematic and continuous review of the occupational and geographical mobility of labour;
- 62.5 a programme for industrial peace;
- 62.6 an adequate remuneration programme;
- 62.7 an adequate socio-economic benefits programme, i.e. health, safety and social benefits;
- 62.8 a programme of harmonisation and rationalisation of labour policies and legislation and a collaboration and co-ordination programme, i.e. collaboration and co-ordination between the various Government departments concerned with labour and economic policy in general and between the various governments (RSA and Homelands) concerned;
- 62.9 a labour market organisation programme, i.e. the provision of labour market facilities and services;
- 62.10 a research and information programme directed at enlightening both employers and employees, i.e. the provision of adequate, useful and timely information on all labour matters, and in regard to employees early notice of increases in costs relative to matters such as transport, accommodation, etc, seems merited;
- 62.11 a forecasting programme, i.e. the anticipation of imbalances in the labour market and corrective action.
- 62.12 an adequate housing and residential area development programme for all races.

63. Finally, it needs emphasis that such a manpower policy should be centrally organised, co-ordinated and implemented.

24/10/75

133

① 133

~~② 28~~

~~③ 47~~

~~④ 1507~~

# Plan to bolster private enterprise

By CLIVE EMDON

THE subject will be the merits of capitalism and the free enterprise system, and the pupils will be the Government, consumers, businessmen and even school children.

These are the ingredients of a long-term research and education project to be launched by the Association of Chambers of Commerce (Assocom) within the next few months.

The executive director of Assocom, Mr Raymond Parsons, said yesterday the project, already termed commerce's "counter-attack" in the Press, was no such thing. It did not relate directly to the Gov-

ernment's programme to combat inflation, but to a world problem — "increasing lack of confidence in private enterprise".

He said it was the duty of the business community through organised commerce and industry to present a long view of the future of the competitive system.

"The benefits of competition must be positively demonstrated and not left to the vagaries of ill-informed opinion."

Bound up with the need to inform and educate government at all levels, consumers and businessmen themselves, and school children, was the need "to promote economic liberal-

ism as a key to the survival of the capitalist system".

Mr Parsons said discussions at the recent International Chamber of Commerce Congress in Madrid related closely to the relationships and balance of power between governments, private enterprise, trade unions and the general public.

The talks centered on how private enterprise could come to terms with the mixed economy of today and still retain a positive role in the economic system.

It was established that there had been no satisfactory alternative to the market economy and

emphasised that profits were fundamental to social progress.

Mr Parsons said acute inflation had led people to question the system. "The result has been that the case for capitalism had largely gone by default. Hence the need for a long-term educative project for all."

Mr Parsons is to spend the next two weeks addressing Chambers of Commerce round the country on the Government's plan to fight inflation. He will also gauge the effectiveness of the campaign so far.

He declined yesterday to list the proposals he will be outlining during his tour.

Star  
9/12/75

# FCI call on labour

133

## Labour Reporter

Concrete solutions to South Africa's pressing labour challenges are proposed in a plan for "co-ordinated national manpower development" issued in Johannesburg today.

Accelerated education and training for all race groups and particularly the better utilisation of Blacks — with relaxed influx control and job reservation — are among the wide ranging proposals issued by the Federated Chamber of Industries (FCI).

The FCI, which represents most of South Africa's manufacturing industries, has also called for improved accommodation for contract workers and for permission to house certain migrant workers on a family basis in White areas.

The proposals, submitted last week to the Minister of Labour, Mr Marais Viljoen, strive for:

- The creation of a single labour market in which recruitment takes place according to merit — regardless of race, sex or marital status.

- The gradual elimination of social, cultural and educational backlogs.

The FCI points out that most labour issues are particularly acute for Blacks and that further adjustments are called for.

But the statement emphasises that social and political unrest could result from a too radical or from a too "gradual and orderly" approach to change.

Radical change could also overstrain the economy while slow change could impede growth through under-utilisation of resources.

It points out that as many as 330 000 job-seekers may enter the labour market annually by 1980 — 70 percent of them Blacks.

(See Page 29)

# RE-THINK TO GOVT

*McCurry*  
*20/12/75*

## LABOUR CALL

**JOHANNESBURG**—The Federated Chamber of Industries yesterday urged the Government to carry out a complete re-think on its manpower policies, and listed a 12-point action programme involving a major change of outlook on traditional policies such as influx control, job reservation and Black trade unions.

It has called for an end to the red tape and lack of co-ordination among Government departments, and the creation of a body within the public service to launch a new national strategy to streamline policy on industrial affairs.

The Chamber yesterday presented to a Press conference "a labour policy for the 1970s" — a document outlining the formula it has produced after a 30-month in-depth study for a basic framework for a national manpower policy.

### 'End red tape'

The document — which was handed to the Minister of Labour, Mr. Marais Viljoen, last week — calls for: A job creating programme — the provision of employment opportunities at specific times and in specific regions where these may or are likely to be required;

An accelerated programme of full primary and secondary education for those groups which do not yet enjoy these facilities;

A massive training and retraining programme — the provision of pre-employment, in-plant and re-training facilities;

A systematic and continuous review of the occupational and geographical mobility of labour;

A programme for industrial peace;

An adequate remuneration programme;

An adequate socio-economic benefits programme — health, safety and social benefits.

A programme of harmonisation and rationalisation of labour policies and legislation, and a collaboration and co-ordination programme — collaboration and co-ordination between the various Government departments concerned with labour and economic policy in general and between the various governments (Pretoria and homelands) concerned.

A labour market organisation programme — the provision of labour market facilities and services.

A research and information programme, directed at enlightening both employers and employees — the provision of adequate, useful and timely information on all labour matters.

A forecasting programme — the anticipation of imbalances in the labour market and corrective action.

An adequate housing and residential area development programme for all races.

"There is no co-ordination at all at the moment," newsmen were told by Mr. Chris du Toit, chairman of the FCI's Labour Affairs

"Take migrant labour and influx control where you have a whole series of different ministries involved and 24 Bantu Administration Boards, all with different views.

"We have to spend endless hours running from one to the other, never mind the labourer who has a daily job of just trying to survive in Johannesburg with all the regulations.

"Take the case of Black graduates from the University at Pietersburg. There are very few job opportunities for them in Northern Transvaal, yet there are endless complications before we can get them to where they are needed here — and then there are four Administration Boards on the Witwatersrand alone to deal with."—(Sapa.)

Proposed new legislation does not change the repressive nature of South African labour legislation, says a visiting international labour leader.

# SA alternative to black trade unions is 'out'

(1) 133  
(2) 134  
(3) 138  
(4) 148

SEN 17/12/75



Mr Dan Gallin (right), head of the International Trade Secretariat for Food and Allied Workers, with the leader of one of his South African affiliates, Mr Scakes Sikhakhane, of the Sweet, Food and Allied Workers Union. The two labour leaders visited South African companies employing nearly 100 000 workers.

## Labour Reporter

A visiting international labour leader who interviewed employers of close to 100 000 South Africans found none opposed to Black trade unionism in their companies.

"Most said they would deal with the respective Black union in their industry," said Mr Dan Gallin, general secretary of the International Union of Food and Allied Workers' Associations.

"One company said works committees were a useless deception and

wanted to deal only with trade unions."

Mr Gallin was interviewed in Johannesburg before his departure after a week's visit to South Africa.

### FIRST VISIT

The Geneva-based labour leader paid his first visit to his six affiliated unions of all races in South Africa. He returns to Geneva with hopes of signing up about 12 new South African affiliates soon.

South Africa's system of worker representation for Blacks would never gain acceptance internationally — among the trade union movement or employers.

"But, most important, it cannot gain the acceptance of the Black workers in South Africa itself," Mr Gallin said.

"The proposed new legislation does not change the repressive nature of South African labour legislation. It only evades the basic issue of trade union rights for Black workers."

### SOLUTION

If works committees were to solve any problem they would have to be controlled by trade unions, as was the case in all other parts of the world where they existed.

Enterprise-based unions, as existed in Japan, were

also genuine trade unions with rights to strike or to form federations independent of management.

South Africa's system, however, was totally dependent on management, Mr Gallin said.

### DISCRIMINATION

"There will never be any acceptance outside South Africa of labour legislation based on racial discrimination.

"We expect a start to internal detente with

Black workers. South Africa's international position will depend on progress made in this respect," Mr Gallin said.

He believed investments in South Africa were "extraordinarily profitable" because of the low wages being paid to Black workers.

Mr Gallin also visited Rhodesia, where he found that South Africa's liaison committee concept was favourably viewed and spreading.

5. (a) What in your opinion should the aim of tutorials be

(b) Do you feel these goals were achieved during the year?

133

KENNISGEWING 51 VAN 1976

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERS-ORGANISASIE

429,69  
135,03  
705,85  
933,05  
203,62  
660,00  
773,07  
226,08  
363,69  
306,47  
872,93

Ek, Esra Eric Ernest Radue, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek onvang is van die Orange Free State and Northern Cape Clothing Manufacturers' Association, Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Arbeid, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Orange Free State and Northern Cape Clothing Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—29 September 1975.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Klerasienywerheid in die lunddrodistrik Bloemfontein.

"Klerasienywerheid" beteken, sonder om die gewone betekenis van die woord enigsin te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of geregistreer moet word kragtens die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om, ongeag die proses of metode wat daarvoor aangewend word, een of meer van die volgende klasse klerasie te maak:

- (a) Boklere, onderklere of nagklere;
- (b) dasse;
- (c) mans- of seunshoede of -pette van tweed of linne; maar dit sluit nie in nie die brei van sodanige artikel of die maak van—

(i) kledingstukke volgens die mate van individuele persone, uitgesonderd in die uitvoering van bestellings van enige Staatsdepartement, Provinsiale Administrasie en plaaslike owerheid of die Suid-Afrikaanse Spoorweg- en Hawen administrasie;

- (ii) kledingstukke van pelse of pelsvelle;
- (iii) vroue- of meisieshoede; en
- (iv) kouse of sokkies.

*Posadres van applikant.*—Posbus 4866, Johannesburg, 2000.

*Kantooradres van applikant.*—Sesde Verdieping, Vogas House, Pritchardstraat 123, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen gelede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardig was, in aanmerking geneem.

(b) Die prosedure soos voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

E. E. E. RADUE, Nywerheidsregistrator.  
(23 Januarie 1976)

iger.  
Act,  
I for  
NDIG  
r 1975  
ag  
unt

15 964  
1 530  
5 982  
0 159  
8 299  
8 860  
1 000

7 957

1 506  
9 796

5 265  
7 936

4 496  
7 708

NOTICE 51 OF 1976

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Esra Eric Ernest Radue, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Orange Free State and Northern Cape Clothing Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Labour, Laboria Buildings, c/o Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of employers' organisation.*—Orange Free State and Northern Cape Clothing Manufacturers' Association.

*Date on which application was lodged.*—29 September 1975.

*Interests and area in respect of which application is made.*—Employers engaged in the Clothing Industry in the Magisterial District of Bloemfontein.

"Clothing Industry" means without in any way limiting the ordinary meaning of the term, the Industry in which employers and employees are associated in establishments which are registered or liable to registration under the Factories, Machinery and Building Work Act, 1941, for the purpose of making, irrespective of the process or method used in such making, any one or more of the following classes of wearing apparel:

- (a) Outer garments, underwear or nightwear;
- (b) ties;
- (c) men's or boys' tweed or linen hats or caps; but does not include the knitting of any such article or the making of—

(i) garments to the measurement of individual persons, except in the execution of orders from any Government Department, Provincial Administration, local authority or the South African Railways and Harbours Administration;

(ii) wearing apparel from furs or pelts;

(iii) women's or girls' hats; and

(iv) stockings or socks.

*Postal address of applicant.*—P.O. Box 4866, Johannesburg, 2000.

*Office address of applicant.*—Sixth Floor, Vogas House, 123 Pritchard Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

E. E. E. RADUE, Industrial Registrar.  
(23 January 1976)

# Beef industry chaos feared

After 4/3/76

## Farming Editor

The president of the South African Federation of Livestock Auctioneers, Mr Fred Lategan, today predicted "chaos in the beef industry" if the floor prices of beef were not adjusted to accommodate the huge increases in marketing costs.

Mr Lategan said railrage on livestock had increased by 140 percent since October 1 1974 and marketing costs had rocketed by almost another 90 percent.

Total marketing costs of a Vryburg farmer was R12 for a beast in October 1974. It has now rocketed to R22. When the new City Deep abattoir comes into operation later this year it will increase to about R27, he said.

"We have all expected rail tariffs to increase but a 50 percent increase in one swoop is much too harsh," he said.

### EXCESS STOCK

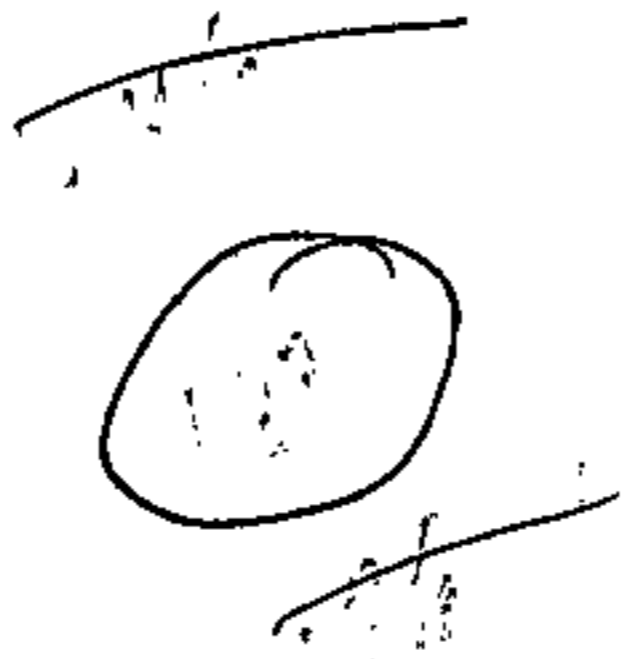
Mr Lategan expects a steep increase in meat prices after the winter, but so there might be a slight drop in beef prices before the winter as farmers marketed their excess stock to conserve grazing for winter.

He said cattle feeders had taken a very hard knock with last year's low prices.

Feedlots are only one

quarter full. "That is where our high quality beef comes from," he said.

Mr Lategan said floor prices would have to be increased. "The Meat Board and the Government will have to take a long hard look at the economics of beef production. Higher floor prices is the only way we can protect our cattle farmers. As it is we do not produce enough meat in the country."



# Favourable

CAPE TIMES

27/4/76

# reaction to

## FCI plan

## for labour

Own Correspondent

JOHANNESBURG. — Preliminary soundings suggest that the Federated Chamber of Industry's request to the Government to formulate a co-ordinated manpower development policy managed by a single central department will result in a positive reaction from the authorities.

The FCI submitted its proposals late last year. Included were recommendations that influx control and job reservation be relaxed, and that collective bargaining machinery be made available to Blacks.

Acceptance of some of the recommendations will necessitate changes in legislation that will allow, according to the FCI, "a more efficient use of the total labour force."

There has been no official reaction yet from the Department of Labour to which the FCI proposals were submitted, and the chamber has desisted from pressing for a reply.

### CHANGE

This is mainly due to the change of ministers. The previous Minister of Labour, Mr Marais Viljoen, apparently reacted favourably to the idea of a co-ordinated manpower policy.

It remains to be seen what stance his successor, Mr S P Botha, takes.

Dr Hennie Reynders, director of the FCI, says he and his colleagues are giving Mr Botha sufficient time to settle into his job before tackling him on the subject.

But behind the scenes lobbying indicates that the authorities favour many of the proposals.

I am told that Mr M C Botha, Minister of Bantu Administration and Development, has indicated his support and members of his department have expressed enthusiasm. This could mean a great deal in relaxing influx control.

### CONTROL

### CONTROL

This is a big area of irritation to industrialists who complain of the difficulties they face through the ad hoc approach of the authorities.

There are 24 Bantu Affairs Administration boards in White areas, each presenting its own interpretation of what the law means on influx control. A centralized or co-ordinated approach would benefit all.

The FCI's main obstacle remains with an ultra-conservative faction in the Department of Labour. They are opposed to many of the proposals.

Some hard talking is necessary to convince them of the need for change and the merits of the manpower manifesto.

(133)  
(2) 170



# Limit to what tax can do to prop economy

STAR 5/5/76.

① 133

② 306

**CAPE TOWN** — There is a limit to how far the tax system can be used to promote social and economic objectives, says the Secretary for Inland Revenue, Mr W van der Walt.

He was speaking during the executive council meeting of the Federated Chamber of Industries here yesterday.

Replying to suggestions from industrialists that tax rebates and allowances should be used to promote industrial investment, exports and improve the cash flow position of manufacturing companies, Mr van der Walt said the ideal was to work back towards lower basic tax scales.

The erosion of the revenue base was a danger which had to be countered since the primary objective of the tax system was to secure funds for the running of the State.

Quoting one of his predecessors, the Secretary for Inland Revenue quipped: "Once economists get a toe-hold in the Income Tax Act, it grows like Topsy."

● Mr Stanley Shlagman, executive director of the Textile Federation, called for a differential investment incentive allowance to promote the use of locally produced capital equipment for industry. He also suggested a set-off of capital expenditure against the loan levies payable by industry to help industry to finance its investment. The effect of this would be recouped by increased taxed profits, he said.

● A promise that the Government will look into rail rates situation was made by the Secretary for Industries, Mr P H Theron.

He was replying to a request for the establishment of a board to review railway rates. It was argued that continual increases in railway rates was cramping industrial development in the Western Cape.

Mr Theron said a case could be made for studying the rail rates situation. "We will have to find a solution if tariffs become impossible."

● Industry is to establish a working committee to investigate opportunities for further import replacement in South Africa with the objective of reducing reliance on foreign sources of supply.

● Mr Ronald Freakes, director of the Natal Chamber of Industries, drew attention to rising unemployment levels and a "simouldering external situation," and recommended that the maintenance of economic activity must now be elevated on the list of priorities.

● The objective must be growth without inflation, said Dr S J P Smit, chairman of the Central Economic Affairs Committee. Industry must give more attention to internal sources of expansion, including growth in the local market, innovation, capital formation and more efficient resource use.

● A third phase of the export promotion programme is now urgently required, FCI export trade committee chairman Mr H Shield said.

Boosting exports is as great a problem as holding back inflation. An imaginative programme to exploit export opportunities is needed.—Sapa-  
Reuter, Own Correspondent.

SOUTHERN AFRICA LABOUR & DEVELOPMENT RESEARCH UNIT

Working Papers

133

AFRICAN LABOUR REPRESENTATION

Dudley Horner

Saldru Working Paper No. 3



## 40 WINKS WITH THE FCI

F.M. 14/5/76

The Federated Chamber of Industries has long been one of the most influential and well-respected employer mouthpieces. But many agree that its biennial Executive Council meetings — like that held in Cape Town last week — are a pale shadow of the Excocos of 10 years ago.

Delegates from all corners of the country, representing a wide cross-cut of industry, attend the Exco get-togethers. They should provide an all-too-rare opportunity of airing the grievances of the ordinary business-man and firing questions at top civil servants who invariably sit in on debates.

FCI old-timers remember these meetings for the cut-and-thrust of keen debate on pressing issues confronting industry. Few punches were pulled. Civil servants were given a roasting if delegates were unhappy with the way they treated the interests of private business.

How times have changed. Last week's Exco was typical of the incredibly tame meetings of recent years. Though some argue that debates are

now more mature, it was apparent to any observer that there was a general reluctance to engage in meaningful public debate on many of the crucial problems facing industry. Indeed, delegates agreed in advance not to rock the boat in public on several key issues.

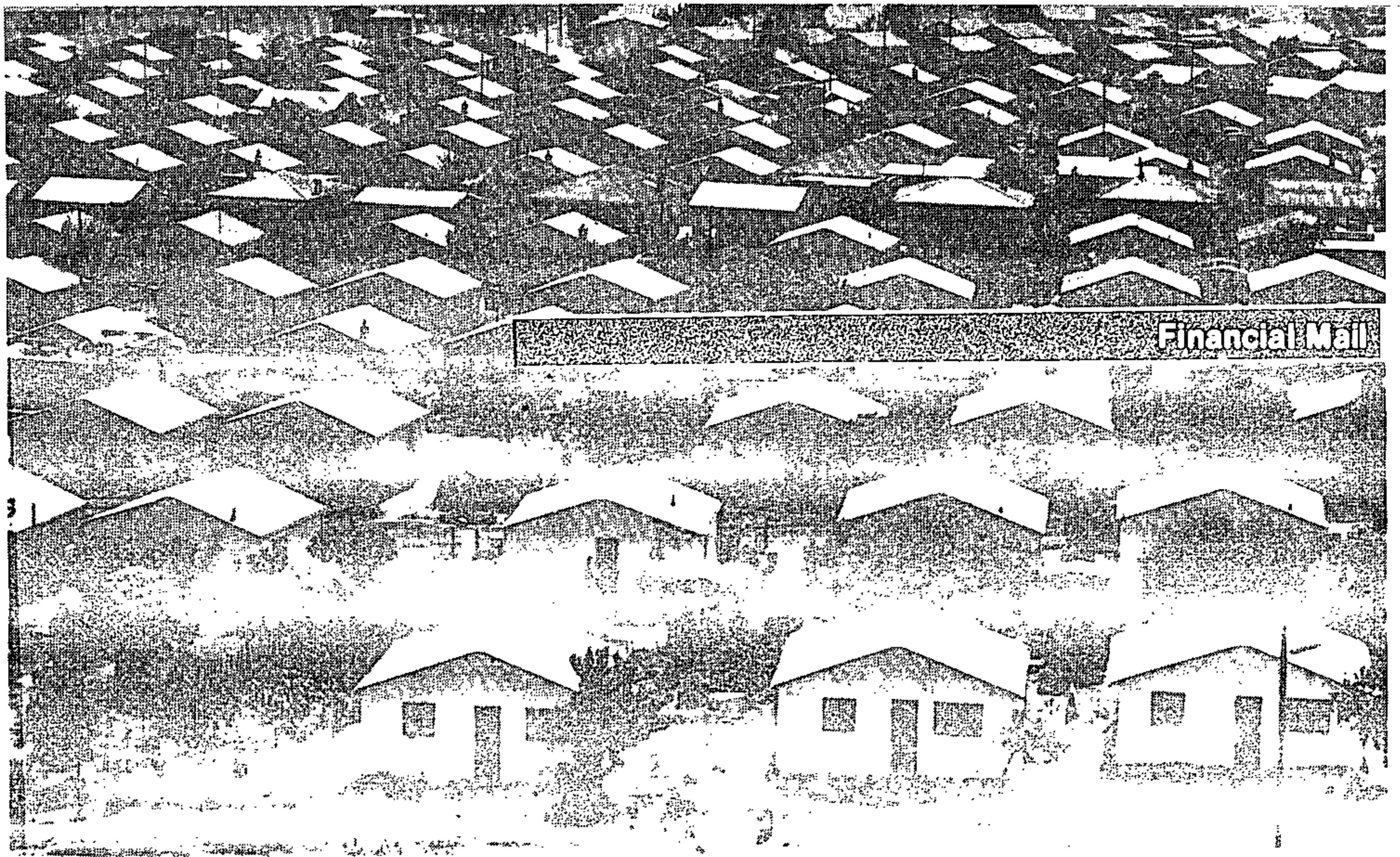
At a time when most businessmen are worrying about dwindling turnovers, profits and scarcity of capital, there was hardly a twitter of protest against Pretoria's economic policies. While many are concerned about job reservation, training of Blacks as artisans and Environment Planning Act prosecutions, Exco's labour debate concentrated on a proposed conference to discuss effects of the extended military call-up and disposal of surplus in various Bantu Service Levy Funds.

Reports on several controversial issues — like job reservation and training of Blacks — were withheld from the public. Government officials — with the notable exception of Postmaster-General Louis Rive — were allowed to get away with evasive answers and, in some cases, no answer.

For instance, the Department of Planning's representative didn't bother to reply to a complaint about the turning down of applications to employ more African workers in Port Elizabeth; Secretary for BAD, I P van Onselen, brushed aside industrialists' fears of problems with Xhosa labour after the Transkei's independence; and Reserve Bank's Braam van Staden refused to disclose the current level of our net reserves.

The FCI no doubt thinks it can accomplish more for industry by cosy chats with supersensitive ministers and civil servants than by public debate. But in doing so it not only gives the bureaucrats a wonderful opening to stifle public criticism and evade issues over a friendly cup of tea in the privacy of their offices, but also leaves businessmen wondering how firmly their interests are being presented to government.

On the other hand, if the FCI really does believe in the superiority of behind-the-scenes lobbying, why bother at all with the time-consuming, expensive and boring Exco meetings?



The Transvaal Chamber of Industries has sent the Prime Minister a long memorandum on Black unrest. Well done. But do the recommendations go far enough?

*Unless we have a rather dramatic breakthrough on the socio-political side, and here I must think of a settlement of the SW Africa problem, and worthwhile and definite steps to eliminate discrimination, we cannot expect capital inflows of any consequence — Nedbank chief Gerry Muller, addressing the Natal Regional Chambers of Commerce this week.*

If we cannot expect substantial capital inflows, the economy's growth has had it. That's a fact. Businessmen know it. Government's economic advisers acknowledge it. The problem is to persuade the Cabinet to do something about it.

One thing businessmen *can* do is to start speaking their minds, as the Transvaal Chamber of Industries has done in a thoughtful memorandum to the Prime Minister. It lists some of the problems of city Blacks, and urges certain changes. Some of the main points raised by the TCI:

- **Permanence.** City Blacks see themselves as permanent urban dwellers and not as "homelanders", and industry needs them on a permanent basis. They should therefore be officially recognised as such. "Black satellite towns" should be given full municipal status, as White towns have, with the municipal vote and land ownership rights for qualified permanent residents.

Ownership of township land should be transferred from the Bantu Affairs Administration Boards (Baabs) to the elected Black municipal councils, which would then be able to sell stands to the citizens. Since there is no vote for Blacks in national affairs, advisory councils should be set up to liaise between Pretoria and the

# Some thoughts F.M. 20/8/76 for Mr Vorster

Black municipal councils.

- **Civic affairs.** The TCI says that Urban Bantu Council members are seen "more or less as rubber stamps of government thinking, if not as government stooges," and that government's recognition of the Bantustan leaders as the only representatives of urban Blacks conflicts with their desire for civic self-government.

The TCI therefore recommends that UBC's be given real local government powers, with access to top officials, and representation on Baabs.

- **Housing.** Referring to the "vast housing backlog" — with six and seven year waiting lists in Soweto, and frequent occupation of small location houses by two families — the TCI says adequate finance for urban Black housing should be second only to national defence needs.

It also sees "undifferentiated housing" as undesirable, and urges that wealthier Blacks should be able to erect homes of their own design or rent houses of a higher standard than the usual standardised four-room houses. This would give them more constructive ways of spending their incomes.

The TCI adds, though, that these

ideals and that of a stable, contented "middle-class" can only be realised under a broad home or leasehold ownership scheme.

- **Amenities.** The TCI also calls for urgent attention to the vast backlog of basic township amenities: electrical reticulation of all premises; street lighting (to help combat crime); tarred roads; storm water drainage; provision of telephones; proper shopping facilities; more facilities for sport, recreation and cultural activities; and more money for creches and youth clubs.

- **Transport.** The provision of an adequate transport system between all parts of townships and all areas of major employment is crucially necessary. The TCI says that SAR services (despite overcrowding) are basically good, but that it has watched with growing dismay the deterioration in Putco's services and its attitude towards passengers. Efficient and regular bus services are required in all areas where train services are impractical.

- **Education.** After defence and housing, Black education should be top of the list of priorities for adequate finance. Free

# Industry's vital blueprint for change

STRIB 22/8/76

By LAMBERT PRINGLE

THE TRANSVAAL Chamber of Industries has urged the Government to introduce sweeping changes for Blacks, so that a "stable and contented middle class" Black community can emerge in South Africa.

In a memorandum to Mr Vorster, the chamber, the largest in the country and the most representative of organised employers, dispelled any doubts that unless Blacks were given a better deal soon, South Africa's future was bleak.

A basic articulation of moderate Black demands, the comprehensive memorandum sets out a blueprint for urgent change.

The Chamber warns of the "simmering discontent of urbanised Blacks which has once again boiled over into widespread riots, loss of life, destruction of property and loss of production since June 16."

The Chamber says: "As industrialists and businessmen, regardless of individual political opinions, we have a deep and vested interest not only in the economy, but also in the work force without which our factories cannot operate and without the efforts of which the economy of the country as a whole would collapse."

## Stable work force

The chamber believed the only way a stable and contented work force could be established and maintained was "to look at all the legitimate grievances which workers and their families have, and do whatever is practical to overcome such grievances."

While the Chamber's members would do what they could to eliminate any possible discontent, it would be to no avail if the broad basis of discontent was not first removed.

Higher wages would mean nothing if the quality of life for Blacks was

not improved, and education without its ultimate fulfilment in participation in the administration of the Blacks would bring disillusionment. Training without access to better jobs would bring bitter frustration.

"The concern of industry is that the right path for future harmony between the races should be taken and followed at a steady, unflinching and balanced pace."

The chamber said there was a basic need to ensure a stable, contented urbanised Black community in the metropolitan and industrial areas.

## Aim for permanence

"The emergence of a middle class with Western-type materialistic needs and ambitions has already occurred in these areas.

"The mature, family-orientated urban Black already places the stability of his household uppermost, and is more interested in his pay packet than politics.

"Our prime point of departure should be that this middle class is not weakened by frustration and indignity.

"Only by having this most responsible section of the urban Black on our side can the Whites of South Africa be assured of containing, on a long-term basis, the irresponsible economic and political ambitions of those Blacks who are influenced against their own real interests from within and without our borders."

To achieve this ideal, the chamber regarded the recognition urban Black permanence as essential.

The need by Blacks for a form of civic self-government in the townships had to be recognised.

"The Government's recognition of the homeland leaders as the only 'true' and representative leaders of the Black people, including the urban Blacks, is in conflict with this desire of the Blacks," the Chamber said.

As the Black municipal citizens had no vote in the

affairs of central government, the respective Government departments should set-up advisory councils consisting of representatives of the Black municipal councils.

## Government rubber stamps

It was important to examine whether "Bantu councils are, from the Black man's point of view, effective, and what steps could be taken to make improvements in order to make them acceptable as an effective mouthpiece of the inhabitants of the townships."

The frustration of Blacks was aggravated by the fact that the elected representatives on urban councils and schoolboards were no longer seen as effective champions of the Black population.

"These representatives themselves realise that in the eyes of the Blacks they are seen more or less as rubber stamps of Government thinking, if not as Government stooges."

The chamber urged:

- REAL power of local government be given to Urban Bantu Council:

- THESE councils have access to top officials in order to put their views and those whom they represent to highest authority:

- REPRESENTATION on the Bantu Affairs Administration boards be granted to a Bantu Urban councillor:

These changes would prove to the people Whites were serious in establishing channels of meaningful consultation and greater involvement with authority.

## Housing is critical

Housing for Blacks is regarded as critical. Priority should be given to adequate finance for urban Black housing, and that housing should be second only to defence needs.

While the standard four-roomed house was barely large enough for one family, it was usual for such houses to be occupied by two families, often with one or more unmarried adult lodger in addition.

The chamber also called for the provision of basic amenities in townships — electricity, street lighting, tarred roads, storm water drainage, provision of telephones, proper shopping facilities, sports and recreation centres, and creches and youth clubs.

Dealing with transport, the chamber said problems which in other environments could be accepted as a part of life, became linked in the mind of the Black man with the treatment he received from Whites.

The provision of a fully adequate, rapid transport system between all parts of the township and all areas of major employment had become a crucial part of ensuring a stable contented feeling among Blacks.

## Crisis in education

Pages of the chamber's memorandum were devoted to the educational crisis affecting Blacks.

It called for more money for Black education; more schools, the phasing-in of free, compulsory education up to the age of 16; bursaries to cover expenses not included in free education and adequate teacher training with improved salaries.

The chamber, taking a tough stand on the sensitive issue of training and job opportunities for Blacks, recommended central co-ordinated manpower planning to overcome the present lack of a coherent flexible national manpower policy.

## Gap widens

Immediate steps should also be taken to widen the skills-training aspects and the removal of severely restricted overall usage of Blacks so that the necessary full utilisation of the available manpower of the country could be mobilised. The gap between the average White and average Black wage had increased in real terms in the past three years.

"With the best will in the world, industry will not succeed in closing this gap if it is shackled by the lateral immobility of labour imposed by restrictive legislation and by the vertical block caused by the very poor state of Black education and training."

The chamber asked the Government to reconsider statutory provisions with a view to alleviate the feeling that Blacks are being discriminated against.

It wants the Government to streamline and minimise legal provisions and administration of

Explosive pressures are building up yet government seems paralysed. Businessmen must act decisively to relieve the pressures before it's too late

F.M. 27/8/76 133

Financial Mail

# Time for action

Are South Africa's businessmen going to sit silently behind their desks while everything they have built up is put in jeopardy?

The pressures are on and government, imprisoned within its own ideological inhibitions, seems incapable of responding constructively to the continuing Black violence that threatens to engulf the country. Indeed it is impaled on the horns of a frightening dilemma.

On the one hand a policy of massive repression, for which we may nevertheless be headed, is fraught with danger. Wholesale arrests may simply provoke further revolt, leading to a vicious circle of more arrests and more revolt. And locking up thousands of people will ultimately prove self-defeating because the Black communities in the cities will again be left without effective leadership. And when they want to make themselves heard they will have no choice but to go out on the streets again.

On the other hand the making of concessions in response to violence is equally dangerous. The Minister of Police, Jimmy Kruger, says Blacks must learn that "rioting will get them nowhere". But his government has been simultaneously teaching them exactly the opposite: the revolt of the schoolchildren, which began on June 16, achieved in a matter of days what eighteen months of representations through official channels had failed to achieve — the suspension of enforced Afrikaans in the schools.

Having won a battle over Afrikaans, Blacks may see the home-leasehold scheme as another victory. And this week's remarkably effective stay-at-home strike may be part of a strategy aimed at winning still further concessions.

The moral that intelligent businessmen should draw from this — even if government is incapable of getting the message — is that if Black and White are going to live together in peace, reforms must come not through escalating violence and confrontation followed by eleventh hour concessions but through peaceful negotiation and compromise.

What then should be done? In the first place, the business community has to accept that if it is going to start thinking about solutions it is going to have to start

talking politics. Any attempt by government to tell it to stop "meddling in politics" must be firmly rejected. Not only has it the right — indeed it has the duty to get involved.

The next step is to accept what is already a political cliché: the time for unilateral White decision making has gone forever. No lasting solution to our present racial impasse is possible as long as Whites are prepared only to act on what they *think* Black grievances are or on what *they* consider to be "legitimate" Black complaints presented by those *they* accept as "responsible" Black leaders.

The starting point of the Transvaal Chamber of Industries' eminently sensible proposals (*FM* last week) is that the urban Black "middle-class" must be won over to the side of the Whites in order to contain "on a long-term basis the irresponsible economic and political ambitions of those Blacks who are influenced against their own real interests from within and without our borders."

Certainly the middle-class must be won over. But it is not the Black "middle class" which is presently in revolt. Attempts to appease it may therefore not succeed in curbing unrest. It should be remembered that 40% of the people in Soweto are younger than 20, and 60% younger than 30.

Urban Black demands for decent wages or trade union rights or a meaningful political role are not "irresponsible". Nor are White organisations entitled to assert that such demands are against Black interests. If these are the demands that Blacks are making, we have to accept them as a fact and start talking about how to accommodate that fact instead of simply trying to brush it aside.

The central message which the business community must now hammer home in public, and particularly in private, is that government must stop acting unilaterally and start negotiating. But with whom?

Government wants to believe that the Bantustan leaders are the spokesmen of urban as well as rural Africans. There is, however, mounting evidence that city Africans do not necessarily accept them as their leaders. There is a similar prob-



Dialogue is needed, not just detentions

lem with the Soweto Urban Bantu Council (UBC). It is widely discredited as the "Useless Boys' Club", and even its members admit they are no longer accepted as leaders, even if they once were.

The only adult organisation in Soweto which appears to be remotely acceptable to the younger generation is the recently formed Black Parents' Association. But virtually its entire leadership is now in detention. So once again a leadership vacuum is developing.

It is vital therefore that, as part of a programme of national reconciliation, a recognised leadership group is allowed to develop and is allowed freely to express what it sees as the needs and aspirations of urban Africans — both as workers and citizens — without fear of being branded as extremists and agitators. And it must be given a meaningful negotiating role to play in civic and in industrial affairs.

That does not mean that what Whites may view as extreme demands have to be conceded. It does mean that without a much freer articulation of Black viewpoints there is no process by which White moderate opinion can identify and find common cause with Black moderate opinion against the extremists among *both* race groups.

Businessmen, who are nothing if not pragmatic, will recognise such a multi-racial alliance of moderation as vitally necessary if the future is to hold out any hope whatever. And if to achieve it they also have to play a political role, so be it.

# Agitators <sup>STAR</sup> 28 | 8 | 26 blacklist opposed

Labour Reporter is Organised industry is not impressed with an alleged plan by White businessmen to draw up a blacklist of labour agitators and to fire those whose names appear on it. A leading personnel ex-

pert is wary of "condemnation without fair trial." The plan — which includes the idea of helping out other workers in the event of a strike — was reported in an Afrikaans afternoon newspaper this week.

Neither the vice presi-

dent of the Transvaal Chamber of Industries, Mr J. E. Holloway, nor the president of the Institute of Personnel Management, Mr Garry Whyte, had heard of it from any other source.

"We have no idea who is behind it," said Mr Hol-

loway. "From what we hear of the scheme," the Transvaal Chamber of Industries will not subscribe to it," he added.

Mr Whyte doubted whether it was a wide-spread move at this stage.

"I think our institute would be wary of an action that smacked of

condemnation without fair trial," he said. "I believe we should leave such action in the hands of the competent authorities," Mr Whyte added.

He said adequate provisions existed for criminal action by the police and civil action by the Department of Labour

against those who disturbed industrial peace. Mr Whyte favoured the idea of employers helping each other out in the event of a labour shortage, but felt such assistance might be hampered by practical snags such as the problem of allocating costs.

...to ensure its pr...  
...the enormous Ross...  
...uranium deposit in SWA.

## FIVE-DAY WEEK

### Compromise at last

The Chamber of Mines and the Mine Workers Union have reached a compromise on the five-day week. In the process, both sides have retreated from their original positions.

The agreement provides for the introduction of an 11-shift fortnight (a 5-day week every second week) on the gold and coal mines from April 1977. The MWU has agreed that certain collieries, which for economic reasons cannot introduce

done. On the union side, the agreement represents a retreat from its demand for a full 5-day week. The MWU has also abandoned its view that the scheme did not necessitate changes in work practices and would not entail a loss of production.

Why the climb-down on both sides? Obviously, public postures become instantly negotiable once bargaining begins. However, many mining sources argue that the intervention of Prime Minister Vorster was the main catalyst. The FM understands that Vorster held a gun to both parties heads and ordered them to settle. Since then negotiations have proceeded smoothly and both sides have been prepared to drop many of their previous bargaining positions. Indeed Vorster is believed to have threatened the

825

If employer organisations, other than the TCI, are doing anything about Black

## TCI MEMO FM 3/9/76 What's happening?

Seifsa director Errol Drummond said his organisation is not planning any action of its own. "We have not discussed the matter and I doubt whether we will do anything."

Bifsa director Johan Grotzius argues that "industrialists are not conversant with all the political factors involved and should therefore be careful about making political statements." He concedes, however, that Blacks "must be given a better standard of living and more opportunities. This is our policy within the industry" Rifea will not however, be

FCI's proposals did not go far enough. "They want to do everything within the framework of government policy and that's obviously impossible," he said. The Cape and Natal Chambers of Industries told the FM that the matter "was under discussion internally," but neither could say whether any action would be taken. Said FCI director Henrie Reynders: "We are actively concerned with discussing the matter at the moment," and a decision on what the FCI's response should be will be arrived at soon.

this matter could be best handled by the Employers' Consultative Committee on Labour Affairs, which comprises all key employer bodies." No date for the meeting has yet been set. Midlands Chamber of Industries director Ivan Krige tells the FM that "the TCI has hit on a good idea which must be developed." The Chamber has not yet decided what to do, but "we will certainly not allow the matter to rest."

The Midlands Chamber "will probably bring the matter up at the next FCI meeting," Krige adds. "If there is no agreement at the FCI, we will do something on our own accord."

The TCI's memorandum was submitted to the Prime Minister on July 29. Five weeks have passed since its submission. No acknowledgement, either formal or informal, has been received from the PM's office.

132



Cape Times 15/10/76

# Businessmen to see Ministers

By GORDON KLING

**ORGANIZED** commerce, industry, and top businessmen in the Cape are going on the offensive in an effort to bring about changes in South African Government policy which they see as essential to the economic viability of the country.

The presidents of the Cape Town Chamber of Commerce and the Cape Chamber of Industries are to lead delegations to Cabinet Ministers in Pretoria next Thursday which will present calls for change on numerous fronts.

The delegations are to meet the Ministers of Justice, Mr J T Kruger, of Economic Affairs, Mr J C Heunis, Coloured Relations, Mr H H Smit, and Labour,

Mr S P Botha.

The two chambers have prepared separate documents on causes of the unrest in South Africa and unsatisfactory Government policies.

Neither the president of the Chamber of Industries, Mr R D Smith, or the Commerce head, Mr S L Reilly, would divulge contents of their memoranda, which a reliable source described as "giving the Government hell".

The source said the Government would be told that concessions were no longer adequate. Major changes in policy were needed and these would be spelt out very clearly.

Meanwhile top businessmen have come out in support of the call by the Trust Bank chairman, Dr Jan Marais, for business leaders

to stand up and be counted in a broad "national politics".

Prominent Cape financier Mr Len G Abrahamse said one of the major problems now confronting the Republic was too much apathy on the part of English businessmen and too much hesitation in their Afrikaans counterparts.

The head of a major clothing retail chain said major alterations in Government policy would be needed to get the country back on an even keel.

The chairman of a national supermarket chain, Mr Raymond Ackerman, said a two-pronged attack was essential. Businessmen should tell the Government what had to be done and they should begin implementation of improvements in their own businesses wherever they could.

ARGUS 18/10/76

3

# Assoccom to consider move on apartheid

The Argus Bureau  
PORT ELIZABETH. —  
The elimination of most  
of the socio-economic  
elements of apartheid in  
South Africa and a better  
deal for migrant workers  
are two of the subjects  
before the influential As-  
sociation of Chambers of  
Commerce congress which  
opens here tonight.

After the official open-  
ing by the Prime Minister,  
Mr B. J. Vorster, the  
congress will also examine  
other pressing problems.

These include: The  
Government paying a big-  
ger share of the wages of  
men on three months'  
call-up; the country's low  
growth rate; the Govern-  
ment falling into line in

regard to the provision of  
on-site parking; tightening  
up on pension funds; and  
urgently examining com-  
muter transport.

## DISCRIMINATION

In a motion on socio-  
economic conditions, the  
Durban Chamber will seek  
the congress's backing to  
urge the Government to  
move towards final elimi-  
nation of discrimination  
in the economic sphere.

Its motion also calls for  
property ownership for  
all; the relaxation of re-  
strictions on Black busi-  
nessmen to get them into  
the competitive enterprise  
system; and the em-  
ployment by White busi-  
nessmen of people of

other races to give them  
the necessary skills and  
experience to run their  
own businesses.

The Cape Town Cham-  
ber, in a motion on mi-  
grant labour, wants the  
one-year contract system  
replaced by a system of  
employment quotas and  
wants migrant workers to  
be allowed to be visited  
by their families at regu-  
lar intervals.

A symposium on the fu-  
ture economic business  
relationship between in-  
dependent homelands and  
the Republic will hear  
papers delivered by the  
chairman of the Bantu In-  
vestment Corporation, Dr  
S. P. du Toit Viljoen;  
Professor J. L. Sadie of

the Department of Eco-  
nomics, Stellenbosch Uni-  
versity; and Paramount  
Chief Kaiser Matanzima,  
Transkei Chief Minister  
and Minister of Finance.

133

# Vorster rebukes commerce for 'meddling'

CAPETOWN TIMES  
19/10/76

Own Correspondent

PORT ELIZABETH. — The Prime Minister, Mr Vorster, said here last night the Government would not abdicate its responsibilities to business or any other organizations.

Opening the annual congress of the Association of Chambers of Commerce (Assocom) in Port Elizabeth City Hall, Mr Vorster rebuked business organizations for meddling in politics.

He said efforts to use such organizations to effect change in South Africa would fail and create unnecessary tension between the Government and the private sector.

Commerce and industry had a democratic right to disagree with the Government as had every citizen of the Republic. "But I would suggest that the business sector rather come forward with concrete suggestions instead of attacks on the Government from public platforms."

Mr Vorster said he was surprised to hear frequent appeals to the Government to open the labour market, regardless of the consequences. "Apart from the fact that this would be asking the Government to abandon policies which had won elections, I am also surprised because the Government has gone to great lengths to meet the business sector's needs on labour."

## Increasing use of Blacks

The Government had no objections to and was prepared to encourage the use of Black labour in higher-skilled occupations as long as such moves were done in consultation with recognized trade unions.

"Obviously this places a lot of responsibility on employers."

There had been regular representations to the Government to "give a stronger lead" or "exert influence" to make the trade unions more amenable.

"If this means the Government must do what employers cannot, such requests represent the height of irresponsibility. It would lead to labour unrest and hamper, for example, training of Black workers," Mr Vorster said.

The Government had, however, played its role in upgrading Black labour where possible and Blacks were, for example, being increasingly used in higher positions by the Railways and Post Office.

Training of Black workers had also been attended to in close consultations with trade unions and employers.

# United front for new deal for Blacks—Assocom

Cape Times  
21/10/76

**PORT ELIZABETH** — English-speaking businessmen yesterday made a plea to Afrikaans business and industrial leaders to get together with them to present a united front to the Government in a plea for a new deal for Blacks.

The executive of Assocom (the Association of Chambers of Commerce) was urged at its annual congress here to approach the Federated Chamber of Industries and the Afrikaanse Handelsinstituut in an effort to put forward a united case.

The congress unanimously approved a wide-ranging resolution from the Durban Chamber calling for more purposeful moves by the Government towards ending racial discrimination, especially in the economic sphere.

The resolution also urged the Government to recognize the need for all races to be in urban areas, allow all race groups to own property in their own parts of urban areas, relax restrictions on Black businessmen in their own areas, set aside mixed trading areas in which all races could trade freely, relax restrictions of the employment of non-Whites in White-owned businesses, and to facilitate the establishment of restaurants for all races in the White central business districts.

## Saddened

Mr A N Ventcent of Mossel Bay, told the congress he was saddened to see how many business leaders were out of touch with the political realities of South Africa today.

He said he had discussed the motion with some of his Sakekamer friends who were largely in agreement with its recommendations.

"Would it not be well

worth while making friends with the Sakekamers and coming up with the united view of commerce?" he asked, saying the weight of a united view would be much stronger.

"A great deal more could be achieved if we have a meaningful and sincere accord with our Afrikaans fellow-citizens."

## Approaches

He was supported by Mr H H Hernstad of Johannesburg, who urged that approaches be made to the FCI and Afrikaanse Handelsinstituut, both of whom shared many of Assocom's sentiments.

"To lend more strength to our proposed moves, our officers should be authorized to discuss them with the other two associations.

"If we can find a common platform, then the associations can go forward together to the Government. If we cannot, then we can still go on alone."

Mr F F de W Stockenström, executive director of the Afrikaans Handelsinstituut, was invited to address the congress, and agreed it would be a good idea for all the organizations to get together to discuss the situation.

## Package

He urged, however, that the position be handled with caution as it was so delicate. But it should be possible, he added, to present "a nice package" to the Government.

Introducing the resolution, Mr J Conradie of Durban said that this was the sort of concrete suggestion the Prime Minister had asked should be put to him.

A new realism was needed in the present situation, he said, and with the natural evolution of the non-White community they were demanding greater self-expression.

"We have a single and indivisible economy," he said, "and we cannot just wish away a large portion of the population. The economy depends on their contribution."

## Quick action

Mr R J Wood of Cape Town, said that too much was being done for the non-Whites and not enough with them. Quick action was needed to get all the communities together.

Mr I J Pinshaw of Johannesburg said the time had come for the country's business men to stand up and be counted.

Peaceful evolution was inextricably linked with continued economic progress, he said, and free enterprise must be seen to be meeting the aspirations of all the people.

Mr M Gardner of Springs urged greater clarity on the question of home ownership for non-Whites. When he had tried to get more details on the position, he said, he had found himself "on the edge of Alice's Wonderland".

# The FCI and Black unrest

The upheavals since June 16 have drawn concerned and responsible pleas from big commercial and industrial bodies. Yet the FCI persists with its low profile

Assocom has clearly taken the lead this week in highlighting the growing concern of business over recent Black and Coloured unrest. Speakers at its Congress clearly and forcefully pinpointed the issues which businessmen feel government must deal with as a matter of national priority.

This contrasts sharply with the Federated Chamber of Industries convention two weeks ago where, despite a great deal of talk and a renewed call for the abolition of job reservation, no pithy, pertinent policy proposals on urban violence were forthcoming.

The *FM* this week went back to the FCI and asked its Director, Dr Hennie Reynders: What is the FCI doing and why has it made no public stand on these crucial issues?

Reynders then disclosed that early this week a delegation had met the Prime Minister and that "the most fruitful, open and frank discussions took place". The FCI, however, has decided not to issue a statement on the talks. Asked why not, Reynders replied: "I'd rather not discuss the matter."

What then is the FCI's approach to

Black unrest? Reynders again declines to say. "That would be talking out of committee, so I'd rather not discuss it. But it's obvious that on all issues worrying industrialists we've been making representations for umpteen years."

Obvious to whom? "Well," says Reynders, "for that matter the FCI was probably the first body to indicate what sort of action it would like to see on the labour front — which includes everything the TCI said in its document. We refer to it all in our own document (*Labour Policy for the 70s*) presented to the Minister of Labour and released to the Press last December."

But is it sufficient, in the face of today's urgent problems, to refer to a document made public 10 months ago? "Obviously," Reynders retorts, "we've had a lot of other discussions with the authorities at various times. There's really nothing new in the TCI document — nothing we haven't discussed with government over the last year."

Reynders rejects any suggestion that the FCI, in its ultra low-key behind-closed-doors approach, is averse to "getting into politics" as it affects busi-

ness or is nervous of confronting Pretoria. "We're not afraid. We're very anxious to continue dialogue on these matters. But at the same time it's a question of how you do it . . ."

He goes on: "There are ways of dealing with things. But the FCI is constantly in contact with the authorities on all the issues that you would like us to raise. I was with government today, yesterday, the day before. I have been in contact with a number of ministers this week."

This has long been the FCI's particular style — dialogue and consultation with government in preference to public comment and criticism. Cosy chats with Cabinet Ministers and string-pulling behind the scenes may be adequate if they simply involve such day-to-day matters concerning the FCI as, say, import control, tariffs, fuel restrictions and the like. But on a matter of such national importance as Black unrest surely the FCI should also make use of the public platforms available to it?

Why is the FCI reluctant to get involved in public debate on this and other matters of the utmost public importance? Is it not desirable that organised

F.M 22/10/76

133

133



**Reynders . . . I won't discuss my talks with the PM . . .**

industry should educate a wider public opinion and inform the man in the street (many of whom are its employees, shareholders and customers) where it stands on the burning issues of the day?

Counters Reynders: "It's the duty of the FCI to point out to government the economic consequences of political and other measures as these affect the manufacturing sector. Whether it should go as far as to say this and that law should be changed to suit industrialists is a different matter."

"Our approach has always been not to highlight problem areas merely for the sake of doing so, but to present concrete, constructive alternate courses of action, always bearing in mind economic, political and social realities and developments. Politics is not our business; our business is the business of business."

"People say we have not been vociferous enough in telling the world what we are doing for our Black, Asian and Coloured workers and their families. To this end we will be conducting a survey shortly."

Nevertheless, it's true that there are many FCI members who would welcome



**Black unrest? I'd rather not discuss it . . . Politics is not our business**

more public debate and, if all else fails, publicly to criticise government over its handling of the issues of the day.

"The FCI," explains Reynders, "is a federal body. Each constituent can say what it thinks, but the FCI must try and find a consensus." This suggests what many people already feel — that the FCI is too unwieldy, too tied down by its own constitution and by an internal system which means that all issues are discussed by standing and working committees which then refer deliberations for policy-making to the Executive Council (which only meets twice a year). Under these circumstances can it really be effective in situations where it has to think and act quickly on its feet?

Reynders admits: "Being a federation . . . is time consuming. It tends to stretch your decision-making. But on occasions we have made use of our President's Committee which can act more swiftly."

Another criticism levelled at the FCI is that its annual convention (and thus presumably its private Exco meetings) tend to throw up the same old faces echoing the same old issues. Where are the top men in business, those who wield the



**Politics is not our**

greatest influence? One seldom sees the captains of industry at an FCI conference. For that matter there are very few lieutenants either.

Reynders admits: "There's always been this lack in the FCI — that the bigger companies don't get involved. I think it's the time factor. But that doesn't mean they're not involved in FCI matters. They are through the corporate member scheme. The corporate member group was started some years ago, resulting in about 45 large companies exercising their influence on Exco. They also have their own management committee which meets twice a year (next meeting November)."

"Over the last few years," says Reynders, "through corporate membership the larger groups have tended to get involved more and more and I've gone out of my way to try and get key executives from them to serve on our standing committees."

"You don't necessarily want the captains of industry," he adds. "But you do want their experts to help the FCI formulate policy."

SUNDAY TIMES, Business Times, October 24, 1976.

# Blow struck for racial equality



Henri de Villiers... no windfalls.



Bob Goodwin... common ground.

BY TONY KOENDERMAN

**ORGANISED COMMERCE** this week stood firm on its right to speak its mind about politics when it affects business, despite the Prime Minister's tough "hands off" admonition.

And in doing so, the Asocom annual congress in Port Elizabeth put itself squarely behind a policy of racial equality in business.

A sweeping resolution, unanimously adopted, urged the Government to

- Move towards ending racial discrimination, especially in the economic sphere;
- Recognise the need for all races in the urban areas;
- Give property rights to Blacks in towns;
- Relax restrictions on Black businessmen;
- Establish mixed trading areas for all races;
- Relax restrictions on employment of Blacks in White-owned businesses; and
- Encourage restaurants for Black businessmen in city centres.

Another resolution that was passed called for a change in the migrant labour system by replacing one-year contracts with a

system of employment quotas.

Hand in hand with this went a suggestion that housing should be improved for migrant workers, that they should get leave privileges, and that their wives and families should be allowed to visit them.

Speaker after speaker at the congress agreed that commerce had a right — even a duty — to make its views known where politics start to affect business conditions.

"Our policy is not to shout things from the rooftops," said incoming president Bob Goodwin.

"But where political events have economic consequences it is our duty to point these out to the Government.

"There can never be confrontation. But it is absolutely essential that the public and private sector find common ground on which they can meet and solve our problems."

Outgoing president Hymie Wolffe said: "There is an interdependence between politics and economics and we are worried at the implications for our economic performance. Disruption has imposed heavy costs on the economy.

"Peaceful evolution in Southern Africa is inextricably linked to sustained economic performance and business confidence."

Even a leading banker, that traditionally conservative breed, agreed that political policies are now playing havoc with economic progress.

The managing director of Standard Bank Investment Corporation, Henri de Villiers, said: "Had established relationships remained undisturbed, it would have been highly unlikely for South Africa still to have a grave balance of payments problem after more than two years of recession."

Speaking during the economic symposium, Mr

De Villiers went on: "It is clear that normal objectives of economic policy are not being achieved.

"In the past, South Africa has often been saved by 'economic windfalls.' This time, the windfalls did not materialise.

"Adverse political factors began to increase in intensity while the economy was still reeling from the shocks of the oil crisis, the collapse of the commodity boom and a lengthy world recession."

The price to be paid is a period of severe austerity, he said.

"I believe that what is needed in South Africa is a bold and realistic approach to the social, political and economic problems of this country.

"While there is no doubt in my mind that as long as we delay making meaningful changes, the economic outlook is unpromising. At the same time this picture could change overnight if our political and our economic problems are tackled courageously and with vision."

133



AVOID LABOUR UNREST

BY

EFFECTIVE COMMUNICATION WITH THE BLACK WORKER

\*\*\*\*\*

THE NATIONAL DEVELOPMENT AND MANAGEMENT FOUNDATION OF SOUTH AFRICA

---



# AVOID LABOUR UNREST

BY

## EFFECTIVE COMMUNICATION WITH THE BLACK WORKER

Recent events around us have emphasised the urgency of the need for effective communication between management and the Black worker.

For effective results, complete exposure by management and supervisors to all aspects is essential.

The N D M F is making a positive contribution in the following manner:

1. THE BACKGROUND TO EFFECTIVE COMMUNICATION WITH BLACK WORKERS IN SOUTH AFRICA (APP. I)

Two publications have been issued entitled:

"WORKS AND LIAISON COMMITTEES"	Price: R6 - NDMF Members R9 - Non-Members
"LABOUR RELATIONS AND THE BLACK WORKER"	Price: R6 - NDMF Members R9 - Non-Members

These publications contain a summary of the proceedings at recent conferences where the question of communication with Black workers was extensively and freely discussed based on papers presented following in-depth research.

These publications give a complete background to various aspects of communication with the Black workers and the international background of latest trends in labour relations. (See Order Form - Appendix I)

2. UNDERSTANDING AND MOTIVATING BLACK WORKERS:  
HOW TO GET THE DESIRED RESULTS FROM YOUR BLACK LABOUR FORCE

The following short courses are offered by the Foundation's Black trainers -

"HOW TO MOTIVATE THE BLACK WORKER"	3 hours
	Per delegate: R30 - NDMF Members R45 - Non-Members
"UNDERSTANDING AND KNOWING THE BLACK WORKER"	3 hours
	Per delegate: R30 - NDMF Members R45 - Non-Members

The following programmes are also available:

A. A Management Appreciation Programme for Senior Management

"KNOW YOUR BLACK WORKER"

3 hours

Per delegate: R30 - NDMF Members  
R45 - Non-Members

Conducted by one of the Foundation's Black trainers.

PROGRAMME CONTENT:

1. Introduction of Coverage
2. Film - "WORLD OF DIFFERENCE"  
Made available through the courtesy  
of Goldfields of SA Ltd.
3. NDMF Video-cassette - "BLACK PRODUCTIVITY"  
Part 1: "Transition From Past to Present"
4. Exposition of advantages of:
  - (1) Effective Labour Relations) in relations to:
    - a) White Supervisors
    - b) The Company
    - c) The Economy of  
the Country
  - (2) Training of Blacks
5. Communications with workers' families  
Plant visits  
Letters to employees' homes
6. Closure

B. A Programme for White Supervisors conducted by a White  
and a Black trainer

"HOW TO GET THE DESIRED RESULTS FROM  
THE BLACK LABOUR FORCE"

One Day

Per delegate: R50 - NDMF Members  
R75 - Non-Members

## PROGRAMME CONTENT:

1. Introduction -
  - (a) The purpose and objectives of the programme
  - (b) Outline of coverage
2. Film - "WORLD OF DIFFERENCE" -
  - including an explanation and discussion on the main features of the film
3. Company Resources -
  - (a) Best use of available manpower resources
  - (b) Training
  - (c) Turnover and absenteeism -
    - Handout: NDMF Publication - "Productivity Guidelines"
  - (d) Advantages of training Blacks to:
    - White supervisors;
    - The Company;
    - The Country's Economy - Inflation
4. Background to Motivation - Part I
  - NDMF Video-cassette - "BLACK PRODUCTIVITY" including explanation before and after showing of video-cassette and discussions
5. Background to Motivation - Part II
  - (a) Transition of Blacks from past to present
  - (b) Case Study based on NDMF's programme "BLACK PRODUCTIVITY"
6. Understanding Black workers -
  - (a) Likes and desires
  - (b) Greetings
  - (c) Appreciation for job well done
  - (d) Consultation
  - (e) Frustration of Black supervisors
  - (f) Committee's contribution to understanding
7. Film - "WILL TO WORK" -
  - depicting do's and don'ts of behaviour by supervisors
  - (a) Brief on what to watch
  - (b) Short summary of film's applicability to Black workers
8. Communication with workers' families
  - (a) Plant visits
  - (b) Letters to employees' homes
9. Closure

3. WORKS AND LIAISON COMMITTEES

A complete package has been produced dealing with all aspects of the operation of Works and Liaison Committees.

The package consists of two videotapes aimed at informing management and Black workers respectively, and instructing workers on the effective operation of committees.

The package also contains a Leader's Guide, Manual and Handouts on such subjects as duties of a committee member, desires and likes of the factory worker, advantages of open channels of communication, reasons for failure of committees and criteria for success, do's and don'ts for management. (APP. II)

In addition to the hire and sale of the package (for details see attached schedule - Appendix II), the Foundation offers the following:

- A. "WORKSHOP FOR BLACKS SERVING ON WORKS/LIAISON AND CO-ORDINATING COMMITTEES"

One Day

Per delegate: R30 - NDMF Members  
R45 - Non-Members

Conducted by one of the Foundation's Black trainers.

- B. "WORKSHOP FOR EFFECTIVE WORKS COMMITTEES DESIGNED FOR WHITE SUPERVISORS"

One Day

Per delegate: R50 - NDMF Members  
R75 - Non-Members

Conducted by one of the Foundation's Black trainers.

- C. "APPRECIATION SESSION FOR WHITE MANAGEMENT"

One Hour

Per delegate: R10 - NDMF Members  
R15 - Non-Members

Conducted by one of the Foundation's White trainers and one of the Black trainers.

4. EFFECTIVE COMMUNICATION WITHOUT CONFLICT

The Foundation has the rights to offer a course in Effective Communication, designed by Dr D Gouws, managing director, Personeelkonsultante, and Mr R V Sutton, group personnel manager, S A Breweries.

It is concerned with negotiation skills - changing negotiation processes from a conflict situation to one of joint problem solving, thus opening the way to productivity bargaining.

The course can be offered to White supervisors and Black workers.

5. BASIC LANGUAGE KNOWLEDGE

A basic knowledge of each other's language is an important ingredient of more effective communication.

The Foundation has the franchise for B O L (Basics of Language) courses designed by Professor R G A Boland of the Cape Town Graduate School of Business.

This is a five day residential course leading to a 450 word proficiency. It is available in 23 languages including Xhosa, Zulu, Tswana (shortly), Afrikaans, English and German. The courses have been presented by the Foundation with much success.

If sufficient candidates are available, in-company presentations can be arranged.

Public Courses - Per delegate: R210 - NDMF Members  
R315 - Non-Members

\* \* \* \* \*

(See APPENDIX III for courses in this series being presented shortly)

\* \* \* \* \*

IN ORDER TO FACILITATE PLANNING OF FUTURE PROGRAMMES IN THIS SERIES, PLEASE COMPLETE AND RETURN THE ATTACHED FORM INDICATING YOUR INTEREST.

AVOID LABOUR UNREST

BY

EFFECTIVE COMMUNICATION WITH THE BLACK WORKER

TO: The Training Division,  
The National Development and Management Foundation,  
P O Box 31793,  
BRAAMFONTEIN. 2017.

NAME:..... DESIGNATION:.....  
COMPANY:.....  
ADDRESS:.....  
..... Postal Code:.....  
TELEPHONE No:.....

We are interested in:-

-----  
-----  
-----  
-----  
-----  
-----  
-----  
-----  
-----  
-----

APPENDIX I

PUBLICATIONS ORDER FORM  
-----

TO: The Publications Officer,  
N D M F,  
P O Box 31793,  
BRAAMFONTEIN. 2017.

Order Number:.....  
Please Invoice:.....  
Cheque Enclosed:.....

Please send me the following:

"WORKS AND LIAISON COMMITTEES"

R6 - NDMF Members

R9 - Non-Members


"LABOUR RELATIONS AND THE BLACK  
WORKER"

R6 - NDMF Members

R9 - Non-Members

NAME:..... DESIGNATION:.....

COMPANY:.....

ADDRESS:.....

..... POSTAL CODE:.....

SIGNATURE:..... DATE:.....

APPENDIX II

N D M F VIDEO-CASSETTE PROGRAMME:

WORKS AND LIAISON COMMITTEES

	<u>Members</u>	<u>Non-Members</u>
<u>S A L E</u>		
COMPLETE PACK (2 video-cassettes, manual, leader's guide, handouts) Cassettes: SONY U-Matic 3/4" or PHILIPS VCR 1/2"	R390	R540
CASE STUDY (15 Handouts)	R 15	R 22,50
<u>Separate Items</u>		
TAPE ONE: For the Employee (available in various languages)	R 90	R120
TAPE ONE: For the Committee	R100	R140
TAPE TWO: For Management	R100	R140
WRITTEN TRAINING MATERIAL (Leader's Guide, Manual, Handouts)	R 50	R 60
<u>H I R E</u>		
COMPLETE PACK - <u>PER WEEK</u> (Return tapes only)	R 95	R135
REPEAT HIRE - TAPES ONLY	R 65	R 85
COMPLETE PACK - <u>PER DAY</u>	R 40	R 60

\* \* \* \* \*

For further information: The Communications Co-ordinator,  
N D M F,  
P O Box 31793,  
BRAAMFONTEIN. 2017.

Telephone: 724-6321



APPENDIX III

Courses in this series to be held shortly:

1. "B O L 450 - ZULU"  
Dates: 3 - 7 May, 1976  
Venue: Santa Barbara Hotel,  
Broederstroom,  
PRETORIA.  
Leader: Mr Lazarus Mbongwe, NDMF Training Officer
  
2. "WORKSHOP FOR BLACKS SERVING ON WORKS/LIAISON AND  
CO-ORDINATING COMMITTEES"  
Dates: 19 May, 1976  
Venue: St. Anthony's Cultural Centre,  
Elsburg Road,  
Reigers Park,  
BOKSBURG.  
Leader: Mr Daniel Zengele, NDMF Training Officer
  
3. "HOW TO GET THE DESIRED RESULTS FROM THE BLACK LABOUR FORCE"  
Dates: 25 May, 1976  
Venue: To be announced  
Leaders: Mr W Schurch, NDMF Senior Training Officer  
Mr A Radebe, NDMF Senior Training Officer
  
4. "B O L 450 - AFRIKAANS"  
Dates: 14 - 18 June, 1976  
Venue: Santa Barbara Hotel,  
Broederstroom,  
PRETORIA.

\* \* \* \* \*

For further information: The Administration Officer,  
Training Division,  
N D M F,  
P O Box 31793,  
BRAAMFONTEIN. \*2017.

Telephone: 724-6321

FIN. MAIL 12/11/76

133

## DID YOU HEAR . . .

**T**hat the FCI was invited by Assocom to accompany its delegation to the Prime Minister at the beginning of September, but that it turned down the invitation?

One delegate at an FCI meeting to discuss the invitation wondered what would be achieved by seeing Vorster at this time and asked whether it would not merely be giving him support for his trip to Switzerland. Another favoured a separate approach to Vorster — which would give the FCI more time to prepare itself?

And the FCI president Dan Benade said the FCI would be more at home in the company of Seifsa than in the company of Assocom.

# Needed: Men of vision

DURING the past months the South African business community has had to face the economic, social and political traumas associated with nearly three decades of apartheid.

Boards of directors and senior managers have been meeting furiously to establish policies on workers' paydays, riot insurance, drops in sales volume, Black training and compensation and a whole host of other matters associated with the role and aspirations of South Africa's darker-skinned people.

## Too late

Much of the current debate on racial problems has come too late and is being undertaken in a defensive and somewhat desperate atmosphere. The real tragedy is that much of the current unrest could have been avoided if appropriate action had been taken sooner.

Five years ago I made the following statement during my inaugural lecture at the University of Cape Town.

"A multi-racial society such as ours places a heavy

**PROF MEYER FELDBERG, Director of the Graduate School of Business at the University of Cape Town, looks at the South African situation. Today, in the first of two articles, he discusses what businessmen should be doing and tomorrow he comments on the number of professional men leaving the country and what should be done about it.**

burden on our White-dominated free enterprise system. Businessmen on their way to work can no longer drive past Soweto and Langa and say, 'those areas are not our responsibility'.

"Such areas and the inequities they represent are society's responsibility. Businessmen are part of society.

"Do we know what happens in these townships? Do we care?"

"Are we concerned that our workers live in abysmal to mediocre conditions, jammed into crowded rooms with no privacy and inadequate recreational facilities?"

"Are we interested that many of our employees get up at 5 am and catch two

buses and a train in order to be at work at 7 am? Do we know whether these people have had a decent breakfast before starting their long day? Do we care?"

## Turnover

"We complain about the unreliability of our workers. We complain about absenteeism. We complain about labour turnover. We complain about productivity. We complain about loyalty.

"How can such people be expected to be loyal, productive or reliable? Would we if we were in their place?"

"Business cannot and must not rely on govern-

ment to rectify these wrongs. Businessmen must take the lead if South Africa is to take its place in the world community."

This statement was extensively reported and generated considerable comment from the business community.

Many businessmen and industrialists suggested that I was overstating the case with regard to the unsatisfactory conditions under which our Black people lived. It was considered naive to suggest that leading businessmen take a more active role in solving the nation's racial problems.

I was told that businessmen were responsible for profits and not for social and political ills. I was informed that the Government's policy has fostered growth, stability, law and order.

This myth has now been irrevocably destroyed.

The policy of separate development has for decades been sowing the seeds for the destruction of the free enterprise system.

During much of this period the business community has taken a casual interest in the real social po-



Prof Meyer Feldberg... do we care?

litical and economic issues facing South Africa.

Today we read in the Press that leading industrialists, bankers and retailers are calling for major changes to the laws of our land. We read that the Government must abolish job reservation, that it must remove all barriers to promotion of Black labour, that it must improve education and training of Blacks, etc.

Where were many of these businessmen in 1965 and 1970? Why have so many of them only recently called for major changes in our legislation? Surely they could see the inevitable consequences of racial suppression in South Africa?

## Past mistakes

I can understand businessmen not wanting to embroil themselves in political confrontation with the Government. I believe, however, much more could have been done.

Government intransigence. Today it is not difficult to criticise the Government for past mistakes. If anything, it is fashionable to do so.

Is it fair, however, to lay all the blame on the shoulders of government? Surely, those men who employ thousands of people and control hundreds of millions of rands worth of assets could have taken a more positive initiative sooner.

Today, as in the past, South Africa needs business leaders with vision. Men who can see beyond the narrow confines of their own businesses. Fortunately, our corporate statesmen are now taking a strong and positive position on our racial problems. For this they are to be congratulated.

I quote again from my paper — delivered nearly five years ago in Cape Town.

# African feeding plan mooted

Mercury Reporter  
PIETERMARITZBURG.  
THE CHAMBER of Commerce is probing the possibility of establishing a restaurant for Africans in central Pietermaritzburg.

A questionnaire will be sent to businessmen next week asking for details of African employees. Employers will be asked if they are prepared to subsidise meals and by how much.

In a preamble to the questionnaire, the chamber says it has been concerned about the lack of "adequate restaurant and feeding facilities for the Black community in Pietermaritzburg."

It was known that some firms provided canteens for their staff, but "the vast majority were without adequate facilities."

After investigations by the chamber's African Affairs Committee, "it would appear the most suitable proposition is for an entrepreneur to establish a centrally situated Black restaurant which will cater for passing trade as well as employee needs. It is a recognised fact that an adequately fed labour force is more productive."

It was proposed that the subsidisation of meals by employers through a coupon system would be an integral part of the scheme.

Employers would benefit through better productivity and would be able to claim tax deductions for the subsidy.

Members will be asked to complete and return the questionnaires by January 20.

# Stop hoping, says chamber head

DURBAN. — The president of the Durban Chamber of Commerce, Mr John Conradie, yesterday warned businessmen to stop hoping for an upturn in the economy in the near future.

In the chamber's latest Information Digest, he urges businessmen to adapt their policies to ride out the recessionary influences "which are likely to bedevil the economy for most of the year."

Mr Conradie said he did not expect any relaxation of the Government's tight fiscal and monetary policies in 1977.

"I do hope, however,

that there will be some improvement in South Africa's external position which might permit, towards the end of the year, a mild reflation.

"Any reduction in the country's inflation rate next year seems unlikely although slack demand and increased competition will be the main factors containing any substantial increase.

"Overall I expect consumer spending, manufacturing output, and investment to continue at a low level throughout 1977 with the inflation rate similar to the 1976 rate," Mr Conradie said. — Sapa.

133

The data indicate that the real cash wage of African farm workers in 1948 was quite possibly below the level for 1922 and average wages for intervening years, including the Great Depression (1927-34). If Arrighi's 'African Import Price Index' could be said to have been an adequate representation for pre-1914 price changes, then it would be possible to say that the 1912 average wage on the gold belt (35% margin) was the same as the 1948 cash wage for 1948 (as measured in 1939).

## Businesses urged to end apartheid

Because of different years, how when making inter- that these are cas to assume that the in kind (in terms made for the fact are not themselves changes.

DURBAN — Mr John Conradie, president of the Durban Chamber of Commerce, says he has little hope that the Government will make any contribution towards defusing the existing situation in South Africa. He said he was more hopeful that the business

community and its leaders in 1977 would begin to take the initiative in removing discrimination and opening up opportunities to all races, if not with the co-operation of the Government, then despite the lack of it. He said he was not suggesting a widespread civil disobedience campaign for responsible businessmen sought to stay within the law. There was, however, much that could be done within the law. "This will, I believe, be a year where businessmen are called on to put their money where their mouths are."

in prices between dif- the real wage data so be made for the fact d be not unreasonable consistency in payments allowance should also be is based on indices which African consumer price comparisons, however, the situation. It may be C.P.I. exhibit a high not wholly unwarranted. ers' Union and others C.P.I. to deflate farm 3)

The assumption made in drawing in is that the indices used are adequate noted here that because the post-1964 degree of consistency and correlation, Furthermore, even economists of the Rh in the Ministry of Agriculture have us earnings in order to obtain estimates

On the economic front, Mr Conradie felt that conditions this year would be much the same as 1976 and told businessmen to stop hoping for an up-turn and to adjust their business to the "recessionary influences that are likely to bedevil the economy for most of the year." — DDC

mains. It is that there nings, if the additional for farm workers in st these wages were t evidence of real wage

The broad significance of the 189: is strong evidence to suggest that real assumption regarding a constant cash/k- 1922 were lower than in 1948. If they w close enough to the 1948 level to justi stagnation exists for the plantation se

### WAGES: 1948-74, A PERIOD OF STAGNATION, DECLINE AND EVENTUAL PARTIAL RESTORATION OF REAL WAGE LEVELS

Post-1948 evidence on African real earnings from plantation employment is shown in Table 2. It is shown that, while (current price) average earnings have increased in real terms, the 1974 earnings level was below the 1954 level. It is also possible, by equating 1953 and 1954 earnings levels (the data are not directly comparable) to argue that the evidence supports the view that the 1974 real earnings level was no higher than in 1948.

Taken in conjunction with the data in Table 1, it can be argued that real wages in 1974 were possibly no better than wages in 1922. Here there is strong evidence to confirm the view that real earnings have been stagnant for the last 50 years - except for when they have declined, for instance in the 1963-74 period. Indeed, because some of the increase in earnings can be attributed to non-labourers employed in plantation agriculture, it is possible that real wages for labourers have even declined.

The significance of the real wage trend cannot be wholly appreciated if taken in abstract. The (relative) constancy of the wage needs to be considered in the context of (i) the situation of farm labour in the overall economic system, (ii) the structure of farm wages and contract forms, and (iii) wage stratification amongst the plantation labour force.

# Assocom 'not ignoring Vorster'

14/1/72  
skw

A statement made by organised commerce calling for an amendment to the pass laws was in conformity with the thinking of the Prime Minister and commerce on the approach to political matters.

This was said in Pretoria today by Mr Bob Goodwin, president of the Association of Chambers of Commerce, who in a statement yesterday called on the Government to amend the pass laws and influx control system "because the country cannot afford any excess expenditure."

The president added that the statement did not ignore a warning made by Mr Vorster at the annual Assocom congress in Port Elizabeth last October.

The Prime Minister told organised commerce that any attempts it might

make to press the Government into making changes in basic policy would not only fail but cause harmful friction between the authorities and the private sector.

Assocom's statement yesterday followed a speech in Durban by Dr Michael Savage, a University of Cape Town sociologist, who set the figure for maintaining the pass laws at more than R112-million.

Mr Goodwin called on the Government to go into the whole question of pass laws with the aim of removing those laws it could and streamlining those that remained.

The president said today that Mr Vorster told Assocom executives after the Port Elizabeth congress that "when you feel that politics acts to the detriment of business my door is always open for discussions."

133



(i) RELATIVE OF THE Cape Times, Friday, January 14, 1977 11

EM

# Scrap pass laws—Assocom

Own Correspondent

There to consider In doing s workers an population

From 1 prices. Du bill paid 4,65 per c portion of significant as a whole workers ga terms. The from farm of total P of farm wo per cent o this 20-25 re-distrib quarter fa personal d for the pa interests

Relati this shoul earnings bill, but as a portion of the value of inputs from 31,2 per cent in 1965 to 27,3 per cent in 1972. African labour become relatively less important in economic terms as an input into largely as a consequence of mechanization and producer dependence of chased inputs. The earnings bill/gross operating profits relationship varied from year to year. Nonetheless, the ratio has fallen in recent as has the ratio of African earnings to the value of Gross Agricultural Product.

JOHANNESBURG. — The Association of Chambers of Commerce, Assocom, which represents more than 16 000 South African firms, has called on the Government to change the pass laws and influx control system because the country cannot afford any excess expenditure.

The call was made yesterday in response to a speech in Durban by Dr Michael Savage, a University of Cape Town sociologist, in which he set the figure for maintaining the pass laws at over R112m a year, and has received the support of the Trade Union Council of South Africa, Tucsas.

In a statement yesterday, the president of Assocom, Mr Bob Goodwin, appealed to the Government to go into the whole question of the pass laws with the object of removing entirely the laws if could and streamlining those

which remained.

"The present system is time and money consuming and the country cannot afford any excess expenditure in these days of shortage of capital and rising costs," he said.

He called for a round-table conference between the Department of Bantu Administration and the private sector to work out a simplified system acceptable to everyone — the authorities, employers and employees.

He said that although there was a need for some kind of influx control, which existed in most countries throughout the world, the country urgently needed the whole matter of Black employment to come under the control of one authority.

At present there was a great deal of duplication in the control and documentation concerning the employment of Black workers, he added.

deprivati- he nationa -73 period cent of

per cent in is also) in .D.P. fr so fell as ther, it earned in Thus, wh more in in dependent on that, as a rgs from em ant in 8 yea le economy. ificant nega an a millie per cent earnings) ly against

try level. The African cent of the

has dimin African labour become relatively less important in economic terms as an input into largely as a consequence of mechanization and producer dependence of chased inputs. The earnings bill/gross operating profits relationship varied from year to year. Nonetheless, the ratio has fallen in recent as has the ratio of African earnings to the value of Gross Agricultural Product.

## (ii) WAGE STRUCTURE AND CONTRACT FORMS

The wage structure of agricultural employment by type of contract changed in some important ways in the last decade. Data on wage structure are shown in Table 3.

The highest paid contract form has been that for permanent workers in real terms (after deflating wage data by means of the African C.P.I.). The cash wage rate for these workers fell from 1964-71, and rose by 9,6 per cent in 1973 in relation to the 1964 level. It is likely that a large portion of the increase accrued to non-labourers. The permanent cash wage rate in relation to rates applicable for casual workers and RALSC-hired contractees. A most noticeable shift has occurred in the casual/African contractee cash wage ratio. It has moved from parity in 1964 to a 1:1 relationship in 1973. The non-wage element of the earnings of permanent casual workers, while rising in money terms, fell in real terms from \$44 per annum in 1964 to \$39,9 per annum (1964 constant prices) in 1973, a 9,3 per cent reduction. The falling real wages of contractees hired by the Rhodesian African Labour Supply Commission (from Malawi) has been discussed elsewhere in detail, but it is quite apparent from Table 3 that their real wages had fallen seriously up to 1971 and the higher rate applicable in 1972-73 only increased the real cash wage by 3,0 per cent over the



133

2.

Audio/visuals

Is it essential to show any audio/visuals such as a film or videotape?

**Change call**

**JOHANNESBURG**  
 The Association of Chambers of Commerce which represents over 16000 South African firms has called on the Government to change the pass laws and influx control system because the country cannot afford any excess expenditure.

Has the venue for your presentation been decided?

Will you be playing at home or and is the meeting room familiar to you?

- (b) Is it suitable as a meeting place for your audience and as a background for your subject?
- (c) Is it the right size for the audience expected?
- (d) Will everyone be able to see?  
 Is there a dais or platform?  
 Is there enough room for the proper positioning of one or more projection screens?
- (e) Will everyone be able to hear?  
 Will you need to use a microphone?  
 Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?
- (f) Can the room be darkened easily?  
 Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

- (a) What equipment will you have at your disposal? Will there be an experienced projectionist available?
- (b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?
- (c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

133

Audio/visuals

Venue

Is it essential to show any audio/visuals, such as a film or a videotape?

Has the venue for your presentation been decided? If so:

# Call on pass laws shunned

Cape Times 15/1/77

Own Correspondent

JOHANNESBURG. — The Afrikaanse Handelsinstituut has refused to join the Association of Chambers of Commerce in its call on the Government to change the pass laws.

Assocom made the call on Thursday, following a speech by University of Cape Town sociologist Dr Michael Savage in which he estimated the cost of maintaining the pass laws at over R112m.

Yesterday the Handelsinstituut's executive committee chairman, Mr Marius de Waal, said that the Handelsinstituut could not join the call because "even if we don't have the pass laws there must be some form of control and any new system would probably cost just as much".

He said that he was not sure that the pass laws were economically wasteful. "There must be some form of control as no one wants people in the cities who are unemployed. They become a drain on the whole community."

Commenting on Dr Savage's estimation of the annual cost of the pass laws, Chief Gatsha Buthelezi, chief executive of the KwaZulu homeland, said yesterday: "It is tragic that such an astronomical sum is frittered

playing at home or the meeting room you?

able as a meeting your audience and as for your subject?

right size for the projected?

"When so much money is needed to bring the Black standard of living to the level enjoyed by Whites and other races who do not carry passes." more projection screens?

- (e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?
- (f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

- (a) What equipment will you have at your disposal? Will there be an experienced projectionist available?
- (b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?
- (c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

133

# Pass laws necessary

## Handelsinstituut

### Audio/visuals

Is it essential to show any audio/visuals such as a videotape?

**Staff Reporter**  
THE Afrikaanse Handelsinstituut has refused to join the Association of Chambers of Commerce in its demand that the Government change the pass laws.

Assocom made the call on Thursday after a speech by University of Cape Town sociologist Dr Michael Savage in which he estimated the cost of maintaining the pass laws at over R112-million a year.

But yesterday, the Handelsinstituut's executive committee chairman, Mr Marius de Waal, said his organisation could not

support the call. "Even if we don't have the pass laws, there must be some form of control, and any new system would probably cost just as much," he claimed.

He said he was not sure that the pass laws were economically wasteful.

"There must be some form of control, because no one wants people in the cities who are unemployed. They become a drain on the whole community," he said.

The present pass law system might be wrong, he said, but to replace it with a better system might cost just as much.

or your audience decided?

being at home or in a meeting room?

is a meeting audience and as your subject?

size for the audience?

able to see?

Is there a dais or platform?

Is there enough room for the proper positioning of one or more projection screens?

- (e) Will everyone be able to hear?  
Will you need to use a microphone?  
Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?
- (f) Can the room be darkened easily?  
Are there sufficient power supplies for any projected visuals or recorded sound?

### Visuals

- (a) What equipment will you have at your disposal? Will there be an experienced projectionist available?
- (b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?
- (c) What facilities are there for obtaining or making others you may need?

### Budget

Has a budget already been prepared?  
If so, how much money has been allowed for:

# Boost for Coloured trading promised

Argus 17/1/77  
The Argus Political Staff

OPPORTUNITIES available to Coloured entrepreneurs were virtually unlimited, the Minister of Economic Affairs, Mr J. C. Heunis, said today when he opened the new industrial complex at the proposed Coloured city of Atlantis.

The Government, he said, was giving top-level attention to the further development of a class of Coloured entrepreneurs.

Various recommendations in this regard had been made in the report of the Erika Theron Commission.

The matter was also considered recently by the Prime Minister's Economic Advisory Council.

Mr Heunis said he could give an assurance that the various recommendations were now receiving the attention of the Department of Coloured Relations and other Government departments.

He said he wished to emphasise that opportunities for Coloured entrepreneurs were virtually unlimited. At Atlantis, for example, there were no obstacles to the establishment of industries by Coloured people.

The Minister said that, according to figures from the Coloured Development Corporation, the Cape Peninsula now had 1 600 Coloured businessmen who were active in the retail trade and service industries.

In addition, there were 70 Coloured industrialists in the area—mainly in the clothing and furniture industries.

## SONNY LEON

Mr Sonny Leon, leader of the Labour Party, said at the opening local authorities should make the maximum number of rented houses in economic and sub-economic schemes available for sale to the lessees.

Mr Leon, CRC executive member in charge of local government, also called on the State to make more land available to 'those in the community who wish to and could help themselves' and on building societies to 'play their part as has been discussed recently by leading members of such establishments.

'There is, as we are all aware, a desperate housing shortage throughout the Republic—created mainly by the Group Areas Act, and the low wages paid in the rural areas, which has led to the mass exodus from the rural areas.

'The 609 houses that are already here at Atlantis, are but a drop in the ocean, but nevertheless appreciated,' Mr Leon said.

The estimated shortage of houses in the Western Cape was 50 000.

Star 26/1/71

133

# Act to cut work hazards

**Labour Reporter**  
South Africa must "act now" to fight occupational diseases, says Professor Ian Webster, director of the National Research Institute for Occupational Diseases of the Medical Research Council.

He proposed to the Mineworkers' Union an

annual congress in Johannesburg today the creation of a partnership of employers, trade unions and Government departments to introduce an occupational health programme with his institute.

Professor Webster named some "horrible" examples of occupational disease.

• The "morally criminal" case of a black man

who, not long ago, was found to be a "complete respiratory cripple" at the age of 31. The man had been drilling under the streets of Johannesburg without dust precautions and had advanced silicosis.

## DRUNKENNESS

• The case of a large firm seeking assistance because a rising number of employees were dismissed for drunkenness. The employees turned out not only to be drunk — some were comatose, not because of alcohol but because of ventilation to eliminate the effects of a degassing agent being used.

• In another company there was so much benzene in the air that one almost choked when entering the room. But the management was only concerned about the number of fire extinguishers required.

• A young man of about 20 dying in a hospital from leukaemia probably caused by benzene he used to clean projectors for a movie-hire firm in a badly ventilated room.

With few exceptions one had to admit there was almost no proper occupational health programme in the smaller non-mining industries. Professor Webster said.

93, 131

# STUDY STAFF NEEDS SAYS DOCTOR

Mercury Reporter

A DURBAN medical practitioner, Dr. Stephen Thomas, yesterday advised businessmen to pay more attention to the needs and ailments of their African staff.

Dr. Thomas, who spent 25 years attending to sick Africans in the rural areas before moving to Durban, said Africans had a traditional fear of the supernatural and were strongly under the influence of their witch-doctors.

These attitudes should be taken into account by employers who had their well-being at heart.

"An African man reigns supreme in his kraal. Even if he is the office messenger don't let the girl on the front counter order him to fetch her a meat pie. They are men and must have the respect they are entitled to," said Dr. Thomas.

Other do's and don'ts were:

Address him by his surname; shake hands with him on his first day at the office; sit down with him and talk to him; give and receive only with the right hand — it is disrespectful to use the other; if you are drinking with him at his home let him drink first; if he needs two weeks off to go home and plough give him unpaid leave; don't let a junior clerk handle his workman's compensation claim if he is injured on duty. Make sure he is attended to promptly.

Dr. Thomas said many people thought African causes and cures for sickness very funny but he reminded guests attending a Chartered Institute of Secretaries' luncheon that some notions and misconceptions Whites had about diseases were equally laughable.

# 'Terror' talks for SA businesses

5/2/77? Stew

Mark Metherell

A national business organisation which is to sponsor a series of conferences on "terrorism in industry and commerce" next month says it is not being alarmist but realistic in the light of the situation in South Africa today.

The National Development and Management Foundation will hold the day-long conference in six of the main centres where businessmen will hear company security specialists talk on topics including riots, strikes, intimidation, sabotage, psychological terrorism and physical protection.

Mr Paul Penzhorn, executive director of the NDMF, said there was no doubt that South Africa did face the danger of "internal terrorism" and activities of that kind.

"We have got to be prepared for this sort of thing. We will also try to provide solutions . . . before the riots last year, many businesses were unaware of the effect of this kind of aggression," Mr Penzhorn said.

### NOT ALARMIST

"We are not trying to be alarmist, but one must be realistic."

Asked if one of the topics for the conference, "Riots and strikes," involved terrorism as such, Mr Penzhorn said that terrorism was a generic term which could cover such activities.

The conference, results from the major conference on civil defence held in Pretoria last year.

NDMF is a non-profit, non-political association of companies which claims to be completely independent.

# Race and industrial relations the top priorities

Industrial Editor

BUSINESSMEN would have to give high priorities to race and industrial relations in 1977, Dr Zae de Beer, executive director of the Anglo American Corporation, told a financial conference in Johannesburg yesterday.

"You have to spend a lot of time on it, and probably quite a bit of money also," he said.

"If you fail to do so, I believe you will find that industrial relations problems interact with financial ones to cause you very serious trouble indeed."

Dr De Beer said there could scarcely be a businessman who did not feel that race relations were of central importance in

determining the success or failure of his enterprise.

He rejected the thesis that there was little that business people could do to improve the broad picture of race relations in South Africa in that the unsatisfactory features were the result of political acts and not of the behaviour of business leaders.

Dr De Beer believed that part of the remedy lay in increasing labour productivity.

To achieve this at least three things were necessary.

"We need working people whose basic education is such as to make them readily trainable for complex technological work; we need these people to be

be with us permanently so that the opportunity exists to train them to their maximum productivity; and we need to be able to place them and use them in the most productive way without regard to irrelevant and arbitrary criteria.

"It is also self-evident that our chances of achieving maximum productivity are going to be greatest if the workers feel some sense of security and commitment in their personal lives and in the labour relations they experience at work."

Taking these criteria one by one, "I think we would agree that the Bantu education system leaves a good deal to be

The migrant labour system made it difficult to bring one's labour force to maximum productivity and held there. The obstacle to Black advancement often prevented industry from making the best use of trained workers.

The inadequacy of organised communication with the Black workforce made it difficult to set up machinery to improve productivity.

Although many of the changes necessary to rectify the situation lay in the political sphere, there were areas of action open to business leaders.

Communication was one. Dr De Beer said: "There should be in every industrial work place

an effective system of committees where the elected representatives of the workers can represent their views and suggestions upwards to representatives of senior management.

"While trade unions including Africans are not recognised by our legislation, they do exist and there is no reason why White management should not be prepared to meet and listen to people from these unions, provided that they can show themselves to be reasonably representative."

He stressed that adequate pay was necessary.

"This calls for a properly organised and logically explained hierarchy of jobs and

wage rates related in every case to the contribution made and the responsibility borne by the worker."

Ill-defined and arbitrary criteria, such as a worker's real or alleged standard of living, had no place in this scheme of things.

Distorted wage curves of Black and White workers, caused by job reservation, and the greater bargaining strength of the White worker compared with the Black, could not continue.

"Management must take note that objective authorities all over the world are unanimous that such distorted curves may threaten stability and productivity very seriously," he said.



hier, soos die Nederlandse taalkundige J. L. Pauwels aantoon, met 'n oorgetyde verskynsel te make.

J. A. VERHAEGE. „Defuge en gemeensame vorme in die sinsverband van ou Kaapse taal”. *Tydskrif vir Geesteswetenskappe*, jg. 5, nr. 3, 1965, pp. 307-323.

J. A. VERHAEGE. „Die herkoms van die verbinding *as wat na 'n kompara-* tief en sy verbreding in Afrikaans”. *Tydskrif vir Geesteswetenskappe*, jg. 7, nr. 1, 1967, pp. 1-10.

# Fares: call to bosses

Employers of black labour should try to compensate workers who faced increased bus fares in March, Witwatersrand Chief Bantu Affairs Commissioner, Mr F du Randt, said today.

He was commenting on tariff increases granted to Vaal Transport Corporation because of rises in the cost of fuel, tyres, oil and spares.

Commuters' fares would rise by 1c per trip for weekly tickets; 1c a trip for internal journeys within Sebokeng or Sharpville; and casual passengers 2c a trip.

Mr du Randt said it was difficult these days to appeal for compensation, but where an employer gave it, it should be reflected in the worker's pay slip.

## EXPLAIN

“All employers should explain why fares were increased, that these increases were unavoidable and that the full impact of the increases could be lessened by buying season tickets,” he said.

Vaal Transport, which serves Vereeniging area, will put up fares on March 14.

Fares for commuters in the Randfontein, Westonia and Carletonville areas also face increases in March.

## GRANTED

General Manager of Greyhound Busline, Mr John Armstrong, said today fare increases of between 1c and 2c had been granted.

His firm intended raising fares on March 7. Another application to raise fares in Krugersdorp had not yet been heard by the motor transport board.

The fare rise was unavoidable because of the extent of operating costs.

deur beskawingsfaktore tegegewerk is of verdwyn het. Daarnaas het die invloed van die tale vreemde nge aan die Kaap 'n rol gespeel. Ook hier kan ons net by uitsondering een groep sprekers isoleer en vir die wording van 'n bepaalde taalvorm verantwoordelik hou. Ons kan by nie aantoon n hoer die Franse of Duitse immigrante die Afrikaanse sinbou direk beïnvloed het nie, of in hoever hulle die vereenvoudiging van die vormstelsel veroorsaak het nie.

## 1. Teorieë oor die ontstaan van Afrikaans

Vroeër is daar wel aan die een of ander beslissende taalinvloed gedink. Dit was die geval voordat 'n naamlik groot hoeveelheid direkte ge-

uineerst het. In teenstelling met die vorige die eerste wat werklik wetenskaplik verantwoord was. Volgens Hessel- ling moes daar binne die eerste dertig jaar van die volkplanting 'n skielike botsing van tale aan die Kaap plaasgevind het, nl. 'n botsing tussen die 17de-eeuse Nederlands van die vryburgers, soldate en ampe- terare en die taal van die Oosterse slawe wat Maleis en 'n vorm van gebroke Portugees gepraat het, of 'n vermenging van albei („Maleis-Portugees”). In 1658 en daarna het 'n groot aantal slawe wat gebroke Portugees gepraat het, Kaap toe gekom; dit sou volgens Hesseling 'n skielike kommunikasieprobleem veroorsaak het wat tot 'n yinnige verandering van Nederlands gelei het. Die resultaat was 'n sterk vere- eenvoudigde taal met 'n reduksie in sy grammatika. Wanneer 'n kula- tuurtaal in 'n bepaalde kontaksituasie deur 'n botsing met 'n sosiaal laerstaande taal binne 'n kort tydperk 'n drastiese reduksie, struktuur- verandering en vereenvoudiging ondergaan, praat 'n mens van kreolisie- ring. Hesseling moet egter self erken dat die tipiese kenmerke van kreolisering in Afrikaans ontbreek, daarom kom hy tot die konklusie dat Afrikaans beskou moet word as Nederlands wat halfpad bly staan het om 'n Kreoolse taal te word.

Ongelukkig het Hesseling destyds nie oor die nodige direkte taal- gegewens beskik nie; hy kon sy teorie feitlik net op sosio-historiese gegewens baseer wat bowendien nie volledig en korrek was nie. Daar- om was ook sy teorie ontoereikend en eensydig; dit het 'n hipotese gebly wat hy nie kon bewys nie.

# Employers asked to back project

White employers of black workers can play a big part in furthering the aims of the massive black educational project, People's College, due to be launched this weekend.

This point is made by the organisers of the project who would like to see employers encouraging their black employees to study with People's College, a 24-page educational newspaper aimed at bringing learning to every black man, woman and child in South Africa.

The newspaper, which provides a number of educational courses for blacks

on various practical subjects, as well as formal education to help students studying for their junior certificate and matriculation examinations, will be published for the first time on Sunday.

It will go out free each week with Weekend World, South Africa's biggest newspaper for black people.

People's College cost more than R500 000 to launch and is being produced by the South African Council for Higher Education (SACHED) and is backed by nine leading South African companies.

ARGUS 4/3/77

# Black People's College

WHITE employers of Black workers can play a big part in furthering the aims of the massive Black educational project, People's College, due to be launched this weekend.

This point is made by the organisers of the project who would like to see employers encouraging their Black employees to study with People's College, the 24-page educational newspaper aimed at bringing learning to every Black man, woman and child in South Africa.

The newspaper, which provides several educa-

tional courses for Blacks on various practical subjects, as well as formal education to help students studying for their junior certificate and matriculation examinations, will be published for the first time on Sunday.

It will go out free each week with Weekend World, South Africa's biggest newspaper for Blacks.

Launched at a cost of more than R500 000, People's College is being produced by the South African Council for Higher Education (Sached), and is backed

by nine leading South African companies.

'We believe that People's College will be widely welcomed by South Africa's Blacks who are crying out for education,' said Mr Clive Nettleton, an official of Sached's project.

'We would like to see White employers specially employers of domestic workers, for example, supporting this medium and encouraging their Black employees to take advantage of this unique opportunity to gain learning.'

# Training show

7/3/77  
W.M.  
P.M.

EMPLOYEE training systems for commerce and industry will form a focus point at South Africa's first international training and education exhibition and symposium — Instructa '78 — at the Rand Afrikaans University next year.

The exhibition will be held in the main concourse of the campus from July 10 to 14 and will feature a range of teaching and training aids suitable for all

educational boards and most industries.

Mr Bill Moss, organiser of the show for specialised exhibitions (Pty) says: "We have spent over two years doing a feasibility study for this industry."

"It is important that companies think more about employee training now, or they will suffer in a few years."

# Unions prepare to get tough

16/3/77  
RDM

By GERALD REILLY

SOUTH AFRICA'S trade union movement is united in its determination to demand full compensation for recent vast increases in living costs.

Organised labour will also reject further wage restraints when the anti-inflation campaign's wage provisions expire at the end of the month.

The unions are expected to ignore Government appeals for moderation in their demands. They claim the Government itself is making no apparent effort to restrain price rises in products over which it

has full control.

They point to the recent rise in sales and excise duties, which will increase the prices of several hundred items. And also to the increased rail rates, passenger fares and pipeline charges, and the expected rise in basic food prices which will be sanctioned during the next few months by the Cabinet food committee.

In Pretoria yesterday the president of the 200,000-strong Rightwing SA Confederation of Labour, Mr Attie Nieuwoudt, said he was sick and tired of hearing from the authorities that trade unions

should act responsibly in their pay demands.

"That is exactly what we are doing. We want compensation for the rise in the consumer price index."

He warned the Government that organised Labour — including Black workers with their own unions, or those associated with White unions — would also be making demands this year.

Within the next two months the Railways unions representing 116 000 White workers will also submit wage demands to the Minister of Transport, Mr Louwrens Muller.

133

# Tough months ahead, warns labour

## Labour Reporter

Labour leaders have welcomed what many called the "workers' budget" but see no immediate improvements in living standards.

"The Minister has made the best of a difficult problem," said Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa.

"The Budget could even be popular because no real, direct or indirect taxation has been imposed on the ordinary taxpayer."

Mr Wessel Bornman, vice president of the white Confederation of Labour was "pleasantly surprised in the main," though it was clear to him that coming months would be even tougher for workers.

Mr S D de Venter, president of the Public Servants Association, said he was disappointed that the Minister did not even mention the five percent pay rise which Government employees had expected in January.

Mr Wallie Grobler, general secretary of the Railways Artisan Staff Association, said: "In the circumstances it is a good budget, though it may

31/3/77  
cause a rise in the cost of living in the short run."

Mr Grobbelaar said the significant improvements in allocations for black and coloured housing were "a realistic acceptance of a desperate need."

He commended the Minister's approach of obtaining revenue from the sources "best able to afford it" — the financial institutions.

# Hopes of pay rises take a plunge

Labour Reporter

Prospects for wage adjustments in private enterprise have hit rock bottom after the disclosure that a second major industry has followed the "no pay rise" policy adopted in the 500 000 - employee metal sector.

But a spokesman for tens of thousands of artisans says trade unions will throw "everything they've got into the fight against what he regards as a possible wage-freeze pact.

Leading employers had almost certainly formed such a pact and counted on the Government to back them up, said Mr Ben Nicholson, secretary of the 80 000-strong Confederation of Metal Building Unions and vice-chairman of the 20 000-strong Council of Mining Unions.

Dr Errol Drummond, director of the Steel and Engineering Industries' Federation (Seifsa), was not available for comment and a spokesman for the Chamber of Mines declined to comment today.

## EMPLOYERS

Both Seifsa and the Chamber have opposed any pay adjustments in the metal sector and in the gold mining industry.

Employer attitudes were summed up this weekend by Dr G Jan Hupkes, a prominent economist, when he said it would be economic suicide for industries to grant any pay increases at this stage.

Every slight cost increase diminished South Africa's exporting capability which needed strengthening to create more jobs, he said.

The first volley in what could become a war in many industries was fired last Thursday when the Council of Mining Unions declared a dispute over the gold producers' outright refusal to negotiate pay increases.

The council's ultimate weapon, a strike, could well be ruled out in terms of draft legislation which would empower the Minister of Labour to outlaw a strike by declaring any industry an essential service, observers say.

All of South Africa's leading trade union organisations are opposed to the proposed law.

## SIGNIFICANT

Mr Nicholson said it was significant that the Chamber of Mines and SEIFSA had countered wage demands by drawing attention to the pay freeze in the public sector — the Railways, Post Office and Public Service.

However, trade unions would not accept a 100 percent sacrifice after voluntarily absorbing 30 percent of the rise in the cost of living for the past 18 months.

133

# Employers deny pact on wages

## Labour Reporter

A leading employer spokesman has refuted the suggestion that employers in private enterprise have formed a pact to freeze wages.

And a leading labour spokesman says the newly concluded negotiations for substantial pay rises in the footwear industry rule out a total wage freeze.

Mr Ben Nicholson, secretary of the 80 000-strong Confederation of Metal and Building Unions, said at the weekend that leading employers had almost certainly formed a pact to freeze wages.

He spoke after disclosures that both the Steel and Engineering Industries Federation (Seifsa) and the gold producers of the Chamber of Mines had decided to oppose any pay increases for trade union members.

Dr Errol Drummond, director of Seifsa, said today: "There is no collusion between employer organisations and employers as

far as Seifsa is concerned."

Seifsa's submission that existing wage agreements be extended until there

was an economic upturn stood on its own legs.

Mr Arthur Grobbelaar of the Trade Union Council of South Africa, said re-

cent negotiations, such as the agreement concluded in the footwear industry, contradicted the existence of a pact to freeze wages.

He said he was "totally opposed" to a wage freeze as this would not cure inflation which had many other causes besides wage increases.

The wage freeze in the government sector fell into a different category because government jobs were guaranteed while unemployment existed in free enterprise, he said.

A 7½ percent "across the board" pay rise for the 21 000 workers in the footwear industry is to come into effect from July, with another five percent six months later.



FIN MAIL 22/4/77

133

april 22 1977



# Vorster and our future

What is the import of the Prime Minister's long letter to Assocom released at the weekend? Two constructions can be put upon it — the one encouraging, the other infinitely depressing.

The optimism arises from the promises of change made in the letter:

- Further steps would be taken to "ensure more effective participation of the coloureds and Asians in decision-making, not only in their own affairs but also in matters affecting both them and the whites." (Last week's white paper on the Theron Commission shows, of course, that these steps are likely to be extremely limited).

- Government would "provide for a meaningful role for blacks in their local affairs in the metropolitan areas." (Already announced.)

- Steps to allow coloured and Asian industrialists free access to industrial areas outside their own group areas were "well-advanced", while business rights for Africans in African townships outside the Bantustans were under consideration.

- In consultation with the Urban Foundation, an "acceptable form of land tenure" to facilitate home ownership for Africans in these townships was being designed.

- It was also an objective of government policy to eliminate "wage and salary differentials which are based purely on race."

By these and other means, said Vorster, government was moving towards "making the benefits of our free-enterprise system more accessible to people from all our population groups," and the private sector could "play a valuable role in identifying areas in which further adaptations can be made and devising methods by which this can be done."

Vorster went on to "caution that in none of these spheres can the desired changes be brought about by the stroke of a pen." Existing interests, which had to be considered, often delayed matters but this "should not obscure the direction of change to which the government has committed itself."

The pessimism arises from some of the riders Vorster attached to his promises of change: "The right of our white people to retain control of their own destiny" was a point "on which no-one should expect

us to yield."

The letter to Assocom did not elaborate on this, so it is necessary to look elsewhere for an indication of what Vorster meant. Firstly, he warned Assocom's conference last October that attempts by businessmen to force basic changes in policy would cause "harmful friction" between them and the government.



Vorster . . . points on which we will not yield

Secondly, various statements which he made in the second half of last year make it clear that Vorster is as strongly committed as ever to the fundamentals of apartheid. He had finished talking about political rights; he would investigate "shortcomings" in separate development but would go no further; there would be no urban Africans alongside coloured people and Indians on the "cabinet coun-

cil;" urban Africans had to exercise their political rights in the Bantustans; there would be no national convention since its aim would be to tear up the constitution and replace it with one man, one vote.

In other words, the denial to Africans in the cities of political rights where they live and work is now part of the organic law of the country, an accomplished, irreversible fact.

It is this that is infinitely depressing.

And it was surely precisely this that Andrew Young had in mind when he said last week that the South African government was "illegitimate" (which it technically isn't) and "unrepresentative" (which it certainly is). *The World* commented in an editorial on Tuesday: "It is the tragic nature of affairs in our country today that while white South Africans feel very uncomfortable with Young's pronouncements, the majority of black people agree with him . . . After all, we do not have the vote, and have never decided on which government should reign. And when the SA government speaks and exercises its authority, it does so for the whites" (our italics).

## Hostile urban blacks

The dangers of this situation were demonstrated in the township revolt last year. As Professor Johann van der Vyver of Potchefstroom University said a few months ago: Nationalist policy meant that so-called white areas would be saddled with predominantly hostile urban blacks.

Vorster said he agreed with the view "frequently expressed in business circles that in order to restore the confidence of foreign investors we should do all we possibly can to ensure stable political conditions."

This can be done in one of two ways: greater and greater repression; or broadening the basis of political support for the country's government — ie giving it legitimacy not only among whites but among blacks as well.

The first is not only quite obviously totally objectionable; it is also unlikely to be successful in the longer term (although some cynics, who cite Russia as an example, are not so sure). Which leaves the second as the only way.

The *FM* does not share Vorster's pessimism that "even if we should be pre-

pared to go much further than any of our white political groupings are at present prepared to contemplate, we should still not satisfy the ambitions of those whose designs are aimed at taking total control of the people and resources of Southern Africa."

The ambitions of foreign powers are

one thing: the aspirations of black South Africans are another. The history of Southern Africa has shown that it is only when the latter are denied that the former become a problem.

If black South Africans were given a direct and meaningful voice in the control of the country and the allocation of its

resources, they would have no need to resort to guerrilla warfare and there would be that much less pretext for foreign intervention.

And if foreign powers still intervened, we would then be able to fight them as a united nation.

And reduce our defence budget.



Mr Henry Pelsaer has been appointed a director of Bruit Communications (Pty), which handles screen advertising contracts for the Army and Chamber of Mines film circuits.

### Cadac expands

CADAC, the gas appliances manufacturer, will invest R250-000 in expansions to its R5-million Industria, Johannesburg, factory over the next five months.

# FCI paints grim economic picture

26/4/77 RDM  
RDM 26/4/77  
133

By CHRIS CAIRNCROSS  
Industrial Editor

THE economic debate of the Federated Chamber of Industry's executive council in Cape Town today is likely to give a dismal picture of conditions if the white paper prepared by the FCI's economic committee is anything to go by.

It says South Africa's economy shows evidence of an intensifying recession. No turning point has been sighted, and it suggests that the fall in economic activity could well accelerate.

The FCI says the decline in economic activity is most visible in manufacturing output. Industry in general is experiencing worsening cash flow problems, leading to increased bankruptcies.

The output of the agricultural and mining sectors has not been adequate to compensate for the depressed conditions in other sectors.

The result is that unemploy-

ment, particularly among Blacks, is becoming worse. The FCI says Black work seekers are conservatively estimated at more than 600 000 (excluding 1976 school leavers) and are rising at 12 000 and more a month.

Price increases remain pent up in the economy, with inflation due mainly to cost-push influences.

Although some improvement occurred in the current account of the balance of payments in 1976, the FCI says constraints from this source continue to be the major limiting factor of the economy.

The balance of payments deficit is partly the symptom of distorted growth in the economy.

The picture has been complicated by political factors internally and externally.

The FCI says: "Failure to arrive speedily at a formula for resolving the Rhodesian issue has led to a polarisation of attitudes, and new initiatives will be needed if South Africa's isolation is not to become intensified by pressure from East and West alike."

On the internal political front and the last year's unrest, the FCI says that while there are undoubtedly elements of external politically inspired insurrection in the pattern of events, the "existence of real and imagined grievances on the part of the Black and Coloured population of South Africa have favoured its spread."

The FCI sees a close correlation between South Africa's present economic and political instability.

"The central cause of South Africa's eroding competitiveness flows from the inadequate industrialisation of the country's non-White labour force," says the FCI.

"The development of a stable work force is a prerequisite for South Africa's economic strength and political stability and, in turn, is a key to productivity increases both of labour and capital on a scale adequate to restore international competitiveness and match the growth requirements of the country."

In the light of conditions the FCI has for the past nine months been making strong recommendations to the Government to introduce a policy initiative combining a package of short-term and medium-term measures designed to alleviate the position.

of productivity of both labour and capital.

- An increase in the rate of private sector growth relative to the growth of the public sector.

Details of the measures to be implemented to achieve the aims include:

- Greater import replacement.
- Revision of export incentives.
- Re-employment of Black workers in a labour-intensive housing and social infrastructural building programme.
- Phasing out of statutory and other occupational restrictions on Black workers.
- Improvement of negotiating rights for Black workers.
- Alleviation of disruptive effects of industrial decentralisation.
- Streamlining of regulations and legislation disruptive of good race relations.
- Dismantling of price and profit control where no longer economically justified.

עדיין עזר יותר מאשר  
אשר כלל בקטגוריה זו  
השקלים עמל הוא חמור  
ליזמל בגלל את בחור  
כי בימים חום בני  
גדל.  
היה כאשר נחשב  
דויד, בנה של פראדל.

באשר  
עצמה, וקופה  
על חוקן הניע  
ומידות שומרו  
פראדל במאכלי-  
רוב הניע חמור  
Following the Budget, regarded as being mildly reflationary, the FCI economic affairs committee believes that the policy package it has recommended to Government requires re-evaluating.  
The initial aims of the FCI recommendations include:  
• The systematic phasing out of bottlenecks to healthy industrial relations and the improvement of the social and economic prospects of the Black in South African society.  
• The creation of more and wider job opportunities.  
• A systematic improvement  
ואז בא היום שהיא קובלת בבית  
פשוטות יותר כמו בימי בחירות  
שוב. ואמר הנשים כי יפה היא יותר  
אחרי כל אלה קם והיה הרבר  
איסר לילי נכנס ונא לבינה של  
אחור עד לפני שנים.  
ועם זה הוסרה הגדר המשותפת  
הסימטה היו לאחד.  
שורה-לאה, שיש אלה נין הפנים  
עדיין עזר יותר מאשר  
אשר כלל בקטגוריה זו  
השקלים עמל הוא חמור  
ליזמל בגלל את בחור  
כי בימים חום בני  
גדל.  
היה כאשר נחשב  
דויד, בנה של פראדל.

# Bigger role for blacks in Assocom recipe for recovery

RDM  
27/5/77

By CHRIS CAIRNCROSS  
Industrial Editor

**THE ONLY** clear-cut road South Africa can take to pull itself out of the economic mess — which will become worse before it gets better — is to make swift adaptations to the socio-economic structure.

This adaptation — which will lead to the black population taking a more meaningful role in economic life — is the most important requirement for a recovery.

This conclusion is reached by the Association of Chambers of Commerce following its mid-year executive council meeting in Johannesburg this week.

"We are in total agreement with the direction Government policies are taking in making necessary changes, but the pace is just far too slow," said Mr Bob Goodwin, president of Assocom, at a Press conference yesterday.

"There should be a lot less talking and a lot more action. The key here is that although a good job has been done to raise expectations, not enough has been done to meet them."

Assocom's executive director, Mr Raymond Parsons, said the executive council concluded that the economic recession would deepen in the immediate future and the prospects of even

a moderate recovery early in 1978 were not all that assured.

Any recovery depended on a substantial improvement in exports, which hinged mainly on a continued recovery in the world economy — where prospects were now mixed.

Mr Parsons said fears were expressed that what recovery there was in these other economies would pass before South Africa would be able to take advantage.

A continued firmness in the price of gold was also required, and this also depended on the world economy.

Then there was the need for internal socio-economic adaptations, which would strengthen both internal and external confidence.

Mr Parsons said that while Assocom welcomed the underlying improvement in the current account of the balance of payments as a result of falling imports and rising exports, it was deeply concerned at the "acute and painful" dilemmas emerging in South Africa's economic performance.

These included:

- The continuance of strict monetary and fiscal discipline — although regarded as the orthodox manner of rectifying balance of payments problems — was causing unemployment

on a massive scale, with the social risks that entailed. There were whirlpools on both sides.

- The higher degree of self-financing by key State corporations, caused by a lack of foreign capital, which aggravated the problems of cost inflation and unemployment.

- Although much hope had been pinned on export-led growth, even on the most favourable assumptions about the world economy, it would not be enough to lift the economy.

- The appeal by the trade union movement for wage restraint was supported by Assocom as realistic and necessary. Businessmen were in no better position to make price increases. The dilemma here was that, until it was possible for wages and salaries to rise, there could not be consumption-led growth.

- The falling demand for funds was leading to a build-up of what might be called recession liquidity, which to some extent might be used to repay trade credits overseas because there was nothing else to do with the funds internally.

Mr Parsons said these dilemmas in economic trends were likely to become more acute as the months passed.

"These dilemmas are likely to compel a review of economic policy and the present policy stance by August/September if the South African economy and the business community are not to suffer unduly from overkill before the end of the year," said Mr Parsons.

*[Handwritten signature]*

FIN. MAIL 27/5/77

**DURBAN TRANSPORT**  
**Jacking 'em up**

133

It must be a long time since a public body has been criticised in terms as scathing as those used by the Wilson Commission of Enquiry (into the City of Durban) about the Durban Transport Management Board. The DTMB is an autonomous body consisting of 4-6 members appointed by the City Council.

"It's activities over the last couple of years", remarks Professor D J J Botha, "constitute a shining example to students of management of what not to do".

Supported by his colleagues, he adds: "The surest way to ruin an organisation is to instal in top management persons who never deign to talk to a wage earner, who issue directives from on high, who never condescend to acquaint themselves with what goes on at lower strata, and who measure their own greatness in terms of their aloofness towards underlings. There is a suspicion that the DTMB has suffered from this type of personality in the past".

The Commission refers to losses sustained by the Board arising from "an inefficient cash checking system, the accumulation of engines requiring overhaul, the inexplicable indifference at top management level to these problems,

their ludicrously incorrect diagnoses of the real causes for the losses etc".

The Commission was set up by the Province "because of the huge estimated loss of R4,1m to be incurred in operating the passenger transport service, as provided for in the 1975/76 estimates" ... which had the effect of raising the overall rates from an otherwise 7,25% increase to 19,6%.

Prime cause was the loss of vehicle trips which, in the case of the black, Indian and coloured service, was as high as 3 079 in July 1975. On average, over 100 buses were off the road every day, due mainly to chaos in the workshops that created "a complete breakdown of the supply of spare engines and gear-boxes". On the white service, 6 575 trips were lost --- and many passengers for good --- from November 1974 to January 1975 because there were no white drivers. The position improved when Indians were recruited.

In July 1975 the City Treasurer took fright at the inefficient cash collection operation and the escalation in maintenance costs in the transport department. The Town Clerk set up an investigating committee which found, inter alia:

"On several occasions there were delays in banking daily cash takings, the amounts being in excess of R20 000 per banking."

FIN. MAIL  
17/6/77 (133)

## STAY-AWAYS Employers' dilemma

Reef employers have been steeling themselves for this week's threatened stay-away by black workers. And most have been taking a tough line on the issue of pay for absentees. As the *FM* went to press, it was unclear how effective the stay-away would be.

Most employers have issued warnings that they won't pay workers who are absent, although some have said that their attitude depends on the effectiveness of the stay-away.

If most of their workers arrive, the

absentees won't be paid, they say, but if the majority don't turn up, the stay-aways may get paid.

Some firms — albeit a limited few — have apparently reacted to Soweto SRC appeals. They won't penalise people who stay away if they make the time up later.

For the majority, it's a tough line however, and while large-scale dismissals are unlikely, so too is sympathy for the stay-aways.

There are obviously sound business reasons for not paying stay-aways. Production is lost, something which employers can hardly afford now; it's impossible to distinguish between the intimidated, the politically motivated and the shirkers; and firms don't want to be seen to be encouraging disruption.

But some observers of the Soweto scene argue that businessmen are making a grave mistake by not coughing up. They point to the fact that the stay-aways are not primarily aimed at employers but at government and its policies.

Businessmen who don't pay, they say, would be identifying themselves with discrimination in the eyes of their workers. This would alienate workforces and lead Africans to take the same hard line to business as they do towards government.

23/6/77 DJS  
133

# Pledge to give blacks fair deal

**JOHANNESBURG** — South Africa is to have its own statement of principles aimed at giving black workers a fair deal, it was disclosed yesterday.

All South African commercial and industrial companies will shortly be asked to sign a pledge roughly to the effect that they will work for peaceful change by eliminating job and promotional discrimination, and promoting human dignity among employees of all races.

Behind the move to draw up a South African statement of principles is the newly-formed and highly influential Urban Foundation, which is based in Johannesburg and has regional offices in all the major centres.

Mr Adrian Pike, communications officer of the organisation, said last night the exact details of the pledge would not be known until a study of the matter had been completed.

"An investigation is at present being carried out by the Urban Foundation as a preliminary to drafting a declaration," Mr Pike said.

Mr Tony Bloom, a director of Premier Milling and member of the foundation's regional board, is leading the investigation and research, assisted by two executives specially seconded by two member companies of the foundation.

"When the statement of principles is drafted and accepted by our members," said Mr Pike, "the Urban Foundation will advise South African companies how to apply the principles."

The Urban Foundation has a membership of close on 500 commercial and industrial companies.

The statement of principles is likely in part to be similar to that being signed by American companies in South Africa at the instigation of public opinion in the United States.

The Urban Foundation is committed by its constitution to the eradication of racial discrimination in jobs, including the breaking down of barriers to promotion for blacks. It is also committed to the implementation of rate for the job and in-company training. — DDC.

CP&L TIMES 28/6/77

# Dispute declared as pay talks break down

Own Correspondent

JOHANNESBURG. — A complete breakdown occurred between unions and employers yesterday after 10 weeks of negotiations for a new wage agreement for the 470 000 workers in the iron, steel, engineering and metal industries.

A compromise proposal by the 10 trade unions for Col rises to be phased in with a five percent increase in July and a further five percent in January was rejected by the Steel and Engineering Industries Federation of

South Africa (Seifsa). A final offer of four cents an hour to every worker from skilled artisans to manual labourers — to apply for one year — was found to be "totally unacceptable" by the unions.

The seven representatives of black workers of the Central Bantu Labour Board and members of regions representing works and liaison committees, had accepted the Seifsa offer, which would have meant a seven percent rise at the lowest rates from 55c an hour to 59c.

The trade unions said four cents an hour at the prescribed artisan rate of

R2.10 an hour amounted to a 1.9 percent increase, and at actual rates a 1.25 percent rise.

The industries involved in the negotiations now have no wage agreement from July 1.

The trade unions have declared a state of dispute in the industry and last night Seifsa's director, Dr E P Drummond, said the employers had also done so.

This means that the Minister of Labour will be called upon to appoint a conciliation board which will attempt to get the parties back to the negotiating table.

The dispute holds serious implications for all other sectors. Generally, the steel industry's agreement is largely taken up by the rest of the private sector.

Dr Drummond said last night that the four cent rise per worker per hour offered by Seifsa would have cost the industry R38m a year as against R250m a year had the initial union demands been met.

He said the Seifsa offer had been designed as basic Col relief.

"The cost of a loaf of bread is the same to all workers, irrespective of their skills or colour."

It is estimated that the Bellville job will require the lorries to travel an extra 1 000 miles each.

Materials The Company has already bought all the materials for the Parow job:

1 000 units of Type A at R1 per unit  
500 units of Type B at 50c each

Type A would not be used for the Bellville job, but could be sold for 50c each.

Type B has no alternative uses and zero scrap value, but 200 units can be used for the Bellville job. In addition it will be necessary to buy 3000 units of Type C at R10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.



Where's the code?

A RENAISSANCE

133

The Urban Foundation's long-awaited code of conduct will still be some time coming. With the publication of the EEC's code last week, there is increasing pressure from local businessmen for the publication of the Foundation's own code of conduct. It is now 10 months since the Foundation decided to adopt such a code. Says one businessman: "If we wait long enough the code will be wedged in somewhere between those of the Japanese and the Australians, and the impact will be totally lost."

Foundation members do not seem to be able to reach agreement on the basic tenets of the code, or even on the general strategy to be followed to bring about changes in government policy affecting the "Quality of Life" of urban blacks. At a special meeting last month to discuss the draft code (drawn up after approaches to various interested parties), members raised a number of objections and asked for more time to consider it. A

la meurtrière 6,18
les corbeaux (m) 6,18
les créneaux (m) 6,18
les vitres 6,18
petites fenêtres 6,18
Not all the gold
ilt of tree-lined Tagus
y, racked by insomnia, seeing
all cringe at your approach, and
t prizes, unwillingly resigned
t race which goes down so well
le fronton triangulaire 44
le petit fronton triangulaire 37
I cannot, citizens, stomach
what fraction of these sweepings
la lucarne 37
un oeil-de-boeuf 22
la console 61
s flutes, its putandish harps
le balcon
rings, its native tambourines, 35
out round the face-course 37
la cage d'escalier 20,23
les toitures élevées 29
les souches de cheminée 62
la tourelle 7
la coupole 62
la lanterne (that's 55
s or from Sicyon,
islands -
aria.
un classement districts 4,18
le rinceau plan 21
la coquille, à gift 6,14
une arabesque 25
le candélabre 25
le monstre mythologique 34
le mont-granien, 18
le cartouche, 60
le fleuron. 38,46
le plafond décoré 6
la cheminée sculptée 52,53

la colonnade 36
une arcade 22
un entablement 16,17,44
d'ore 37
simple 37
Well-greased, wrestlers' neck.
Another from Macedonia, the from lego

III Décoration renaissance

All
la frise à rinceaux 21
ou à personnages 38
un encadrement (de porte ou de fenêtre) orné 57,59
de minces reliefs 59
un médaillon à profil de femme 72,25
ou de guerrier 38,39
le petit amour 35
la figure mythologique ou symbolique 39
la niche (avec ou sans statue) 47,44

piece in one of these saucy toques
our beloved lawyer should see his
Behave today, with their
they call them not to mention their
decorations (you) hung round their
Well-greased, wrestlers' neck.
Another from Macedonia, the from lego
two more from
aria.
un classement districts 4,18
le rinceau plan 21
la coquille, à gift 6,14
une arabesque 25
le candélabre 25
le monstre mythologique 34
le mont-granien, 18
le cartouche, 60
le fleuron. 38,46
le plafond décoré 6
la cheminée sculptée 52,53

IV Châteaux de la Loire: Anboise, Blois, Chambord, Chenonceaux, Azay-le-Rideau

Other buildings: Fontainebleau, le palais des Tuileries
On these Roman hills, and was nourished on Sabine olives!
Things have reached a pretty pass. What's more, their talent
For flattery is unmatched. They praise the conversation

Style roman / Style gothique

une voûte en berceau / une voûte en ogive
poussées diffusées / poussées localisées (par des nervures)
murs appuyés sur des contreforts / murs soutenus par des arcs-boutants
contreforts verticaux / contreforts inclinés
voûte unie / voûte par panneaux indépendants
arcs en plein cintre / arcs en ogive
chapiteaux décorés / chapiteaux simples
fantaisie dans les détails / sculpture appropriée aux besoins
de la décoration / it bréhats
le tympan sculpté / une rosace
éléments de la décoration / la légèreté

# Hope of jobs

Star 3/10/77

## Firms pulling 133 out of doldrums

Sieg Hannig, Labour Reporter

Retrenchments in commerce and industry may have reached a turning point and there are indications that employers are preparing to pull out of the recessionary trough.

That is the upshot of a survey of employment prospects for the last quarter of this year, conducted by Manpower in more than 1 200 companies, employing more than 750 000 workers.

Planned staff increases show an upturn after dropping for 18 months, while planned lay-offs have reached the lowest point in 15 months.

Additional causes for optimism are:

- The survey does not take into account the expected intake of school leavers by the Public Service.

- The possibility of more apprentice recruitment early next year.

- The easing in the year-end job scramble brought about by the extension of military service, which has doubled the term of 12-month conscripts who were called up last January.

### Unconfirmed

However, the percentages of planned layoffs (10,8 for blacks and 8,6 for whites) still exceed those of staff increases (7,5 and 8,3).

The changes in trends are slight at this stage, while firms planning no change in their work force have reached the highest point since June last year.

Mr Ralph Parrott, managing director of Manpower, says the improvements shown are far from confirmed trends or significant changes.

He calls on the private and public sectors to use

the developing upturn in business conditions to make dramatic inroads into the unemployment problem.

He also calls for the establishment of greater mobility in labour and for a greater willingness among workers to move to places where work is available.

### Johannesburg

On an industry basis, the survey's most prominent features are continued high lay-offs planned in the building and civil engineering industries, although these are softened by moderate intakes of staff.

On a regional basis, Johannesburg and the Cape Peninsula recorded the highest levels of firing and hiring planned for the coming three months.

While the trends are the same for blacks and whites, prospects for blacks are worse both on the increase and decrease side.

(2)

If one is to understand 'illuminate' in a truly historical sense, one might be disposed to ask whether these two historians presented an accurate picture, irrespective of how new and how vivid it may have been. Indians were also receptive as the result of segregation entrenched in the Asiatic Land Tenure and the Indian Representation Acts. On the other hand, the Indian and Coloured communities had a limited usefulness and Huizinga rejected the 'scientific' history of their day, and because they were divided on the question of co-operating with the government. They expressed a certain dualism, having a foot in the African nationalist camp while hoping for integration into white society. Burckhardt placed a great deal of emphasis on the 'art of viewing'

trusting to a contemplative and intuitive understanding of the specific aspects of a culture. Furthermore, to coordinate these aspects into a single system, demanded a vision - "My starting point has to be a vision... otherwise I cannot do anything. Vision I call not only in close co-operation with the ANC. Congressmen often couched African grievances and aspirations in Christian terms. Xuma and Moroka constantly

appealed to democratic and Christian principles. They repeatedly pointed out that the most of or the common good of all South e aesthetic element decency and d in histo tianity, human 2) He spoke He spoke of the imagination, with the app as strongly identified violent metho intellectual ts of 'special Christian pri of the p it' into the forms For all did tempo consistent with African leader s an 'inexact science.'

133

### Job-equality seminar

EXPERTS in business and labour relations will discuss equality of opportunities in employment at a half-day seminar organized by Jaycee Cape Town in the City today.

Chairman of the seminar, at the Mount Nelson Hotel, will be the president of the Cape Town Chamber of Commerce, Mr Storm Reilly. Speakers will include the chairman of Pick 'n Pay, Mr Raymond Ackerman, the executive director of the Institute of Personnel Management, Mr Peter Berry, a University of Stellenbosch sociologist, Professor S P Cilliers, and business consultant Mr Vic Maharaj. Fee for the seminar, which begins at 2.15, is R10 a delegate.

For all African leader institutions; in this way they followed the lead of those scientific society. The American Negro precedent set an example to African leaders, demonstrating that change could be brought about within the democratic

(6)

framework in an evolutionary way. But ANC leaders found themselves Nevertheless, some critics have viewed their works with great scepticism. being pushed further and further away from such a standpoint as discrimin- Burckhardt is accused of sublimation; writers here point to the sheltered atory legislation increased. At first ANC leaders showed a willingness life of bachelorhood which he led, and refer to his vivid pictures of the to work with white liberal institutions such as the SAIRR and the Joint conductiere of the Renaissance; others draw attention to his interest Councils. They were even prepared to express African political aspir- in the hermits of his Age of Constantine, as exhibiting his own ations through the government instituted Native Representative Council. wish to escape from the world. Thus he is accused of being less As government discrimination increased, the ANC moved away from white scientific than Ranke, and a dilettante. liberals, finding their efforts ineffectual. In 1941 Xuma refused the invitation to become president of the SAIRR. Many ANC leaders were Likewise, Huizinga in his own time, was regarded as unscientific, and members of the Native Representative Council but abandoned it in disgust old-fashioned; critics today, although respecting his achievements, when they realised its powerlessness. Gradually African leaders became

less and less anxious about alienating liberal whites. (7) Once con - sultation with the parliamentary system had failed, African political action moved into extra-parliamentary channels.

1) Goldscheider, L. Introduction to Burckhardt, J. The Civilization of the Renaissance in Italy, pp. 164-5.  
 2) Huizinga, J. 'The Aesthetic Element in Historical Thought' in Dutch Civilization in the Seventeenth Century, pp. 219-243.  
 3) Huizinga, J. 'The Task of Cultural History' in Men and Ideas, pp. 53-54.  
 (5) 4) Bay, W. The Rise of African Nationalism in South Africa pp. 340 - 345.  
 5) Croce, B. History as the Story of Liberty, p. 106.  
 (6) Ibid, p. 341. (7) Ibid, p. 347.

# The 'captains' just hung their heads



Industrial Editor, TONY KOENDERMAN, puts the spotlight on the Federated Chamber of Industries' congress this week and comes to the conclusion that it was all rather a yawn.

CONSIDERING the background of political and economic turmoil against which this week's FCI executive council meeting was held, the function was astonishingly low-keyed. Anybody who might have felt that now was the time for the captains of industry to stand up and be counted on the burning issues of the day was destined to be disappointed.

There was little in the two-day yawn held in Pretoria that could be called constructive, penetrating or original. The Federated Chamber of Industries is, of course, a determinedly low-profile organisation. It insists it achieves more in its relationships with the Government by going through the back door and staying out of the headlines.

Give the Government's obsession about publicity, there is no doubt some truth in that.

But it is also true that an organisation which does everything behind closed doors is easy to ignore.

One can accept that the FCI is acting as a channel of information to the Government about what industry is thinking — though thoughts from the floor were few and far between this week.

But there are other roles it could perform. For example, it could inform the public, both here and abroad, as to what industry is doing to meet the challenges facing it.

It could also give a lead to industry in general — not only its own members — as to what should be done. Perhaps the FCI remembers too well the Prime Minister's hectoring admoni-

tion to Assocom a year ago to stay out of politics.

Yet it accepted — even in FCI president John Cronje's mildly worded address — that political and economic influences have become "inextricably inter-related."

Possibly the most positive outcome of the congress was the disclosure that a 30-point action programme on how to get the economy moving again is being prepared. It is expected that the final version will be ready by the end of the year. A pity it wasn't available for discussion.

There was also a positive note in economist Arthur Hammond-Tooke's summing-up of the current economic situation. Unfortunately, few delegates were inclined to share his views, and the general mood was sombre. Mr Hammond-Tooke's observations

were, however, that the current account of the balance of payments has improved, inflationary pressures are moderating (though still strong), and the recession appears to have bottomed out.

"Consumer confidence has strengthened, some inventory restocking is occurring and the decline in aggregate demand has been arrested," he said.

"These signs of economic recovery indicate the resilience and inherent strength of the economy and the soundness of its institutional framework."

Nevertheless, the FCI has been urging a re-examination of the policy mix, necessitated by a shift in priorities.

"Rising levels of unemployment and internal unrest can no longer be ignored; nor can a low level of business con-

fidence be expected to counter the external pressures which are being exerted on the Republic," he said.

An interesting comment was that inflationary pressures appear to be more structural than cyclical in origin.

Mr Hammond-Tooke's conclusion, then, was that the answer to inflation will have to be sought in an improvement of, and greater discipline in the use of, resources.

He noted that what the country is facing is far more than a cyclical downturn. To deal with internal and external political events, he said, "countervailing policies and contingency plans" must be developed.

Perhaps the 30-point programme will spell out what those policies and plans ought to be, belated though this may be.

1	9	4	3	11	4	17
PREFERENCE	1	2	3	4	5	6
OPTIONS						

For the information of the Faculty Office

A full minute of due course.

5 August 1977

133

# Big business push likely on colour bar

The Argus Correspondent

JOHANNESBURG. — The business world was urged yesterday to press the Cabinet to follow a sweeping master plan laying down a precise timetable for hauling down the colour bar.

The proposal was put forward by the Johannesburg Chamber of Commerce at the 1977 Assocom national congress here and looks virtually certain to gain strong support from the 250 business leaders in session to fix future policy.

The socio-economic package would set down specific targets on when and how to end discrimination in all spheres from jobs to home ownership in a step-by-step programme spread over five years.

Mr Raymond Parsons, executive director of Assocom, has already advocated such a package — intended to clear the fog of vague political assurances and glib promises into action.

A formal motion from the Johannesburg Chamber now seeks to propel the idea into policy, in turn to be taken up at Cabinet level.

A preamble records approval of recent Government commitments to do away with discrimination but drives home sharp disappointment at the lack of visible progress.

## NEW RULES

It goes on to call on Assocom to launch consultations embracing both the public and private sectors and all race groups to hammer out a five year socio-economic plan with a full set of specific objectives for the burial of the colour bar.

Vigorous pressure is likely to be applied on the

Government to spell out a set of acceptable new rules for black land and home ownership as an early target in the list of priorities.

The Johannesburg Chamber concedes that encouraging moves have been started by the Government, such as the appointment of the Wiehahn and Riekert commissions of inquiry.

However, its motion argued that there is still apprehension among local businessmen and overseas investors about the course of the country's future.

It sees the root of the problem in the obscurity of Government statements.

Wed 20/10/77  
133

Star 9/11/77

# Executive speaks up for unions

**Sieg Hannig,  
Labour Reporter**

For the first time a leading spokesman for organised industry in South Africa has spoken up for the right of workers to "organise into lawful trade or labour unions."

The call by Dr Errol Drummond, director of the Steel and Engineering Industries Federation (Seifsa), stops far short of a plea for the recognition of black trade unions.

But it confirms a reported trend among organised employers in South Africa to fall in line with international employment ethics even where trade unions are concerned.

The objectives to which employers should "basically" aspire, Dr Drummond said, were:

- The right of all people to work.
- The right to freedom of association.
- The right to organise into lawful trade or labour unions.
- The right to withhold labour where necessary.
- The right to receive

equal remuneration for work of equal value, the work situation.

● The removal of all discriminatory practices in

He was addressing a symposium on "A Strategy for Change" in Salisbury today.

Change in southern Africa should not be a "bolstering up of past philosophies and practices," he said.

The latest manpower survey had revealed continued shortages of about seven percent in professional, technical and journeyman jobs during the past seven years.

Projections over the period 1975 to 1981 revealed a relative decline in whites as journeymen.

At an economic growth rate of five percent, the number of journeymen and technically skilled workers in South Africa was estimated to increase by 78,500 a year — 56,900 of them black.

● Plan for labour relations being prepared —  
Page 23.

(1) 133  
*[Handwritten signature]*

# Council will be asked to support foundation's code

THE CITY COUNCIL will be asked to support the Urban Foundation's code of employment practices at its monthly meeting in the City Hall today.

The council will also be asked to reaffirm its opposition to all forms of racial discrimination. These requests are contained in a motion that will be put by Mr A H Honikman, chairman of the Utilities and Works Committee.

resolution should be forwarded "as a statement of council policy to the Cape Town Municipal Service Commission, the heads of all departments and the local branches of SA Municipal Employees' Association and the Municipal Workers Association."

The motion says that the

The code of employment practice was drawn up by the Urban Foundation and the SA Employers Consultative Committee on Labour Affairs.

The director of the foundation, Mr Justice Steyn, has described the code as an expression of "the resolve of commerce and industry to eliminate discrimination in employment practice".

The city council is one of the major employers of labour in the country and Mr Honikman will move his motion as an unopposed item.

(132)

The events of the past year have catapulted the labour scene into the forefront of the South African civil rights campaign.

The year 1977 was a turning point in more ways than one. Immigration was overtaken by desertion and unemployment became recognised as a permanent phenomenon for the foreseeable future.

But out of despondency was born hope.

The labour front became the prime indicator of South Africa's desire to remove racial discrimination. Employers — not workers — are spearheading the fight for black labour rights.

Granted, the 1973 strikes are still vivid in employers' memories. So is the death toll of more than 200 from mine labour disturbances in the previous three years. And the 1976 township riots and worker stayaways are hardly forgotten. But the past year has

been remarkable for its labour peace.

It is the knowledge that race relations have reached an all time low which impells business leaders to call on the Government for reforms and to try their hand at reforms themselves.

It is what Mr Justice J. H. Steyn of the Urban Foundation called "grave social issues which threaten our very survival."

Of course it is also the foreign investment drain

# Turning point on SA labour front

● Hope has been born out of despondency in the labour field. The Star's Labour Reporter, SIEGFRIED HANNIG, examines the future prospects arising from the events of 1977.

and the mounting threat of economic boycotts.

German industry, which was the first to attack the European Common Market's code of employment conduct for South Africa, has since accepted it as necessary to stave off even harsher measures.

The American labour movement is looking at selective boycotts. Germany's largest trade union

is sending its president to South Africa on a fact-finding mission early next month.

But it stands to the credit of South African employers that they took action before any of these developments, even before the Carter Administration began to rank the South African problem as high as the problems of Rhodesia and SWA/Namibia.

A South African code of employment practice was proposed just over a year ago and published this month with the support of 90 percent of organised commerce and industry.

It represents an unequivocal commitment to the elimination of racial discrimination. And it comes close to advocating trade union rights for blacks. The Urban Foundation,

which formulated the code, this month set aside R50 000 to the first significant effort by private enterprise to create black entrepreneurs in an urban township. The money is to be the starting finance for prospective builders being trained by the foundation as part of a R150 000 home improvement scheme.

This is only one of 54 projects tackled by the

Cont F



foundation this year to improve the quality of life of the underprivileged. Nearly R2-million in donations from South African firms and businessmen has been allocated to these projects. Further amounts totalling almost R12-million have been pledged to the foundation in five annual instalments.

It is hard to believe that the foundation went into business only nine months ago.

Barely two years ago it would have taken considerable courage to predict a rise in black incomes at the expense of white incomes when this was already taking place.

This year a survey showed that black pay rose by 16,5 percent for the year up to June, while white pay remained well below the 11 percent rise in the cost of living.

Miners made do with an average pay rise of five percent this year and metal workers with as little as 3.8 percent in prescribed minimum rates.

What is more, the inevitable outcry against black job advancement early this year when white artisans became unemployed was short-lived and subdued.

The Government also did not sit still.

### Support

There was a complete review of statutory job reservation which left only five of the 25 effective job reservation determinations in force. The remaining five were in the process of being put before the Minister of Labour for consideration last week.

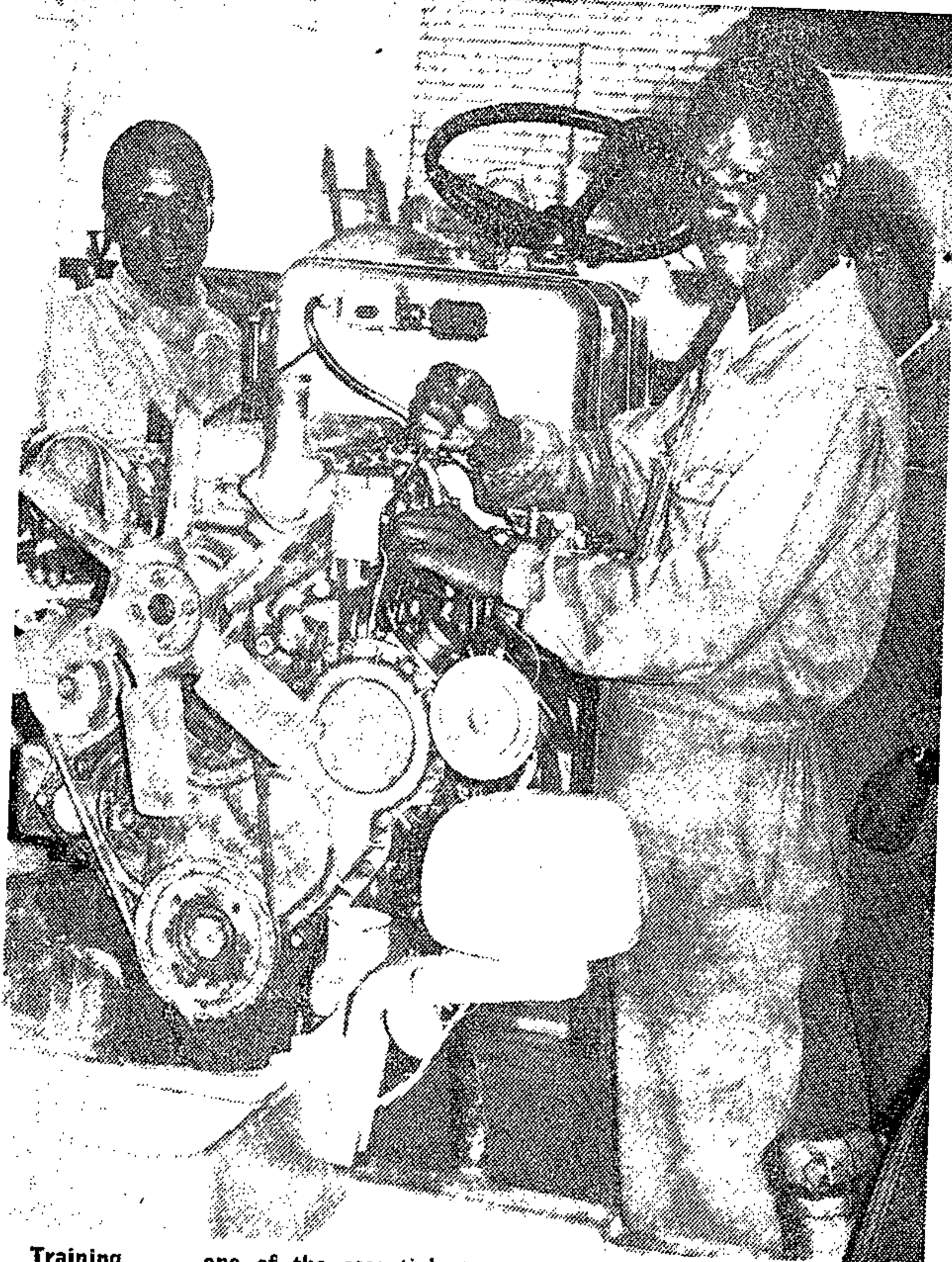
Equally significant was the appointment of the Wiehahn and Riekert Commissions which are investigating every piece of labour legislation as a matter of urgency.

The first pieces of amending legislation are expected to come before Parliament at its next session.

There are strong indications that leaders of organised commerce and industry have joined the bulk of organised labour in support of "trade union rights for all."

Black trade unionists report that their relationships with employers have never been better.

And the new president of the Trade Union Council of South Africa, Mr Ronnie Webb, has had no



Training . . . one of the essentials to combat mounting unemployment.

trouble finding 12 to 15 motor component firms which "have no objection" to his organising their black employees into a union. (Incidentally, Mr Webb this year became the first coloured labour leader to head Tucsas, South Africa's largest and most representative labour organisation).

It would almost seem as if the Confederation of Labour, which claims to represent almost 200 000 white workers, is the only determined opponent of black trade union rights and supporter of job reservation.

### Threat

And some observers believe the confederation might have softened its hardline attitude as well had it not been for the threat of ultra-conservative Mr P J "Arrie" Paulus to pull his union out of the confederation.

A far graver threat to the new era on the labour front is unemployment.

The backlog in black education, training and job advancement struck home with a vengeance this year, making the long dreaded spectre of large-scale black unemployment a reality.

Calls for Government relief went unanswered, apart from the recent introduction of an ongoing black unemployment survey whose first results are to be published soon.

Granted, urban blacks can take over the jobs of migrant workers in the cities. But what about the women who are sole breadwinners of families and who cannot do pick-and-shovel work? And how long can the subsistence economies of the homelands ward off starvation?

### Overtones

Unemployment, which hits blacks hardest, has decided political overtones.

Furthermore it puts a big question mark over efforts to improve black

living standards, since any wage hikes reduce the economy's capacity to create jobs.

With minimum wages of as little as R18 a week for men still being gazetted almost five years after the Natal strikes, this is a serious matter.

It will be a "super-human task" to create sufficient jobs in South Africa without population control, according to Dr W J de Villiers, chairman of General Mining.

Passing the buck to the homelands — as a speaker at a recent unemployment conference put it — won't help. Nor will the creation of "independent" countries whose citizens depend on migrant work in white South Africa.

The only remedies are education, training and utilisation of all talents; the creation of labour-intensive industries which everybody calls for but does not establish; and prayers that economic sanctions may remain mere threats.

# Council backs Foundation's job code

Cape Times 2/12/77 (2) 133

THE CITY COUNCIL decided without a dissenting vote to support the Urban Foundation's code of employment practices at its monthly meeting yesterday.

But the decision was taken only after an amendment proposed by Mr J S Rabinowitz, that preference should be given to men who had served on the border, was defeated.

The original motion, introduced by Mr A H Henikman, chairman of the Utilities and Works Committee, also called on the council to reaffirm its opposition to all forms of racial discrimination.

Mr Henikman said he saw the code as a first step towards the removal of all racial discrimination and job reservation.

## Example

He hoped every other municipality in the country would follow the example set by Cape Town and support the code of employment practices which was drawn up by the Urban Foundation and the SA Employers' Consultative Committee on Labour Affairs earlier this month.

Seconding the motion, Mr Len Kendal said the private sector should go even further by laying down minimum wage scales that were realistic.

He believed the Railways paid R200 a month to labourers and this he considered a fair and just wage.

Mr John Tyers, a former mayor and the new MPC for Simonstown, said he would vote against the motion because he considered it

but now "all our youngsters who are physically fit do national service".

The amendment was defeated with only Mr

Rabinowitz, Mr Tyers and Mr W C Steyl supporting it. These councillors did not vote when the main motion was put to the council.

## Sympathy

He had always had the greatest sympathy for the contents in the motion and he could not see why the council had to reaffirm its policy.

Mr Rabinowitz moved an amendment to add the proviso that "preference always be given to men who had served on the border".

He said he spoke as an ex-serviceman who had returned after the war to find that some people had "grown fat" while he was away.

His amendment was seconded by Mr Tyers.

Mr Jan van der Merwe, the new MP for Goven Point, said the motion concerned the removal of racial discrimination and the issue should not be clouded.

## Regret

It was a matter of regret that there should be reservations about supporting the motion, he said.

Mrs Joan Kantey said it was "never out of place to reaffirm something you believe in".

The motion had been put in a spirit of co-operation and to oppose it would be a breach of faith.

"Anybody who has some kind of feeling for people will support this and not try to undermine it."

Mr Eulalie Stott, chairman of the Housing Committee, said the question of service on the border was a separate issue.

Mr Emil Riese, chairman of the Amenities Committee, said there had been a case for giving preference to ex-servicemen after World War II as they had been volunteers.

completely unnecessary

## Sympathy

... but the ... for the

# Job-code laggards in Cape face pressure

ARGUS  
22/12/77  
133

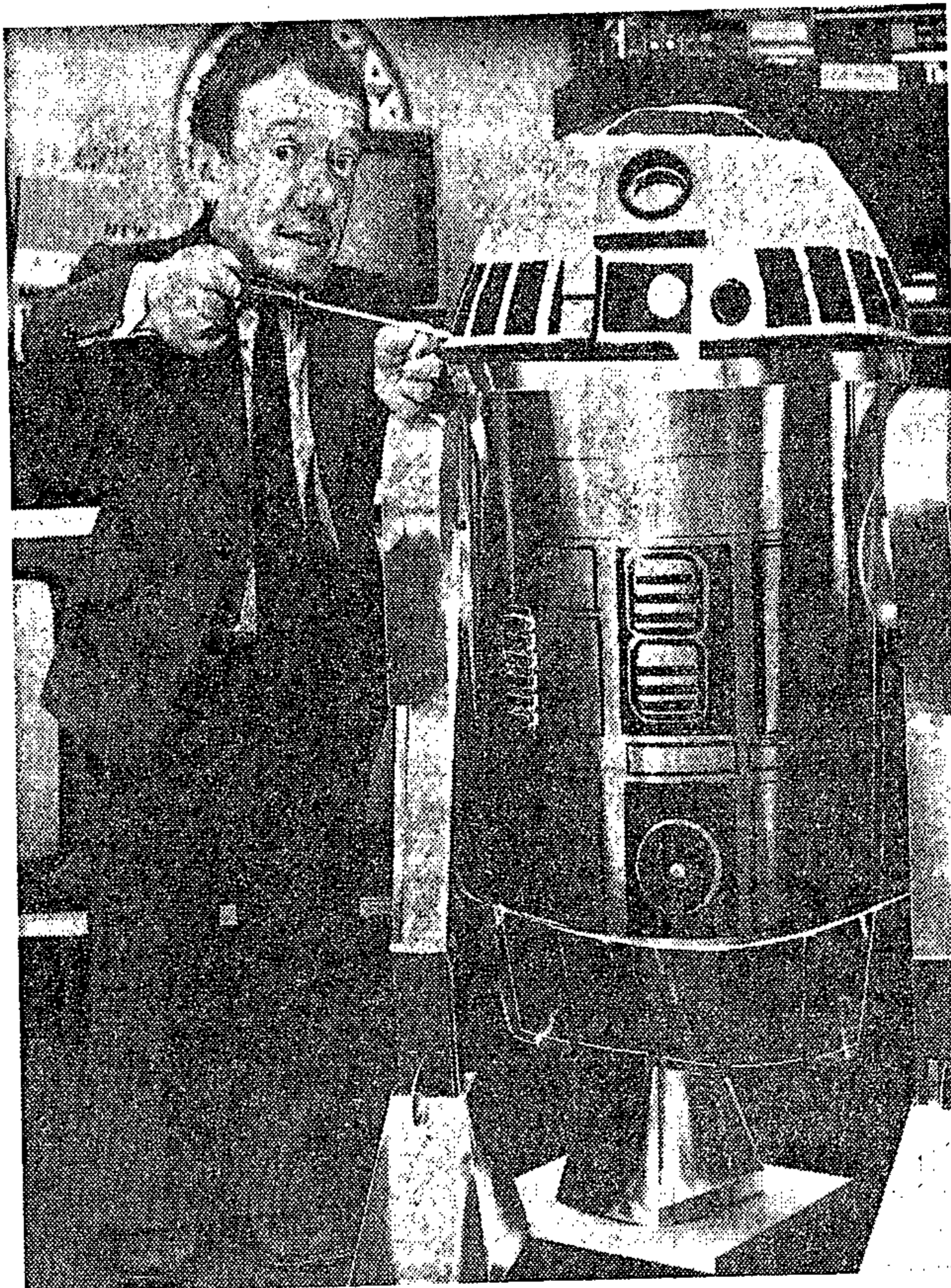
Kenny—  
the  
invisible  
film star

ACTOR Kenny Baker, 1,10 m tall, is one of the year's best-known screen stars — yet few people have seen him.

He plays the eccentric robot R2D2 in the smash-hit film *Star Wars* which is now showing in Cape Town.

The role called for an actor of small build and big potential who was prepared to put up with a lot of discomfort.

Kenny sat inside the skin-tight robot perched on a child's car safety seat and manoeuvred R2D2 by rocking the device from side to side.



THE Cape Chamber of Industries would not hesitate to apply pressure to any of its members which failed to adhere to the terms of the Urban Foundation's code of employment practice, said CCI director Mr Ruben Back.

The code, aimed at eliminating racial discrimination in employment practice, has the support of 90 percent of private commerce and industry.

It was announced on December 7 after being drawn up by the foundation and the South African Employer's Consultative Committee on Labour Affairs.

Most major factories in the Cape had carried out the requirements of the foundation's code for many years.

Communication between the races in industry had improved 'tremendously' during the past few years and it had never been necessary to reprimand any industrial organisation.

This week Cape Town City Council accepted a motion supporting the code and reaffirming its opposition to all forms of racial discrimination.

Mr Justice Jan Steyn, foundation director, said this week that, while it has been the task of the foundation to draw up and gain support for the code it was the task of organised commerce and industry to implement its terms.

Among the signatories to the code were the Associated Chambers of Commerce, the Federated Chamber of Industries and the Afrikaanse Handelsinstituut.

Seven other bodies representing commerce and industry also committed themselves to the terms of the code.

The Town Clerk, Mr H G Heugh, said that the City Council, a major employer of labour, had helped pioneer the elimination of employment discrimination.

Where the council had the final say, discriminatory practices had been removed. There was 'no ceiling whatsoever' placed on the advancement of coloured and black staff.

## THE FIRST

Mr Heugh said coloured employees were in posts such as principal medical officer, principal engineer and superintendent of electrical depots earning salaries ranging between R9 400 and R12 600.

Mr Brian MacLeod, director of the Cape Chamber of Commerce, said his chamber had been the first in the country to draw up its own code of conduct regarding the elimination of discriminatory practices in employment.

The chamber had already obtained 700 signatories to its code of conduct which, although not as specific as far as the Urban Foundation's code.

Mr MacLeod said however, that no pressure had been applied to those firms which had not signed the internal code.

1977	Course of Study : B.A. (HONOURS)	
	Year of Study :	
	Candidate	
	HISTORY	77 (2+*) Pers. Manag. I (2-*)
	Bixby, D.M.	77 (1*)
	Coast, J.C.M.	77 (2-*)
	Everett, E.A.T. Miss	77 (0/S*)
	Findlay, D.A. Miss	77 (2-*)
	Klein, V. Mrs.	77 (0/S*)
	Middleton, S.P.	77 (2-*)
	Mitchell, B.A.P.	77 (2+*)
	Spear,	
	Straus,	
	Townel	
	Kingwil	
	LATIN	
	Catacot	
	NATHEN	
	Andrews	
	PHILOS	
	Allie,	
	Crasnow, E.J.	77 (2+*) Statistics I(a) (2-*); I(c) (3*)
	PSYCHOLOGY	
	Ballantine, P.R.	77 (2+*) Pers. Manag. I (3*)
	Blake, C.H.	77 (2-*)
	Jampies, C.W.	77 (2-*)
	Levin, A.G	77 (2-*)
	Lubner, M.E. Miss	77 (2+*)
	Nepgen, J.A.	77 (2-*)

F.M. 23/12/77  
**EMPLOYMENT CODE (133)**  
**A solid foundation?**

While most of the big employer organisations have welcomed the Urban Foundation's code of employment practice, organised labour is less enthusiastic.

As predicted by the FM (November 25), the code in its final form is in several respects weaker and vaguer than earlier drafts. Unlike the code adopted by the EEC (FM October 7), it is particularly vague on the key issue of trade union recognition for African workers.

Assocom's Raymond Parsons believes the code is an "improvement over the several unrealistic external labour codes that have been devised for SA."

Sam Motsuenyane, chairman of the National African Federated Chambers of Commerce, says that his members are "broadly speaking" pleased with the code "as a first step on the way to a code that more fully meets the legitimate aspirations of blacks for advancement."

From the trade union side, the chief criticisms of the code focus on what is seen as vague wording, failure to underwrite the recognition of black unions, and failure to provide any means of monitoring. At the code's launching in Johannesburg, Anglo-American's Chris Du Toit, chairman of the newly-formed SA Employers' Consultative Committee on Labour Affairs, emphatically rejected any possibility of the code's signatories' being monitored for performance.

Tucsa general secretary Arthur Grobelaar argues, however, that "it is absolutely necessary to monitor the code. A mere commitment by various companies is not going to ensure that its provisions will be fully implemented." Grobelaar adds that while the code "reads well enough," its "free-ranging phraseology" does not commit the signatories to anything specific and allows different employers to interpret the code to their advantage.

Mcebisi Mqayi, president of the unregistered (African) Engineering and Allied Workers' Union, is unimpressed with the code. "The code, as phrased and formulated, is to me nothing but flowery words. We the workers were never consulted at any stage. Employers up

there 'know' what is good for us. But we can no longer swallow that."

Equally uncompromising is Freddie Sauls, secretary of the Port Elizabeth-based United Automobile and Rubber Workers' Union. "I do not believe that any of the codes will really improve the situation for the black worker."

Judge Jan Steyn, executive director of the Foundation, argues that the public commitment by business to move away from discrimination in employment is "not to be underestimated." While he says that there may be practical difficulties in policing the code, he agrees that "it is essential that some form of monitoring be adopted if the code is to have any real impact. The specific form of this monitoring is something to be determined by organised commerce and industry themselves."

Meanwhile, Labour Minister Fanie Botha has been quoted in *Beeld* as saying that he has given the registered trade unions the assurance that greater participation of blacks in the economy will be based on the unions themselves being able to decide who will work in what jobs.

# INDUSTRIAL RELATIONS

EMPLOYERS' ORGANISATIONS

1978

133

# Karweiers onder een dak

DIT lyk of daar uiteindelik in Suid-Afrika 'n liggaam gestig gaan word wat verteenwoordigend van die land se private karweiersbedryf sal wees. Dié vereniging sal bekend wees as die Nasionale Vereniging van Private Karweiers en die stigtingvergadering word more in Randburg gehou.

Oor die laaste paar jaar was daar dikwels pogings om so 'n vereniging te stig. Maar al hierdie pogings was vrugteloos.

Dit is bekend dat die Departement van Vervoer begerig is dat die padvervoerbedryf van die land

meer gekoördineerd raak sover dit die openbare karweiers betref.

Daar is dan ook oor die afgelope ses maande aansienlik vordering gemaak. Dit is gedoen deur die bestaande drie verenigings, nl. die Suid-Afrikaanse Vereniging vir Professionele Vervoerondernemings, die Suid-Afrikaanse Vereniging vir Meubelvervoerders en Pakhuiseienaars en die Motortransport-Eienaarsvereniging.

Hierdie drie verenigings vorm die kern van die Federasie van Vervoerverenigings en is ten volle verteenwoordigend van die openbare karweiers.

Die openbare karweier hanteer egter net sowat 32 persent van alle padvervoerbedrywighede, terwyl die res in die hande van private operateurs is wat in padvervoer is omdat dit deel van hulp normale bedrywighede is.

Danksy die werk van 'n baie bedrywige loodskomitee is daar nou uiteindelik die stadium bereik waar die nasionale vereniging gestig gaan word. Die vergadering word moremiddag om 15h30 in die United Bouvereniging-kantore nr. 4, Hendrik Verwoerdrylaan 168, gehou. (Tel. 48-4141.)

Die plan is om ook die klein karweier met net twee of drie voertuie te betrek.

# SA closing the gap in world labour standard

The Argus Correspondent

JOHANNESBURG. — South African employers are coming 'closer by the day' towards meeting international labour standards, says Dr Raphael Lagasse, secretary general of the International Organisation of Employers (IOE).

In an interview he made three important disclosures:

● There is a definite move among South African employers towards working relationships with black trade unions.

● Any system that thwarts worker negotiations at any level — plant, industry or national — does not meet with international standards of labour relations.

● An acceleration of the pace of change visible in South Africa would seem essential if international pressures are to be met effectively.

Dr Lagasse, who regards economic sanctions against South Africa as 'counterproductive' is visiting South Africa to see what further changes are being planned.

He is the first of several prominent employer figures invited by the South African Employers Consultative Committee on Labour Affairs (Saccola) to visit the country this year 'to get the right perspective of South Africa.'

## UNDER REVIEW

On Thursday night he had dinner with the Minister of Labour and the Wiehahn Commission which is reviewing all South African labour laws.

Dr Lagasse confirmed that Saccola — which represents 90 percent of South African commerce and industry — has subscribed to the 1973 IOE declaration which 'deplored the exclusion of the majority of the workforce from participation in trade unions registrable under South African law.'

He said plant level negotiations, as provided for by works and liaison committees for black workers, were quite acceptable.

## GETTING CLOSER

But works had to be in a position to negotiate at industry and national levels if they desired that — otherwise the system would not conform to internationally recognised principles.

'International employers are anxious to see these principles adhered to in South Africa,' Dr Lagasse said.

'South African employers are getting closer to meeting these principles by the day.'

'I am here to see what further changes are being planned and to make sure employers round the world know exactly what is happening in South Africa.'

'Too often information is based on assumed conditions and unverified statements.'



At yesterday's seminar on foreign investments and the manufacturing industry were Mr M. L. Phillips, president of the Border Chamber of Industries, Dr H. J. Reynders, Mrs S. Hamilton, secretary-designate of the BCI, and Mr Tony Recsel, past president of the BCI.

# 1 000 jobs a day needed — Reynders

**EAST LONDON — One thousand new jobs a day are required merely to keep pace with the population growth rate to the turn of the century.**

This was stated here yesterday by Dr H. J. J. Reynders, executive director of the Federated Chamber of Industries and member of the Prime Minister's Economic Advisory Council, when he addressed members and guests of the Border Chamber of Industries on international pressures and financing South Africa's manufacturing growth.

"We are faced with two major problems," he said. "The creation of job opportunities and improving the standard of living.

"As far as our population growth is concerned, it is increasing at roughly three per cent a year, which means by the end of the century we will have between 47 and 50 million people, of which 75 per cent will be black.

"More important is the growth in the country's working force, which is expected to increase from 9,5 million to between 18 and 19 million by the year 2000.

"This means roughly 370 000 new jobs, or 1 000 a day, must be found. The present increase is not as high as that, but it keeps increasing and, by the end

of the century, is likely to be about 450 000 a year."

Posing the question on how are so many jobs going to be supplied, Dr Reynders said the economy must grow at a rate of 5 to 5,5 per cent a year, and the manufacturing sector would need to grow at a rate of between 6 and 7,5 per cent a year.

"At present the industry employs 1,3 million, but by the end of the century this will need to be four million," he said. "If we do not achieve our growth objectives, the unemployment situation will grow worse.

"Whether our growth rates are realistic is one thing, but that is the rate at which we need to grow. In 1976 we had a growth rate of 0,5 per cent, and last year there was a negative rate in the manufacturing sector of five per cent or more."

On the subject of financing growth, Dr Reynders said that in the past there had been large capital inflows from foreign sources, but nevertheless, since the end of World War II and up to 1976, 87 per cent of the gross domestic investment in South Africa had been

financed from gross domestic savings which, with the exception of Japan, was the highest in the world.

"The average net capital inflow in 1974 was R900 million increasing to R2 000 million the following year, and falling to R1 200 million in 1976," he said. "This compares with a net capital outflow of R46 million in 1973, and R121 million for the year ending 30 June 1977.

"The outflow which has occurred since the beginning of 1977 can be expected to continue for some time due to political developments in Southern Africa as a whole, and South Africa in particular; the decline in the value of imports and the concomitant decline of trade credits as well as the redemption of short-term loans."

Dr Reynders said foreign investment as a percentage of total investment in manufacturing industry increased from 23 per cent in 1972 to 37 per cent in 1975.

"During the last few years manufacturing industry has, therefore, become more dependent upon foreign sources of

capital, because domestic savings have become insufficient to satisfy the demand for investment funds; because of the rates of taxation; because the public sector has taken up a large part of available domestic savings; and, although there is no quantitative evidence, it would appear there was a misallocation of funds in both the private and public sectors, thus decreasing the amounts available for investment in this sector."

Dr Reynders said one solution to the problem could be closer co-operation within the manufacturing industry, with manufacturers buying from each other, rather than importing goods which can be supplied within the country.

He added that an effective allocation or channelling of available funds into the most productive areas could be most successful. It had succeeded in Brazil, Taiwan and South Korea. There had been much talk along these lines in South Africa, but a lamentable indecision.

— BUSINESS EDITOR

24/2/78  
133



# Warning to businessmen

6/3/78 (B3) EL DD

**EAST LONDON —** Overall business conditions will remain tough, and businessmen will have to earn money, not make it. That was the grim message the managing director of the Standard Bank Investment Corporation, Mr H. P. de Villiers, had for his audience at the official opening of the annual Young Executives' business seminar, organised by the Rotary Club of East London here.

Mr De Villiers said that from the point of view of production, employment and stability, the South African economy had performed dismally in recent years, and the present recession was already 42 months old — twice the length of its previous downswing and about three times the average length of the country's post-war recessions.

Unemployment of whites, Coloured persons and Asians had already increased fivefold, and it was likely the black unemployment rate had increased by an even greater margin.

"Despite these slack conditions" he said, "the inflation rate is still more than ten per cent, a rate significantly higher than

that of our major trading partners."

On the subject of balance of payments, Mr De Villiers said that over the past two years South Africa had experienced outflows of short term and long term foreign capital, which became negative items on the balance of payments.

"The drain of short term foreign capital amounted to R266 million in 1976, and in the first three quarters of last year, total short and long term capital outflows increased further to R799 million."

He said that even though the trade side of the balance of payments had performed satisfactorily in the past year, and the gold price remained strong, "the economy does not possess an adequate liquidity base on which to build a meaningful upturn."

Mr De Villiers felt there would be a less restrictive budget than last year, but said the authorities could not afford to throw caution to the wind. "Interest rates will have to remain high, and the domestic availability of credit fairly restricted."

Mr De Villiers concluded

ed with a warning: "In a period during which many foreign countries are likely to increase efforts to isolate and pressurise South Africa economically, it will be a natural tendency for the Government to tighten its grip on the economy.

"Businessmen must, therefore, be realistic and expect more, rather than less, Government interference in the economic system. The banking and financial sectors are obvious candidates for more controls."

— BUSINESS EDITOR

*Cape Times 15/4/78*  
**726 firms pledge** ①  
**no discrimination** ② 133

Industrial Reporter

THE Cape Town Chamber of Commerce yesterday published a list of 726 firms in the city which have adopted its manifesto committing business to a policy of total and genuine non-discrimination.

The director of the 1450 member body, Mr Brian MacLeod, said the number of signatories would have been considerably higher but for takeovers by firms which already subscribe, and the closing down of businesses because of the economic slump.

Mr MacLeod pointed out that signatories were required to give a written undertaking that they would put the principles of the manifesto into practice. Although it was necessary for firms to adhere to the law in implementing the code, he added, this law was gradually changing. "It will be expected of members to take full advantage of this."

Many firms had indicated that they were in the process of instituting changes in the workplace which would enable them to adopt the manifesto. Others had put qualifications to their acceptance but this was not permitted.

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

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

Sun. Trib. 23/4/78

# More effort needed to aid blacks says FCI

Finance Reporter

THE FEDERATED CHAMBER of Industries has appealed to members to take further steps to improve the quality of life of coloured employees.

In a circular to members the FCI states that while South African employers have, in recent years, been devoting new resources to improving the lot of coloured employees, still more effort is required.

The Chamber says: "There still remains scope for action and employers will do well to bear in mind that even within the present institutional and legal framework, opportunities present themselves for positive action which could be initiated by them to improve conditions in their own factories and the labour situation.

"Indeed, many people contend that the removal of the remaining legislative discriminatory measures will produce little practical result if employers are not prepared to adapt traditional attitudes to enlightened practice."

• The Chamber recommends the adoption of a code of conduct and that industrialists should follow these guidelines:

• Improvement of productivity by work study procedures and appropriate training programmes;

• Improvement of conditions of employment by adapting accepted methods of guidance, selection and pla-

cement; wage rates in accordance with productivity and sound job-evaluation procedures, and fringe benefits such as pensions, medical aid, housing loans, cafeterias and recreational facilities.

• Promotion of sound industrial relations by better channels of communication between labour and management and the education of workers — particularly of black workers — in industrial relations.

• Upgrading and advancement of workers to job categories where restrictions do not exist or where they have been removed.

• Improvement of the literacy of black workers by means of in-service literacy courses or assistance to attend such courses provided by other bodies and by giving financial recognition of successes achieved on these courses.

• Employing black youths from black townships in white urban areas and the minimising of the employment of migrant workers from other areas.

• Negotiating between employer and employees the sharing of facilities and amenities in the work place in consultation with the Department of Labour.

The FCI says although the current economic climate does place restrictions on the advancement of labour it feels industry today must prepare itself now for tomorrow's business pattern.

Q133  
176

# Industry drive to boost race ties

By TONY KOENDERMAN

ORGANISED industry is making a concerted effort to achieve racial harmony in the workplace. In past weeks, hundreds of letters have gone out to organisations and industrial companies asking for their co-operation in achieving this objective.

The move has been co-ordinated by the Federated Chamber of Industries, which represents some 8 000 firms employing more than 800 000 people, and on May 11 the Transvaal Chamber of Industries, which is affiliated to the FCI, is holding a special seminar to discuss the campaign.

Two significant documents will be at the heart of the debate: the FCI's 30-point action programme, and the code of employment practice drawn up by the Urban Foundation and the South African Employers Consultative Committee on Labour (Saccola), of which the FCI is a member.

Both documents are firmly in favour of the elimination of race discrimination from all aspects of employment practice.

This covers equal employment and advancement practices, equal pay for equal work, the provision of fringe benefits such as pensions and medical aid, better working conditions and training programmes.

The FCI's action programme concerns itself with:

- The maintenance of free enterprise through reduced state intervention, creation of favourable public attitudes towards it, and safeguarding profits against "unnecessary ill-adjusted price control";
- Measures to promote economic growth, including the creation of a favourable climate to attract foreign capital investment, encouraging corporate savings and removing tax disincentives; and
- Equal opportunity for all industrial workers, the elimination of discrimination and paternalism, and recognition of the rights of employees to organise and to go on strike.

# Labour suspects wage conspiracy

135  
4/5/78  
R.D.M.

By GERALD REILLY

LABOUR leaders fear there is a conspiracy among employers to keep wage and salary increases down this year to a maximum of 5%.

Offers of 5% increases have been made by a number of big employer organisations recently, including the Chamber of Mines.

Mr Steve Scheepers, a vice-president of Tucsa and the general secretary of the SA Federation of Leather Workers, said that in negotiations with employers during the past few weeks, his union was

offered 5% in the face of a 10% demand.

For one of the other unions he represents he was offered 24%. Both offers were flatly rejected, Mr Scheepers said.

He and other labour leaders have a growing suspicion that employers through the SA Consultative Committee of Labour Affairs (Sacla) are cooperating in keeping increases within the 5% ceiling.

Sacla, according to a spokesman of the Federated Chamber of Industries, represents more than 95% of all employers' organisations.

Mr Scheepers said a 5%

increase would be neutralised by higher prices within six months.

Employees were in a progressively worsening situation. Coordinated attempts by employers to impose a wage increase ceiling would be fiercely opposed by organised labour, he warned.

The president of the Artisan Staff Association, (ASA) Mr Jimmy Zurich, said yesterday he was convinced the Government had imposed a 5% ceiling on all public sector increases.

ASA's claim for a 15% increase was rejected last month.

# Pay row—Press barred

Staff Reporter

THE PRESS was barred from the Transvaal Municipal Employers' Association meeting attended by representatives of 22 Transvaal City and town councils at Springs yesterday.

The meeting was held to thrash out councils' opposition to the controversial 5% salary increase for municipal employees recently announced by the association.

After four hours of discussion between councillors and TMEA representatives behind closed

doors in the new Civic Centre, a terse announcement was read to the Press, saying this was a household matter.

Mr J M Griffiths, TMEA chairman, read the statement, prepared by himself and Mr Hannes Visagie, MPC, and chairman of Nigel Town Council's Management Committee.

It said: "We have had fruitful discussions and every councillor who wanted to participate was given the opportunity to do so.

"Councillors will report

back to their council. No decisions were taken. Matters that have not been cleared up will be discussed at a further meeting in Pretoria on June 9."

Five councils — Benoni, Nigel, Boksburg, Potchefstroom and Koster — have already resigned from the TMEA in protest against proposed increases.

They claimed that the TMEA had approved the increases without first consulting them to establish whether they could afford it.

# Drive to axe discrimination in industry

133  
11/5/78  
STW

## Labour Reporter

A major drive to alert employers to the urgent necessity for change and to provide them with the know-how to achieve it, starts in Johannesburg today.

It is the first of three top-level conferences which will help to put codes on employment practice into effect.

The approaches differ slightly, but all three have the common purpose of eliminating discrimination at work and promoting advancement mainly through training.

● The Transvaal Chamber of Industries has invited the managing directors of all its members to its conference today on "Racial harmony in the workplace — the new challenge for management."

● The National Development and Management Foundation follows suit with a similar meeting in a top Johannesburg hotel on Monday and Tuesday. This conference is entitled "Advancement at work — identification of the op-

portunities for and obstacles to advancement through employment of all races."

● The University of South Africa's school of business leadership will discuss "Implementing the employment codes" in another leading Johannes-

burg hotel on May 26. The chamber's meeting follows the recent circular on racial harmony in the workplace sent to top executives all over the country by Mr. J. P. Cronje, president of the Federated Chamber of Industries.

# 500 black businessmen to fight race prejudice

Cape Times  
13/5/78

133

Industrial Reporter



Mr Khan

ABOUT 500 black businessmen are to form a new commerce association aimed at removing discrimination in business. The association will be formed at a meeting in Cape Town on Monday night.

The interim chairman of the new body, Mr Dawood Khan, said yesterday it would be formally constituted at the meeting, which is to take place at the Salt River Railway Institute. Officials will be elected.

In an interview yesterday Mr Khan accused several signatories to the Cape Town Chamber of Commerce anti-discrimination - in - business manifesto of hypocrisy, and said the new organization would attempt to expose and

prevent discrimination in business. It would also fight discriminatory practices of big business against smaller firms.

Mr Khan said a large departmental store group, which had signed the Chamber of Commerce manifesto, recently advertised in a Cape Town newspaper for white staff, and a major supermarket chain was not providing equal employment opportunities.

The new association also intends to examine apparent discrimination against blacks in television commercials.

"Blacks buy huge amounts of products which always seem to be advertised by whites, and we don't think this is right," he said. One large advertiser had already withdrawn a TV advertisement in response to approaches from the body.

An approach would be made soon to the Minister of Economic Affairs, Mr J C Heunis, on these and other issues.

The director of the Cape Town Chamber of Commerce, Mr Brian MacLeod, said it would look into any complaints on adherence to the principles of its manifesto. If the complaints were justified, firms would be approached to comply with the manifesto or have their names removed from the list of subscribers.

"The last thing we want is for the manifesto to become meaningless," he said.



# KOSTESTYGGINGS KRY AANDAG

Rapport 14/5/78

**DIE** soeklig sal hierdie week in Durban op die jaarlikse kongres van die Afrikaanse Handelsinstituut skerp val op die uitwerking wat die stygende koste van elektrisiteit, staal, spoorvrag en petrol op die ekonomie het. En die aanduiding is dat daar kaalkop gesels sal word.

*Die beskrywingspunte oor die sake is nie uitdagend geformuleer nie, maar 'n mens kan verwag dat die inleiers en ander sprekers openhartig oor die geweldige stygings van die afgelope paar jaar in staal, elektrisiteit en spoortariewe sal gesels — en oor die remskoene wat dit plaas op behoorlike vooruitskattings in sake-ondernemings se bedrywighede.*

Ten opsigte van die stygings in die petrolprys word in 'n ander beskrywingspunt gevra dat drin-

gend ondersoek ingestel word na die invloed van stygende petrolpryse op die vestiging van kleinhandels-aktiviteite en toerisme.

'n Mens kan aanvaar dat in die bespreking van hierdie saak die kwessie van groter spoor- en luggeriewe as alternatiewe vervoer van sekere handelware ter sprake sal kom, d.w.s. as alternatief vir padvervoer.

En so in die trant van brandstof is daar 'n ander beskrywingspunt wat vra vir navorsing na alternatiewe energiebronne en wat pleit vir 'n ontwikkelingstrust vir energie, gefinansier deur die private

sektor.

Aangesien die klem vanjaar van AHI-kant sterk val op die kleiner sake-onderneming, sal die kongres ook hierna met 'n vergrootglas kyk. Prof. Nick Swart, uitvoerende voorsitter en stigter van die Adviesburo vir Klein Sake-ondernemings van die Potchefstroomse Universiteit, sal in sy beskrywingspunt vra dat die kongres besin oor die betekenis van die klein sake-onderneming in die ekonomiese lewe van Suid-Afrika en maatreëls oorweeg vir die bevordering van hierdie instellings.

Daar is al baie gepraat dat vir kleiner nywerheids-ondernemings 'n plek soos die NOK bestaan wat met kennis en geld kan bystaan en op die pad plaas. Vir die handel en ander sektore bestaan daar nog nie iets soortgelyks om die kleiner man aan die gang te help kry nie. Daar sal dus waarskynlik gevra word dat hierdie soort ding nou dringend aandag moet geniet.

'n Ander baie prikkelende saak wat aangeroei sal word in 'n beskrywingspunt van dr. Georg Marais, direkteur van Unisa se SBL, is dat daaraan gedink moet word dat prakties gerigte handelsgrade deur die Kolleges vir Gevorderde Teg-

niese Onderrig toegeken moet kan word.

Die kwessie word klaarblyklik aangeroei vanweë die groot tekort aan bestuurders. En seker nie alle potensiële bestuurders het die vermoë om aan die hoë akademiese vereistes van universiteite te kan voldoen nie.

Min. Fanie Botha open die kongres amptelik Dinsdagaand in Durban.

# SAKE, POLITIEK IS

slappant 21/5/78

# EEN, SÊ AHI

Deur WILLEM LAUBSCHER

**MOET sakemanne hul neuse in die politiek steek? Sonder om 'n politieke drukgroep te vorm, beslis. Dit was die konsensus van die kongres van die Afrikaanse Handelsinstituut vandeeweek in Durban — as 't ware die jaarlikse parlement van die Afrikaanse sakemanne.**

*„In die tydsgeewig waarin ons lewe, en meer as ooit tevore in die geskiedenis van die wêreld, is die ekonomie en die politiek onafskeidbaar ineengestremel,” het die pas uitgetrede mnr. Anker Burger in sy presidentsrede gesê. Trouens, het hy gesê, dit is dikwels nie moontlik om te onderskei of politieke of ekonomiese faktore die belangrikste invloed op ons vooruitgang en toekoms het nie.*

Sakemanne moet hulle nie met die politiek bemoei nie en kan ook nie die land regeer

## Nuwe baas



**MNR. JACK VAN WYK**, senior hoofbestuurder van Sanlam en pas verkose president van die Afrikaanse Handelsinstituut. Daar is klaar begin met groter vaartbelyning van die AHI-bestuur, en onder mnr. Van Wyk se leiding sal verder in hierdie rigting voortgegaan word. Daar sal o.a. veranderinge aangebring word sodat die hiërargielyn van president verkort word van die huidige sewe jaar. Die manne meen dis 'n bietjie lank vooruit om 'n president te kies.

nie. Maar, meen mnr. Burger, sakemanne kan nie ekonomiese bestuur en verwante besluitneming beoefen sonder om dit bewustelik binne die raamwerk en onder die impak ook van die politieke beleid van die dag te doen nie.

Trouens, die probleme vandag in Suid-Afrika is sodanig dat dit die grootste mate van samewerking tussen die owerhede en die private sektor verg, het hy in die verband gesê.

Oor nasionale selfversorging as hoë prioriteit het prof. Philip Fourie van die Vrystaatse Universiteit juis hierdie aspekte ingeskerp. Hy sê die stand van sake ten opsigte van nasionale bewussyn laat veel te wense oor.

## Apatie

Vir sakemanne had hy die volgende om aan te koe:

Geen sake-onderneming behoort hom langer formeel van staakundige en maatskaplike vraagstukke te distansieer nie. Hulle behoort voortaan te reël dat hul programme vir opleiding en ontwikkeling van personeel meer as ooit tevore voorsiening maak vir 'n verkryging van 'n dieptebeeld van die politieke, ekonomiese en maatskaplike omgewings.

Boonop moet — dit daarop ingestel wees om by die personeel enige moontlike apatie teenoor dinge buite hul eie klein ervaringsveld uit die weg te ruim en 'n sin vir betrokkenheid in te skerp.

En dié dinge behoort — met salarisverhogings 'n rol te speel.

Die groot getal werkgewersverenigings wat op nasionale vlak funksioneer, moet ook nie bang wees om te praat as dit nodig is nie. Maar dan moet daar ook aan hierdie manne die „reg” verleen word om dit wel te doen.

## Nuwe toetse

Die plaaslike verenigings van sake-ondernemings in die verskillende bedryfssektore sal hul weerstand teen aanpassing van hul doel-

jaarlikse konferensies van hierdie instellings meer kan getuig van selfwerkzaamheid en in mindere mate 'n opgaaf wees van probleme wat ander behoort op te los of van verwagtinge waaraan die owerheid behoort te voldoen.

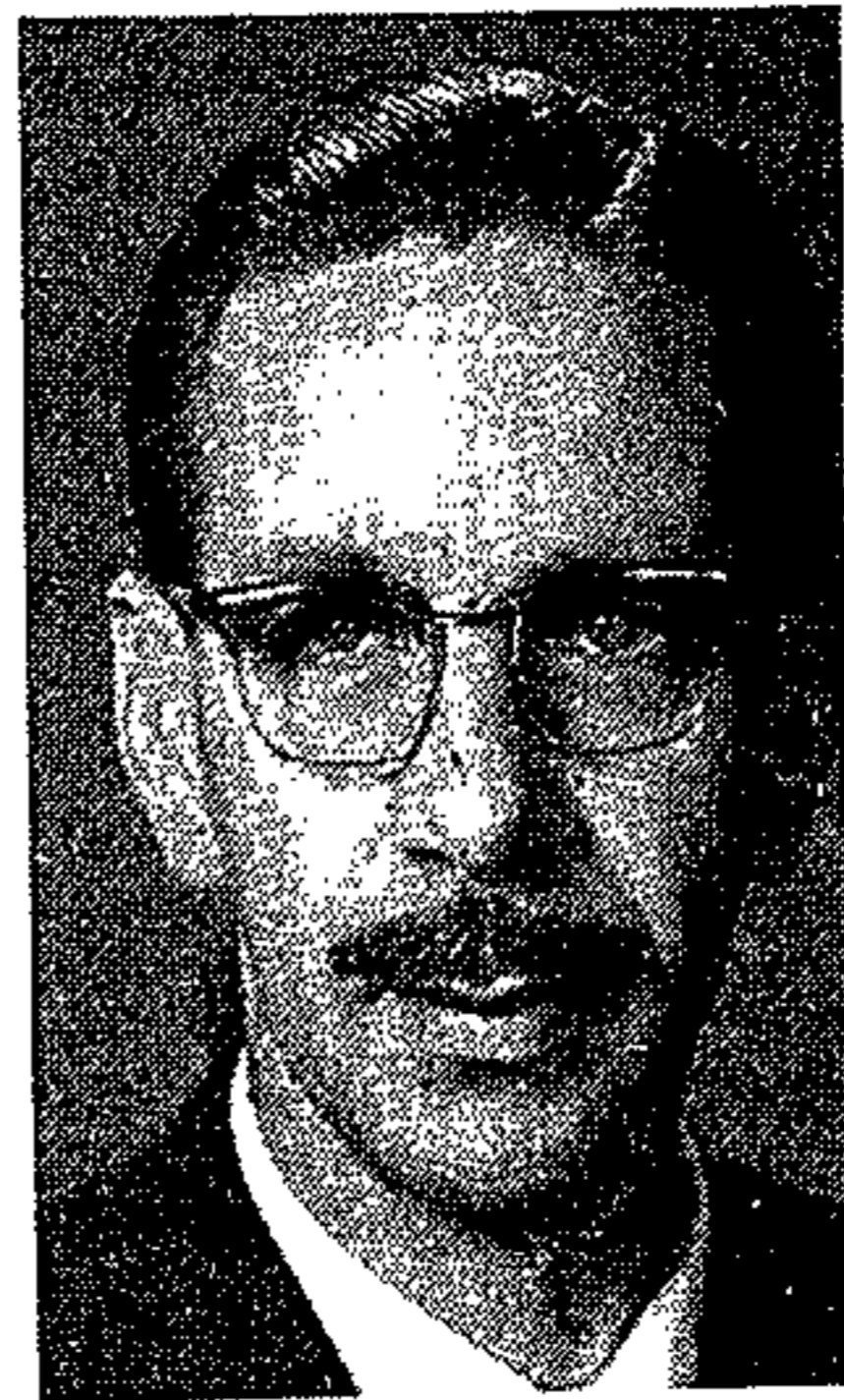
Dan sal daar ook nuwe toetse wees om as sakeleier in die verenigingslewe te kan kwalifiseer, het prof. Fourie gesê. Trouens, die voortrefflikheid van 'n sakeman gaan in die toekoms nie bloot gemeet word aan sy finansiële sukses nie, maar wel ook aan die mate waarin hy hom as 'n aristokraat van die gees onderskei het.

In dié verband het die debat aangesny by besprekings in die beskrywingspunt oor hoedat toerisme vir ons 'n baie groter verdienster van buitelandse valuta kan wees as wat dit is. In daardie verband is o.a. gepraat oor sakemanne wat so dikwels oorsee reis en nie net buitelanders se belanstelling in ons land en sy mense moet prikkel nie, maar ook lastige vrae moet kan beantwoord.

En om 'n lastige vraag te kan beantwoord, verg immers kennis van die onderwerp.

In hierdie opsig kan prof. Fourie se voorstelle die kennis as't ware van kleins af in die sakewêreld by sakemanne bring, want feiteboekies om antwoorde op lastige vrae byderhand te hê en inligting te verskaf, is nuttig, maar 'n feiteboekie sonder die nodige agtergrondkennis kan soms 'n tweede dwaling wat erger as die eerste is, tot gevolg hê.

stellings en werkmetodes by die nuwe omstandighede uit die weg moet ruim sodat hulle waarlik as in-



**PROF. PHILIP FOURIE** van die Vrystaatse Universiteit. . . groter betrokkenheid nodig vir groter weerbaarheid.

stellings vir ontwikkeling kan kwalifiseer.

Hiervoor sal nuwe vaardighede verkry moet word en 'n totale gesindheidsverandering nodig wees. Dan sal die agendas van die

Star 25/5/78 (133)

# Employers, unions hail non-race work deal

Sieg Hannig, Labour Reporter

The colour bar in industry is expected to give way rapidly to non-racial employment security after the "epoch-making" breakthrough in the 500 000-worker metal industry.

The non-discriminatory "security of employment" formula in the metal industry is to go into effect on July 1 together with pay increases which unionists describe as reasonable.

"I have no doubt that this concept will soon be extended to most secondary industries in South Africa," said Mr Ben Nicholson, secretary of the 100 000-strong Confederation of Metal and Building Unions.

"My union has many other agreements and shall attempt to build the same principles into those," Mr Nicholson said in his capacity as general secretary of the 20 000-strong Electrical Workers' Association.

#### WATERSHED

It was gratifying to the unions to have found a formula which provided security of employment and job protection for its members while eliminating racial discrimination.

Dr Errol Drummond, director of the Steel and Engineering Industries Federation, said the agreement was "an epoch-making event — a watershed in industrial relations.

"Skill and merit will be the only criteria for job advancement," he said.

"There will be improved training and retraining facilities for everybody.

"Union and non-union workers will participate in plant-level negotiations

#### PAY RISE

Basic wages in the metal industry will go up by 14,7 percent for artisans, taking them to R2,50 an hour, and 18,6 percent for labourers taking them to 70c an hour.

Across the board increases range from 18c an hour at the top to 11c an hour at the bottom.

Government only from his beneficence; and that those who rule in true specimens and mirrors of his beneficence; and that those who rule in...

Chapter 20 XXIX

Government only from his beneficence; and that those who rule in true specimens and mirrors of his beneficence; and that those who rule in...

40-point Assocom guide to firms

ASSOCOM has adopted 40 principles to guide member firms in abolishing discrimination based on race in the workplace.

In a statement published in the Cape Town Chamber of Commerce bulletin, the association requests members to "bear these accepted principles in mind whenever dealing with this subject".

The principles include the recognition that human resources are South Africa's greatest natural asset and because labour is a commercial commodity, all workers should be able to offer it in the best market.

Other principles

- Other principles include:
- The Bantu Labour Act should be repealed and a unitary system for all labour under the Department of Labour introduced.
- Trade Unions should be free to represent all ethnic groups, subject to registration, and should represent the interests of all employees in a given industry.
- Full rights of ownership and totally secured titles of occupation should be provided for urban blacks.
- The rights in land and fixed assets should be extended to full and unconditional ownership rights.
- Restrictions on the recruitment of labour in the homelands by private enterprise should be removed.
- Prohibitions on the performance of work by blacks, coloureds and Asians should be repealed.
- Family accommodation should be provided for workers wherever possible.
- No action should be taken against blacks found to be "unlawfully employed".

Cape Times 19/9/78 (133)

Does this principle mean... political freedom... religious freedom...

JOHN CALVIN: INSTITUTES OF THE CHRISTIAN RELIGION (1559)
... it will carry... government...

Everyone in each house is to come on Sundays, unless it be necessary to leave someone behind to take care of children or animals, under penalty...
No one is to lend at interest or for profit greater than five per cent, on pain of confiscation of the capital sum and of being required to make appropriate amends according to the needs of the case.

Christopher Goodman/...

12-42

20/1/78 RDM (33)

# Assocom appeal on labour rights

At the other end of education at all. There is therefore of the worker and direct because it

particular legal relationship between. It is therefore his educational

In summary, it so we do not know contracted into of getting the

## 1.2 Length of

We endeavoured of workers. I worker at the t held.

CAPE TOWN. — Assocom has adopted 40 principles to guide member firms in abolishing discrimination based on race in the workplace.

In a statement published in the Cape Town Chamber of Commerce bulletin, the association requests members to "bear these accepted principles in mind whenever dealing with this subject".

The principles include the recognition that human resources are South Africa's greatest natural asset.

They also recognise labour as a commercial commodity which all workers should be able to offer in the best market.

- Other suggestions are:—
- The Bantu Labour Act should be repealed and a unitary system for all labour be introduced, under the Department of Labour.
  - Trade unions should be free to represent all ethnic groups, subject to registration and should represent

the interests of all employees in a given industry.

- Full rights of ownership and totally secured titles of occupation should be provided for urban blacks.
  - The rights in land and fixed assets should be extended to full and unconditional ownership rights.
  - Restrictions on the recruitment of labour in the homelands by private enterprise should be removed.
  - Prohibitions on the performance of work by blacks, coloureds and Asians should be repealed.
  - Family accommodation should be provided for workers wherever possible.
  - No action should be taken against blacks found to be "unlawfully employed".
- Assocom believed that increased wages and improved conditions of service would make it possible for services such as transport, welfare and housing to be provided on an economic basis. — Sapa

ers with no categories. level of skill ver not very with a locally significant tract workers. termines both os, why this is tended to be best chance itably qualified.

length of service held by the the job he last

There was no association between length of service and job category. In particular, there was no indication that bornerers in the higher operative category held their jobs, on average, for any longer than migrants doing the same type of work or that either group had a longer average record of service than their counterparts in the unskilled heavy labour category. Indeed, those with the longest service were most often to be found in the unskilled menial labour category. This was partially due to the fact that 10(1)b's predominated this labour category. Out of the nature of their legal status they tended to remain with the same employer for longer periods than other workers (see Table 6).

There were almost as many workers (48%) with more than 4 years of service as there were with 4 or less years. Despite this overriding tendency towards long service, the actual length of service was influenced by legal status. Table 6 illustrates the effect legal status had on the length of time a man was likely to remain in his job,

# GKN GAAN POLITIEK HERKOU

133  
RAPPORT 24/9/78

**DIE** roeringe op politieke gebied vandeeweek in Suid-Afrika en meer bepaald die Suidwes-kwessie, gaan op die jaarlikse kongres van die Suid-Afrikaanse Gefedereerde Kamer van Nywerhede (GNK) wat Dinsdag en Woensdag in Durban gehou word, fel herkou word.

Daar is aan Sake-Rapport gesê dat sommige afgevaardigdes beslis dié kwessie ter berde gaan bring en die verwagting is dat al hierdie besprekinge agter geslote deure gaan plaasvind.

In hierdie stadium is daar twee alternatiewe. Die kongres kan of sterk te velde trek teen die Regering se standpunt of daar kan besluit word dat dit nou die tyd is om saam te staan en skouer aan die wiel te gooi.

Die verwagting is dat daar indringend gekyk sal word na die hele kwessie van arbeidsbetrekkinge, veral met die oog op die twee kommissies wat dit op die oomblik ondersoek.

Op 'n perskonferensie vandeeweek in Johannesburg het die voorsitter van die kamer, mnr. J. P. Cronjé, dit ook duidelik laat blyk dat die huidige ekonomiese oplewing druk bespreek gaan word en dat die standpunte wat hier uitgespreek sal word, 'n klankbord sal wees van die klimaat op die oomblik onder nyweraars.

Daar sal verslag gedoen word oor die herstel in die vervaardigingsektor en die jongste syfers oor die fisiese volume van produksie sal bepaald baie help om die vertrouwe onder nyweraars 'n verdere stoot te gee.

## Syfers

Uit hierdie syfers is dit baie duidelik dat dié sektor ook baie vinnig besig is om kop op te tel. Die indeks vir die volume produksie was in die eerste kwartaal vanjaar 0,6 persent hoër as die eerste kwartaal in 1977, en in die tweede kwartaal was die ooreenstemmende toename 6 persent, vir 'n totale styging van 3,4 persent vir die eerste ses maande.

Maar dit lyk of die oplewing veral teen Junie sterk stukrag begin kry het. Die fisiese volume van produksie was in hierdie maand (in reële terme) 6,3 persent meer as Junie verlede jaar en 5,8 persent meer as Mei vanjaar. En wanneer die tweede kwartaal vanjaar met die eerste kwartaal vergelyk word, is die beeld nog meer rooskleuriger.

met 'n toename van nie minder nie as 9,5 persent.

## Optimisme

Hierdie aanwysers moet rede tot optimisme gee, en as die afgevaardigdes by die kongres dalk vir eers vir 'n wyle dit sal kan regkry om die politieke brandkwessies opsy te plaas, behoort 'n interessante bespreking te volg.

Van die staat se kant af sal daar van ons voormanne op die gebied van die handel en die nywerheid wees wat soos gewoonlik bereid

sal wees om openlik en openhartig met die kongresgangers te gesels.

En wanneer die kongres sal vra om meer positiewe stappe om stukrag aan die huidige oplewing te verskaf, kan ook aangeneem word dat dit nie op dowe ore sal val nie.

En wanneer die ernstige besprekinge verby is, bestaan daar weinig twyfel wat die gewildste geselspoot buite die kongressaal gaan wees: Wie is ons volgende premier?

# AHI-LIDMAATSKAP IN KOLLIG

rapport 29/10/78

133

Deur WILLEM LAUBSCHER

**LIDMAATSKAP** van die AHI aan instellings wat nie volgens AHI-definisie Afrikaans is nie, is een van die belangwekkende punte wat dr. Martin van den Berg, senior vise-president van die AHI, vandeeweek op Bethlehem op 'n streekkonferensie van die AHI behandel het.

Die norm vir lidmaatskap van die AHI is sedert sy stigting in 1942 soos volg:

● **Kapitaal:** Die beheer van die onderneming in terme van aandeelhouding of besit moet Afrikaans wees.

● **Direksie:** Moet oorwegend Afrikaans wees.

● **Bestuur:** Moet oorwegend Afrikaans wees.

● **Beeld:** Moet oorwegend Afrikaans wees.

Maar nou is dit so dat daar heelparty ondernemings is wat volgens al vier hierdie kriteriums nog nie lid van die AHI kan word nie. Tog stel die mense geweldig belang en kan die kundigheid van dié mense vir die AHI van onskatbare waarde wees.

## Sienings

Want soos dr. Van den Berg gesê het, die strewe van die AHI moet op die pad vorentoe wees om sy lede van al hoe meer kundigheid te voorsien in die verskillende spesialiteitskomitees soos o.m. oor belasting, arbeid en dies meer.

Dr. Van den Berg het geen kant gekies nie, maar nogtans dié twee sienings gestel. Die een is dat daar maniere gevind moet word om van hierdie — 'n mens kan byna sê semi-Afrikaanse — sake-ondernemings 'n deel in die bedrywighede van die AHI te gee, al is dit dan nou nie volle lidmaatskap nie.

Die ander siening sê nee, daar moet jaloers gewaak word oor die Afrikaanse karakter van die AHI.

Wat in gedagte gehou moet word, is dat die strenge verdeling tussen Afrikaans en Engels in die sakewêreld wat daar met die stigting van die AHI in 1942 was, vandag nie meer so absoluut is nie.

Hoe gemaak met hulle? En daar kan seker baie ander voorbeelde wees van ondernemings wat nie so

danig deurspek is met Afrikaners in sy hoofbestuur nie, maar wat die platteland jare lank al dien en

dáár so Afrikaans is soos kan kome kan.

Dis oor hierdie aspekte dat dr. Van den Berg tydige vrae gestel het — hy het natuurlik geen name genoem nie — en wat hy oorgelaat het aan die lede van die AHI om oor te besin.

'n Mens wil hoop dat lede van die AHI dr. Van den Berg se advies sal volg en oor hierdie saak nadink en hul mening gee.

## Deurspek

Die Sanlams in die Afrikaner-sakegemeenskap doen vandag nie net met Afrikaners sake en stel nie net Afrikaners aan nie. En wat dan nou van 'n situasie soos waar General Mining wat volgens die AHI se definisie reg het op lidmaatskap — deesdae beheer het oor Union Corporation? Waar val laasgenoemde in?

Daar is ook ondernemings soos Nedbank en die United Bougenootskap.

## HANDELSINSTITUUT

### Rooineks too?

FM 3/11/78

The Afrikaanse Handelsinstituut, regarded by many as SA's most influential business organisation, is taking a long, hard look at itself.



AHI's Van den Berg . . . kom binne, some of you

A speech delivered in Bethlehem last week by the Instituut's senior vice-president, Dr Martin van den Berg, indicates the concern among leading AHI members that their organisation is not keeping up with the times. Van den Berg

told the *FM* this week that "the AHI is not justified if it only provides an opportunity to get together and to talk to government. Holding meetings shows activity but not success. I feel the accent must move towards giving service."

That means more staff, better research facilities and more outside expertise, all of which can best be provided if membership is expanded and finances strengthened.

Not that the Instituut's resources are melting away. About 200 sakekamers are affiliated to it, almost double the number of chambers of commerce linked to Assocom. Its annual operating surplus has been around R50 000 in recent years.

Up to now, however, the AHI has admitted only Afrikaner-owned and managed businesses with an Afrikaner image. Is it not time, Van den Berg asked his Bethlehem audience, for the membership criteria to be broadened? "Not only would this encourage firms to expand their Afrikaans character," he noted, "it could also make an important contribution in terms of finances and the specialised knowledge on which the AHI could call."

#### Limited entry

Those supporting this view are not calling for the AHI to be thrown open to all — in which case it might as well merge with Assocom and the FCI. Said Van den Berg: "Entry must be on a limited basis so that the Afrikaans character of the AHI is not endangered." The *FM* learns that several "South African" (though not strictly Afrikaans) companies have made informal (but so far unsuccessful) approaches for membership. Rapport last week mentioned Nedbank and the United Building Society as possible candidates.

The AHI is also turning its attention to a problem which plagues virtually every employer body — the non-participation of many of the biggest names in business, who usually think they have enough clout in the corridors of power to do without the services of a lobbying organisation.

"This is a big deficiency in our present organisational setup," says Van den Berg. "We'll have to think up something, and it's only a matter of time before we try." One possibility would be to follow the FCI's example of creating "corporate members" who are invited to free-ranging meetings with cabinet ministers and leading civil servants.

Van den Berg also stresses the importance of finding some way of co-operating more closely with black businessmen and promoting a black middle class. "Perhaps we should formalise contact with Nafcoc on a national or regional basis," he reckons. "We haven't taken a clear view on this, though our relations with Nafcoc on an informal basis have been very cordial."



133

IND. REG. - Employers' Orgs.

1-3-79 - 31-12-80

# Employment 'Trade hinges on code progress'

STAR  
7/3/79

## 'new labour laws'

code progress

By Sieg Hannig,  
Labour Reporter

A code of employment practice which had been accepted by commerce and industry was making an impact and creating new attitudes, the general manager of the Urban Foundation, Dr R Lee, said in Johannesburg today.

He was speaking at a seminar on implementing the practice.

Dr Lee said the aim of the code was the removal of all discrimination based on race or colour.

A warning of repercussions if the recommendations of the Wichahn and Riekert Commissions do not produce significant changes in labour laws and practices was sounded today.

"If they do not come up with significant changes which have the support of the Government, our associates in the United States will find it extremely difficult to retain trade links with companies here," Mr P A C Markgraaff, personnel liaison manager of the Barlow Rand group, told a conference of the National Development and Management Foundation in Johannesburg.

If South African companies were to retain their

present business links abroad, visible progress in adopting the employment codes was essential, Mr Markgraaff said.

He gave striking examples of how seriously Barlow Rand takes this advice:

● In its policy not to acquire any business that depends on wages and service conditions below group standards, Barlow Rand rejected a company with "very attractive features" which was offered to it.

● "The group was striving towards integration of work areas and other facilities."

● Advertisements for staff should state that applicants of all races and both sexes would be considered for employment.

The only way of ensuring compliance with codes of labour practice is to write them into industrial legislation, said Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa (Tucsa).

Intervention by foreign governments was unacceptable to Tucsa.

"Where we find that all is not as it should be, our practice will be that of approaching local management for clarification and explanation," Mr Grobbelaar said.

The next step, in the case of foreign-based firms, would be to submit Tucsa's views and findings to the overseas head office and to the originators of the respective code.

Dk tablets  
Dk 920  
.A ]  
.B ]ai-ja-

Dk 1070  
.A ]  
.B ]za-ra-  
(Nini M )  
Dk 1071  
.A ]  
.B ]wo-wo

Dk 1072

OVIS M 50  
OVIS M 50

OVIS M 77  
OVIS M 23  
OVIS M 37  
OVIS M 63

Dc 1117  
.A ]da-mi-ni-jo  
.B ]wa-ze-ye / ka-pa-to

Dc 1118  
.A ]  
.B ]wa-dus-na-ro / ka-pa-to

Dc 1129  
.A ]  
.B ]po-ro-u-ke-u / da-ze-to

Dd 659  
.A ]  
.B ]ke-me-de, / tu-ni-ja.

Dd 1150  
.A ]  
.B ]qa-ya-suthi-jo / da-ze-to

Dd 1218  
.A ]  
.B ]o-wi-ro / ze-ko-wa

LANA 7  
LANA 3  
LANA 40  
KI OVIS M 10  
KI OVIS M 10  
KI OVIS M 60  
KI OVIS M 10

DL 938  
DL 946  
OVIS M 48  
OVIS M 6  
OVIS M 7  
OVIS M 7

po-ti-ni-ja-wa-jo OVIS M 70  
si-ja-da-wa- O KI OVIS M 70  
ke-u-sa / si-ja-da-wa- O KI OVIS M 70

LANA 7  
LANA 7

Handed 8 Quert. Col 525

28/3/80

133

MARCH 1980

526

28/3/80  
Association of Chambers of Commerce of  
8(525) South Africa (133)

\*11. Dr. A. L. BORAINÉ asked the  
Minister of Co-operation and Development:

Whether representations were recently  
made to him by the Association of Cham-  
bers of Commerce of South Africa in  
regard to the recommendations of the  
Wiehahn Commission; if so, what was the  
nature of (a) the representations and (b) his  
reply thereto?

†The DEPUTY MINISTER OF CO-  
OPERATION:

No.

(a) and (b) Fall away.

STAR 8/3/79. ① 133 ② 149  
Liaison committees 'no  
substitute' for unions ③ 178

The general secretary of Tucsá, Mr A Grobbelaar said yesterday that it was a serious psychological mistake to present works and liaison committees for blacks as if they were

alternatives to trade unions.

He was addressing a seminar on implementing the codes of employment practice organised by the National Development and

Management Foundation.

"These committees are not seen by black workers as effective machinery for negotiating with their employers," he said. The committees could serve a

useful purpose if they were supplementary or complementary to trade unions.

"Black workers see the committees as substitutes for trade unions."

Replying to a question about black apprenticeship, Mr Grobbelaar said there was no legal restriction on black indentures. But apprenticeship committees found reasons for blocking blacks' applications.

"The solution is that employers have to become more aggressive in their approach to indenturing black apprentices," he said.

Most employer representatives on apprenticeship committees did not want to "rock the boat" and gave reasons for turning down applications.

These included the inability of a company to train "apprentices of any description," lack of instructors and lack of technical facilities.

If people were sincere about wanting to train black apprentices then they had to find solutions to the problems put to apprenticeship committees.

# People hiding behind labour laws - expert

STAR 8/3/79 (1) 133 (2) 177

The Government was reluctant to act in areas where legislation hampers the advance of blacks into senior positions, a leading personnel manager said yesterday.

Mr Derek Boshard of Ethnor, speaking at the NDMF seminar in Johannesburg on employment codes said, approaches to the Government on such matters should be "low key" and receive a minimum of publicity.

"There is legislation which hampers the implementation of the various codes of employment practice, but I think it is

true to say a large number of people hide behind supposed legislation in order to avoid facing issues posed by these employment codes," he said.

Problems that arose were not major issues about equal pay or equal opportunity, but related rather to the more emotionally laden topics such as integrated toilets and canteens.

Such problems were generally over-emphasised.

In introducing a code of employment the best way to break down prejudices was to expose the racial groups to one another.

"Where forced integration takes place, this is often interpreted as an

attack on social and domestic heritage of one of the race groups," he said.

"However where the exposure is not related to integration, but to the everyday work situation this is not seen as threatening, and is consequently more effective."

## SOLUTION

Mr R V Sutton, group personnel manager, SA Breweries, said the group saw the code of employment practice in terms of good management and business practices.

The only long-term solution to the skilled labour problem was to give blacks the opportunity to acquire business skills and experience.

# Building industry asks State for R300-m more

STAR 30/3/79

① 133

② 123

By Frank Jeans

The Building Industries Federation (Bifsa) has been quick to follow through on Senator Horwood's pep-up budget by making a high-level approach to the Government for an additional R300 million for housing and services for the lower income groups.

The Minister of Community Development has been asked by Bifsa to make urgent representation to the Cabinet for the extra millions, which are in addition to the R250m allocated for low-cost homes in November 1977, of which R70 million has already been drawn by the building industry from the banking sector.

So immediate does Bifsa see the need for more cash in the housing pipeline, that the federation did not take time to draft a formal letter to the Minister, Mr Steyn, but sent him a telex message.

Says Mr Johan Grotsius, director of Bifsa: "This week's budget was clearly an expansionary gesture."

"The Finance Minister obviously wants to give the national economy a hard shove from the consumer end, and the building industry, by its nature, is one of the prime vehicles for stimulating consumer spending."

"A serious backlog in housing still exists throughout the Republic," says Mr Grotsius, "and this could build up to a serious accommodation bottleneck."

Based on the assumption that the original distribution pattern will be maintained, it is estimated that the breakdown of the R300-million would be:

- 40 percent for blacks, including homeland and urban;
- 40 percent for coloured people; and
- 20 percent for Asians.

# Slash power tariffs, unions tell Escom

ARM 214 709  
260  
134

Pretoria Burea

THE COUNTRY'S two largest trade union organisations, the Trade Union Council of South Africa and the SA Confederation of Labour, yesterday demanded a clean-out at Escom and an immediate cut in power tariffs.

They said the revelations by the Board of Trade and Industry, of excessive profits made by Escom and of defective management practices in the corporation, had "shocked the country.

Inefficiency, they said, should be rooted out and a more effective use made of Escom's massive annual revenue.

The Association of Chambers of Commerce warned months ago that there should be a limit to the use of revenue for capital development. This could lead to a distortion of the price structure it said.

The Board of Trade found Escom lacked effective planning and control structures in its management.

The president of the Transvaal Chamber of In-

dustries, Mr J E Holloway, said the TCI had been disturbed and concerned at the cost-escalating effects recently and the fact that Escom had found it necessary to finance so large an amount of long-term expenditure from revenue.

"We admire and encourage the fact that a statutory body like Escom has been placed under the searchlight by independent sources. There should be more of this," Mr Holloway said.

The president of Tucsa, Mr Ronnie Webb, said Tucsa had expressed concern in the past at the frequent power tariff increases "and believed that something had gone seriously wrong with the administration".

The increases had rippled through the economy, causing pressure on prices and price increases. The hardships imposed on the lower income groups had been severe. In many lower income households, the electricity account now exceeded the house rental.

The SA Council of Churches ombudsman, Mr

Eugene Roelofse, said the Government should not hesitate to insist on the firing of inefficient officials.

The frequent power price increases had been a major cause of the country's high inflation rate during the past few years.

"The disturbing thought is if this sort of thing has been going on at Escom is it not likely that the same attitude is rife in other quasi-Government organisations, like the control boards, for instance?"

It was time, Mr Roelofse said, that the Government ordered a sweeping investigation into the management and use of funds of all these organisations.

The president of the SA Confederation of Labour, Mr Attie Nieuwoudt, said Escom's frequent tariff increases had added greatly to the burden of wage and salary earners.

"The closest independent checks must be kept at all times on their performances and if there are faults and inefficiency these must be rooted out," Mr Nieuwoudt said.

# New deal for black workers expected

By GORDON KLING

BLACK LABOUR expectations for better employment conditions have risen to a new high with the accelerating economic recovery offering improved job opportunities and sign that the government will soon announce a new deal for workers.

Representatives of organized commerce and industry believe these prospects are conducive to the growth of business codes intended to dismantle discrimination based on race in the workplace and plans are under way for a re-energized drive for equal opportunity.

The drive is seen as a strong answer to the international campaign for disinvestment in South Africa, which appears to have little support among the black business community.

Confirming the drive yesterday, the director of the Cape Town Chamber of Commerce, Mr Brian Macleod, said job discrimination would be considerably eroded by the economic revival, which offered a golden opportunity for change.

He admitted that only about half the Chamber's 1500 membership had signed its manifesto launched at the end of 1976 calling for "total and genuine non-discrimination", but maintained this was an indication that the implications of the code were taken seriously.

"During the recession the main thing was to hang on to a job but employees will have far more leverage as the economy improves and it will become relatively easier to choose between places of work," he said.

"At the same time, firms will be in a better position to accommodate the principles of the manifesto. There is no doubt that it can involve substantial additional costs, in new facilities and equal pension benefits for example, and the past few years have seen many firms hard-pressed."

The head of the National African Federated Chamber of Commerce in the Western Cape, Mr Lucas Phillips, agreed yesterday and said the improvement of employment conditions was taking place.

"There is still discrimination in business and the workplace and there will be for a long

time to come. We are pinning our hopes on the Riekert and Wiehahn commissions, which we expect to bring about meaningful change."

But when it came to his reaction on the disinvestment campaign, a reticent Mr Lucas said: "It is very sensitive and controversial and I'm not qualified to express an opinion."

Not so the Minister of Finance, Senator Owen Horwood, who pointed to the growing strength of the capital account of the balance of payments (indicative of an increased inflow of foreign capital) and termed the impact of the campaign "absolutely minimal".

The official Opposition finance spokesman, Mr Harry Schwarz, believed the aims of the campaign were undesirable and accepted that little harm had been caused so far. Both felt it was a good thing to have employment conditions here come under the magnifying glass to bring about improvements.

Mr Schwarz said disinvestment would hit hardest those who deserved to be affected the least. "It would also result in a change in the economic system away from free enterprise to a form of socialism."

He described the effectiveness of implementation of the various codes as "a mixed bag", but believed the majority of firms were trying to comply.

The chairman of the 2100-member Western Cape Traders' Association, Mr Dawood Khan, was more sceptical. "The codes sound great," he said, "but for many firms they are just pieces of paper."

"We've found the worst firms are so-called liberal businesses. I'd rate the Americans as best, followed by the South African Afrikaner firms. At least we get straight answers from them. The British and Continental firms are the worst, followed by business operated by English-speaking South Africans."

"I don't think the codes have had much impact, but I'm against disinvestment," he said.

~~1~~  
~~2~~ 166  
3 133



# Vuurwerke op AHI-kongres verwag

Deur DAVID MEADES

DIE jaarlikse kongres van die Afrikaanse Handelsinstituut (AHI) word vanjaar van 8 tot 10 Mei in Johannesburg gehou en as die beskrywingspunte op die sakelys 'n maatstaf is, belooft hierdie kongres om een van die belangrikste ooit in die AHI se 34 jaar te wees.

Op die hoofkongres se sakelys is net 'n paar beskrywingspunte, maar 'n hele paar daarvan is spesifiek op aangeleenthede gerig wat op die oomblik van kardinale belang in die land se ontwikkeling is en van 'n hoogs omstrede aard is.

Heelbo aan die lys staan arbeid. Die kongres sal onder meer die oorskot aan ongeskoolde arbeid, produktiwiteit en mobiliteit bespreek. Met die Wiehahn- en die Riekert-verslag feitlik gereed, kan aangeneem word dat die AHI 'n besliste standpunt op hierdie sensitiewe gebied gaan inneem en 'n warm bespreking word verwag.

## Tuislande

Net so behoort die konsolidasie van die swart tuislande 'n entoesiastiese bespreking te ontlok. Die kongres sal die ekonomiese perspektiewe van die konsolidasie as een been van 'n omvattende totaalplan bespreek.

Daar kan aangeneem word dat 'n ander sensitiewe gebied in die land se ekonomiese bestel, boikotte, ook in 'n afsonderlike beskrywingspunte openhartig bespreek sal word.

Daar sal ook vir 'n uitvoerstrategie vir die land gepleit word, terwyl die handhawing en die bevordering van ekonomiese mededinging soos gewoonlik sterk onder die kollig geplaas sal word.

Die klein sakeman en sy

suksesvolle voortbestaan sal bespreek word en daar kan aangeneem word dat die toenemende mag van die groot kettinggroepe bevraagteken sal word.

## Steenkool

Daar bestaan groot meningsverskil in die land oor die werklike omvang van die land se steenkoolbedryf en die bespreking oor die belangrikheid van hierdie bedryf vir Suid-Afrika en die beskerming daarvan, kan hierdie twispunt weer opnuut laat ontvlam.

Die sektorale kongresse sal ook 'n hele reeks onderwerpe van groot belang vir die land bespreek. Energie sal hoog op die lys wees en so ook die noodsaaklikheid van die opleiding van tegnisi in die toekoms.

In die motorkongres behoort 'n beskrywingspunte wat doeltreffender beheer oor die paneelklopedryf bepleit, 'n saak aanroer wat besig is om volgens alle aanduidinge hand-uit te ruk.

## Winkelsentrums

Die belangrikste beskrywingspunte op die handelskongres se sakelys is die rol van die groot winkelsentrums. Die kongres sal gevra word om die Regering te versoek om met die oog op die ordelike handelsontwikkeling dringend aandag te skenk aan die ontwikkeling van die groot winkelsentrums, met inagneming van die posisie en die uitwerking daarvan op bestaande handelstrukture.

# EEC call to enforce SA business code

Own Correspondent

STRASBOURG. — European parliamentarians have called for tighter enforcement of the EEC's code of conduct for companies operating in South Africa, while opposing a general economic boycott.

The code aims to ensure improved, minimum working conditions for black employees of European companies in South Africa.

Speakers in the parliament on Wednesday night said an economic boycott would only worsen the plight of blacks in South Africa.

The parliament was debating a revised version of the controversial report on the code by its committee on cooperation and development.

The first draft was hastily withdrawn from the parliament last month after allegations that it was pro-apartheid in tone. The new report omits the controversial passages, which rejected the one man, one vote system for South Africa and implied support for a federal-style solution to the country's problems.

It calls for improvement in the provisions of the code for the fixing of minimum wages.

The report also recommends that monitoring of the code should be placed in the hands of the EEC commission and not left to individual governments.

It calls for observance of the arms embargo, control of the use of nuclear energy for peaceful purposes, an end to the financing of South African industry by European banks and the denial of credit guarantees and export licences.

Socialist spokesman Mr Schalto Patijn demanded that observance of the code — at present voluntary — be made compulsory. He said the code

was "futile" unless companies were forced to comply.

British Conservative Lord Reay said the weakness of the code was that monitoring was left to individual governments of the Nine, and called for a full report of the code's application to date.

Presenting the revised report, French Socialist Mr Pierre Lagorce said it was not the EEC's intention to drive the white population out of South Africa. Rather, the EEC wanted to preserve South Africa's multi-ethnic community, while ensuring that one ethnic group did not exploit another.

# Reynders calls for fairness by bosses

## Labour Reporter

A call on employers to adopt "fair and reasonable" attitudes towards workers as part of many adaptations under the coming labour reforms, was made today by Dr Hennie Reynders.

## Paulus on 'white man's downfall'

By Sieg Hannig  
Labour Reporter

It was "the biggest nonsense (snort)" to claim that the Wiehahn recommendations did not affect the mines, the Mineworkers' Union leader, Mr P J "Arre" Paulus, said last night.

Blacks would become shaftbosses and managers if miners did not wake up, he told about 350 miners in the Rustenburg town hall.

"Imagine yourselves using the same change-rooms . . . the same toilets," Mr Paulus said.

To accept this silently would mean the downfall of the white man in South Africa.

White workers would have to form a power bloc to ensure their future as whites or face work integration, the forerunner of social interegration, Mr Paulus said.

Employers, liberals and newspapers were cheering because all that whites had fought for over the years had been swept away for fear of the outside world.

The union's president, Mr Cor de Jager, suggested that miners should reconsider which political party they should support.

He suggested a referendum to determine workers' reaction to the Wiehahn Report.

Dr Reynders, executive director of the Federated Chamber of Industries, said: "It will be advisable to review all existing procedures in regard to such matters as appointment, dismissal, promotion, transfers and handling of grievances."

He spoke on "The challenge of the new industrial relations dispensation" at a symposium of the Institute of Labour Relations in Pretoria.

Dr Reynders pointed out that the proposed Industrial Court would have the power to reinstate an employee who was "unreasonably" dismissed.

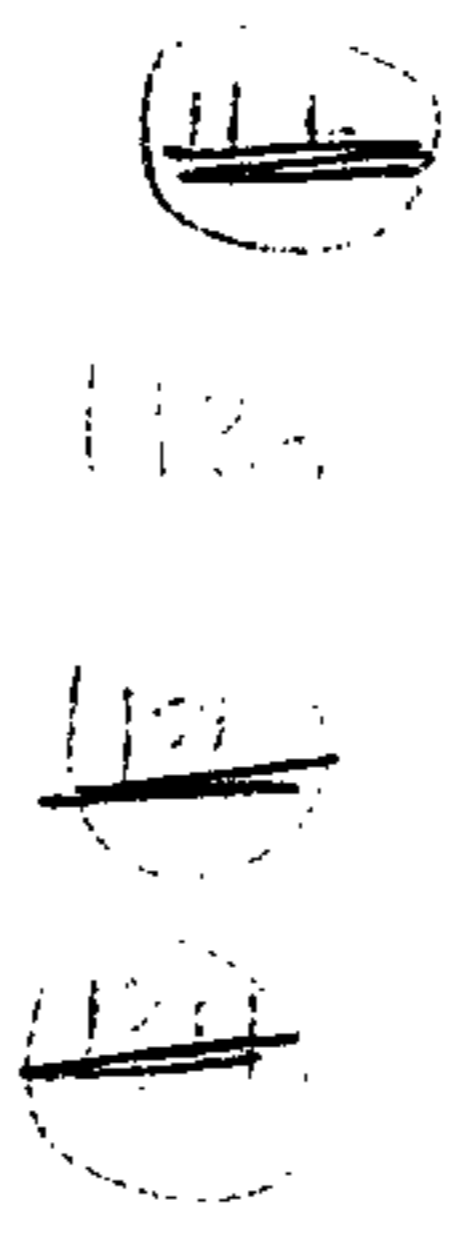
### MAJOR SHIFT

"Industrialists will have to be seen to have fair and reasonable attitudes in order to, among other things, allay fears of unfair treatment of the employees affected," he said.

Dr J A du Plessis, a political consultant, hailed the Government's basic acceptance of the Wiehahn Commission's labour reforms as a major shift in policy.

"In overall terms South Africa is moving away from segregation towards plural democracy," he told the symposium.

Professor D W F Bendix, of the Institute of Labour Relations, said the Government had accepted urban blacks as "a permanent, integral part of South African industrial society."



*star 12/7/79*

# Labour: pace of change flags

133

The removal of labour discrimination has slowed down to a "small trend" although most employers say the rate of change is too slow.

That is the upshot of a survey of 200 companies employing nearly 500 000 workers in a cross-section of commerce and industry.

The survey, by the Fine Spamer Group, is the second conducted so far and is the most comprehensive of its kind.

"Employers have reason to be proud of what they have achieved so far by way of black job advancement and desegregation of working places and facilities," commented Mr Bernard Chalmers, the Fine Spamer Group's director responsible for the survey.

"But we found only a small trend towards fur-

The once dramatic pace of change on the labour front is flagging. The Star's labour reporter, SIEGFRIED HANNIG, reports on the finding of a survey.

ther improvements over the past year.

"This is particularly noticeable in remuneration practice and in the training of black employees relative to that of whites.

"One is tempted to speculate that it may be becoming increasingly difficult or expensive to notch up further improvements.

"Because 80 percent of the companies say they want to grant equal opportunities to all. And 73 percent say they subscribe to a code of employment practice.

"The majority believe that the rate at which discrimination is being removed is too slow," Mr Chalmers said.

Some of the findings of

the survey — carried out just before the publication of the Wichahn Report on labour legislation — are.

① Desegregated offices existed in 80 percent of the 200 firms questioned, compared with 84 percent in the sample of 167 firms surveyed the year before.

② Desegregated toilets were reported from 45 percent of the 200 firms, compared with 42 percent in last year's survey.

③ More than half the firms paid minimum wages of more than R150 a month. The average minimum wage was R154 a month — 14 percent more than the average in last year's survey.

④ More than two-thirds of the firms reported that they had an "integrated pay structure" and equal pay for equal work — little more than in the previous survey.

⑤ Almost six out of every 10 firms said trade unions prevented them from employing blacks in certain positions.

⑥ But more than three-quarters reported that they had no objections from white staff to black advancement. Where whites objected, the objections came from fewer than a tenth of the whites.

⑦ A large number of firms reported that all race groups used the same offices, toilets and canteens without objections from white staff.

⑧ While the Wichahn report may well have changed employers' attitudes towards black (unregistered) trade unions, it is interesting that this pre-Wichahn survey showed 37 percent of the firms ready to recognise unregistered unions.

"Our information indicates that most employers will give favourable consideration to the recognition of black unions which become registered in terms of the new labour legislation," Mr Chalmers said.

Memorandum Central Committee se Konferensie oor: 'Die Rol van Oeskelede Vredeskerke', Gaborone, Botswana. Verhandelingsvoorgedoor: 'The Role of Churches in Peace'.

14

navorsings-Fellows het aansienlik tot die Sentrum se Program bygedra: dr. Sheila T. van der Horst, afgetrede

3

b) Sewentien persone wat gedurende die afgelope 10 jaar lede van die Beherraad was (x dui stigters- lede aan):

Professor E.V. Avelson  
 Professor J.V. Beekman  
 Professor J.F. Brock  
 Mr C.S. Corrier  
 Professor W.H.F. Dean  
 Dr J.P. Duminy  
 Professor G.F.R. Ellis  
 Bishop A.W. Habelgaard  
 Mr E.V.E. Howes  
 Professor M.F. Kaplan  
 Dr. W.A. Landman  
 Mr G.K. Lindsay  
 Sir Richard Luyt  
 Professor S.J. Saunders  
 Professor H.W. van der Merwe  
 Mede-professor D.J. Welsh  
 Professor Monica Wilson

F.M. 13/7/79  
BLACK ADVANCEMENT

133

No happy union



Opposition to trade unionism remains deep-rooted in SA companies, according to a survey released this week.

Entitled *Survey of Asiatic, Black and Coloured Advancement*, it is the second produced by human resources consultants Fine, Spamer Associates. Some 200 companies, employing half a million people, participated.

About three fifths of the companies say they would prefer not to deal with an African union and over half that they would prefer not to deal with any union. Fully 90% say they believe that plant committees are preferable to unions from management's viewpoint (nearly all the companies have committees). Only a fifth believe that a union serves worker interests better than a committee.

Despite their objections to unions, most companies say they would deal with a government-recognised union. Only 37%, however, say they are prepared to recognise an unregistered union.

As far as registered unions are concerned, 58% of the companies complain that they restrict African job advancement. In addition, 32% complain that white unions restrict coloured advancement, and 27% believe that they bar jobs to Asians. Just under half of the companies say they have to have union permission in order to promote black workers.

Another area of little progress is the promotion of black workers to supervisory positions over whites — and into upper level supervisory jobs generally. Only 22% of companies have Asians, coloured people, or Africans supervising whites, and only 3% have Africans in these positions.

Most of the companies say their minimum wage is above R150 a month; a quarter say it is above R200. But a third start their lowest-paid workers at R100-R150.

Main progress areas have been the elimination of racial pay differentials (77% of the companies claimed they had integrated pay scales); desegregation of facilities; and fringe benefits. A resounding majority (88%) argue that business should contribute to society "in



**Bernard Chalmers . . . our survey represents the best**

addition to pursuing normal business activities."

Bernard Chalmers, who conducted the survey, tells the *FM* the companies surveyed are "the more concerned companies and their employment practices are almost certainly better than most."

# UCT to probe pay demands by workers

C. Times 2/8/79. 133

Staff Reporter

## THE COUNCIL of the University of Cape Town has initiated steps to investigate demands by the Worker's Association at UCT.

The move follows controversy over wages and moves to dismiss a group of workers at the university. In a statement yesterday, the chairman of the council, Mr L G Abrahamse, said a committee had been appointed to meet the association, the UCT Staff Association and the Administration to investigate representations by the Workers Association.

In his statement, Mr Abrahamse said:

The Executive Committee of Council at its meeting held on Wednesday, July 25, considered the representations made by the UCT Workers' Association in regard to the termination of the services of certain members of the Staff of the UCT maintenance department, and the full council of the University of Cape Town today received a delegation from the workers' association who presented their case to council.

Council, which is not itself a negotiating body, has decided to appoint a committee of three members to meet with the representatives of the Workers' Association, the UCT Staff Association and the administration to go into the matters raised in the Workers' Association's representations. The committee has been asked to do an exhaustive investigation and to report back to council.

Council has unreservedly endorsed the action taken by the administration after a review of the case histories of all the members of staff whose services were considered unsatisfactory. This review was carried out by the registrar and

the chairman of the UCT Staff Association on the principle that where any doubt exists the workers be given the benefit of the doubt. As a result the termination of the contracts of service of five workers have been confirmed, the notices of termination of four others have been withdrawn, and the decision to terminate the services of 13 others on August 1 has been suspended.

New procedures for monitoring and control of performance have been introduced in respect of all workers.

During 1979 considerable progress was made in the regrading of workers into more appropriate job categories with corresponding adjustments in remuneration backdated to January 1, 1979. In addition the remuneration of all non-academic staff, including all categories of workers, was increased by 7½ percent as an interim measure with effect from April 1, 1979.

The university is at present engaged in a general evaluation of all posts in the non-academic sector, including posts in the maintenance department, residences, refectories etc. This review was recommended by a council sub-committee and approved in March, 1979, and was commenced in May, 1979, after outside expert advice had been obtained. The review will be completed in September 1979 and council has already decided that any increase in salary scales resulting from the evaluation will be backdated to April 1, 1979.

In September het die Direkteur Engeland, Swede, Israel en Zambie besoek. Die joernaliste, Suid-Afrikaanse diploma van die Suid-Afrika-Stigting is betrokke by Suid-Afrikaanse belange sprekkings gevoer met stigtings, truste en stigtings. As gevolg van sy besoek het hy 'n toelae vir die Konstruktiewe Program in Algemeen Diakonaal Bureau van die Universiteit in Holland.

off, ere-Fellow van die Konstruktiewe aantal instansies, wat universiteite in insluit, en met verskeie handels- instansies in Natal, kontak opgebou.

ie Direkteur die volgende konferensies

isie, Nasionale Uitvoerende Komitee-ting van die Suid-Afrikaanse Insti- thoudinge, Kaapstad (Januarie).

arlilke Vergadering van die Religious ds, Stutterheim (April).

A. Mobiliteit en Politieke Verandering in Suid-Afrika

Hierdie projek is 'n paar jaar gelede aangepak. 'n Onder- soek onder die kleurling bevolking van die Kaapse Skier- eiland is onderneem. 'n Aantal tydelike navorsings-

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandelings voorleg in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio- logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

c) Ander lede:

Mnr K. Bosman  
Professor A. Cupido  
Mnr N. Daniels  
Mnr Achmat Davids  
Professor R.J. Davies  
Professor J.J. Degenaar  
Mnr Pank de Villiers

Mnr H.W. Middelmann  
Eerw. M.T.L. Moletsane  
Professor A.D. Muller  
Sheik A. Najjaar  
Mnr Victor Norton  
Professor N.J.J. Olivier  
Mnr L. Phillips

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toegesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Justisie van die Amerikaanse regering, van die American Friends Service Committee en kollegas van die American Friends Service Committee besoek.

# 'White miners stay safe'

ROM  
15/11/77

THE Chamber of Mines' proposals to streamline the 11-shift fortnight on the gold mines "in no way" threatened the job security of white workers, the chamber said yesterday.

In a statement on the recent "rejection" of these proposals by the Mine Workers' Union, the chamber said the streamlining was aimed at regaining lost productivity.

Discussions between the chamber and the union had "foundered in the face of the refusal of the union to make any positive contribution to the solution of problems facing the industry."

The chamber had proposed changes in work practice, mainly to increase the legal responsibility of the black team leader, without jeopardising the position of white mine workers. The chamber also guaranteed that no white mine worker would lose his job as a result of such a change.

The statement said: "The reduction from 12 to 11 working shifts in a fortnight has increased working costs and reduced the productivity of underground workers."

"An important reason for this has been the consistent refusal of the Mine Workers' Union to honour the clause of its agreement providing that a member of the union may volunteer, if he so wishes and management is agreeable, to work on his Saturday off at overtime rates.

"The MWU has instructed its members not to volunteer. It has now added the refusal to consider any rationalisation of working practice on the mines to help offset the high costs and lower productivity of the 11-shift fortnight," the statement said. — Sapa.

~~133~~  
133  
~~211~~

a  
at  
b-  
k-  
a  
gn  
ed  
en  
e-  
s  
w  
he  
th  
ad  
ie  
ie  
p  
e  
e  
r  
o  
s  
s  
7  
1

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also

decrease in the mortality by a decreasing incidence primary, secondary and tertiary decrease the fatality rates, for example, a decrease in the mortality of cardiovascular diseases. Secondly, it should be important for comparative underlying population are also of importance contribute a comparative example 'coloured' files of the two countries provides an indication of the changes in this for the purposes of The expectations of Although data has

not considered to be of sufficient importance. different expectations of life have been included: (1)  $e_0$  - the expectation of life at birth, and (2)  $e_{45}$  - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at  $e_{45}$  'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom Male:Female deficit of 1,0 years in 1941 at  $e_0$  has become 6,9 years in 1970. For whites a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either  $e_0$  or  $e_{45}$ , have reached expectations of Life in 1970 which are as high as the whites were in 1929. What also gives cause for concern is that although the expectation of Life at  $e_{45}$  is expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a level below that of the white community.

## Chamber of Mines to come under fire

Labour Correspondent

THE Chamber of Mines is subjected to a scathing attack in a resolution to be submitted to the 25th annual conference of the Trade Union Council of South Africa (Tucsa) next month.

The resolution accuses the chamber of paying "appalling low wages" until recently and taking full advantage of the migrant labour system.

The resolution, submitted by the Witwatersrand Liquor and Catering Trade Employees Union, condemns the Mineworkers' Union for trying to prevent black job advancement on the mines.

The resolution states that the sincerity of the chamber should be questioned because:

- It has taken many decades to begin promoting black job advancement on a serious scale;
- Black miners' wages were appallingly low until not so many years ago and still leave much to be desired;
- While mine owners have frequently condemned the migrant labour system they nevertheless continue to this very day to take full advantage of this pernicious system;
- The problem of accidents on the mines is still a source of great public concern and its prevention does not appear to have been tackled in the required manner.

eds. (1976):  
e 2: Health Information,  
rsity Press, London.

(1976) :  
a, its Uses in Health  
id Evaluation, Oxford

the Vital Statistics of the  
1938, Government Printer,

Census and Statistics,  
uth West Africa, Reports  
? 63/1965, Government

of Statistics, Reports of  
13 - 12, Government Printer,

6. South Africa (1948) : Official Year Book No. 23, 1946, Chapter XXIX, Government Printer, Pretoria.

7. Van Tonder, J.L. and Van Eeden, I.J. (1975) : Abridged Life Tables for all the population groups in the Republic of South Africa (1921-1970), Report S-34, Human Sciences Research Council, Pretoria.

8. Preston, S.H., Keyfitz, N. and Schoen, R. (1977) : Causes of Death; Life Tables for National Populations, Seminar Press, New York

9. Sadie, J.H. (1970) : S. Afr. J. Economics, 38, 1.

10. Doll, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. ibid.

133

*[Handwritten signature]*



27/9/79

# 3 unions have reservations<sup>(177)</sup> over govt move<sup>(133)</sup>

By RICHARD WICKSTEED

THREE trade unions, two of them unregistered, representing a combined total of 20 000 workers, yesterday expressed strong reservations at the government's decision to open trade unions to contract workers and migrant labourers.

Spokesmen for the General Workers' Union, which represents 10 000 workers, the Food and Canning Workers' Union and the African Food and Canning Workers' Union said in separate statements that the concessions increased State control of a registered union's finances, the election of office-bearers and a union's educational activities.

An executive member of the General Worker's Union said although the decision to allow contract workers to join a registered union had brought the government into line with an important aspect of the Wiehahn Commission, his union opposed the commission itself.

"In fact, the criteria for registration are not yet clearly specified, and if the system envisaged by Wiehahn is implemented, it will still remain extremely difficult for those unions which attempt to organize contract workers to apply for registration.

"In other words, the ministerial 'concession' only means that unions seeking registration will have to police themselves by constitutionally excluding contract workers from the scope of their organizational activities. This is completely unacceptable," he said.

Moreover, he said, it was clear that racially-mixed registered trade unions are to remain prohibited.

"This is also unacceptable. Furthermore, the unions are still being invited to register under a system of rigid control and surveillance over their affairs."

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also influenced by their fatality rates, for example, a decrease in the mortality related to Tuberculosis will not only be influenced by a decreasing incidence of this disease but also by improved prevention at primary, secondary and tertiary levels of intervention which will consequently decrease the fatality rate and, therefore, the associated mortality.

Secondly, it should be appreciated that although the calculation of rates is important for comparative purposes since they take into consideration the underlying population, for the providers of health care the actual numbers are also of importance. This is particularly true for those groups which contribute a comparatively large proportion to the total population, for example 'coloured' children 0-4 years old. The different demographic profiles of the two communities for 1951 are presented in Fig. 1, and this provides an indication of the age distribution of whites and 'coloureds'. The changes in this distribution which occurred between 1941 and 1970 are, for the purposes of the present study, of relative unimportance.

The expectations of life for 'coloureds' and whites are presented in Fig. 6. Although data has been published for Africans<sup>5</sup>, this is speculative and is not considered to be of sufficient reliability to warrant inclusion. Two different expectations of life have been included: (1)  $e_0$  - the expectation of life at birth, and (2)  $e_{45}$  - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at  $e_{45}$  'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom Male:Female deficit of 1,0 years in 1941 at  $e_0$  has become 6,9 years in 1970. For whites a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the

manufacturing sector has been outperforming the economy anyway this year. The value of sales in the first five months of the year was 17,6% higher than in the same period of 1978, or 5,8% higher at constant prices. The physical volume of manufacturing has been running 6% up, and capacity utilisation is rising.

What would put the cherry on the top would be a conclusion of the work of Board of Trade chairman Basie Kleu's industrialisation strategy committee, the work of which seems to have become bogged down.

Kleu was present at the convention to talk about industrial strategy, and what he said was instructive if not entirely reassuring for industrialists. He noted, for example, that the manufacturing sector is a net consumer of foreign exchange.

"On the basis of past economic performance one can only come to the conclusion that a strategy for developing the economy as a whole should in the first place be aimed at the fullest possible measure of development of the primary (i.e. non-manufacturing) industries allowed by demand factors and the availability of resources," he said.

He also made the point that a more important role for manufacturing depends on resolving the structural problems of inflation and shortages of capital and manpower.

On that there was full agreement. Industrialists have been pressing for an end to restrictions on manpower utilisation for years. They seem slowly to be getting what they want.

133

## FCI CONFERENCE

## Mildly uplifting

The Federated Chamber of Industries' economic report, the basis for the central debate at this week's annual convention in Johannesburg, was far from euphoric. The economic recovery of the past 18 months, it said, "remains hesitant and uncertain." Consumption expenditure in recent weeks appeared to have "edged upwards", but "real demand may not be sufficient to maintain output growth."

Exports had performed well but might slow down, and there were indications of a decline in the tempo of manufacturing output.

But the environment of the discussions was changing fast. Manpower Utilisation Minister Fanie Botha's announcement of trade union rights for all was made at the open conference just before the FCI's own proceedings began. Halfway through the convention came the announcement raising speed restrictions, a move which delegates agreed was possibly the most important the government could have made to restore consumer confidence.

So the delegates, who came to the meeting in a moderately optimistic frame of mind, left it considerably happier. The

Financial Mail September 28 1979

DEATH: Life Tables for National Populations, Seminar Press, New York

9. Sadie, J.H. (1970) : S. Afr. J. Economics, 38, 1.

10. Doll, R. (1976) : Monitoring of Government Statistics, in Seminars in Community Medicine, Volume 2. *ibid.*



the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amounts available for the health budget.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified by means of Linear Programming, though health service choices cannot usually be presented in the simplified way required by this method.

## 2. CHOICE OF PROGRAMMES

So far, we have discussed methods of choosing means to obtain a given objective. But what tools are available to aid the choice of objectives themselves? Can anything be said on the question of the priority to be given to particular diseases or age groups, whether to allocate more to child welfare clinics or care of the aged?

Overall criteria are needed, and they have to be expressed in such a way that they can guide these detailed questions. Essentially, the problem is not only to relate resources used to objectives achieved, but to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

### 2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

(c) to know the effectiveness of a given amount of money when spent

## GENERAL NEWS

# 'Show world the labour changes'

IT IS highly important that South Africa give the outside world factual evidence of change in the labour situation and show in the next year or two that the Government was giving legislative effect to the recommendations of the Wiehahn Commission, the Building Industries Federation's 74th congress was told yesterday.

Mr F K Richan, vice-president of the International Organisation of Employers, and chairman of the International Labour and Social Affairs Committee, addressed the congress in Johannesburg on "South Africa and international labour relations".

He said he was certain a committee of the International Labour Organisation would be formed to formulate possible action against South Africa, a

step which had the general support of the past ILO conference.

The outside world would be pleased to learn that the majority of white trade unions favoured the changes recommended by the Wiehahn Commission.

"A small minority remain steadfastly opposed, but I expect the International Trade Union Movement to have some dialogue with their brothers in South Africa with the aim of changing labour attitudes, much as employers have worked to accelerate change within their own group.

"I believe that most responsible thinkers understand that substantial changes cannot be made overnight," Mr Richan said.

Meanwhile, Mr Blair Ewing,

a communications director of the Schachat Cullum group of companies, said the 1980's might well be known as the decade of the "money saving smaller house".

Addressing the congress on middle and higher group housing in the 1980's, Mr Ewing said the country had wasted land by allowing cities to sprawl in the past. Housing density had to be increased but in an imaginative way.

"Let us make a start by encouraging far more high density schemes judiciously mixed into older-established suburbs, as is so excellently done in the Cape where a 'minor sub-division' involving 20 stands can be processed within three months."

An important owner-participation, low-income housing

scheme in the western Transvaal was described by the regional manager of the Urban Foundation, Mr R N Granelli.

The project, near Carletonville, was one in which residents of a shanty-town are designing and building their own houses at prices they can afford, with limited loans at economic interest rates.

The project was run by a housing team, consisting of representative of the Western Transvaal Administration Board, the Khutsong Community Council, the local residents' committee and the Urban Foundation.

Families in the shanty-town may apply to join the scheme, and a number of applicants are chosen from the waiting list each month. — Sapa.

RAND DAILY MAIL, Wednesday, October 24 1979

133

RDM 25/10/79

# SA economy faces dilemma - Seifsa

33

THE need for economic stimulation to alleviate unemployment and the simultaneous need to avoid overheating and ensure inflation was kept within reasonable limits is the dilemma facing the South African economy.

This was said by Steel and Engineering Industries Federation of South Africa president Cedric Ellis said at Seifsa's annual meeting.

He said the current budget as well as recent stimulatory measures had set the tone for an economic revival but had not been overstimulating because of the total inflationary factors still evident in the economy.

Ellis said the Seifsa group of industries was showing signs of slowly pulling out of the recession which had been a worldwide phenomenon for over three years, but the improvement was erratic, with much underutilised capacity in some sectors.

He said sectors which were still sluggish were those associated with construction and

heavy engineering, as their performance was closely linked to both public and private capital investment.

Underutilised capacity has meant that there has been no real thrust in investment in new plant and equipment, with adverse effects on those sectors normally benefiting from activities in these fields.

Ellis said it was originally believed an improvement in the overall economy would be consumer-orientated, but high inflation rates symptomatic not only of the local economy but of the economies of South Africa's international trading partners had eroded meaningful consumer expenditure and disposable incomes.

Sharp hikes in fuel prices had also affected certain sectors and created an unfavourable psychological climate, he said.

The inflation spectre appears to be manifesting itself as a permanent feature of the country's economic life, eroding living standards, adversely affecting investment and putting pressure on the value of individual and corporate savings

and finance, he said.

Ellis said while the economic upturn was fragile, momentum now being generated would hopefully carry the economy through to the early 1980's.

He said further impetus to the economy should result from Government plans to introduce low-cost housing, from patriotic buying campaigns, and from import substitution, in which earlier Seifsa studies had indicated a potential for import displacement running to some R875-million a year, both in the short and longer term.

The reporting by South African companies of additional annual turnover of R238-million indicated an achievement in money value of about 22% of this original import substitution objective.

Ellis said the main component of total new capital investment in Seifsa industries, primarily in machinery, plant and equipment, had decreased to R289-million in 1978 from R404-million the previous year.

He said financing costs for new investment programmes remained high, with the inci-

dence of corporate taxation, as well as operations financing in a high inflation era, being reflected in high gearing, tight cash-flow situations and a tendency towards off-balance-sheet financing.

Notwithstanding reductions in prime overdraft rates, the realisation of expectations of a hardening of interest rates towards the latter part of the year would undoubtedly compound short-term and medium-term corporate financing problems, he said.

Ellis said in high capital intensive industries like those of the Seifsa group, the returns after tax on capital investment generated through profits had to be sufficient not only to compensate but to secure reward for the high risk factors involved.

Profit regeneration was vital and the authorities should now evaluate whether the current profit returns after tax created sufficient incentive to attract future local and foreign investment and thus real growth, he said. - Reuter.

to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford - so many geriatric day care centres, so many child welfare clinics, etc.

cial statistics are not traditionally arranged on this basis but in series such as 'salaries', 'transport', 'medicine', etc. A separate e.g. between expenditure on different disease groups or age groups to be made.

rouping of expenditure into programmes is an art. pole, an economist in the U.K. Department of Health, writes:

programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily (matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to be made in different programmes - the mentally handicapped against the alcoholics; but where it is a more technical question of how particular objectives can best be handled - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction lies up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness; and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep the separator".

programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

# Steel company quits over The Citizen 189

A REEF steel company has resigned from Seifsa, the Steel and Engineering Industries Federation of South Africa, in protest against the investment of pension fund money in The Citizen.

The company's financial director said it was "quite immoral" for pension money to be used for shares in a company with The Citizen's history of Government funding and high losses.

He said this was the last straw which had convinced it that it no longer wished to participate in Seifsa. He said his company had also been unhappy with the benefits which workers from his company received through the funds.

A report in The Citizen at the time it went public said the company did not expect to lose more than R1-million from May to end March next year, and expected to break-even by the end of March 1981.

The Citizen, started as an Information Department front by Dr Connie Mulder and Dr Eschel Rhoodie, is still secretly owned.

About 75% of those who took shares when The Citizen went public last month



● Mr Marius Jooste ... doesn't know

By JOHN MATISONN  
Political Correspondent

were taken through Volkskas nominees and the real owners have been kept secret.

In an interview after this was disclosed Mr Marius Jooste, chairman of The Citizen, said he did not know the identity of the secret shareholders.

Progressive Federal Party Press spokesman Brian Bamford was full of praise for the company's decision, and especially condemned the use of pension funds for this purpose "when there are clearly other better investments".

"That is the only way to bring home to people that certain norms must be accepted or stand the consequences," Mr Bamford said. "The Citizen is a continuing and daily outrage to public opinion. Its history, its takeover and its political policy are all disgraceful. People should show their outrage by cutting off all ties with it."

The two pension funds, Metal Industries Group Life Provident Fund and the Metal Industries Group Pension Fund each purchased 10 000 R1 shares in the paper.

They are cumulative preference shares bearing a dividend rate of 10% and are convertible to ordinary shares in March 1981-2. The dividends are only paid if the company makes profits.

Seifsa are the secretaries to the two funds.

Ulana has sent a letter of resignation to Seifsa, and a telegram complaining about the decision to invest in The Citizen.

Dr Errol Drummond, director of Seifsa, told the Rand Daily Mail two weeks ago: "The investments were made for purely business reasons and on the basis of financial returns."

137

28 1404 137 140 141 142

# Employer group in new row over black unions

Steg Hannig  
Labour Reporter

Steel and Engineering  
Federation  
into direct con-  
a major foreign  
code and has  
up a major con-  
in South Africa.  
n employers have  
reservations

about Seifsa's guidelines  
on relations with black  
workers belonging to  
trade unions in the metal  
and engineering indus-  
tries.

"If Seifsa did not in-  
tend to stifle trade union-  
ism for black workers  
then this certainly does  
not emerge from the

stated guidelines," said  
Mr Arthur Grobbelaar,  
general secretary of the  
multiracial Trade Union  
Council of South Africa.

He saw the guidelines  
as being in direct conflict  
with the EEC code of  
employment practice. The  
code covers subsidiaries of  
companies based in Euro-

pean countries, including  
some of South Africa's top  
trading partners.

Several employers had  
approached him about the  
guidelines, Mr Grobbelaar  
said.

But Dr Errol Drum-  
mond, director of Seifsa,  
has refuted all the criti-  
cism.

"We support trade un-  
ionism irrespective of col-  
our but it is necessary for  
us to deal with unions  
which are registered," he  
said.

He regarded a union's  
refusal to become regis-  
tered as a refusal to es-  
tablish its credentials.  
"These credentials are im-  
portant in a situation  
where officials of black  
unions come and go and  
there are splits in the  
ranks," he said.

"We don't propose to  
become a battleground for  
conflicting trade union  
ideologies."

Unregistered unions  
could not become parties  
to an industrial council,  
he pointed out.

Seifsa's guidelines call  
on employers to:

- Withhold formal re-  
cognition from unregis-  
tered and provisionally re-  
gistered unions.
- Not "actively assist  
trade union organisation"  
and not accede to re-  
quests by unionists "al-  
legedly catering for black  
workers" to have access to  
company property for  
recruiting or to place  
notices on company notice  
boards.
- Not engage on "in-  
house" negotiations on  
matters falling within the  
industrial council's scope.





Characterising South African medicine are interconnected and reinforce one another. Together, they point to the existing model of medical services being in need of radical revision.

What is currently and urgently needed is a systematic analysis and evaluation of the efficacy of South Africa's existing health care delivery system. To my knowledge, the last comprehensive attempt to analyse the South African health care services and make concrete proposals for their future development was that of the Gluckman Commission of Enquiry into the National Health Services, which reported in 1944. This Commission recommended the establishment of a national health service and proposed detailed changes, such as the creation of a network of local health centres that would promote health and deal with illness by using teams of medical workers in which the doctor would only form one segment of the team. Other members of the health centre team would include health assistants, who were to undertake health education, provide first aid and assist at clinics. Subsequently, a limited implementation of this proposal to establish a health assistant programme was undertaken, particularly by Dr Kark who established training courses for such assistants. The major recommendations of the Gluckman Commission were never fully acted upon and the Health Assistant scheme failed, due to poor funding and a variety of other factors unconnected with the need for, or the adequacy of, these workers. Subsequent to this 1944 Commission, medical planning appears to have taken place only on a departmental basis and other than the setting up of a weakly developed comprehensive health scheme in the Homelands, no significantly new national plans for the health care system in South Africa have been implemented or considered. Consequently, the complex questions of whether South Africa has a medical services delivery model appropriate to its needs, or one which is achieving its targets, has not been seriously evaluated.

BY STEVEN FRIEDMAN  
Labour Reporter

THE Association of Chambers of Commerce has called for more Government subsidies for black transport at the time being.

But it is opposed to employers paying levies to subsidise transport for workers.

A seven-point plan for a transport subsidy was presented to the Government at the time of the annual conference of the Chamber of Commerce and Industry of South Africa in Johannesburg last week. The plan calls for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

The Chamber of Commerce has also called for a 10 per cent subsidy on transport for black workers and a 5 per cent subsidy on transport for black students.

calls for Govt fare subsidy

What is needed to attack these problems is a multi-disciplinary

approach to disease in which medicine, housing, agriculture, education and economic programmes co-operate to build up community facilities to combat such disease. South African medicine at present concentrates excessively on treating disease in isolation from the setting and environment in which it occurs, while at the same time teaching that most disease will only be overcome once people are better paid, better fed, better housed and better schooled. The medical profession needs to close the gap between its words and deeds (between the teaching and the practice of medicine) in this area, such a gap can only be closed by the profession actively involving itself in community development programmes as one segment of a total response to disease.

As a third step, there should be an examination of the experiences of other countries in implementing and experimenting with new models of health care delivery. One need only look to the states which border on South Africa to view a variety of attempts to reshape or create new health care systems. Turning to Botswana, Lesotho and Mozambique, a range of interesting developments in the health field are being undertaken, all of which have relevance to South Africa and which can be briefly detailed:

#### 1. MOZAMBIQUE

On independence, Mozambique was left with less than 100 doctors, almost all of whom were based in the urban areas, and with a heavily lopsided health service which favoured urban areas over rural ones. The government's first priority was to establish rural health services which had been virtually non-existent under the Portuguese regime. In June 1975, for example, the Lourenco Marques area, with a population of some 700,000 had about 50 doctors. The government has since then made a major effort to improve the health care system in Mozambique. Those successfully completing the training become 'agentes polyvalentes' and return to their villages to organise people to protect themselves from the three most common sources of disease - mosquitoes, contaminated water and the lack of adequate sanitation.

# Assocom and Ministers to discuss problems

28/2/80  
133  
stew

## Own Correspondent

Assocom is to hold a series of meetings with senior Cabinet members next week to iron out problems facing the country's commerce.

Representatives of Assocom's board of management will meet members of the Cabinet between March 3 and 6 in Cape Town to discuss a wide range of topics.

The Ministers involved are the Prime Minister, Mr P W Botha, the Minister of Finance, Senator Owen Horwood, the Minister of Man-power and Development, Mr Fanie Botha, and the Minister of Transport, Mr Chris Heunis.

Other Ministers will also meet Assocom delegations. They are Dr Piet Koornhof, Minister of Co-operation and Development, Dr Schalk van der Merwe, Minister of Indus-

try, Trade and Consumer Affairs, Mr Marais Steyn, Minister of Community Development, Coloured and Indian Affairs, Mr F W de Klerk, Minister of Mines, Environmental Planning and Energy, Dr Ferdie Hartzenberg, Minister of Education and Training and Dr A P Treurnicht, Minister of Public Works, Statistics and Tourism.

Assocom is expected to express its concern over the continuing high inflation rate, and to call on the Government to immediately remove the 7½ percent surcharge, preferably before the main budget is announced.

It is also expected that the Government will be asked to consider lowering the tax rate, increasing the tax ceiling and abolishing the loan levy.

The question of taxing fringe benefits will also

be raised and the Government may be asked to consider bringing in tax relief this year, and waiting until next year before taxing fringe benefits.

Scrutiny by Parliament over State bodies, such as Iscor and Escom, which incur capital expenditure, will also be suggested.

Assocom will also discuss implementing the Wiehahn and Riekert commission reports, the economic situation and outlook, black unemployment and housing, the Government's fuel and energy policy and the formation of a co-ordinated national tourism policy.

# Carries ON

# Naamsa

# Sigma's gone, but

## GENERAL NEWS

**By SIMON WILKINSON**  
**Financial Reporter**  
 N.A.M.S.A., the National Automobile Manufacturers Association of South Africa — is in the danger of collapse after last week's withdrawal of Sigma, the biggest motor manufacturer in the country.

And this week, Naamsa members and Sigma's competitors in the motor industry would not back Sigma's bid to boost its sales by a move designed to fuel competition with a move which could result in the loss of the Association's 22 member companies.

Naamsa, vice-president Louis Wilking said the loss of one of Naamsa's 22 member companies was not a mortal blow.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

Naamsa's funding was inequally shared between the two years. Sigma's funding was inequally shared between the two years.

# Wipe out conflict bosses are urged

By WILLIE BOKALA

THERE WAS enough evidence for future employee-employer conflict and managements should identify and eliminate areas of this potential conflict at both company and industrial levels, Mr Zulu Wells Ntuli, group personnel consultant of Anglo-Transvaal Consolidated Investment Company, told a Johannesburg North Jaycee seminar at the Carlton



Mr Ntuli shares a joke with Dr van Zyl and Mr Doug Geddes.

Hotel last night.

Mr Ntuli was speaking on "Labour management in the 80s".

He said there were notable labour disputes in South Africa in 1979.

Managements should take steps to develop procedures for the protection of employee and employer rights acceptable to both and do away with situations where rules were made by management for the worker without the workers.

The successful trend would be for management to make those regulations with the workers and legalise those agreements and make them binding for all parties concerned for stipulated periods.

Managements should also:

- Minimise resistance by workers and tune them to changes initiated by the employer.
- Provide for effective planning so that changes occurred in a systematic, orderly way rather than in an ad hoc manner.
- Eliminate all constraints on the optimum utilisation of all labour.
- Achieve a unitary representation system for employees at both the in-company and industry levels.

Unless managements made the employee feel secure enough in his job,



Mr Zulu Ntuli of Anglo-Transvaal Consolidated Investment Company addresses Johannesburg North Jaycees.

there was bound to be pressure to narrow gaps in wages, particularly in areas where people did the same job although their colour was different, said Mr Ntuli.

Dr J C van Zyl, executive director of the Federated Chamber of Industries, said each individual business enterprise or entrepreneur — regardless of colour — should be free to acquire the labour, natural re-

sources and capital wished and could afford to produce any goods and services it wished.

That should also apply to the job seekers, the consumer and the lender of capital funds.

He said a free enterprise system could operate at maximum efficiency and effectiveness if certain political and administrative principles were also accepted by the Government.

## HAYLETT FORMULA

### Counting the cost

*AM 25/11/80*

The fragile peace between Bifsa and Sapoia over contract price adjustment is shaky again. Witwatersrand master builders claim that Sapoia members are "persistently and evermore frequently" cheat-

ing on the Haylett formula by writing a 35% fixed element into tender documents instead of the agreed 15%.

The Wits MBA has handed the matter to Bifsa with a request to investigate this abuse and, if necessary, to withdraw the 15% concession forthwith.

But it's already in hand. The Building Industry Advisory Committee (BIAC) has appointed a special team to look at the issue again, and both parties will be represented.

Sapoia's Corne de Leeuw says there has been no instruction to members to disregard the 15% agreement although developers make no secret of their preference for 35%. This, they argue, will ensure that builders bear a greater share of the cost escalation risk.

But the agreement is complicated and de Leeuw points out that there's no restriction on the parties writing in anything including a 35% fixed element to Haylett if the contract is negotiated.

The MBA says firmly, however, that it's happening in tender documents. Also, contrary to the agreement, architects on behalf of some employers are negotiating with several tenderers to see who's prepared to drop Haylett altogether.

"All of which," says the MBA, "points to the need to get the formula established in a form that meets, as nearly as possible, all parties' requirements."

Bifsa deputy president and Director-elect Lou Davis takes a similar line. He points out that the BIAC already has the matter in hand. He says Bifsa is "determined to regularise the position for the benefit of all."

Fine sentiment, difficult to put into practice. Bifsa has had to climb down in the past but, with activity on the increase, it's going to be in a better bargaining position this time.

# Steel unions ask for changes

RDM 4/3/80.

189 133  
135

## Labour Reporter

REGISTERED steel and engineering unions are demanding changes to controversial black labour guidelines drawn up by the Steel and Engineering Industries Federation.

The guidelines were sharply attacked by unionists when they were released last year by Seifsa, the largest employer federation outside the mines. Its members employ about 500 000 people.

Seifsa was accused at the time of trying to obstruct the unionisation of black workers.

The Confederation of Metal and Building Unions, which represents most registered unions in the industry, recently sent Seifsa a document complaining about certain of the guidelines.

According to CMBU unionist Mr Ike van der Watt, the unions are particularly worried about a provision which says

that only unions which are both registered and members of the industry's industrial council can have union dues deducted by employers.

"This means that if any of us start to organise black workers without registration, we will be denied an important union facility," he said.

He added that "it also means that they will only give us facilities when they absolutely have to".

The unions are due to meet Seifsa's full board soon to discuss their complaints.

Seifsa's director, Dr Errol Drummond, confirmed yesterday that a meeting with all registered steel and engineering unions will take place.

He also confirmed that suggestions for change to the guidelines were discussed at a recent Seifsa board meeting, but stressed that no decisions were taken.

# Unions in unique talks

Labour Reporter

A "POPE-JIMMY" controversial document on trade union recognition has been unanimously accepted in unique meetings between employers and black and white unionists.

However, serious differences between black and white unionists over black artisan training have led to a decision to discontinue the "consultations" for the time being.

The meetings were attended by black unionists affiliated to the Consultative Committee of Black Trade Unions, senior employer representatives and registered trade unionists, mainly those affiliated to both the Confederation of Metal and Building Unions and Tuccsa.

Two members of the Wiehahn Commission were present.

They formed part of a joint labour-management programme organised by Wits University's Graduate School of Business Administration and were aimed at "setting a new tone for industrial relations in South Africa".

Details of these "consultations" were released this week by the Graduate School's Director, Dr Gideon Jacobs.

He revealed that all participants had endorsed a statement on trade union recognition at a meeting last month.

Another statement, on relations at factory level, was also endorsed, although this contained disagreement on key issues between the three parties.

While they all agreed that a relationship between employers and workers at factory level was necessary, they disagreed on how this should be done.

According to Dr Jacobs "the problem was the deep suspicions of black unions based on their experience with liaison committees".

He added, however, that "given time, an agreement could be worked out on this".

After the document on unions was accepted, black unions indicated that they would not take further part in the meetings until they had clarified their relationship with non-black unions.

They were reacting to a discussion on artisans in which, they argued, a prominent registered unionist had made it clear that blacks could still be excluded from artisan status because of their colour.

Dr Jacobs said, however, that he believed the programme would continue despite this disagreement.

"After every meeting, it seemed that we would not have another one. But we've always

He added that "bearing in mind the South African situation, it would be remarkable if these conflicts did not surface".

The document on unions does not bind any of the participants, but they have all agreed to take it back to the organisations they represent.

It broadly endorses the industrial council system, the cornerstone of present labour law in South Africa, but levels a number of criticisms at it.

By Elizabeth Wilson,  
Labour Reporter

In a ~~three~~ memorandum on the Riekerl Manpower Report, Assoccom states the 72-hour influx rule for blacks as "seriously disturbing race relations" and causing great harm to the country's image overseas.

The Association of Chambers of Commerce calls for the reference books carried by blacks to be used solely for identification and not for influx control.

It urges that blacks from black states should have passports while black residents in white areas should be provided with a "book of life" in the same way as whites.

The association reports that in practice, the 72-hour restriction is not effective in preventing the influx of blacks into major urban areas.

5 APR 13/3/80

# ASSOCOM SITES 72-HOUR INFLUX CONTROL RULE

133

229

145

206

The three-day concession affords no guarantee against summary arrest since the onus is on the black person to prove his rights to be in an area.

Assoccom says that where blacks commute daily from adjacent black homelands the restriction has "become meaningless."

It calls on the government to consider a total repeal of the 72-hour provision. In the meanwhile, it recommends that the concessionary period be extended to 14 days.

It predicts that a tightening of influx control will result in increased illegal employment and a worsening of the squatter problem.

The squatter problem is "already assuming alarming proportions" in major urban areas.

The memorandum calls on the Government to give top priority to the creation of additional job opportunities.

It highlights the urgent need for more housing for blacks in urban areas —

including migrant blacks.

A shortage and backlog of housing for blacks in the major peri-urban areas of Natal and other areas close to black states was at the root of many of the manpower problems in these regions.

In the past, the Government had attempted to link accommodation with employment opportunities in an attempt to restrict the influx of workers. The failure of this policy was "generally accepted."

The Riekerl Commission

had noted the dangers of the present position and Assoccom welcomed its recognition of the rights of urban blacks to remain in urban areas permanently.

Among the Assoccom recommendations on housing was a call for the introduction to the tribal areas of a scheme similar to the 99-year-leasehold system. This would provide an appropriate security of tenure which would permit building societies to make advances.

On the introduction of "central assembly centres" as employment service centres, Assoccom says: "Employers and employees should have complete freedom to negotiate their own contracts of employment" at these centres.

Assoccom stressed the importance of in-service training for black employees. Tax concessions should be retained for those employers who provided such training and there should be other incentives such as grants-in-aid.

On the question of subsidised transport, Assoccom opposed in principle, all forms of levies on employers, including levies for transport.

While there was a need to subsidise transport facilities for black workers the financial responsibility for this lay with the employer, said Assoccom.



# Assocom: Repeal 72-hour-rule

*Post 16/3/60*

IN a major memorandum on the Riekerk Manpower Report Assocom slates the 72-hour influx rule for blacks as "seriously disturbing race relations" and causing great harm to the country's image overseas.

The Association of Chambers of Commerce calls for the reference books carried by blacks to be used solely for identification and not for influx control.

It urges that blacks from black states should have passports while black residents in white areas should be provided with a "book of life" in the same way as whites.

The Association reports that in practice the 72-hour restriction is not effective in preventing the influx of blacks into major urban areas

The three-day concession affords no guarantee against summary arrest since the onus is on the black person to prove his right to be in an area.

Assocom says that where blacks commute daily from adjacent black homelands "the restriction has become meaningless."

## REPEAL

It calls on the Government to consider a total repeal of the 72-hour provision. In the meanwhile it recommends that the concessionary period be extended to 14 days.

The memorandum says that in the present social and economic circumstances the Riekerk recommendations on influx control — even if strictly implemented — will have little real impact on blacks moving to the cities to look for work.

STUD ID	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	AS AT	PAGE
13010	BACHELOR OF ARTS					29 02 60	7
152163V	VAN NIEKERK	MURIEL DIANNE	107101	ENGLISH I (PRE-1980)	3NX		152163V
159757Z	VAN WAGENINGEN	ANNEMARIE	107101	ENGLISH I (PRE-1980)	3		159757Z
155815P	VISSER	ANNELIZE	107101	ENGLISH I (PRE-1980)	2		155815P
153767N	WACHER	GUY STEVEN	115102	FRENCH INTENSIVE	UP		153767N
160760L	WESSELS	CHARLENE	107101	ENGLISH I (PRE-1980)	3NX		160760L
158400Z	MUTAYCO	ANDREW	909105	GEOLGY IA (HALF COURSE)	UP		158400Z
				ENGLISH I (PRE-1980)	3NX		155228Y
				FRENCH I	UP		157399L
				SOCIOLOGY I	3		154400K
				PSYCHOLOGY I	3		
				SOCIAL ANTHROPOLOGY I (PRE-1980)	13		
				ENGLISH I (PRE-1980)	3NX		
				ENGLISH I (PRE-1980)	3		159697J
				SOCIAL ANTHROPOLOGY I (PRE-1980)	1UP		
				CULTURAL HISTORY OF W.E.I.	1UP		155858L

REGISTRAR (ACADEMIC)

U.C.T.

183 205  
**Call to disband labour bureaux**

JOHANNESBURG — The system of black labour bureaux should be terminated and official employment services established for all race groups under one government department, according to the Association of Chambers of Commerce of South Africa.

This is recommended in

a document submitted to certain Cabinet Ministers during a discussion.

Assocom says the Riekert Commission had suggested that black labour bureaux should still fall under the control of the administration boards acting as agents for the Department of Manpower Utilisation, so effectively maintaining the complete separation of employment services on a racial basis.

"These proposals run counter to the stated goals of the commission to avoid discriminatory measures."

Assocom also said if the recommendations of the Riekert Commission on influx control were fully implemented, they would drive a wedge between urban and rural blacks.

The measures proposed by the commission were likely to give rise to further distortions in the labour market and to other dangerous economic and socio-political problems. — SAPA.

UJET

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
1623214	STEDA	JOCELYN-NEILA	116113 116117	PRACT SP I AFRIKAANS LOWER PRACT ACT I AFRIKAANS LOWER	AFHS LONEM/ABS	13100
TOTAL NUMBER OF STUDENTS						1
DEAN						
REGISTRAR (ACADEMIC)						

14/3/80 M (FF) 333 (133)

# Labour problems identified

**KING WILLIAM'S TOWN** — Unfavourable electricity tariffs, political instability and the local "brain drain" have been given as the stumbling blocks of the Border unemployment problem.

Speaking at a Jaycees "Future Affairs" meeting here, Mr Ian Duncan-Brown, president of the Dimbaza Chamber of Commerce, said the annual demands of 37 000 new workseekers could not hope to be met unless these problems were positively solved.

He said industrial investment of at least R370 000 a year was needed in the Border, Ciskei and southern Transkei areas.

A new R1 million factory would have to open its doors every day — including Sunday — if this was to be achieved, he said.

At Dimbaza, he said, with the assistance of the Ciskei National Development Corporation, R27 million had already been spent in five years to create 2 160 jobs.

"So at Dimbaza we need some 18 factories to open every month."

He said the biggest problem preventing investment was the high cost of electricity in the area. He said he knew of at least three multi-million projects that had dropped out of the area because of this reason.

"Our fixed electricity

overhead is crushing.

"The counter argument from Eskom is that electricity must be charged in proportion to costs. But if the government wants decentralisation, then it must repeal the Act governing electricity undertakings.

"If it doesn't, then it will have to use the army and the police to stop the 1 000 new Ciskeians per month

moving to the Reef.

Another problem was the "brain drain". The men capable of creating jobs were going to the Reef, he said. He called for the expansion of academic and training facilities in the region.

He said people were essential and no development could get along without the necessary "brain power".

Of political uncertainty, Mr Duncan-Brown said there was too much debate on the problems without anything being done to solve them.

Mr Duncan-Brown suggested the entire region be made an integrated state.

"Let's get a frame of reference and get down to making it work." — DDR

NM 15/3/80  
133  
134

# Paulus to face charges for 'baboons' remark

JOHANNESBURG — Mr Arrie Paulus, head of the Mine Workers' Union, is to answer two charges of crimen injuria, one of them for an alleged remark that blacks are like baboons.

The decision to charge Mr Paulus was confirmed yesterday by the Senior Public Prosecutor at the Johannesburg Magistrate's Court, Mr A F de Vries.

Mr Paulus is to appear before a regional magistrate here on April 8.

A charge sheet containing the allegations was delivered to Mr Paulus on Thursday.

The first count deals with the alleged 'baboons' remark published in a New York newspaper.

The other count deals with a remark which it is alleged, impaired the dignity of a reporter of the Vaderland, the editorial staff of Post, Dr Nthatho Motlana, and 'all the black people of South Africa'.

Mr Paulus on Thursday night accused the Minister of Manpower Utilisation of betraying white miners.

He did this when he said

black trade unions could be registered,' he told an Afrikaans discussion group here.

'There are 100 000 black miners compared with 18 000 white miners and they will just overwhelm us.'

He would do his best to protect the interests of his own kind.

'If we go as far as to say that tomorrow we will let blacks join our union, then you will get sick of reading my name in the newspapers and seeing my face on television.'

If blacks were to have unions, 'it would be them saying "We want this and we want that" and if what they want is better than what we have, then they must get it.'

'The principle of "when in Rome, do as the Romans do" must apply. If I emigrate to Transkei, then I will do what they tell me to do. And if a citizen of the Transkei comes here, then he must do what we tell him to do.'

'We owe the black worker nothing. The black worker owes us a lot,' Mr Paulus said. — (Sapa.)

STAR 15/3/80 (133)  
'Register (133)  
all trade (133)  
unions' (133)

The Building Industries Federation of South Africa (Bifsa) has called for compulsory registration of all trade unions — including black ones.

An editorial in the latest SA Builder condemns as "totally undesirable" the failure of some black trade unions to apply for registration.

It says that for many years black unions were not allowed to register. Now that they are the attitude of those which ignored the door which has been opened is "intolerable."

The editorial claims it is unfair that registered trade unions are subject to legal restrictions while unregistered unions are not.

Bifsa has appointed a sub-committee to look into the question of unregistered black trade unions.

# GOOD IDEA! bad name!

17/3/80  
133

...service  
...Arcadia  
...class idea  
...second class  
name!

In other words, I like the idea, not the name they've given the project.

Practically the idea is to put in a form giving all the relevant information needed to administer an estate, as the location of wills and the like.

The club calls it the 'Tidy-up Form'. I would have preferred something like 'Document Decoder' or 'Information File' — even if 'Information' is something of a dirty word these post-war days.

But that's only by the way — it doesn't detract from the value of the suggestion.

What Arcadia Rotarians are advocating is that all Rotarians make use of the 'Tidy-up Form' and pass on the idea to others.

The information they put out to make the administration of estates easier includes these:

Every adult should have an effective will, and an administrator. Advice should be sought from a competent bank or trust company to prepare your will record in an easily accessible form, e.g. top of door, information attached

**Building visit**  
The visit by a top team from the Building Industries Federation (BIFSA) to East London recently marks an important change in the attitude of builders towards productivity, accidents and other disasters on building sites.

It was the first of a series of whistle-stops to the main centres of building activity to

5. Wills should be reviewed periodically and advice sought when circumstances alter, e.g. an asset is sold, a beneficiary dies or where, due to an increase in one's estate, estate duty is possibly payable.

6. Before donating organs or tissue, a suitable medical authority should be consulted.

7. If operating in a partnership, discuss the implications of death with a competent authority mentioned in paragraph 2 above.

The chest referred to details the location of such documents as an original will, copy of title deeds, leases, receipts, safe custody from banks and the like; cheque book, savings, other insurances, and R.A.F. assurance policies, other insurance, safe deposit box, income tax details and antenuptial contract.

The sheet also recommends Unemployment Insurance Fund numbers, list of safe deposit boxes, a list of main assets, list of liabilities, and foreign assets, and agreements should also be listed and attached to the form.

In the highly competitive building market during the slump that figure often made the difference between profit and loss.

Another payoff is that underwriters to the building industry have dropped accident premiums accordingly," Mr Stevenson says.

Squeezed into a dwindling market by four years of falling demand, builders had to bring down costs without lowering standards. With jobs at stake, hundreds of building foremen get about reducing on-site losses."

Accompanying Mr Stevenson was BIFA's safety manager, Mr Eddie du Toit, who acts as consultant on loss control and safety to the entire building industry.

Besides visiting building sites and other

measure progress through the systematic elimination of every kind of waste loss. The visits will continue throughout the year, covering most regions of South Africa.

Leading Bifa's team was the president, Mr Bob Stevenson, who is wholeheartedly committed to "boosting worker morale as well as productivity and cutting out accidents."

"What's more it's paying off," he said. He added that after four years of recession, safety-minded building foremen all over South Africa were cutting an average five per cent off building costs by eliminating accidents, fires, explosions, damage to plant and claims from the public for injuries and damages.

In the highly competitive building market during the slump that figure often made the difference between profit and loss.

Another payoff is that underwriters to the building industry have dropped accident premiums accordingly," Mr Stevenson says.

Squeezed into a dwindling market by four years of falling demand, builders had to bring down costs without lowering standards. With jobs at stake, hundreds of building foremen get about reducing on-site losses."

Accompanying Mr Stevenson was BIFA's safety manager, Mr Eddie du Toit, who acts as consultant on loss control and safety to the entire building industry.

Besides visiting building sites and other

operations in East London. Mr Stevenson also met leading builders for informal discussions.

**Attracting industry**  
Chapter 3 of the Great Industrial Debate. Readers will recall that three weeks ago I suggested East London might well follow the example of the Maritzburg City Council in attracting industry by sending out a similar brochure setting out what East London has to offer industrialists.

The Mayor of East London, Mr Donald Card, replied to that article the following week.

Since then, Patrick Kay, a private detective when he's not racing Formula Vee cars, has obviously done a bit of sleuthing around because he sent me a Financial Mail full-page advertisement drawing attention to — as the ad put it — "the beauty of Pietermaritzburg for industry."

It shows Maritzburg has been wide awake for some years to the need to attract industry or, as Mr Kay said in a covering note, "The early bird catches the big industrialist."

He has just returned from Johannesburg, incidentally, where he was elected president of the South African Council of Civil Investigators at their 13th annual meeting.

He is particularly excited one of the new executive members is Elliot Mdakane, the council's new secretary-treasurer.

Says Mr Kay of 22-year-old Mr Mdakane: "He's a dynamic guy who started out in life as a coding clerk. Then he went into the investigation field."

Because they feel that he has to say what is shown



he's now with one of the top firms in Johannesburg."

Mr Kay said he hoped Mr Mdakane's example would prompt many more blacks to join the civil investigating body.

"In East London, for example, we have only two black members though many more are engaged in the investigation field," he said.

**Goldfinger talk**  
If you've got a note in your diary to listen to an address on the marketing of Krugerrands by Don Mackay Coghill tomorrow night please note the venue has been switched to the Holiday Inn.

Time (5.30) stays the same. Mr Mackay Coghill, who has been dubbed "Mr Goldfinger," is the marketing manager of the Chamber of Mines' gold division.

An acknowledged authority on Krugerrands, Mr Mackay Coghill is being brought to East London by the Border branch of the Institute of Marketing Management.

Because they feel that he has to say what is shown

As a special service committee of the Arcadia Rotary Club has come up with a first class idea — but with a second class name!

In other words, I like the idea, not the name they've given the project.

Basically the idea is to fill in a form giving all the relevant information needed to administer an estate, as the location of wills and the like.

The club calls it the 'Pick-up Form'.

I would have preferred something like 'Document Register' or 'Information File' — even if 'Information' is something of a dirty word these post-war idergate days.

But that's only by the by — it doesn't detract from the value of the suggestion.

What Arcadia Rotarians are advocating is that all Rotarians make use of the 'Pick-up Form' and pass the idea to others.

The information they put out to make the administration of estates easier includes these items:

Every adult should have an effective will, appointing a suitable executor and administrator.

Advice should be sought from a competent authority (your attorney, accountant, bank or trust company) to plan your estate and prepare your will.

A simple record should be kept in an easily accessible place, e.g. top drawer of dressing table, inside wardrobe door, giving the information on the attached form.

A signed note could be attached to the will stating whether cremation or burial is desired where the burial or disposal of ashes is to take place. The religious faith (if any) in which you wish any service to be conducted could also be stated.

# DD 17/3/80 133 Good idea; bad name!

5. Wills should be reviewed periodically and advice sought when circumstances alter, e.g. an asset is sold, a beneficiary dies or where, due to an increase in one's estate, estate duty is possibly payable.

6. Before donating organs or tissue, a suitable medical authority should be consulted.

7. If operating in a partnership, discuss the implications of death with a competent authority mentioned in paragraph 2 above.

The sheet referred to details the location of such documents as an original will, copy of will, title deeds, share certificates, leases, identity documents, receipts of safe custody from banks and the like; cheque book, savings passbooks, life and RAF assurance policies, other insurances, safe deposit box, income tax details and antenuptial contract.

The sheet also recommends that Unemployment Insurance Fund numbers, the contents of safe deposit boxes, a list of main assets, list of main liabilities, list of foreign assets, and agreements should also be listed and attached to the form.

## Building visit

The visit by a top team from the Building Industries Federation (BIFSA) to East London recently marks an important change in the attitude of builders towards productivity, accidents and other disasters on building sites.

It was the first of a series of whistle-stops to the main centres of building activity to

measure progress through the systematic elimination of every kind of on-site loss. The visits will continue throughout the year, covering most regions of South Africa.

Leading Bifsa's team was the president, Mr Bob Stevenson, who is wholeheartedly committed to "boosting worker morale as well as profits" by improving productivity and cutting out accidents.

"What's more it's paying off," he said.

He added that after four years of recession, safety-minded building foremen all over South Africa were cutting an average five per cent off building costs by eliminating accidents, fires, explosions, thefts, spoilt materials, damage to plant and claims from the public for injuries and damages.

In the highly competitive building market during the slump that figure often made the difference between profit and loss.

"Another payoff is that underwriters to the building industry have 'dropped' accident premiums accordingly," Mr Stevenson says.

Squeezed into a dwindling market by four years of falling demand, builders had to bring down costs without lowering standards. With jobs at stake, hundreds of building foremen set about reducing on-site losses."

Accompanying Mr Stevenson was BIFSA's safety manager, Mr Eddie du Toit, who acts as consultant on loss control and safety to the entire building industry.

Besides visiting building sites and other

operations in East London, Mr Stevenson also met leading builders for informal discussions.

## Attracting industry

Chapter 3 of the Great Industrial Debate.

Readers will recall that three weeks ago I suggested East London might well follow the example of the Maritzburg City Council in attracting industry by sending out a similar brochure setting out what East London has to offer industrialists.

The Mayor of East London, Mr Donald Card, replied to that article the following week.

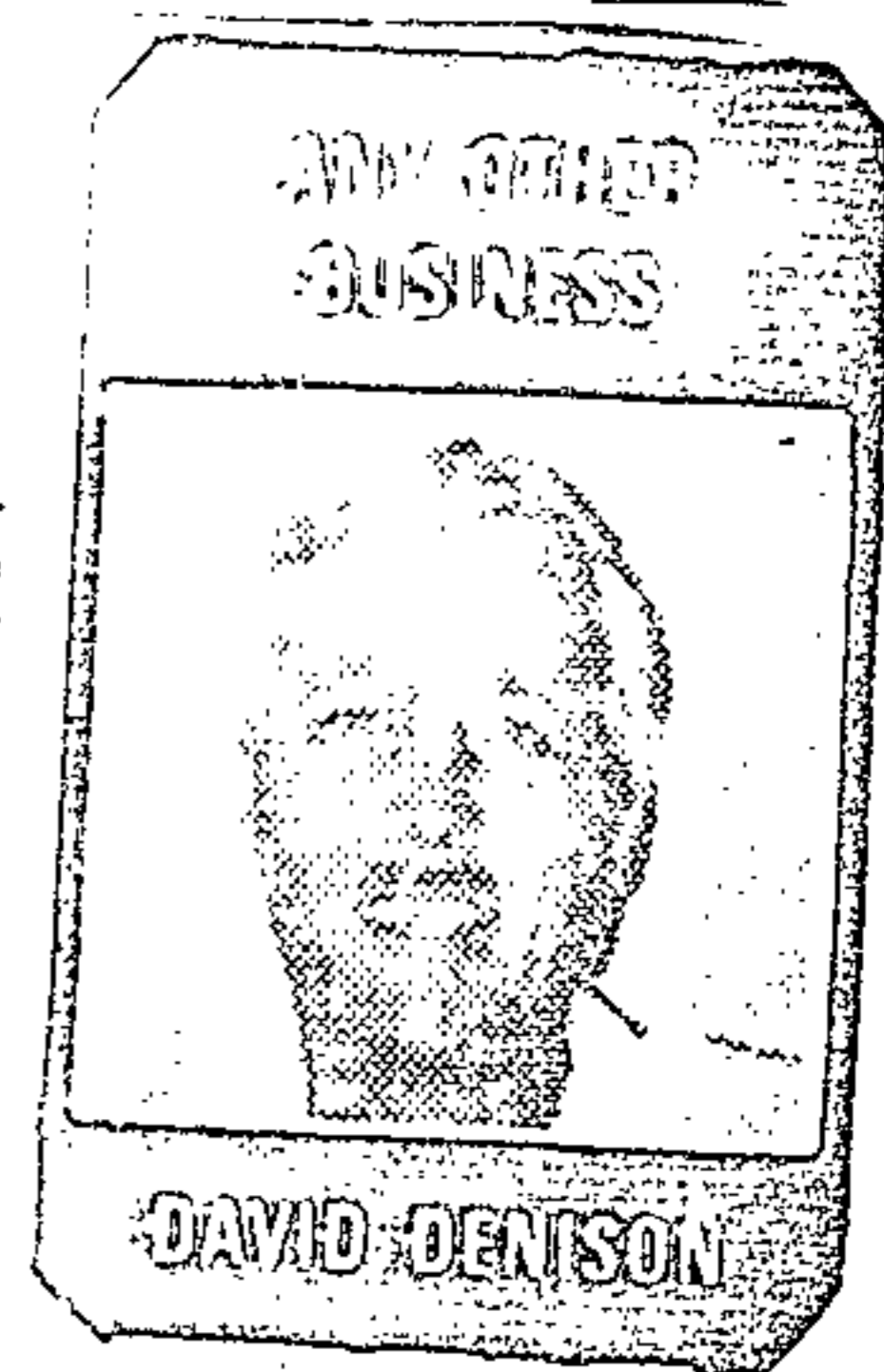
Since then, Patrick Kay, a private detective when he's not racing Formula Vee cars, has obviously done a bit of sleuthing around because he sent me a Financial Mail cutting of June 6, 1975 of a full-page advertisement drawing attention to — as the ad put it — "the beauty of Pietermaritzburg for industry."

It shows Maritzburg has been wide awake for some years to the need to attract industry or, as Mr Kay said in a covering note, "The early bird catches the big industrialist."

He has just returned from Johannesburg, incidentally, where he was elected president of the South African Council of Civil Investigators at their 13th annual meeting.

He is particularly excited one of the new executive members is Elliot Mdakane, the council's new secretary-treasurer.

Says Mr Kay of 32-year-old Mr Mdakane: "He's a dynamic guy who started out in life as a costing clerk. Then he went into



he's now with one of the top firms in Johannesburg."

Mr Kay said he hoped Mr Mdakane's example would prompt many more blacks to join the civil investigating body.

"In East London, for example, we have only two black members though many more are engaged in the investigation field," he said.

## Goldfinger talk

If you've got a note in your diary to listen to an address on the marketing of Krugerrands by Don Mackay Coghill tomorrow night please note the venue has been switched to the Holiday Inn.

Time (5.30) stays the same.

Mr Mackay Coghill, who has been dubbed "Mr Goldfinger," is the marketing manager of the Chamber of Mines' gold division.

An acknowledged authority on Krugerrands, Mr Mackay Coghill is being brought to East London by the Border branch of the Institute of Marketing Management.

Because they feel what he has to say will have general interest the IMM is throwing the meeting open to the public. The entrance fee for non-

# Security guards 'underpaid'

19/3/80  
G

34  
275  
133

By NEVILLE FRANSMAN

SECURITY FIRMS in the Peninsula have come under heavy fire from trade union leaders, who have charged at a Wage Board hearing that black security guards and night watchmen were being grossly underpaid and forced to work abnormally long shifts.

According to a wage determination last amended in July 1977, the minimum pay for a watchman was R22,62 for an 84-hour week and R24,92 after 12 months' service. This amounted to a 14-hour shift six days a week. The Wage Board has now been asked for a weekly minimum of R45.

Mr Mike van Wyk, an organizer for the National Union of Security Officers — a Salt River-based trade union whose 400-membership is almost exclusively African — expanded on reasons for discontent among the work force yesterday.

He said allegations had been made by some watchmen that they had been humiliated, abused and even assaulted by white inspectors employed by security firms and that these firms took little interest in workers who had been injured while on duty.

Further complaints were that some security firms farmed out black guards at an 'enormous' profit and frequently employed 'illegal' black workers, who were hesitant to report underpayment to the Department of Labour as they feared deportation to the homelands.

Mr Van Wyk pointed out that there was little regard for the time a worker used travelling from his home by public transport to reach his point of duty. Such a man became a security risk himself as he was tired, had little sleep and could not be expected to be alert for a full 14-hour stretch.

Meagre wages were paid, yet black security men were expected to watch over property often worth millions. They carried no weapons except a baton or stick.

Many guards were contract workers who had to sustain not only themselves, but also their families in the homelands. On their meagre wages they could seldom afford nourishing food.

Mr A E Frazer, a trade unionist who gave evidence to the Wage Board appointed by

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

15036

YEAR : 3

H.A./LL.B.

PAGE 1

SYMBOL

DESCRIPTION

COURSE

FIRST NAMES

SURNAME

101834P

PUBLIC INTERNATIONAL LAW

602101

BRYAN GEGIL

HACK

1154740

PUBLIC INTERNATIONAL LAW

602101

GREGORY MARK

HARPER

11433RF

ROMAN DUTCH LAW I

604201

DEWISE ELLEN

DIAGONS

1030696

ROMAN LAW & JURISPRUDENCE I

603202

DIANE

LEWIN

100344V

ROMAN LAW & JURISPRUDENCE I

603202

BRIAN ANTHONY

LOVE

094440C

ROMAN LAW & JURISPRUDENCE I

603202

HENRY

PAYO

102253V

ROMAN LAW & JURISPRUDENCE I

603202

MICHAEL DAVID

WILLIAMS

\* TOTAL NUMBER OF STUDENTS 7

DEAN

UJCT

5 3 3



# Call for world body to monitor change in SA

STAR 20/3/80

60  
133  
134

By Elizabeth Wilson  
Labour Reporter

An internationally recognised committee of experts to monitor labour change in South Africa has been proposed at a top-level labour seminar in Frankfurt, Germany.

Mr L C G Douwes Dekker, of the School of Business Administration at the University of the Witwatersrand, told the seminar that such a committee could be assembled with the assistance of interna-

tional bodies such as the International Trade Secretariats, the International Confederation of Free Trade Unions, the International Organisation of Employers, and their counterparts in South Africa.

Mr Dekker also suggested that "solidarity contracts" should be entered into.

Such contracts, he said, implied two parties with different interests, each with bargaining power, who agreed to terms regu-

lating the relationship between them. There should be terms which the parties would not infringe because of risk of sanction or retaliation.

Mr Dekker proposed that such contracts be considered between:

- Registered trade unions and black trade unions.

- Employers, registered trade unions and black trade unions.

- Black trade unions and black political movements, such as Azapo — to agree on the boundaries of their respective operations.

- The South African Government and the independent states — regarding the terms and conditions by which migrant workers could be offered jobs in South Africa.

- Multinational companies and international trade secretariats — on employment practices and principles of subsidiaries operating in South Africa.

Mr Dekker said the impartiality of the committee of experts was essential.

The considerable experience gained by international agencies could be helpful in drawing up a proposal document.

He suggested the committee of experts should be asked to prepare a report, each year, evaluating progress.

## EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 1

BACHELOR OF ARTS

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCR
1620042	BURNE	SUZANNE-ELIZABETH	106103	ECONOMIC
158955C	CAKO	SALLY-ANN	107101 116120 110101	ENGLISH DRAMA I CULTURAL
162195Z	CHAIT	CHERYL	102101	AFRIKAAN
153965D	CLARKE	PENELOPE-JILL	103202	SOCIAL
157789K	COHEN	DAVID	104101 110101	ARCHAICUL HISTORY
156503M	COLLIER	LINDSEY JEANNE	911101 916103	MATHEMAT ANIMAL E
153999D	COLLINS	BEVERLEY-ROXON	116120	DRAMA I
153621E	COUCHER			PSYCHOLOG
158572X	COULTE-JAY			
153796V	DAVIS			
140457W	DELAHUNTY			
162384E	DOMAN			
155931D	DU-PLESSIS			
158919N	DUNCAN			
156415K	ERASMUS			
162310Z	EVANS			
161480X	FATAK	GIULIETTA		
153863T	FAROUHAR	GILLIAN-DEURAH	115101	FR-FR-CH I
152866J	FARRELL	MICHAEL BRUCE	004101	PSYCHOLOGY I
157359T	FINLAY	PAMELA-JOAN	104100 115102 115103	EGGONOMICS I FRENCH INTENSIVE ITALIAN INTENSIVE
159744K	FIORAVANTI	LUIGINA	914102	PHYSICS I-B

152866J (55) UP  
157359T (52) UP  
(54) UP  
(58) UP  
159744K (58) UP

UJCT

1 3 5 7 9 11 13 15 17 19 21 23 25 27 29 31 33 35 37 39 41 43 45 47 49 51 53 55 57 59 61 63 65

# Sullivan

STAR  
code 27/3/80

(133) (134) (137) attacked (62)

## by labour leaders

By Cheetah Haysom, The Star Bureau

NEW YORK — International experts in labour and trade unions told representatives at the United Nations that the Sullivan Principles for American companies in South Africa had helped worsen conditions for black workers.

And a speaker for the World Confederation of Labour (WCL) described the recent labour reforms in South Africa as "superficial."

Speaking at a special meeting of the Anti-Apartheid Committee, Peter Bakvis of the WCL said the reforms resulting from the Wiehahn Commission report allowed only unions that "maintained peace and harmony" to get legal accreditation.

### "EXPLOITIVE"

He said people involved in black trade union activity in South Africa were victimised by pass laws and banning.

The Sullivan Principles, a voluntary code of conduct for American companies, was blamed by a speaker from the Institute of Policy Studies in Washington DC, for worsening black workers' conditions.

Elizabeth Schmidt of the Institute's Africa Project condemned the principles as "an American code for business as usual in South Africa," and said American companies endorsed the code to change their "exploitive image" and mollify critics at home.

By October 1979, 134 of about 350 American companies in South Africa had signed the principles.

### RESTRAINTS

Among the criticisms of the application of the principles were:

- Some companies claiming to have desegregated facilities had actually enforced continued race separation by swapping "Whites Only" signs for "Salaried Workers" signs, and "non-Whites" signs had been replaced by "Hourly Workers"

Work slow-downs, strikes and lock-outs by black workers' unions were subject to so many restraints they were almost impossible. The Government could revoke registration of unions that did not toe the line.

More whites were being trained for skilled jobs than blacks, although white workers already dominated the skilled labour force. The great majority of blacks being trained were for jobs such as operators, rather than as artisans or supervisors — guaranteeing that the majority of black remain in the lowest category of skilled work.

Among the speakers at the hearing were Ronald Press of the banned South African Congress of Trade Unions and a representative of the World Federation of Trade Unions.

U  
C  
T

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
102531	ROSEMARY	KATHERINE	102101	AFRIKAANS	(50)
* TOTAL NUMBER OF STUDENTS 1					
DEAN					

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 1

14149

# Keep the free market short of gold — Aronson

HOUSE OF ASSEMBLY. — South Africa, as the world's major gold producer, should keep the free market in as short supply as possible, Mr Theo Aronson (SAP Walmer) said.

The country should sell its gold only when the price suited it. The SAP welcomed reports that South Africa was going to market its gold as its own convenience.

If the government needed liquidity it could pledge some of its gold as collateral for medium-term loans.

It could also allow consortiums to buy gold on a formula basis, provided the government retained an option to buy back the gold over longer or shorter periods.

The SAP welcomed the Budget which was the best since 1918.

"This Budget in many respects is laying the foundation of improving the quality of life of all South Africans."

The Minister of Finance had shown since 1976 that he knew where he was going and how he intended getting

there. 153 "We are fortunate in having a man of his calibre in the driver's seat."

The SAP largely supported the Budget but there were a number of matters for concern.

Mr Aronson moved an amendment that the House decline the second reading of the Appropriation Bill until the government gave assurances that it would:

- Investigate further ways and means of increasing the share of private business in the gross domestic fixed investment.
- Take more active steps to combat inflation and grant further subsidies on essential foodstuffs.
- Tax married women separately to promote productivity.
- Investigate further ways of promoting exports.
- Initiate a special investigation into the position of people living on fixed incomes and who could not make ends meet. — Sapa

A relatively stable business will have less risk in providing such assurance. A firm that makes a larger variety of products with higher probability of offsetting fluctuations in the demand for its various products can give more employment security by transferring employees from one product line to another.

Government and some nonprofit enterprises which respectively derive incomes from taxes or investments rather than from customer sales give greater security of employment for lower wages. Initially government jobs with greater security paid less, as in the post office. But recent legislation requiring pay equal to that of private firms will create an excessive demand for those jobs if that equality of pay is not offset by disadvantages in other features of the more secure job.

Other resources employed by the firm, even the initial capital, are hired on a similar variety of terms, though usually with more explicit conditions. Firms hire (that is, borrow) capital funds for investments in plant and equipment. The stated interest rate on longer-term loans is constant over a long period and the firm continues to employ the funds even during recessions when the rate on new loans is lower. The firm also uses shorter-term loans, usually bank loans, of a few months' duration at interest rates that are more sensitive to short-term business conditions than are the longer-term borrowing rates. These shorter-term loans are paid off ("paid-off" or "unemployed") when the firm reduces output in transient recessions.

Labor resources used in the firm is available under a variety of risk-bearing, insuring arrangements. Labor seems to make risk sharing arrangements with the employer, probably because of the higher costs (less security) for an em-

less of the firm's fortunes. They agree to more assured employment at an assured (but slightly lower than otherwise) return. The employer then bears more of the risks of the future transient fluctuations in the net value of the products, net of the relatively constant, assured costs of those inputs. The employer maintains the wages and employment by using fluctuation-smoothing buffer inventories of goods and borrowed funds. When demand for products of the firm fall temporarily (the owner hopes), he retains those employees at various, probably less-useful tasks. And during transiently high demand, the employees with these arrangements have tacitly agreed on their part not to leave the firm for transiently higher wages that might be available elsewhere.

There is an understanding that despite the usual transient shocks, misfortunes, and events, each would stay with the other, with the employer bearing the risks of those fluctuations and assuring a relatively steady income to those "tenured" higher-security employees over the longer term. During short recessions, the firm would not so quickly lay off those employees and would maintain their wages. Other unemployed people would, of course, like to get those maintained jobs during that transient recession. But the employer would not hire them, even at lower wages, to displace his "tenured" employees. We therefore observe many employers retaining workers at wages higher than those asked by other people seeking those jobs during transient declines in demand for the firm's product. He honors his tacit agreement with his "tenured" senior employees. Otherwise, he would increase his long-run costs of getting employees during future normal conditions, because employees would not so willingly work for contract violators.

733

# Industry calls for political change in SA

By GORDON KLING

In some countries (Mexico) farmers (called *ejidos* in Mexico) land they farm and occupy. They sell the crops, but they can't sell the land. (If they could sell the land, they could become a class of landowners.) They have restricted rights. They can't permit as much discretionary allocation. Furthermore, the interest in the farmland is weak. Prospects of value increases are poor. These *ejidos* invest in means of future income—not a substitute.

Attitudes toward property rights and changeability by contracts are, in fact, now the rights and contracts people face of risky consequences—profits and losses occur regardless of property rights, the issue is whether against a given system of: (a) risks of profits and losses (and losses themselves) over various (b) stimulating the uses of resources to increase their value. The bearing of losses could be assigned by the person in which case the assignments would be one's political power. Because social and political allocation of profit-and-loss is part of the issue between the private and socialist property systems is over the ability of their respective risk-distributions. In a private-property system, the

THE CONCERTED POWER of organized industry in South Africa yesterday entered the political arena for the first time, and accepting a challenge by the Prime Minister, Mr P W Botha, it called for change.

The executive director of the 10,000 member Federated Chamber of Industries (FCI), Dr Johan van Zyl, said the body agreed with the government's economic policy, but the constellation of states concept — launched last November by Mr Botha as a vehicle for peace and prosperity on the sub-continent — could not succeed under existing circumstances.

He was speaking at a press conference in the City after two days of discussions between the FCI, senior government officials and industrial leaders.

The president of the FCI, Mr Leo Borman, said he accepted that it was firmly entering politics, but politics and economics in Southern Africa had become irretrievably combined. He emphasized there was no intention of playing a party-political role. But he added: "Political adaptations are needed if prosperity and economic stability is to be maintained in the sub-continent."

The concept of a constellation of states implied non-discrimination and the need for an agreement between partners of equal negotiating status, said Mr Borman. This required the following principles:

- Free enterprise, which included maintaining the essential "oneness" of the South African economy and guaranteeing the rights of freedom of contract and property.
- Accommodating group loyalties, including the right of free association and the protection of minorities and of ethnic and cultural diversity.
- Negotiation, as opposed to consultation, implying a consensus over some form of shared collective identity and common institutions.

The FCI's chief economist, Mr Arthur Hammond-Tooke, maintained stability and peace would be impossible without political change based on the principles.

termining the uses of resources are more likely to bear the (upward or downward) capitalized value effects of future events.

## Risk Allocation by Contracts in a Firm: Wage and Employment Security

In so-called owners of the firm borrow or hire resources as well as use their own. They buy equipment, they lease it; they hire (rent) labor. In each contract the risk-bearing depends on differences in attitudes toward risks, beliefs about the prospects of success, and the ability to usefully act and to monitor performance of the resources.

For example, some employees make longer-term contracts (formal or tacit) at agreed wages. In these contracts resources (and people are resources) face fluctuating demands for their services. Transient, unpredictable fluctuations in demand create either (1) instant changes in wage if employment is not changed, or (2) instant changes in employment if the wage rate is not changed. Neither alternative is necessarily as desirable as (3) a steadier job at a lower, but assured, wage. In the first two arrangements employed inputs bear more of the risks of future incomes over the future; like stocks, they bear the risks of the market value of their own resources. The third arrangement, however, indicates that some employees act more like moneylenders who are paid a fixed interest rate (though lower than the rate on riskier common stocks) regard-

# Rethink on black housing is urged

123

340

133

17/4/80

Asps

THE Government must rethink their black housing policy and this must be linked to community development with the emphasis on creating jobs, the SA Federated Chamber of Industries has said.

Following a recent tour by senior industrialists of low cost black housing areas in South Africa, including the Western Cape, the FCI said that a new approach was needed.

In its news bulletin, the FCI lists several points which must be considered in the new approach.

Adequate tenure should be granted on land adjacent to areas that offer

employment opportunities.

Housing should be regarded as 'an organic and dynamic process, subject to gradual and sustained improvement as time and circumstances permit.'

The FCI felt the various communities would have to participate 'to some extent or other' in providing for their own housing needs.

This may well imply a change in the Government's housing subsidy system where ability to pay does not at present play a role so that high and low income earners are all subsidised to the same extent.

## AFRICAN BUILDERS Bricked up

Government's ruling that Africans in the building industry can do skilled work anywhere in SA will have very little effect if registered building unions dig in their heels.

All government has done is show where its sentiments lie and stepped out of the firing line. The battle over employing skilled African labour is now between employers and the registered unions. And unless the two parties can come to some agreement, Pretoria's decision will only affect Africans who have the qualifica-

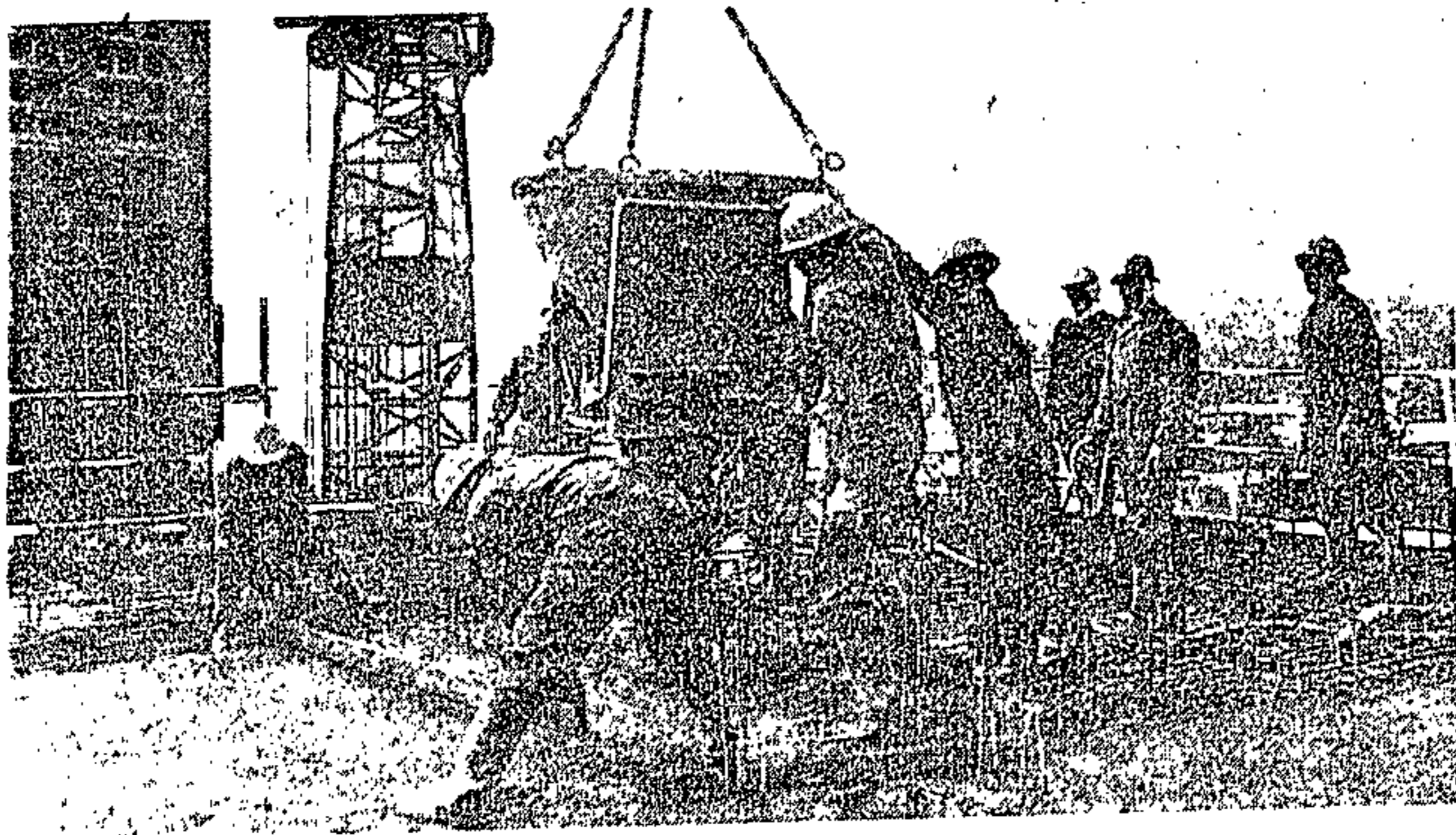
tions to become apprentices — a handful of the African workers employers hope to train for skilled jobs.

On African apprentices, Richard Beech, general secretary of the Amalgamated Union of Building Trade Workers, says: "We have got to accept government's decision. But we will control this through the Apprenticeship Board by making sure that Africans without the legal qualifications are not allowed to be indentured as apprentices." Working to the letter of the law would drastically cut down on the number of potential African apprentices.

On the other side, Lou Davis, executive director of the Building Industries Federation (Bifsa) says: "We have got to de-

pend on the goodwill of trade unions in not blocking the influx of African apprentices."

But the bulk of the industry's African skilled labour will not be apprentices or artisans, if Bifsa has its way. Davis says it hopes to step up "modular training," which means employees without the qualifications to train as artisans will do only part of an artisan's job. "Once a person has become skillful in a particular section he can move on to another, ultimately qualifying for a whole trade." But, unless such an employee performs full artisan work for a number of years, he cannot become an artisan — and so will not be entitled to earn the artisan rate.



Building workers . . . paying the right price

However, Bifsa is tied by industrial agreements, so the fate of its "modular raining" plans — which the unions claim is purely job fragmentation under another name — is in the hands of the unions. Says Beech: "They (employers) can say what they like. But, unless the trade unions agree to fragmentation of artisans' jobs, they can do nothing. And my union will be totally opposed to any fragmentation. They are just doing it to get cheap labour."

He adds: "To prove my point, in 1975 the unions agreed to allow Africans to do 90% of painting at 90% of the artisan's wage because of a shortage of painters. Within two weeks, the employers complained that they couldn't pay them that wage. Today they are paid 60%-65% of an artisan's wage."

Frank Mohlala, national organiser for the unregistered Building Construction and Allied Workers Unions, notes: "Quite a number of our members are doing almost a full artisan's job, but they are not even earning a third of the supposed artisan's salary."

Davis insists cheap labour is not the issue. "They (the unions) are playing with numbers. It is unfortunate that public attention is being focused on the apparent anomaly of operatives receiving lower wages than a skilled artisan might receive, without taking into account the proven fact that the productivity levels of those operatives is, in most cases, far below that of a skilled artisan."

He adds: "Bifsa wants the establishment of a free enterprise system which enables the forces of supply and demand to dictate the economic requirements for our industry."

If Bifsa can convince the unions of a skilled labour shortage — which the unions dispute — it might win some concessions from them. A spokesman for the White Building Workers Union says: "I still maintain there are enough skilled workers, providing the bid is high enough. But employers are not prepared to pay the

right price." Beech points out that the industry has lost 40% of its builders since 1974, and 1 500 artisans are presently unemployed.

But Davis says that those who left the industry during the recession have either emigrated or have found other jobs, and many will be unwilling to return to building. The unemployed 4% of the total artisan complement, he says, is a perfectly acceptable level in terms of normal economic principles.

Davis says that "according to surveys, there is a shortage of about 2 700 competent, trained and willing skilled workers. And that will worsen unless an intake of 1 500 skilled workers a year can be maintained until 1985."

The unions reckon artisan salaries are too low; employers are looking for cheap labour, and there is no skills shortage. Employers, on the other hand, reckon artisan rates are pitched too high; they do not want cheap labour, and there is a skills shortage.

With this huge gap between the two parties' stands, it will not be easy to reach a compromise. Bifsa will have to offer some attractive concessions if "modular training" is to be theirs.

Argus 2/14/80

Health

warning

by union

leader

**Labour Reporter**

ALL possible health precautions and the strictest Government supervision should be applied at the asbestos textile factory under construction at Philippi, according to a local labour leader.

'We welcome any move to boost the economy of the Western Cape, but we don't want a boost at the expense of human lives,' said Mr Norman Daniels, general secretary of the Textile Workers' Industrial Union.

He was reacting to an Argus report on the Kapasit Asbestos factory and the hazards of working with asbestos, a known cause of lung cancer.

'The factory is a fait accompli. But all the people going to work there should be fully aware of the risks they might run,' Mr Daniels said.

**MEDICAL HISTORY**

'Although I have been assured by officials that all tests and safety precautions will be applied, I still fear that the health of workers will be endangered.'

Mr Daniels said the medical history of workers should be closely followed after they left the factory.

'Workers could pick something up which might show itself only in five or 10 years' time.'

228  
105  
133

# Ciskei DD 22/4/80 detains Gqweta

EAST LONDON — The national organiser of the South African Allied Workers' Union, Mr Thozamile Gqweta, of Mdantsane, has been detained by the Ciskei Central Intelligence Services for investigations connected with the strike at the Mdantsane Special Organisation last week.

The secretary of the CCIS, Colonel Charles Sebe, confirmed yesterday that Mr Gqweta had been detained.

A relative said Mr Gqweta was picked up by security police at a rugby match in Mdantsane on Sunday.

Early this year he applied for an office in Mdantsane and the Mdantsane Township Council turned his application down.

He then said he had sought the assistance of Col Sebe in his official capacity as secretary for the Ciskei Government was against trade unions because the government itself looked after the interests of every worker.

A month later some women demonstrated in Mdantsane's civic centre against the formation of a trade union and claimed Mr Gqweta was misleading their children. All were not workers and many admitted they were members of the ruling Ciskei National Independence Party.

The following night his home was stoned and a curtain set alight.

Last week an official of the SAAWU at the Mdantsane Special Organisation, Mr L. N. Mhambi, claimed Mr Gqweta had misled them.

— DDR



# Pay a factor in strike — prof

EAST LONDON — Working short time resulting in some workers having a monthly take-home pay of R110 was one of the major contributing factors to the strike at Ford Motor Company in Port Elizabeth at the end of last year.

This was said by Dr Marianne Roux, a lecturer in sociology at Rhodes University, at a lunch-hour forum organised by the Border regional branch of the South African Institute of Race Relations here yesterday.

She said the strike largely reflected the worker-management-state relationship in South Africa.

It was a clear demonstration of a demand by blacks for a bigger stake in the economy.

At issue was the clash between white fears and



DR ROUX

blacks' rising expectations.

"It showed on the part of the workers an awareness of the large political issues in the country," she said.

Dr Roux said at the

beginning of the strike, Mr Thozamile Botha, the now banned Pebeo leader whose dismissal by a foreman at Ford started the strike, was regarded as a threat by white supervisors.

Blacks had counter reacted as they felt their leader had been victimised.

Dr Roux emphasised the close bond between economic and political issues in the disturbances at Ford.

"Both within and outside the work-place there were strong forces binding the workers together and blurring the difference between the so-called industrial and political issues," she said.

Ford was seen as being part of white domination and the counter action was to down tools as one man. — DDR.

JO

24/4/80

132

133

190



At the Artisan Staff Association cocktail party in the East London City Hall last night were from left: Miss T. Grunewald, Mr A. Malan and Mr and Mrs A. Helfrick, all of East London.

# Zurich: jobless threat to security

80 24/4/80  
 133 355 353

EAST LONDON — The greatest threat to South Africa's security is unemployment. If a man has a job and his family is housed and clothed he will be prepared to defend his country because he will have something personal to defend.

This was said here by the president of the Railways Artisans Staff Association, Mr James Zurich, in his opening address at the Association's 49th annual congress in East London.

He said the year heralded the start of a new decade — a decade of change. A decade during which we should see major changes taking place in the industrial, social and economic spheres. Mr Zurich said for several years there had been talk about various changes that must take place and the cliché — we live in a changing world — had lost its meaning as very few meaningful changes had taken place up to now. He said it would appear as if the present decade would be the one where there

would be less talking and more action.

A growth rate of at least five per cent was needed this year and it must be maintained and even increased during the next few years to create work for the present unemployed and also to create work for the new job seekers that came into the labour market every year.

Internal peace, social security, stability, prosperity and full employment were what everyone wanted for South Africa.

The trade union had a role to play if the country was to achieve all these things. The union must be flexible and must be prepared to accept orderly change in the work place. The membership would accept many changes provided that the changes were done in con-

sultation with and with the concurrence of the union and not forced upon them.

Mr Zurich said his own view was that orderly changes involving the use of labour of a different colour brought about by negotiation between the employer and the union would hold no threat to those who would follow. Because of their experience and expertise, as well as qualifications, they would be still a few jumps ahead of other workers for many years to come.

More intelligent use must be made of the available trained artisan in the sense that he must be used as a trainer and a supervisor and the leader of the lesser skilled workers in the industry. The availability of artisan labour will determine the growth rate of the

country. Mr Zurich said what was of concern to his union was that neither the Railway Administration, nor the Management bothered to take the union into its confidence to talk about the future and the questions he raised. It would be in the interests of all concerned if these matters could be discussed with the union.

Touching on the subject of the registration of trade unions of other races, Mr Zurich said that his union pleaded in the past that black unions be acknowledged. They are now able to register as unions but seemed slow to do it. He said he believed that no unregistered trade union should be allowed in the country.

He said with reference to the training of black apprentices, that up to now not many black apprentices were trained. It appeared as if things were changing and the training of black apprentices was becoming more of an actuality. — DDR

steak.

(ii)

# Guidelines for steel workers may be eased

180  
137  
133  
136

100M  
13/5/80

By STEVEN FRIEDMAN  
Labour Reporter

DEMANDS by registered trade for changes in controversial black labour guidelines formulated by the Steel and Engineering Industries Federation (Seifsa) will be discussed at two-day negotiations starting in Johannesburg today.

The Rand Daily Mail understands that Seifsa will agree to changes in the guidelines, which have been attacked bitterly by unionists.

The guidelines will be discussed at a meeting of the industry's council called to review the agreement which lays down minimum wages and work conditions.

The agreement, which affects about 500 000 workers, is renegotiated annually.

Wage demands by the unions will also be a key point in the talks, which will be attended by about 200 delegates, including black liaison committee members.

The Seifsa guidelines were slammed by unionists as "an attempt to forestall black unionisation". They advise employers not to allow unions to have access to their factories, and not to deal with them unless they are members of the industry's industrial council.

It is learned that Seifsa will

agree to some changes to the guidelines. In particular, one which will make it easier for unions with black members to have union dues deducted for them by employers.

The wage talks are expected, by employers and unions, to be less controversial than for some years.

Registered unions, represented by the Confederation of Metal and Building Unions, have put in demands calling for a 20% increase in minimum wages.

Employers have not yet responded formally to these demands, but were meeting yesterday to discuss a counter-offer, according to Seifsa's director, Dr Errol Drummond.

A prominent CMBU unionist, Mr Ike van der Watt, said yesterday that he expected the negotiations to be completed within the two days. In previous years, deadlocks between employers and unions have led to protracted negotiations.

Mr Van der Watt said, however, that unions were "a little worried" by the fact that employers had said they had a number of suggested changes to the agreement which they would raise at the meeting.

"We are not very happy about them raising issues which we have not discussed with our members," he said.

During the discussion in order it would be feasible. Even; sort of cherry.

They've then put a figure, we will bring a We have assumed an anticompetitive as the foreword of this.

it was behind a little as in this

in fact at 5 from 5 to 5, from 7, to 12. about injection let is known

Reasons under which this foreword operates:

- The economy cannot be at full employment level. If the economy was at full employment, any increase in consumption (ie. people start spending more) would first lead to a increase in the price level which will generate inflation. (This comes from the L relationship <sup>(A.S.)</sup> supply curve. Before the full employment level, prices are assumed to be fixed and cannot change, according to Keynes.

# Metal Unions Win Rise — and a Deal

346 136 133 184 WDM 14/5/80

By STEVEN FRIEDMAN  
Labour Reporter

ABOUT half a million workers of all races were awarded a 14% wage increase in negotiations between metal industry employers and registered trade unions yesterday.

Workers' holiday leave bonuses will also rise by 14%. The new rates will come into effect on July 1.

And, in an important development at the negotiations, the Steel and Engineering Industries Federation agreed to soften its controversial black labour guidelines, to make it easier for unions with black members to bargain with metal industry employers.

The negotiations were attended by 750 delegates, according to a statement issued last night by the metal industry's industrial council.

The changes to the Seta guidelines follow demands by registered unions which complained that they were an attempt to "forestall black unionisation".

Registered unions were concerned about the guide-

lines because a number of them are now organising black workers.

Registered unions were concerned about the guidelines because a number of them are now organising black workers.

The guidelines originally advised employers not to deal with unregistered unions or allow unions access to their factory premises.

According to union sources, Seta agreed yesterday that individual companies will be allowed to recognise unions and deal with them provided the unions meet certain conditions.

These are:  
 • That the union should have applied for Government registration;  
 • That the union's constitution should be approved by the Industrial Registrar; and  
 • That the registration application must have been published in the Government Gazette.

If these conditions are complied with, it will be the individual employer's prerogative to decide what recognition to grant the union involved.

Employers will also be able to deduct union dues for unions which have complied with the conditions.

These conditions will make it easier for unions to win recognition, but they are likely to favour black unions organised by the existing registered unions in the industry.

The wage award, which covers all workers in the industry, raises minimum wages by 14% and provides for a 14% "across the board" increase in actual wages.

Unions and employers have also agreed to set up a training board which will "co-ordinate the various training schemes operating in the industries" and "devote attention to planning and co-ordinating skills" according to the industrial council's statement.

The agreement will also increase workers' holiday leave bonuses by 14% and increase employer and worker contributions to the industries' pension funds in order to increase the benefits offered by the funds.

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said last night that unions had wanted artisans' minimum wages to rise by more than 14%.

He said the minimum rates in these jobs were substantially lower than that actual rates paid and that this meant that employers could undercut skilled workers already employed by paying new workers much lower rates.

# Seifsa deal stops at union ROM 15/5/80 dues

By STEVEN FRIEDMAN  
Labour Reporter

IN A statement which is certain to disappoint unregistered black unions, the director of the Steel and Engineering Industries Federation (Seifsa), Dr Errol Drummond, yesterday denied claims that changes to Seifsa's black labour guidelines would make it easier for unions with black members to negotiate with employers.

Dr Drummond stressed that the changes affected only the right of employers to deduct members' dues on behalf of trade unions. This means that the change is more limited than was thought at first.

However, a leading metal trade unionist, Mr Ike van der Watt, said yesterday that the changes would "obviously make it easier for employers to recognise unions with black members".

Registered metal unions had asked for a softening of the guidelines on the union dues issue because they argue that the deduction of these dues by an employer is an important source of financial stability for unions.

Unions sources told the Rand Daily Mail on Tuesday that the changes would allow individual employers to deal with black unions provided that the unions met certain conditions.

These were that the union would have to have applied for Government registration; that its constitution had been approved by the Industrial Registrar and that its registration application had been published in the Government Gazette.

Dr Drummond confirmed yesterday that these conditions would apply. But he added that union compliance with them would merely enable an employer to deduct membership dues on the union's behalf.

Another condition would also apply, Dr Drummond said: The union concerned would have to undertake to join the industry's industrial council once it had gained registration.

He added that this stipulation would only apply for the next six months and that employers would not be permitted to deduct union dues for foreign black workers.

If a union had not gained registration within six months "through no fault of its own", the industry's industrial council may decide to extend the six

Besides this change "the guidelines still apply", Dr Drummond said. He added: "We will certainly not permit unions to bargain with individual employers. All bargaining must take place through our industrial council."

Dr Drummond's clarification of the change will come as a shock to black unions who argue that unions must be recognised in an individual factory so they can take up grievances with individual employers.

The Seifsa guidelines do not make provision for this.

However, registered unions who are planning to organise black workers say the change will help them to win recognition from employers.

"We don't believe that you have to get an individual employer to formally recognise you in order to be effective. But, by softening the guidelines on deductions, Seifsa has made it easier for unions to grow and thus to win recognition from employers," Mr van der Watt said.

He added that "the change will definitely assist unions in their dealings with individual employers."

BA Th pu La cc CC TR PR OJ TR A N I C I P U E U H O F

Post 22/5/80 (133)

POST, Thursday, May 2

# Black workers 'will drive for a better deal'

THE drive of black workers for a better economic deal would become part of the wider and far more difficult process of political change, Dr F J de Beer, executive director of Anglo American Corporation, said yesterday.

Dr De Beer was addressing a conference of the National Development and Management Foundation of South Africa.

It had been generally accepted that far-reaching change would come about in the Republic, and while there were differences of opinion on what South Africa's future society would be, most people believed that it must and would involve a better deal for the blacks.

"It is generally accepted that, given our problems of growing population and high unemployment, we must go for rapid sustained growth," he said.

There were economic problems involved in achieving that aim, but what was important was that "rapid growth means the certainty that black people will be progressively drawn upwards into the economic structure, into more and more skilled and managerial jobs."

Dr De Beer said he believed "this greater involvement and better deal for black people is entirely desirable from every point of view . . . but our de-

light at the prospect should not blind us to the problems that will attend it.

First, there will be resistance from whites who feel themselves threatened by black advancement. We should certainly not allow advancement to be held back by this resistance.

"But we ought to do all we can to reassure these anxious white workers. There is no reason why any white worker who is doing his job properly should become unemployed as a result of black advancement, and we should give assurances along these lines."

### CONFIDENT

Dr De Beer said he was confident that managers of South African industry could handle the situation, as they were already doing.

"From the black side there would be impatience, impetuosity and no doubt a good deal of unrest."

"Blacks will be suspicious that racism rather than management considerations is holding them back, and management will have to be approachable, sympathetic, clear-minded fair and firm.

"Even more troublesome for management will be the undoubted fact that the drive of black workers for a better economic deal will become part of the wider and far more difficult process of political change.

"As was clearly shown during the recent troubles at Ford in Port Elizabeth, black workers with aspirations on the shop floor go home at nights to become black citizens demanding political rights."

From management's point of view, it was "highly desirable" to keep these aspirations distinct. But this would be a very difficult and, in some cases, an impossible task.

The key word for managerial behaviour in the situation that was developing was "communication".

It would therefore be vital to establish proper worker-management communication both on the industry level, between management and trade unions, and at shop-floor level, in works councils or committees.

"If we believe, as I am sure we do, that the free market system is genuinely better, and genuinely offers superior opportunities, we have a very, very grave and heavy responsibility to ensure its survival.

"This task will have many facets, but the vital first stage is that we must demonstrate unequivocally to our black workers that their individual prosperity, development and success is served by free enterprise."

This demanded the best possible communication at all levels. — Sapa.



Dr Z de Beer

lg  
ler  
) the  
rorism  
under  
been

ive  
f

TO ALL:  
Religious Leaders  
Members of Parliament  
Newspaper and Magazine Editors  
Members of the Public  
Committee members of cultural, political and other groups  
Members of the Legal Profession  
Provincial, City & Divisional Councillors  
Business Executives  
Trade Unionists



**BILL LAWRENCE**

133 fm 4/7/80

## An ordinary sort of cha

**Richard Seton Lawrence** — Bill to his friends — newly elected president of the Chamber of Mines, is old school down to his gleaming, sternly-laced black shoes. Sitting straight-backed and solid in one of the easy chairs in his Chamber office, he proffers — though not consciously — the kind of semi-profile, blue eyes gazing into the middle distance, so often found in boardroom galleries.

He has a dignity of bearing but the dark pinstriped suit, white shirt and red tie do little to distinguish him. The hint of perhaps a former gingeriness in what is left of his hair, and the ruddiness in his cheeks mark his English heritage as certainly as his frequent use of "one" when speaking



**Bill Lawrence . . . there must be equal opportunity**

of himself. Born in Nyasaland (now Malawi) in 1921 and brought up in SA, Lawrence, who is a Fellow of the Chartered Institute of Secretaries, joined Rand Mines in 1937 and has been employed in the mining industry ever since. He spent some time with the Central Mining and Investment Company — "the other half of the Corner House" — before going back to the industrial division of Rand Mines. He later transferred to the mining division as assistant general manager, and in 1972 was appointed deputy chairman of Rand Mines.

He offers the information in a rather vague recital. The details, like dates, are filled in from a prepared cv. He has forgotten them saying they are not impor-

tant to him.

Lawrence has been part of the Chamber executive since 1971 — this is his second term as president. He holds the Gold portfolio, which involves the chairmanship of Intergold, the Chamber's gold marketing arm. And in that capacity he travels regularly to the Intergold offices around the world. Travel, he says, is part of his working life. He wouldn't seek it as a principal outlet.

Less glamorous-sounding than marketing Kruger Rands and promoting the normal gold markets, are the problems he faces as leader of the Chamber team. One of the major issues they have to tackle, he says, is that of skills training. "SA is not short of people but short of skills." The problem, he says, is not only identifying skills and providing training. "We must then employ them. As soon as it can be arranged there must be equal opportunity. He rightly adds that it is not a problem which the mining industry faces alone.

The other issue to be tackled, is the need to have a stable gold price. The industry wants high prices, he says, but stability is important. "The rush up to \$850 dollars caused very great problems in the gold markets, particularly the jewellery trade," he says.

Lawrence spent five and a half years in active service during the last world war, serving in East Africa, the Middle East, Madagascar and Italy with the Transvaal Scottish.

A father of two daughters, Lawrence suspects he will be easy game when the youngest of his three grandsons, the only one living in Johannesburg, is old enough to discover what grandfathers are all about.

He insists he is a "pretty ordinary chap". He golfs, describes himself as a weekend enthusiast with an ordinary sort of handicap (15). He plays Saturday afternoon tennis, avoids gardening whenever possible, and spends his spare time in his home workshop doing carpentry. Some of the furniture he makes his wife allows into the house, he says, but some she doesn't.

# Union to probe steel's armour

DDM 15/7/80

~~127~~  
~~128~~  
133  
~~133~~

By STEVEN FRIEDMAN  
Labour Reporter

THE steel and engineering industry's attitude to black trade unions, which has been the subject of controversy over the past few months, is to be tested soon.

A black trade union, the Steel, Engineering and Allied Workers Union, has approached the steel industrial council and asked permission for stop order facilities at all factories in which it has members.

This is the first such approach by a black union not linked to a registered trade union.

However, employers may oppose the Seawu request, because it does not accord with controversial black labour guidelines adopted by the industry's employer federation, Seifsa.

Granting of the facilities would mean that employers would automatically deduct union dues from the pay packets of members at their plants.

Stop orders are regarded by unions as an important source of financial stability, and granting of this facility is regarded as a limited form of trade union recognition.

Most registered non-black unions enjoy stop order facilities in the industries in which they are active, and black unions see the denial of these facilities to them as

"discriminatory".

The approach by Seawu, which is affiliated to the Consultative Committee of Black Trade Unions, follows a decision by its first annual convention at the weekend.

Its general secretary, Mrs Jane Hlongwane, said yesterday the union had already sent a written request to the industrial council for stop order facilities.

However, the approach could well be opposed by Seifsa because the union does not yet conform to its guidelines.

The guidelines, which were attacked by unionists of all races when they were released last year, advise employers not to deal with black trade unions before they receive Government registration.

After negotiations with registered unionists, Seifsa agreed to relax its guidelines to allow employers to grant stop order facilities to unregistered unions.

However, these unions must have applied for registration and their applications must have been gazetted, thus indicating that their constitution has been approved by the Industrial Registrar.

Although Seawu has applied for registration, it has not yet received official approval for its constitution.

Seifsa may thus decide to oppose the request.



# Assocom

calls

for  
action

STAR

15/7/80

129 (133)

The influential Association of Chambers of Commerce of South Africa has demanded more action and fewer vague promises about putting into effect the changes promised by the Prime Minister, Mr P W Botha.

In its second quarterly review just published, Assocom also urges "consultation and negotiation with the effective and recognised leaders of all racial groups in the interest of political stability."

Its cautiously worded but firm criticism of inaction on Mr Botha's plans warns again of the danger of raising too high South Africans' expectations for meaningful change.

Assocom was strongly represented at the conference of leading South Africans in all fields, which the Prime Minister held at the Carlton Hotel last November to ask their backing for his concept of a southern African constellation of states.

Assocom praises the concept and gives it full support in its latest review, but adds that its "hesitancy stems from a desire to see more action and fewer vague promises about initiating the changes which are implicit in the constellation concept."

It goes on to say that "the achievement of political and economic goals requires the active participation of private enterprise in the widest sense so as to give all racial groups a stake in the system."

"Only when all groups are fully part of the system will they feel they have something to uphold and defend."

"But we will not achieve this support and co-operation of all groups unless every effort is made to meet the reasonable aspirations of the underprivileged groups in our society."

Rapid progress must be made to phase out racial discrimination in the economy, education and labour.

Change cannot come overnight, the review states, but a start must be made now to translate into action the "unshackling recommendations" by commissions of inquiry, like Wiehahn and Riekert, and other responsible bodies.

# Employers to expose treatment of workers

S-100K 15/7/70 (133)

By Sieg Hammig  
South Africa's top 10 employer organisations have decided to expose employment practices throughout the country.

To do this they are distributing about 14 500 questionnaires on vital labour matters among employers throughout South Africa. Only the farming sector is excluded.

The questions cover all controversial areas including pay levels, trade union rights, black job

advancement and integration of facilities.

The answers drawn from these will be open to everybody.

The huge exercise dwarfs all previous efforts to monitor labour matters in South Africa.

Details for the entire country and for specific regions and sectors of industry are expected to be published from December onwards.

But the information relating to individual employers will remain confidential.

The exercise is described as "auditing" of the code of employment practice launched in December 1977 by Saccola (the South African Consultative Committee on Labour Affairs) and the Urban Foundation.

Saccola represents South Africa's 10 leading employer organisations which account for about 90 percent of employment in the private sector.

In a foreword to the questionnaire, Saccola's chairman, Mr Chris du Toit, writes: "Unless we can demonstrate that there is progress (in employment practices), there is little that can be done to arrest the movements advocating sanctions, boycotts and disinvestment."

The Institute of Labour Relations of the University of South Africa drafted the questionnaire and is responsible for the processing of the replies.

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, commented: "I welcome this for its role in creating awareness of the need to introduce fair labour practices.

"But the ultimate yardstick by which South Africa will be judged in this field will be the extent to which these things are prescribed by law."

# Unions may get limited rights

By STEVEN FRIEDMAN  
Labour Reporter

THREE black trade unions could be about to granted a limited form of recognition from the steel and engineering industry.

Earlier this week the Steel Engineering and Allied Workers Union, that it had applied to the industry's council for "stop order" facilities.

This means that employers would automatically deduct union dues from union members at their plants and the granting of the facilities is regarded as a limited form of union recognition.

The director of the Steel and Engineering Industries Federation, Dr Errol Drummond, declined to comment on the issue yesterday. Seifsa represents steel and engineering employers.

Industry sources said that two other unions which are affiliated to Fosatu had also applied for these facilities. They are the Metal and Allied Workers Union and the Engineering and Allied Workers Union.

According to the sources, all three applications have already been approved and an announcement to this effect is expected soon.

The granting of stop orders to the unions is likely to be seen as a significant breakthrough in an industry which has persistently been accused of adopting a hardline stance against black unions.

But the granting of stop order facilities does not automatically entitle a union to negotiate with employers on behalf of its members.

Seifsa is still opposed to negotiations between the unions and individual companies.

It has now been established that non of these applications fall foul of Seifsa's black labour guidelines which were amended after discussions with registered trade unions in May.

Earlier this week, the "Mail" suggested that the union's request did not comply with Seifsa's guidelines because its application for Government registration had not been published in the Government Gazette.

An application is usually published after the industrial registrar has approved the union's constitution.

However, it has now been established that black unions which are able to produce proof of Government registration are eligible for these facilities even if their application has not been

unions.

Counter to sceptical forecasts that Seifsa would oppose the unions' requests, it announced that the three unions had been granted "the same privileges accorded to the first three unions with check-off facilities for union dues."

Two of the unions are the Engineering and Allied Workers Union of South Africa, which was granted multinational exemption in June, and the Metal and Allied Workers Union of SA, which has applied for registration — are affiliated to the Federation of South African Trade Unions (Fosatu).

The third, the Steel, Engineering and Allied Workers Union (Seawu), is affiliated to the Consultative Committee of Black Trade Unions and has applied for registration. It is waiting for its application to be gazetted.

Alec Erwin, general secretary of Fosatu says the step is an important one. "It shows the guidelines are being applied even-handedly by the Industrial Council," he says.

But the move does not mean automatic recognition for the unions involved. They have still to be registered before Seifsa will negotiate with them or before they will be accepted on to the Industrial Council.

Whether stop-order facilities will be granted is also still the prerogative of individual companies. Says Erwin: "It's now up to the companies to allow these facilities to become effective. We hope they will comply with Seifsa's go-ahead. If the unions are granted stop-order facilities it will make a large difference to their financial states."

Errol Drummond, director of Seifsa,

says the industry's Industrial Council is satisfied that the unions have complied with conditions as laid down in the Seifsa guidelines which qualify them for the stop-order facility.

The conditions are that the unions:

- ▲ Apply to the registrar for registration.
- ▲ Lodge a constitution with the Industrial Council.
- ▲ Provide proof of application for registration.
- ▲ Submit a written undertaking when they have obtained final registration.
- ▲ Apply to be party to the Industrial Council.
- ▲ Present stop-orders that comply with the format laid down by Seifsa.

"We are obviously pleased about this development. Hopefully the move will bring unions as full co-partners into the Industrial Council," says Drummond.

Union spokesmen have welcomed Seifsa's decision. They point out that union organisation without stop order facilities is almost impossible. A spokesman for the Seawu says: "Hand collecting dues is tedious and inefficient. Some members don't pay up and it is difficult to keep track of membership."

## TRADE UNIONS

### Give them their dues

Fm 18/7/80 (133)

The black and multiracial trade union movement in SA has been given a major boost. The Steel and Engineering Industries Federation of South Africa (Seifsa), whose controversial guidelines were severely criticised by unionists of all races at the end of last year, has granted one black and two multiracial unions stop-order facilities for union dues at all factories where they have members.

The only unions to have been granted this right to date have been three parallel



Fosatu's Erwin . . . an important step that shows the guidelines are being applied

DD 18/7/80

# Black unions' breakthrough in steel industry

By STEVEN FRIEDMAN  
Labour Reporter

THE Steel and Engineering Industries Federation has confirmed that three black trade unions have been granted the right to obtain stop-order facilities from employers in the industry.

A Seifsa letter to employers, announcing this decision, was released to the Rand Daily Mail yesterday.

The Seifsa confirmation follows a "Mail" report yesterday that the unions had been granted the right to stop-order facilities, which will mean employers may deduct union dues from members' pay packets.

The three unions concerned are the Metal and Allied Workers' Union, the Engineering and Allied Workers' Union and the Steel, Engineering and Allied Workers' Union.

The first two unions are affiliated to Fosatu, while Seawu is a member of the Consultative Committee of Black Trade Unions.

Three "parallel" unions for black workers had earlier been granted these facilities.

According to the letter, two registered trade unions which

have received Government permission to recruit black workers have also been granted stop-orders for black members.

They are the SA Boilermakers' Society and the Ironmoulders' Society.

The industry's move does not mean employers are compelled to grant the stop-orders.

Unions regard stop-orders as an essential source of financial stability, and the move is seen as a breakthrough for the unions in an industry which has been accused of adopting a hardline stance on black unions.

The granting of these facilities does not, however, entitle the unions to negotiate with individual employers in the industry.

The granting of stop-order facilities to the unions will apply for six months from May 13, pending the outcome of their applications for Government registration.

Before employers extend stop-order facilities to the unions, they must inform the industry's regional industrial council which must issue the employer with a formal exemption.

tion  
with  
A  
H  
is re  
A  
H  
inc  
vise  
mum  
asio  
ll  
ite  
late  
of  
oc  
3  
gw  
198  
ped  
2  
1  
1  
MI  
not  
sup  
new  
won  
with  
start  
inst  
198  
A  
198  
D to  
and

# Anglo man is Seifsa director

By STEVEN FRIEDMAN  
Labour Reporter

THE Steel and Engineering Industries Federation (Seifsa), South Africa's largest employer federation, has chosen a prominent Anglo American Corporation personnel consultant as its next director.

He is Mr Sam van Coller, who assumes duties as Seifsa director-designate in February 1981.

Seifsa's present director, Dr Erroll Drummond, retires on June 30 next year from the post he has held for over three decades. He will be retained by Seifsa as a consultant.

Dr Drummond is also a member of the Wiehahn Commission.

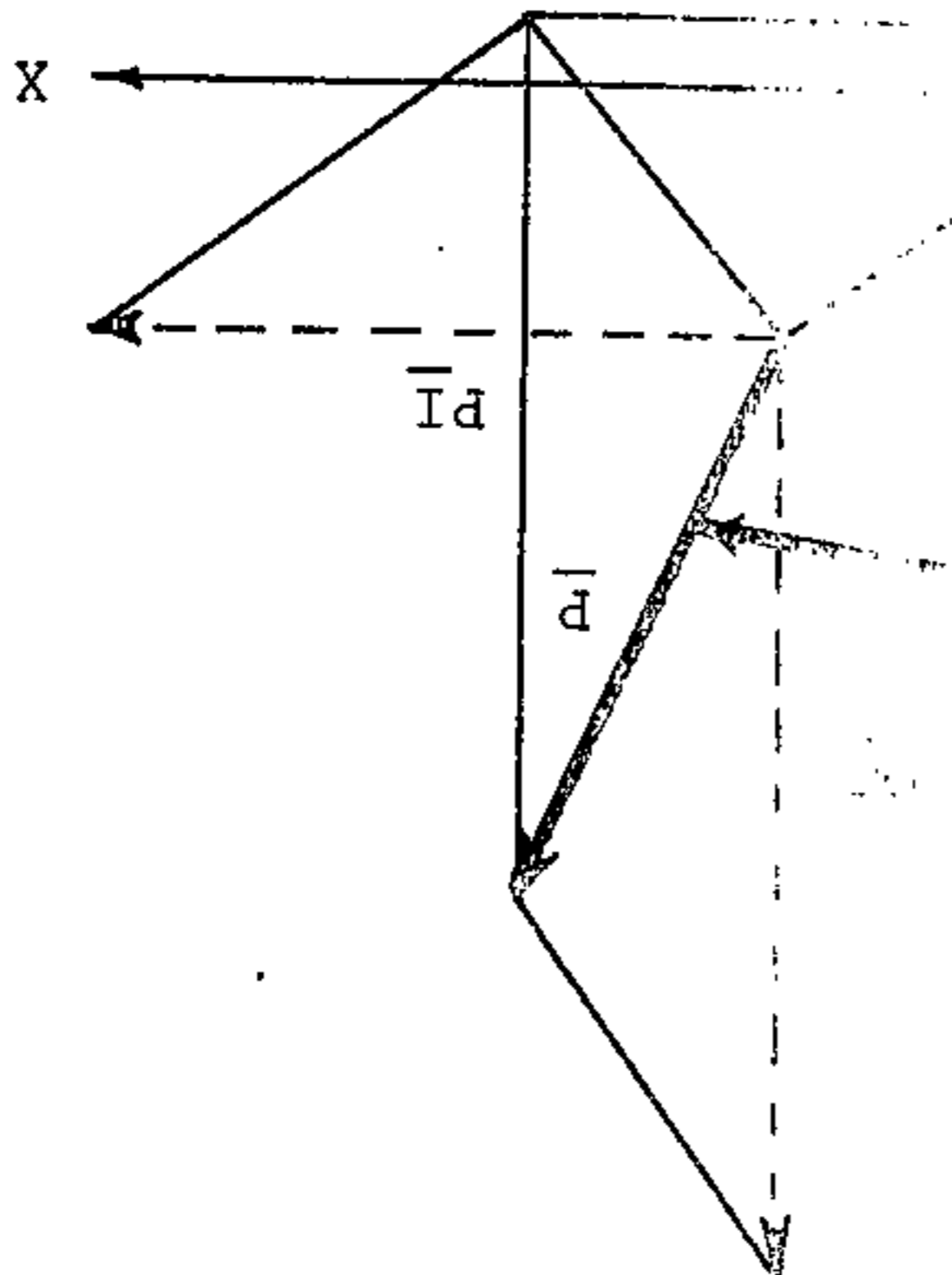
Mr Van Coller is best known for his work as director of the Institute of Industrial Relations, the first joint management-labour body to be established in the country.

He was seconded by Anglo to serve the institute as director for a two-year period and then left to rejoin the corporation. He is acting director of the IIR.

He was educated at St Andrews College, Grahamstown, the University of Cape Town and Oxford University, where he was a Rhodes scholar.

He is Anglo American's personnel consultant in industrial relations and has served in Anglo's Economic Intelligence and Industrial Development Units.

Figure 2.4 : Ref



TRANSVERSE Loading; b) axial loading.

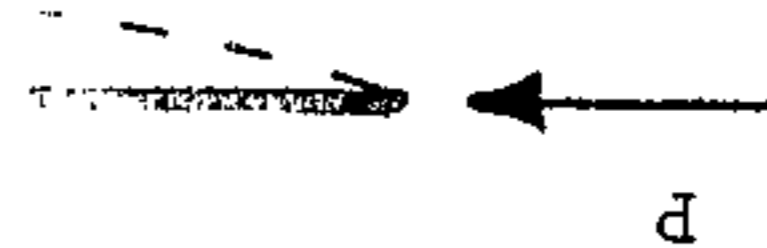
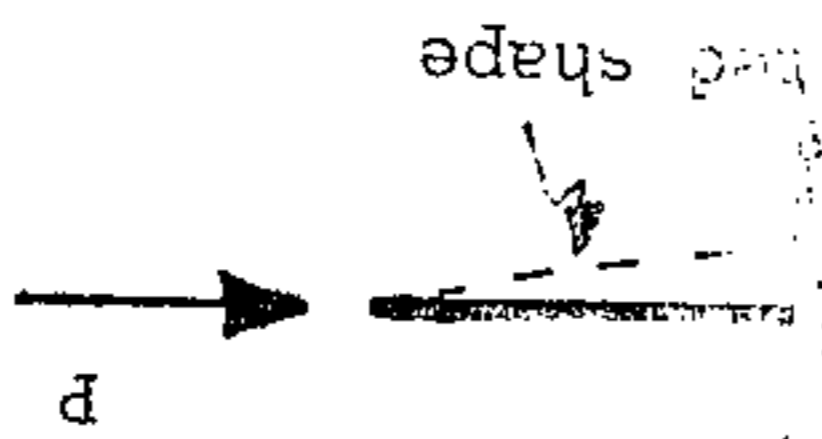


Figure 2.3 : 01



Anglo  
man is  
Seifsa  
director

133  
19/7/80

By STEVEN FRIEDMAN  
Labour Reporter

THE Steel and Engineering Industries Federation (Seifsa), South Africa's largest employer federation, has chosen a prominent Anglo American Corporation personnel consultant as its next director.

He is Mr Sam van Coller, who assumes duties as Seifsa director-designate in February 1981.

Seifsa's present director, Dr Erroll Drummond, retires on June 30 next year from the post he has held for over three decades. He will be retained by Seifsa as a consultant.

Dr Drummond is also a member of the Wiehahn Commission.

Mr Van Coller is best known for his work as director of the Institute of Industrial Relations, the first joint management-labour body to be established in the country.

He was seconded by Anglo to serve the institute as director for a two-year period and then left to rejoin the corporation. He is acting director of the IIR.

He was educated at St Andrews College, Grahamstown, the University of Cape Town and Oxford University, where he was a Rhodes scholar.

He is Anglo American's personnel consultant in industrial relations and has served in Anglo's Economic Intelligence and Industrial Development Units.

# Leaving Anglo is a big wrench for Sam

It will be a major wrench for "Sam" van Collier to leave Anglo American after 17 years, but the opportunity to take over as a director (designate) with SEIFSA in February next year is not one that can be turned down. Way back in his school days at St Andrew's in

Grahamstown he was attracted towards the problems of the black/white interface in industry which eventually led him to his present post of personnel consultant (industrial relations) to the corporation. He joined Anglo as a trainee in 1963, but as

there was little change taking place in the 60s in the field of industrial relations he became involved in long range economic forecasting and then Anglo's agricultural division. But in the 1970s awareness for the need for industrial relations emerged, and at last Mr

van Collier found himself involved in the work where his real interest lay. As if he was not sufficiently immersed in the activities of Anglo's industrial relations department, he found himself seconded to the institute for industrial

where he is still acting director in addition to his Anglo job. But he will bow out of this second job before he moves to SEIFSA. When the institute was formed in late 1976, it was considered to be in advance of its times. Trustees consisted of unregis-

tered black trade union leaders as well as employers and registered trade union leaders. It probably encompasses a wider range of viewpoints than any other body in South Africa — but no emphasis is given to either side. Its prime objective is to

bring labour and management together and to solve differences and develop a sense of common purpose. Mr van Collier sees no complete solution to industrial relations problems and in South Africa the black/white situation complicates what is basically a difficult area.

13/1/80  
S. T. R.  
133  
W. S.



# Security men plan to meet costs rise

(133) 20/8/80  
Security associations throughout South Africa have banded together to establish a charter for the 10 000-man industry.

And one of the main aims will be for security associations in all provinces to thrash out new parameters for the raising of standards and services in property security so as to match increasing costs which must follow because of demand for protection in these times of the urban terror threat.

Says Mr Altham Tainton, chairman of the Transvaal Employers' Association of Security Guards: "Industry and commerce are in for a jolt as all security wages will

rise by at least 35 percent by the beginning of October.

"Security company fees must rise, and this can be expected to set off a domino reaction throughout the business world.

"Our immediate objectives of the employer associations is to raise standards in the industry and improve employers' conditions of service."

Also widening its scope in the security scene is Chubb, the international lock company.

It has set up "total security package" which will cover the areas of intruder detection, interrogation systems, perimeter protection, closed circuit television and access control.

# The Star

## Training employers to handle strikes

STOR

22/8/80

133

THE figures speak graphically enough of South Africa's mounting labour restiveness. In 1977 there were 38 illegal strikes recorded; in the first half of this year alone industry was hit by 78, involving up to 40 000 workers. And that figure does not include the 10 000 Johannesburg municipal employees who stopped work in July.

The pattern is likely to accentuate as the economic boom gathers steam, so employers will need help and expert advice in the specialised field of labour relations.

Some sensible guidelines were outlined in The Star yesterday by Mr Arthur Grobbelaar, general secretary of Tucsá. One bit of advice was that managers will have to deal with unregistered unions whether they like it or not. If these are the workers' chosen leaders, it is misguided to seek others who may be more amenable.

Personnel managers, says Mr Grobbelaar, on the whole lack experience in industrial relations, and had better equip

themselves quickly in the field. Above all he urges managers not to overreact and not to abdicate their responsibility to sort out disputes within the company.

Calling in armed riot police at the first sign of labour unrest is a ham-handed and dangerous way of handling matters. Their presence is warranted only if there is a direct threat to public order. Like the technique of mass dismissals and selective rehiring, it builds up reservoirs of future discontent.

These are some of the mistakes recently seen in the handling of the Johannesburg strike. Another was the detention of strike leaders; four members of the Black Municipality Workers' Union are now in jail. Charges of sabotage were later brought against two of them so the merits of the case cannot be discussed here. But the method of bringing them to court, like the entire strong-arm treatment of the strike, is a legitimate cause for public concern. Experience will show that the Johannesburg example is one for prudent employers not to emulate.

133

# SUGAR BOSSSES ARE FUNDING

# UNION

12/18/80

27/1/80

ONE of the fastest growing black trade unions in the country, the National Union of Sugar Manufacturing and Refining Employees, has been funded to the tune of R10 000 by the South African Sugar Association.

The union has, however, rejected suggestions that it is a management-promoted trade union organisation. Mr Selby Ntsebende, secretary-general and or-

ganiser of the new union, told SUNDAY POST in an interview that there was no truth whatsoever in claims that his union was initiated and started by the sugar industry. "Those who are making the claims don't know what they are talking about. All that happened was that the Sugar Association had given us an interest-free loan of R10 000 for five years, because we

did not have any money," Mr Ntsebende said. Mr Ntsebende, a former chairman of the works committee at the Amnikulu Sugar Mill on the Natal North Coast, said that the union was initiated after 15 worker representatives from different sugar mills held a meeting in October last year.

The union was formally launched in the first week of January this year. Within six months it had a membership of more than 4 200 and had become the fastest growing black trade union in the country.

It rents offices in the plush 320 West Building in Durban and has two organisers, an office secretary and a messenger. It also boasts some of the finest furniture and is perhaps the first black trade union in the country to start off on such a high note. Mr Ntsebende said he was confident that the union would soon be able to sign up the rest of the sugar industry's 10 000 black employees.

He initially experienced problems with management because they accused him of introducing politics when he addressed workers at their mills, he said. He said that his union would be registered by the Department of Manpower Utilisation in the next few weeks.

Edms.) Bpk., handeldrywende as  
Batteries/Phyl Maureen (Pty) Ltd,  
Barkly Batteries

Saambougebou, Dutoitspanweg, Posbus 1101,  
Kimberley/Saambou Buildings, Du Toitspan  
Road, P.O. Box 1101, Kimberley

*Opmerking.*—Die uitwerking van die herstel van die registrasie van die betrokke ondernemer is dat sodanige ondernemer geregtig is om die bogemelde verkoopbelastingregistrasiesertifikaat aan te wend vir doeleindes van sodanige vrystellings wat ingevolge die Verkoopbelastingwet, 1978, by voorlegging van die sertifikaat of 'n reproduksie daarvan geëis mag word.  
*Note.*—The effect of the reinstatement of the registration of the vendor in question is that such vendor is entitled to use the above-mentioned sales tax registration certificate for the purpose of such exemptions under the Sales Tax Act, 1978, as may be claimed upon the production of such certificate or any reproduction thereof.  
(5 September 1980)

KENNISGEWING 614 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

INTREKKING VAN REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat aangesien ek rede het om te vermoed dat die Hydraulics and Pneumatics Association gelikwieders is, sy registrasie ingetrek sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(5 September 1980)

133

NOTICE 614 OF 1980

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

CANCELLATION OF REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Hydraulics and Pneumatics Association has been wound up, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M. W. J. LE ROUX, Industrial Registrar.  
(5 September 1980)

KENNISGEWING 636 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSORGA-  
NISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-  
registrateur, maak ingevolge artikel 4 (2), soos toegepas  
by artikel 7 (5), van hogenoemde Wet, hierby bekend  
dat 'n aansoek om die verandering van sy registrasie-  
bestek ontvang is van die Electrical Contractors' Asso-  
ciation (South Africa). Besonderhede van die aansoek  
word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen  
die aansoek beswaar maak, word versoek om binne  
een maand na die datum van publikasie van hierdie  
kennisgewing sy beswaar skriftelik by my in te dien,  
p/a die Departement van Mannekragbenutting, Laboria-  
gebou, hoek van Paul Kruger- en Schoemanstraat, Pre-  
toria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Electrical Con-  
tractors' Association (South Africa).

*Datum waarop aansoek ingedien is.*—29 Julie 1980.

*Belange en gebied ten opsigte waarvan aansoek  
gedoen word.*—Werkgewers betrokke by die Elektro-  
tegniese Aannemingsnywerheid in die landdrosdistrik  
Mount Currie.

7214 NOTICE 636 OF 1980  
DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANI-  
SATION

I, Mattheus Willem Johannes le Roux, Industrial  
Registrar, do hereby, in terms of section 4 (2) as applied  
by section 7 (5) of the above-mentioned Act, give  
notice that an application for the variation of its scope  
of registration has been received from the Electrical  
Contractors' Association (South Africa). Particulars of  
the application are reflected in the subjoined table.

Any registered employers' organisation which objects  
to the application is invited to lodge its objection in  
writing with me, c/o the Department of Manpower  
Utilisation, Laboria Buildings, corner of Paul Kruger  
and Schoeman Streets, Pretoria (Postal address: Private  
Bag X117, Pretoria, 0001), within one month of the date  
of publication of this notice.

TABLE

*Name of employers' organisation.*—Electrical Con-  
tractors' Association (South Africa).

*Date on which application was lodged.*—29 July  
1980.

*Interests and area in respect of which application is  
made.*—Employers engaged in the Electrical Contract-  
ing Industry in the Magisterial District of Mount Currie.

133

gg

2/9/80

Die  
Kontroleur  
Vir  
die  
Registrasie  
van  
Werkgewers-  
organisasies  
in  
die  
Industriele  
Sektor  
van  
Suid-Afrika  
Pretoria

"Elektrotegniese Aannemingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ontwerp, voorbereiding, oprigting, installering, herstel en instandhouding van alle elektriese uitrusting wat 'n integrerende en permanente deel uitmaak van geboue of bouwerke, met inbegrip van bedrading, kabellaswerk en kabelaanlegwerk, die konstruksie van elektriese oorhoofse lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein van die geboue of bouwerke of elders;

(b) die ontwerp, voorbereiding, oprigting, installering, herstel en instandhouding van alle elektriese uitrusting wat in verband staan met die doel waarvoor 'n gebou of bouwerk gebruik word, met inbegrip van bedrading, kabellaswerk en kabelaanlegwerk, die konstruksie van elektriese oorhoofse lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein van die geboue of bouwerke of elders;

(c) die ontwerp, voorbereiding, oprigting, installering, herstel en instandhouding van alle elektriese uitrusting wat in verband staan met die oprigting, verbouing, herstel en instandhouding van geboue of bouwerke, met inbegrip van bedrading, kabellaswerk, kabelaanlegwerk, die konstruksie van elektriese oorhoofse lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein van die geboue of bouwerke of elders;

(d) die ontwerp, voorbereiding, oprigting, installering, herstel en instandhouding van elektriese uitrusting wat 'n integrerende en permanente deel uitmaak van geboue wat nie deur (a), (b) of (c) hierbo gedek word nie, met inbegrip van bedrading, kabellaswerk, kabelaanlegwerk, die konstruksie van elektriese oorhoofse lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein van die geboue of bouwerke of elders.

Vir die doel van die omskrywing omvat "elektriese uitrusting" ook—

(i) elektriese kables en oorhoofse lyne;

(ii) generators, motore, konvertors, skakel- en beheeruitrusting (met inbegrip van relés, kontakors, elektriese instrumente en uitrusting wat daarmee geassosieer word), maar sluit radiostelle en aanverwante elektriese apparaat, seinuitrusting en ander uitrusting uit waarin gebruik gemaak word van die beginsels wat in die werking van radio- of elektroniese uitrusting gevolg word, elektriese verligtings-, verwarmings-, kook- en koeluitrusting, primêre en sekondêre selle en batterye, transformators en oonduitrusting, en voorts, vir die doel van hierdie omskrywing, omvat "ontwerp, voorbereiding, oprigting, installering, herstel en instandhouding" nie ook die volgende nie:

(i) Die vervaardiging, installering, herstel en/of instandhouding van hysers en roltrappe;

(ii) die vervaardiging, volgens herhalingsmetodes, van voornoemde uitrusting, of samestellende dele daarvan;

(iii) die bedrading of installering in motorvoertuie van verligtings-, verwarmings- of ander uitrusting of toebehorens, hetsy permanent of andersins;

(iv) die vervaardiging, herstel en versiening van motorvoertuigbatterye; en

"Electrical Contracting Industry" means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of buildings or structures, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building or structure is used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings or structures, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;

(d) the design, preparation, erection, installation, repair and maintenance of electrical equipment forming an integral and permanent portion of buildings not covered by (a), (b) or (c) above, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere. For the purposes of this definition "electrical equipment" shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith) but excluding radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment, electrical lighting, heating, cooking and cooling equipment, primary and secondary cells and batteries, transformers and furnace equipment, and further for the purposes of this definition "design, preparation, erection, installation, repair and maintenance" shall not include—

(i) the manufacture, installation, repair and/or maintenance of lifts and escalators;

(ii) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(iii) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(iv) the manufacture, repair and servicing of motor vehicle batteries; and

(v) die verkoop en/of herstel en/of versiening van hand- en/of elektriese tikmasjiene en/of elektromeganiese kantoormasjiene en -uitrusting.

*Posadres van applikant.*—Posbus 5327, Johannesburg, 2000.

*Kantooradres van applikant.*—Carltonsentrum 408, Mainstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewers-organisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(12 September 1980)

**KENNISGEWING 637 VAN 1980  
DIE SUID-AFRIKAANSE GENEESKUNDIGE EN  
TANDHEELKUNDIGE RAAD  
KENNISGEWING INSAKE GELDETARIEWE  
VIR FISIOTERAPEUTE**

Hiermee word vir algemene inligting bekendgemaak dat die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad van voorneme is om, kragtens artikel 53A (1) (b) van die Wet op Geneesher, Tandartse en

(v) the sale and/or repair and/or servicing of manually and/or electrically operated typewriters and/or electromechanical office machines and equipment.

*Postal address of applicant.*—P.O. Box 5327, Johannesburg, 2000.

*Office address of applicant.*—408 Carlton Centre, Main Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(12 September 1980)

**NOTICE 637 OF 1980  
THE SOUTH AFRICAN MEDICAL AND  
DENTAL COUNCIL  
NOTICE CONCERNING TARIFFS OF FEES  
FOR PHYSIOTHERAPISTS**

It is hereby notified for general information that the South African Medical and Dental Council intends to conduct an inquiry into and to determine, in terms of section 53A (1) (b) of the Medical, Dental and Supple-

van  
lee  
lys  
Po  
gev  
ing  
in

3  
2  
5  
6  
R  
R  
R  
R

'n  
van  
aan  
des  
012

Muri DSR 19/9/88

133

# Workers' leaders: mixed reaction

**EAST LONDON** — There was mixed reaction yesterday from East London employers to the call by the Minister of Manpower Utilisation, Mr Fanie Botha, that employers deal with workers' own leaders.

Employers agreed there was a need to find some form of communication with employees but were generally guarded on dealing with unregistered trade unions.

The national organiser for the South African Allied Workers Union (SAAWU), Mr Thozamile Gqweta, welcomed Mr Botha's statement but pointed out he did this with some reluctance. The managing director of Raylite Batteries which was hit by a walkout last month, Mr D. Saunders,

said: Speaking from my company's point of view, union representation must be accepted as a human right."

However, he pointed out, it was important to establish that a proper control and proper books were maintained by any body that dealt with workers.

"One is here looking for some form of statutory control which our companies are also subject to. That's the whole criterion of the issue."

He said it was important to be assured the bargain would be kept by both sides if one drew up an agreement with a union. Mr Saunders emphasised that the advent of trade unions for blacks was an inevitable development.

The managing director

of SATV, Mr M. Bosworth, also agreed there was need to establish some form of communication with workers.

"I believe that even if a trade union were unregistered one would work with it after taking a good look at it," Mr Bosworth said.

His company had a works committee elected in a 98 per cent poll. The poll had been taken after some problems with trade union recognition at the factory.

"Of the 13 people on the works committee only one was on the trade union committee brought to us and he has since resigned."

Mr Bosworth said there was some learning to be done by all concerned. Management had to

learn that black workers had to be represented by people of their choice. Black workers had to learn about the intricacies of worker organisation and white workers had to understand that black workers had to be brought into the same conditions applying to all workers.

The managing director of Turner Bros, Mr Peter Turner, said he would never recognise an unregistered trade union.

"I have a liaison committee with my boys — it is a case of them and myself when it comes to discussing things," he said.

"There is no way I will recognise an unregistered trade union. Nobody outside can tell me how to run my business."

Mr Turner said he discussed problems with his

workers who had realised after a strike three weeks ago that strikes did not solve problems.

He said the liaison committee system had been a success.

"Africans like it," he added. Asked what he would do if the union had support from his employees, he said: "If they want to work with the union they must go and work elsewhere."

Mr Gqweta said Mr Botha would have done well to have adopted the attitude he displayed in his recent speech when the Municipal Workers Union members downed tools in Johannesburg earlier this year.

"Employers might have adopted a much more realistic attitude in dealing with the workers' grievances and representations," he said.

Instead of bringing black trade unions under state control the minister should see to it that employers and local authorities are brought under statutory control to protect workers."

He said mass dismissal substitution of skill labour by scab labour and accusing trade unions of being inciters were an answer to the present labour situation.

"All such measures bring the situation under control, only prov counterproductive and lead to more strained employer-employee relationship."

"Complete recognition of unregistered and no racial trade unions is the only answer," Mr Gqweta said. — DDR



DECREET NO. 666 VAN 1990  
DEPARTEMENT VAN MANNELI DAG-  
REKING

WET OP NIEUW DEURHOVE BESCHERMING, 1956  
IN DEKING VAN DEKINDASTRIEMAN EN  
VAN DEKINDASTRIEMAN

J. Mathieu Willem Johannes de Roux, Nyeerheids-  
registrateur, makt hierby, ingevolge artikel 14 (2) van  
die Wet op Nyeerheid van 1956, bekend dat ek  
die registrasie van die Natal Indian Master Printers  
Association ophef van 10 September 1990 inretel-  
bek.

M. W. J. DE ROUX, Nyeerheidsregistrateur.  
(10 September 1990)

DECREET NO. 666 OF 1990  
DEPARTMENT OF MANPOWER  
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

CANCELLATION OF REGISTRATION OF  
AN EMPLOYERS ORGANISATION

J. Mathieu Willem Johannes de Roux, Industrial  
Registrar, hereby states, in terms of section 14 (2) of  
the Industrial Conciliation Act, 1956, that I have can-  
celled the registration of the Natal Indian Master  
Printers Association with effect from 10 September  
1990.

M. W. J. DE ROUX, Industrial Registrar.  
(10 September 1990)

Gg 7224

19/8/80

(133)

# FCI accepts need to talk to all workers

By STEVEN FRIEDMAN  
Labour Reporter

THE Federated Chamber of Industries — which represents organised industry throughout South Africa — has accepted that employers may have to negotiate "conditionally" with unregistered trade unions.

It has also urged employers to deal with representative unions.

But it has emphasised that it believes no employer should permanently recognise unions which are not prepared to register and has endorsed the official Industrial Council system.

These are the major points in a set of new labour policy guidelines released at the FCI's executive council meeting in Johannesburg yesterday.

In essence, the guidelines strongly endorse the system of Government registration and the official Industrial Council system, but recognise that employers may have to deal with unregistered unions on a temporary basis.

They mark a new attempt by the FCI to advise employers on labour issues.

Employers hit by strikes should "talk on an interim basis to unregistered unions instead of simply calling in the police", says an FCI spokesman.

A statement yesterday says the guidelines imply that the FCI "fully supports the approach put forward by Minister Fanie Botha in a watershed speech" in Pretoria last week.

In the speech, Mr Botha, the Minister of Manpower and Utilisation, warned employers of "disaster" if they did not

deal with organisations which enjoy "credibility" among workers.

The policy approach released yesterday will form the basis for a detailed set of guidelines which will be drawn up by the FCI to advise employers on how to react when approached for recognition by unions.

The guidelines were announced at the meeting by Mr Chris du Toit, the FCI's incoming president. Mr Du Toit is also the former chairman of the FCI's labour affairs committee and a member of the Wiehahn Commission.

After the meeting, he stressed that the FCI was not suggesting employers negotiate permanently with unregistered unions, "but there are situations where employers must recognise that an unregistered union represents a worker majority".

"In these cases, they should agree to talk to the union, but make it clear that they are not prepared to deal with it permanently unless it meets certain conditions, such as registration," he said.

Other conditions would be specified in the detailed guidelines, he added.

At the meeting, Mr Du Toit said the Minister's speech marked a "change of stance" on the issue of union recognition and urged employers to heed it.

In the statement issued afterwards, he stressed the "practical need" for employers to "accept representativeness as the primary requirement in recognising employee groups in

negotiations".

The new guidelines could have an important effect on employer attitudes towards unions.

Though they are unlikely to satisfy unions which reject registration, they mark a new flexibility in the attitude of organised industry to unions.

They state:

- "Effective communication" between all parties from top management down must be encouraged;
- Freedom of association must be the basis of industrial relations;
- The ultimate object is to work towards an "orderly industrial relations system in which contracts are legally enforceable";
- Employers and unions which wish to operate under the Industrial Council system should be permitted to do so;
- It is accepted that there will be instances in which employers will find it necessary to negotiate conditionally with unregistered unions; and
- Any recognition given to negotiations with unregistered unions should not undermine the official industrial council system.

The Rand Daily Mail understands the guidelines were a compromise between those in the FCI who were opposed to dealing with unregistered unions and those who favoured a more flexible approach to worker representation.

An FCI source said yesterday the guidelines tried to show that "business can take a lead in labour issues instead of simply following others".

RDM

25/9/80

133

~~133~~

~~133~~

~~133~~

# Business backs PM in change initiatives

Strong support for the latest Government initiatives towards change has come from the Federated Chamber of Industries.

The outgoing president of the FCI, Mr Leo Borman, told the Chamber's annual banquet in Johannesburg last night: "I am happy to say that in recent announcements Prime Minister P W Botha has given a new declaration of intent with regard to the future of constitutional change entirely in step with the broad sweep of political economy projected by the FCI."

He said the FCI also emphasised the need for co-operation and coexis-

tence between SA and its trading partners.

He said South Africa had to take a lead in this and that the business community "must and will play its part."

He said that over the years, the FCI had been an agent for change.

"We have chosen to operate quietly and effectively towards the attainment of a national consensus on the importance of economic growth as a catalyst for social and political progress in southern Africa," he said.

The FCI had succeeded in this approach. But this had created a new responsibility.

"The business community must now take on itself responsibilities that were Government's," he said.

## Changes in SA 'but hostility increases'

Changes were undoubtedly taking place in South Africa — yet the signs in the international community were of increasing attacks on the country.

This was the message that Mr Jean-Jacques Oeschlin, chairman of the International Organisation of Employers executive committee, had for members of the Federated Chamber of Industries at their annual banquet in Johannesburg last night.

He said there had been a clear evolution in thinking and in concrete achievement in South Africa.

The Wiehahn Commission's report was "a totally new approach in the field of labour relations."

The Riekert Report showed "a genuine intent to eliminate certain discriminatory practices in the field of employment."

Yet, he warned that within the International Labour Organisation, of which the IOE is a part, "the situation shows signs of taking a stronger turn against South Africa."

He said the customary rules of law were being flouted throughout the United Nations system or being given "a dynamic interpretation."

Mr Oeschlin added: "Flabbiness of this kind brings discredit upon international organisations and detracts from their influence and authority."

He said that following a visit by IOE representatives earlier this year it had become clear it was no longer possible to say that nothing had happened in South Africa, or that the situation had, in fact, worsened.

However, what had been done was not enough for the international trade unions.

"Nevertheless, it is true that the debate is becoming less a matter of slogans and more one of facts, which is a more positive approach and one which may lead to some dialogue being opened."

STAR 25/9/80  
133

STAR  
25/9/80  
133

NOTICE 703 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGA-  
NISATION.

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Reef (Non-White Trade) Employers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (Postal address: Private Bag 117, Pretoria, 0001), within one month of the date of publication of this notice.

KENNISGEWING 703 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSOR-  
GANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Reef (Non-White Trade) Employers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

133

TABLE

*Name of employers' organisation.*—Reef (Non-White Trade) Employers Association.

*Date on which application was lodged.*—1 August 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the Non-White Retail Trade in the Magisterial Districts of Randfontein and Westonaria.

“Non-White Retail Trade” means the Trade carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met (but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house) and includes an undertaking which by virtue of the provisions of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) an eating-house in respect of which is required the licence referred to in item 8 of Schedule I of the Licences Ordinance, 1974 (No. 19 of 1974), of Transvaal;

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site referred to in Chapter XIV of the said Act.

*Postal address of applicant.*—P.O. Box 11034, Germex, 1409.

*Office address of applicant.*—100 Greenlands Crescent, Sunningdale, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

TABEL

*Naam van werkgewersorganisasie.*—Reef (Non-White Trade) Employers' Association.

*Datum waarop aansoek ingedien is.*—1 Augustus 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers in die Nie-Blankekleinhandel in die landdrostdistrikte Randfontein en Westonaria.

“Nie-Blankekleinhandel” beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes nagekom word wat uiteengesit word in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal), maar uitgesonderd 'n slaghuis tensy dit verbind is aan en bestuur word op dieselfde perseel as 'n eethuis, en omvat dit 'n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie geag word so 'n winkel te wees;

(b) 'n eethuis ten opsigte waarvan die lisensie bedoel in item 8 van Bylae I van die Ordonnansie op Lisensies, 1974 (Ordonnansie 19 van 1974), van Transvaal, vereis word;

(c) 'n winkel en/of eethuis ten opsigte waarvan 'n handelssertifikaat kragtens Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsterrein in Hoofstuk XIV van genoemde Wet bedoel.

*Posadres van applikant.*—Posbus 11034, Germex, 1409.

*Kantooradres van applikant.*—Greenlands Crescent 100, Sunningdale, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electric Arc Welding Electrode Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Electric Arc Welding Electrode Manufacturers' Association.

*Date on which application was lodged.*—13 August 1980.

*Interests and areas in respect of which application is made.*—Employers engaged in the industry concerned with the production for sale of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park, Pretoria, Randfontein, Roodepoort, Uitenhage and Vanderbijlpark.

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOEFING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSOR-  
GANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Electric Arc Welding Electrode Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Electric Arc Welding Electrode Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—13 Augustus 1980.

*Belange en gebiede ten opsigte waarvan aansoek gedoen word.*—Werkgewers in die nywerheid betrokke by die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrostdistrikte Brits, Germiston, Kempton Park, Pretoria, Randfontein, Roodepoort, Uitenhage en Vanderbijlpark.

ASBESTOS AND ASBESTOS-RELATED DISEASE  
IN SOUTH AFRICA

"Welding electrodes" means any filler metal, ferrous or non-ferrous, in continuous or stick form, uncoated or coated or plated or clad with a metal or flux-coated or flux-cored, used in electric arc welding.

*Interests and areas in respect of which registration is held.*—Employers engaged in the industry concerned with the production for sale of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria.

"Welding electrodes" means any flux-coated or cored filler metal made from ferrous or non-ferrous material in stick or continuous form used in electric arc welding.

*Postal address of applicant.*—P.O. Box 1042, Johannesburg, 2000.

*Office address of applicant.*—Room 42, Fourth Floor, Jutas Buildings, 52 Loveday Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4), as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

"Sweiselektrodes" beteken enige vulmetaal, ysterhoudend of nie-ysterhoudend, in deurlopende of staafvorm, onbedek of bedek of geplaatteer of met 'n metaal beklee of met vloeimiddel bedek of met vloeimiddelkern, wat in elektrieseboog-sweiswerk gebruik word.

*Belange en gebiede ten opsigte waarvan registrasie gehou word.*—Werkgewers in die nywerheid betrokke by die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur herhalingsprosesse, in die landdrostdistrikte Brits, Germiston, Kempton Park en Pretoria.

"Sweiselektrodes" beteken enige vloeimiddelbedekte of kernvulmetaal gemaak van ysterhoudende of nie-ysterhoudende materiaal in staaf- of deurlopende vorm, wat in elektrieseboog-sweiswerk gebruik word.

*Posadres van applikant.*—Posbus 1042, Johannesburg, 2000.

*Kantooradres van applikant.*—Kamer 42, Vierde Verdieping, Jutasgebou, Lovedaystraat 52, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.

NOTICE 704 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANI-  
SATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, cor of Paul Kruger and Schoeman Streets, Pretoria (Postals address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade).

*Date on which application was lodged.*—1 August 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the Non-White Retail Trade in the Magisterial Districts of Randfontein and Westonaria.

“Non-White Retail Trade” means the Trade carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met (but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house) and includes an undertaking which by virtue of the provisions of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) an eating-house in respect of which is required the licence referred to in item 8 of Schedule I of the Licences Ordinance, 1974 (No. 19 of 1974), of Transvaal;

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site referred to in Chapter XIV of the said Act.

*Postal address of applicant.*—P.O. Box 5351, Johannesburg, 2000.

*Office address of applicant.*—709 Standard House, 69 Simmonds Street, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

(3 October 1980)

KENNISGEWING 704 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSORGA-  
NISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasie-bestek ontvang is van die South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade).

*Datum waarop aansoek ingedien is.*—1 Augustus 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers in die Nie-Blanke kleinhandel in die landdrostdistrikte Randfontein en Westonaria.

“Nie-Blanke kleinhandel” beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes nagekom word wat uiteengesit word in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal), maar uitgesonderd 'n slaghuis tensy dit verbind is aan en bestuur word op dieselfde perseel as 'n eethuis, en omvat dit 'n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie geag word so 'n winkel te wees;

(b) 'n eethuis ten opsigte waarvan die lisensie bedoel in item 8 van Bylae I van die Ordonnansie op Lisensies, 1974 (Ordonnansie 19 van 1974), van Transvaal, vereis word;

(c) 'n winkel en/of eethuis ten opsigte waarvan 'n handelssertifikaat kragtens Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsterrein in Hoofstuk XIV van genoemde Wet bedoel.

*Posadres van applikant.*—Posbus 5351, Johannesburg, 2000.

*Kantooradres van applikant.*—Standard House 709, Simmondsstraat 69, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.

(3 Oktober 1980)

## INDUSTRIAL CONCILIATION ACT, 1956

## APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Contractors' Association (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of employers' organisation.*—Electrical Contractors' Association (South Africa).

*Date on which application was lodged.*—5 August 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the Electrical Contracting Industry in the Province of the Transvaal.

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of buildings, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building is used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere;

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings, including any wiring,

## WET OP NYWERHEIDSVERSOENING, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Electrical Contractors' Association (South Africa). Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van werkgewersorganisasie.*—Electrical Contractors' Association (South Africa).

*Datum waarop aansoek ingedien is.*—5 Augustus 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers in die Elektrotegniese Aannemingsbedryf in die provinsie Transvaal.

“Elektrotegniese Aannemingsbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ontwerp, voorbereiding, oprigting, instalering, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel van geboue uitmaak, met inbegrip van bedrading, kabelaswerk en kabelaanleg, die konstruksie van oorhoofse elektriese lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk gedoen of die materiaal voorberei word op die plek waar die geboue of strukture opgerig word, of elders;

(b) die ontwerp, voorbereiding, oprigting, instalering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die doel waarvoor 'n gebou gebruik word, met inbegrip van bedrading, kabelaswerk en kabelaanleg, die konstruksie van oorhoofse elektriese lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk gedoen of die materiaal voorberei word op die plek waar die geboue of strukture opgerig word, of elders;

(c) die ontwerp, voorbereiding, oprigting, instalering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die oprigting, verandering herstel en onderhoud van geboue, met

133  
58 7242

31/8/80

cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere;

(d) the design, preparation, erection, installation, repair and maintenance of electrical equipment not covered by (a), (b) or (c) above, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures, or elsewhere.

For the purposes of this definition "electrical equipment" shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment, and other equipment utilising the principles used in the operation of radio or electronic equipment;

and further for the purposes of this definition "design, preparation, erection, installation, repair and maintenance" shall not include—

(i) the manufacture, installation, repair and/or maintenance of lifts and escalators;

(ii) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(iii) the wiring or installation in motor vehicles of lighting, heating or other equipment or fixtures, whether permanent or otherwise;

(iv) the manufacture, repair and servicing of motor vehicle batteries; and

(v) the sale and/or repair and/or servicing of manually and/or electrically operated typewriters and/or electromechanical office machines and equipment.

*Interests and areas in respect of which registration is held.*—(1) Employers engaged in the Electrical Contracting Industry, as defined above, in the Province of the Transvaal but excluding the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Potchefstroom, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging as these magisterial districts were constituted as at 10 March 1959

(2) Employers engaged in the Electrical Contracting Industry, as defined hereunder, in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Pretoria, Randfontein, Roodepoort, Springs and Vereeniging as these magisterial districts were constituted as at 10 December 1953.

(3) Employers engaged in the Electrical Contracting Industry, as defined hereunder but excluding the repair and/or maintenance and/or installation of lifts and escalators in buildings, in the Magisterial District of Potchefstroom as constituted as at 10 December 1953.

"Electrical Contracting Industry" means the industry in which employers and employees are associated

inbegrip van alle bedrading, kabellaswerk en kabelaanleg, die konstruksie van oorhoofse elektriese lyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk gedoen of die materiaal voorberei word op die plek waar die geboue of strukture opgerig word, of elders;

(d) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van elektriese uitrusting wat nie deur (a), (b) of (c) hierbo gedek word nie, met inbegrip van alle bedrading, kabellaswerk en kabelaanleg, die konstruksie van oorhoofse elektriese lyne en alle werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk gedoen of die materiaal voorberei word op die plek waar die geboue of strukture opgerig word, of elders.

Vir die doeleindes van hierdie woordomskriving omvat "elektriese uitrusting" ook die volgende:

(i) Elektriese kables en oorhoofse lyne;

(ii) generatore, motore, konvertors, skakel- en beheer-uitrusting (met inbegrip van relés, kontakors, elektriese instrumente en uitrusting wat daarmee in verband staan), uitrusting vir elektriese verligting, verwarming, kookwerk en verkoeling, primêre en sekondêre selle en batterye, transformators, oonduitrusting, radiotoestelle en aanverwante elektriese apparaat, seinuitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat in die bediening van radio- of elektroniese uitrusting aangewend word;

en voorts, vir die doeleindes van hierdie woordomskriving, omvat "ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud" nie die volgende nie:

(i) Die vervaardiging, installering, herstel en/of onderhoud van hysers en roltrappe;

(ii) die vervaardiging deur middel van herhalingsmetodes van bogenoemde uitrusting of onderdele daarvan;

(iii) die bedrading of die installering in motorvoertuie van verligtings-, verwarmings- of ander uitrusting of toebehorens, hetsy permanent of andersins;

(iv) die vervaardiging, herstel en versiening van motorvoertuigbatterye; en

(v) die verkoop en/of herstel en/of versiening van tikmasjiene wat met die hand en/of elektries bedien word en/of elektromeganiese kantoormasjiene en -uitrusting.

*Belange en gebiede ten opsigte waarvan registrasie gehou word.*—(1) Werkgewers in die Elektrotegniese Aannemingsbedryf, soos hierbo omskryf, in die provinsie Transvaal met uitsondering van die landdrosdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Potchefstroom, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Vereeniging soos hierdie landdrosdistrikte op 10 Maart 1959 saamgestel was.

(2) Werkgewers in die Elektrotegniese Aannemingsbedryf, soos hieronder omskryf, in die landdrosdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Klerksdorp, Krugersdorp, Pretoria, Randfontein, Roodepoort, Springs en Vereeniging soos hierdie landdrosdistrikte op 10 Desember 1953 saamgestel was.

(3) Werkgewers in die Elektrotegniese Aannemingsbedryf, soos hieronder omskryf maar met uitsondering van die herstel en/of onderhoud en/of installering van hysers en roltrappe in geboue, in die landdrosdistrik Potchefstroom soos saamgestel op 10 Desember 1953.

"Elektrotegniese Aannemingsbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar

ige per-  
f werk-

ersoek  
ler per-  
persoon

i-

1956

REGI-  
RSOR-

i-nywer-  
2), soos  
, hierby  
van sy  
Contra-  
van die

vat teen  
n binne  
hierdie  
te dien,  
, Labo-  
anstraat,  
, 0001).

al Con-

ugustus

aansoek  
se Aan-

ken die  
mekaar

, instal-  
iese uit-  
deel van  
g, kabel-  
an oor-  
saamhede  
arvan of  
ei word  
opgerig

, instal-  
iese uit-  
el waar-  
n bedra-  
onstruksie  
er werk-  
afgesien  
al voor-  
of struk-

, instal-  
iese uit-  
ting, ver-  
oue, met



for the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings, and the repair and/or maintenance of such installations, including any cable jointing or electrical wiring associated therewith, and including the repair and/or maintenance and/or installation of lifts and escalators in buildings.

*Postal address of applicant.*—P.O. Box 5327, Johannesburg, 2000.

*Office address of applicant.*—408 Carlton Centre, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.

(3 October 1980)

geassosieer is vir die ontwerp, voorbereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sulke installasies, met inbegrip van enige kabellaswerk of elektriese bedrading wat daarmee gepaard gaan, en sluit ook die herstel en/of onderhoud en/of installing van hysers en roltrappe in geboue in.

*Posadres van applikant.*—Posbus 5327, Johannesburg, 2000.

*Kantooradres van applikant.*—Carltonsentrum 408 Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator

(3 Oktober 1980)

with  
the

p

c.

of

p

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

incl.

# 'Real' unions, or face increasing disorder

S-TAK  
7/10/80  
133  
~~133~~

By Sieg Hannig, Labour Editor

South Africa risks increasing industrial and possibly social disorder unless communication is improved between workers and employees, warns the Association of Chambers of Commerce.

The means to improve is "real trade union representation," Assocom says in its latest edition of Assocom Review.

It sees the danger signals in "earlier events of this year" in the Cape, Eastern Province, Natal and on the Rand.

Assocom Review pinpoints the following problem areas:

- Slow and limited Government recognition of black unions and heel-dragging over mixed unions have hindered the development of a responsible trade unionism.

- Black workers are demanding wages which would enable them to "live decently" and are restive about the practice which pins wage patterns to the poverty datum line or seeks to establish a minimum living wage.

- Blacks are becoming impatient with the pace of reforms.

Black advancement has enhanced black bargaining power by making it more difficult for employers to dismiss blacks summarily and replace them — "as the Johannesburg City Council did recently," Assocom says.

Both employers and the Government had to accept that black workers were part of industrialised society now with more than physical labour to sell.

# Employers and change

Jean-Jacques Oeschlin, chairman of the executive committee of the International Organisation of Employers, and of the employers' group of the governing body of the International Labour Organisation, was in Johannesburg recently as a guest speaker of the Federated Chamber of Industries.

**FM:** Why is it that SA is allowed to participate in the IOE, which demands commitment to the free enterprise ethic, when true free enterprise is constrained by apartheid?

**Oeschlin:** The IOE is a private organisation, and its members are private. We are not concerned with State activities, though we do ask members to adhere to our principles. The question is not whether the SA government stands for free enterprise — the SA Consultative Committee on Labour Affairs does. Free enterprise is an ideal which is probably never attained: but want members to promote it.

**Are anti-SA attitudes at the ILO hardening?**

When SA left the ILO, the director general asked the secretariat to prepare an annual report on SA developments. This year it was decided to set up a committee to study the reports,



and report back. Yes, attitudes are hardening — but Wiehahn has probably not been fully understood. I think that what happens in SA from now until next year will have a significant impact on what will happen next June at the conference.

**What directives would you give to SA**

**employers' organisations for improving labour practices to bring them more in line with international standards?**

We are not an organisation which dictates policy to our members, although we would like to see more equality of opportunity between the different communities of SA.

**What should be the immediate priority for employers to bring about change?**

They can influence government in changing legislation. Training is very important. If equality of opportunity is not to remain just words, barriers have to be removed.

**What are your feelings about disinvestment?**

I think that economic development is a positive factor in progress towards equality of opportunity. I'm against barriers to investment: circulation of goods and capital brings circulation of ideas. I am for freedom to invest in SA; I think disinvestment is counter-productive.

**How effective do you consider the codes of fair employment practice?**

The codes are all non-mandatory, so they are not as effective as legislation. They can simply serve to set a target and a common reference to judge direction.



Mr Dennis Etheredge . . . solutions to SA's problems  
'a long-term matter.'

# 'Upheavals will be signposts of change'

STAR  
14/10/00  
138

By John Cavill

LONDON—Future disturbances in South Africa will be the "prominent signposts of a changing society" not of disaster, Mr Dennis Etheredge, chairman of the gold and uranium division of the Anglo American Group said here yesterday.

Speaking to international metal traders and bullion dealers at the American Metal Market London Forum, Mr Etheredge said South Africa's ability to continue as a vital and reliable supplier of industrial raw materials to the Western economies depended partly on its own political and social stability.

Changes were being made but he said the world should be patient. "No other country had social and racial problems as complex as those in South Africa. The solution will be a long term matter."

Mr Etheredge said, however: "I believe there is now room for confidence that the Prime Minister is determined to achieve a series of reforms which will hopefully eliminate statutory discrimination and provide structures for ongoing political evolution.

## GENERATIONS

If he seems at times to have moved slowly, it is because "generations of racial prejudice have to be broken down before a policy of reform can succeed.

This is happening, maybe by fits and starts, but it is happening.

I think the possibility for peaceful evolution in South Africa is now higher than it has been for years.

This does not mean that the decade ahead will be trouble-free. It is appro-

priate to make the point to South Africa's friends and critics alike that the process of change is inherently a troublesome one.

Mr Etheredge said he did not believe South Africa would "encounter a level of internal disruption which will prevent it from regularly meeting its mineral supply commitments."

While South Africa often shared its predominance as a supplier of key minerals with Russia, the Soviet bloc consumed much of its output with exports going mainly to satellite states.

South Africa's strategic importance had been further enhanced by a "significant decline" in Russian exports to the west since 1977.

The gap left by this withdrawal had given South Africa "an even firmer foothold in the market place."

But, he emphasised, the dependence of the United States, Japan, and the European Economic Community on South African minerals probably gave "undue emphasis to South Africa's so-called strategic position . . . I feel it also underlines how important are these markets to South Africa.

"We need their custom just as much as they require our minerals, perhaps even more so. Expansion of the minerals industry and its ability to earn foreign exchange is even more crucial to the South African economy now than it ever was. . . ."

Mr Etheredge is leading a nine-man trade mission to Britain holding seminars and discussions in six cities to highlight opportunities provided by the South African market.

POST 15/10/80 (35) (33)

# Building firm pays women 20c an hour

MURRAY and Roberts Buildings (Tvl) pays some of its women workers in Bothaville Orange Free State, 20c an hour — less than R10 a week — and some men at the same site 50c an hour.

And managing director, Mr Dick Glanville, says the 50c is "25 percent above the going market rate for Bothaville."

A woman who worked for 176 hours in one month earned R35,20 plus R1,07 for four hours overtime. Her nett earnings for that month was R28,78.

A man who worked 159 hours earned R79,50 and R6 for 9 hours overtime. His nett pay was R85,06.

Mr Glanville said the company's minimum pay is a little above the going rate for a particular area because it had to make a competitive tender or it wouldn't get the contract.

He believes the way for the workers to improve their pay is by "improving their skills and their productivity."

Mr Glanville said the company employed 47 migratory men, 10 local men and 10 local women at the Bothaville site where they are building a high school.

He said 42 per cent of these are on the minimum-scale of 20c for women and 50c for men.

The workers at Bothaville had also told POST that:

- They are expected to buy their own food from this 50 c an hour; and
- They are crowded 10 to a room or 15 to a room in the hostel where they live.

We got into a room with five double decker beds that filled most of the room. There was



● Managing director Mr Dick Glanville.

near the door.

The men said they had taken out the lockers because there was no space for them.

Some men were washing outside, while others enjoyed a meal of sour milk and porridge.

The company, part of the Murray and Roberts group of companies, subscribes to the Saccala Code — a fair employment code designed to do away with discrimination in South African companies.

Mr Glanville said the overcrowding was a temporary situation: "In the early period of a contract this sometimes happens. We move onto a site before accommodation is provided."

He said normally the company makes certain that each worker had at least 55 square feet to himself.

Shock pay

The firm has temporary accommodation costs the company between R70 and R200 a month for each man.

He also conceded that the men provide their own food.

Mr Glanville said the highest minimum pay in the company was in the Transvaal.

Mr Glanville said the company had a training programme for its workers.

The company has a training programme for its workers.

The company has a training programme for its workers.

# Foreign criticism of labour system mounts

By STEVEN FRIEDMAN  
Labour Reporter

OVERSEAS opposition to the Government's new labour dispensation is mounting.

This is one of the key reasons for demands from business organisations that the Government make substantial changes to its official labour system.

The level of employer concern about overseas reaction to the new dispensation was revealed this week at the Asso-com conference, when a speaker quoted extensively from a report on a recent meeting of the International Employers' Organisation.

The report was written by Mr Chris du Toit, present president of the Federated Chamber of Industries, chairman of Saccola (the country's chief employer organisation) and a member of the Wiehahn Commission.

His remarks indicate the growing level of overseas scepticism about the Government's new dispensation, as well as growing business concern about the need to change the system to attempt to meet these criticisms.

Mr Du Toit said in his report that all the "mileage" South African business could have gained from the new dispensation had been negated by a statement by the Minister of Manpower Utilisation, Mr Fanie Botha.

Mr Botha had said the purpose of the new dispensation was to bring black unions under statutory control.

This statement, Mr Du Toit's

report said, had led "South Africa's detractors" to see the changes introduced after the Wiehahn report as "a sophistication of the policy of apartheid".

"Grave suspicion" had also been created by the fact that the Government's decision to extend registered union rights to migrant workers and "commuters" had been embodied in a proclamation, rather than in a change in the law.

This had led to the belief that the extension of these rights could be arbitrarily withdrawn at any time.

Suspicion of the new system was also shared by many black unionists and the system was in danger of losing credibility, Mr Du Toit's report said.

It was essential for unions to register and thus be brought into the official system. The alternative was "a proliferation of unregistered unions and dog-eat-dog industrial anarchy".

The Government would have to move to draw black unions into the system by making it more attractive to them.

"Every encouragement, rather than compulsion" should be used to get black unions to register.

A further problem causing adverse overseas reaction, Mr Du Toit's report said, was that no new legislation implementing the Wiehahn report had been introduced during the 1980 Parliamentary session.

It was thus essential for new legislation to be introduced in the 1981 session.

25/10/80

RDM 25/10/80

133

# Labour body to be formed

Own Correspondent

JOHANNESBURG — Leading businessmen have been invited to attend a meeting at which a new body to tackle labour issues — the Manpower Foundation of South Africa — will be launched.

The invitation to form it is seen as evidence of growing government and employer concern about the country's skilled manpower shortage and the state of labour relations.

The foundation's organizers see the new body as the business community's response to the prime minister's call to business to assist the government's "total strategy".

They argue that business has not yet responded to the prime minister's "positive" call to support the government in "achieving peaceful change".

The call to attend the new foundation's formation meeting was contained in a letter to prominent businessmen which has been released to the press.

The letter was written by three businessmen: Mr Francis Le Riche, who heads the Manpower 2000 campaign; Mr Dick Sutton of SA Breweries, who is also a member of the Wiehahn Commission; and Mr Dennis Etheredge, chairman of the Anglo American Corporation's gold division.

# JCI chief sees SA on road to open society

RJM 31/10/80  
227 H6 L33

By PATRICK LAURENCE

THE Prime Minister, Mr P W Botha, had set South Africa inexorably on the road to a non-racial society, Sir Albert Robinson, the retiring chairman of Johannesburg Consolidated Investment, said yesterday.

Sir Albert, a doyen of South African finance, was commenting on the long-term implications of Mr Botha's reformist programme, during a farewell address to JCI.

Assessing the relative strengths of those who wanted to thwart Mr Botha and those who wished to encourage him, Sir Albert said: "It is difficult to assess the present balance of power between the reactionaries and the reformists."

He added: "I am, however, certain of one thing: Mr Botha's policies have unleashed forces of change, and nothing can now preserve the old order and prevent the ultimate emergence of a new, non-racial society."

Sir Albert had earlier noted that Mr Botha came to power at a time when the "failure of the orthodox doctrine of separate development was becoming increasingly evident".

Referring to "moderates of all races" within South Africa, and to its Western trading partners, he said: "Their earnest hope is that Mr Botha will be able to steer a course away from conflict and towards an accommodation of the reason-



SIR ALBERT ROBINSON

... "one nation for stability"

able aspirations of all the peoples of South Africa."

On industrial relations, he warned employers that industrial peace would not be achieved by "lockouts, instant dismissals and requests for police action as a response to workers who seek to negotiate legitimate changes in their conditions of employment."

He advised: "Management and the unions must negotiate under the umbrella of benevolent industrial legislation to further their mutual interests."

In an implicit repudiation of the prevailing policy of dividing South Africa into separate "national states", Sir Albert said: "I am one of those who believe that to achieve stability in South Africa there should be one nation, however diverse its many parts."

● See Page 17



# Don't be dismayed at turbulent times

STAR 31/10/80 (133) (13)

Own Correspondent

DURBAN — South Africans should not be dismayed by the turbulent times which lay ahead, Mr A M Rosholt, executive chairman of the Barlow Rand Group, told Natal accountants, in Durban last night.

"We need not be pessimistic," he said. "If we can assist South Africa's blacks to achieve full participation in the economic system and a more equitable share of political power, there is no reason why we should not see a return to the industrial peace which we experienced over many decades."

He said South Africans had been justifiably proud of labour peace since the early 1920s, but there was now a completely new ball game.

Black unions had been admitted to the system and had become conscious of their power.

"Of course they are politically motivated — em-

ployers are not dealing with blacks on purely trade union and labour matters.

"They are dealing with blacks who have discovered that the trade union movement is an instrument which will also give them the political pressure they have never had before."

On Barlow Rand's code of industrial relations, Mr Rosholt told the Natal Society of Chartered Accountants that he had called on the Reverend Leon Sullivan, author of the Sullivan Code, to compare notes.

"He was surprised to find that our group alone employed more blacks than all the 110 US subsidiaries which subscribe to his principles."

"That was in 1978. We now have an unofficial contact group of 10 companies employing 750 000 people in South Africa, which maintains an informal dialogue with him."

# Business leader predicts non-racial SA

STAR 31/10/80

(133)

134

SA

135

By Sieg Hannig

Nothing can prevent the emergence of a non-racial South Africa in the wake of forces of change unleashed by the Prime Minister, Mr P W Botha, says one of the country's business leaders.

This vote of confidence appears in the last chairman's review of the Johannesburg Consolidated Investment Company.

It was delivered in Johannesburg yesterday by Sir Albert Robinson who will be succeeded by Mr Gordon Waddell on January 1.

Despite the slow progress of the Prime Minister's new policy, it reflected a spirit recognising that negotiated power sharing among races was the only alternative to violent inter-racial conflict, Sir Albert said.

Mr Botha had assumed office when the failure of the separate development

doctrine had become increasingly evident.

He had lost little time in setting a new and more hopeful course.

The Government's further plans were being awaited with interest by moderates of all races in South Africa and by the major Western powers.

Sir Albert warned employers that militant measures against workers seeking to negotiate legitimate changes in employment conditions could lead only to civil disorder or industrial action and consumer resistance.

He called for three steps:

① All unions should aim at being democratically representative of all employees.

② The number of unions competing with each other should be limited

③ It had to be accepted that workers of all races had industrial rights.



133 (129) (145)  
CAPE TOWN 6/11/80

# Barlow's new deal with black unions

JOHANNESBURG. — The Barlow Rand company group has publicly committed itself to negotiating with unregistered trade unions and has said that it "may even have no option but to allow them some form of recognition".

This commitment is contained in a recent speech by the group's executive chairman, Mr Mike Rosholt to the Natal Society of Accountants.

Barlow Rand would still prefer unions to register, but Mr Rosholt said the group would have to talk to, and perhaps recognize, unregistered unions until the government "makes the registration procedure more attractive to black unions".

The group's workers were also free to choose whether they should be represented by a union or a liaison committee.

Mr Rosholt said this new

policy had been adopted some time ago and predated recent statements by the Federated Chamber of Industries and Assocom, which backed talks with unregistered unions on a "conditional" basis.

Mr Rosholt also gave details of a memorandum prepared by Barlow Rand for the Institute of Directors, which criticizes employers who suggest they will only deal with black unions who they see as "responsible".

"This usually means that they favour the more compliant type of union, an approach which could cause serious problems for them later on."

The memorandum adds: "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support. All other considerations are secondary."

# Barlow Rand's big step towards unions

By STEVEN FRIEDMAN  
Labour Reporter

K  
IN an important development, the giant Barlow Rand group has publicly committed itself to negotiating with unregistered trade unions and has said it "may even have no option but to allow them some form of recognition".

He  
be  
as  
Hi  
fi  
The group also believes it should "at all times talk with any unions which approach us, whether they are registered or not".

He  
Re  
St  
He  
So  
de  
This commitment is stated in a recent speech by the group's executive chairman, Mr Mike Rosholt, to the Natal Society of Accountants. A copy of the speech was released to the Rand Daily Mail yesterday.

Until recently, Barlow's policy was to recognise only registered unions, except in "very special circumstances".

Barlow Rand would still prefer unions to register, but Mr Rosholt said the group would have to talk to, and perhaps recognise, unregistered unions until the Government "makes

the registration procedure more attractive to black unions".

He said the new policy had been adopted some time ago and predated recent statements by the Federated Chamber of Industries and the Association of Chambers of Commerce (Assocom), which backed talks with unregistered unions on a "conditional" basis.

He referred to events at a Barlow Rand subsidiary, Veldspun, in which the company had recognised an unregistered union after workers had chosen it in preference to a registered union in a referendum.

Barlow Rand believed "care should be taken" by the group's companies not to take sides when rival unions competed for members within companies.

"To show preference, for instance, for a parallel union that promises us a more docile labour force could be fatal," he said.

In his speech, Mr Rosholt also released details of a memorandum prepared by Bar-

low Rand for the Institute of Directors, which criticises employers who suggest they will only deal with black unions they see as "responsible".

"This usually means that they favour the more compliant type of union, an approach which could cause serious problems for them later on."

Other employers would only deal with unions after they accepted conditions laid down by the employer, "conditions which tend to weaken the union".

Mr Rosholt adds: "If employers accept that unions are essential to channel conflict, their chief concern should be the extent to which the union enjoys worker support."

He urged employers to "minimise the risk of industrial unrest" by improving conditions for workers. Companies should draw up internal codes of labour practice — Barlow Rand had done this — and ensure their implementation.

© Editorial Comment  
— Page 12

has  
company  
world.  
sation.  
tions  
and  
ater  
and

# ASSOCOM URGES BIG UNION CHANGES

**By Drew Forrest**  
 A powerful employer body has come out strongly in favour of non-racial trade-unionism and streamlined registration of unions as a means of dispelling local and overseas scepticism about the government's new labour policies.

The proposals are spelt out in a representation made to the National Manpower Commission by Assocom — which represents organised commerce in South Africa. Assocom has been engaged in a systematic re-assessment of its stance on industrial relations, formulated in 1975. In a recent policy statement, it

advised employers to "negotiate conditionally" with unregistered trade-unions which have worker support.

The present document stresses the right of trade-unions to organise the workers of their choice. "The membership

of trade-unions should be left to the decision of the trade-unions themselves and should not be prescribed by government," it says.

Under the current dispensation, registered trade-unions wishing to represent workers of different race-groups require ministerial permission. The document states that the existing system of registration of trade-unions has "fallen into disrepute with many of the new and emergent black unions" both because of fears that re-

gistered status will bring greater State control and because of "slowness in handling applications." Other sweeping changes recommended by Assocom are:

- Complete abolition of the "closed shop," whereby employers agree to make membership of a particular union a condition of employment.
- Registered trade-union rights for foreign contract workers.
- Easier access for newly registered unions to Industrial Councils. At present, any party to an Industrial Council may veto an application for membership, whereas, says Assocom, this should be decided by "normal voting procedures."
- An end to rule "by ministerial or departmental directive," and the embodiment of recommendations of the Wiehan Commission in law.

## Hunt for a new library site in Hillbrow

**Municipal Reporter**  
 The hunt is on for a new home for the Hillbrow public library. Since the late 1960s, the library has been housed in a smallish house owned by the city council in Olivia Road.

Plans to house the library in more spacious quarters in the proposed parking garage on the corner of Esselin and Claim Streets have been abandoned because the council did not have the money to build the garage.

Last month, Mr Alec Harber of Berea, wrote to the council pointing out that the library building was far too small, had limited shelf space and made working conditions difficult for the staff.

The culture and recreation committee asked the City Librarian and the City Secretary to investigate the situation and establish whether there were alternate premises available.

## Dealing them in

FM 7/11/50  
 Organisations in SA are now spelling out their attitude to black unions — some very boldly indeed. The Federated Chamber of Industries, Assocom and Barlow Rand have all recently updated their industrial relations guidelines for companies under their wings.

A positive aspect of these directives is the call for employers to deal with "representative unions" — registered or not. However, Barlow Rand goes furthest, making this recommendation without any reservations and with strong criticism of the government's present labour dispensation for black workers.

In comprehensive, and what some employers might consider "radical" guidelines, Barlow companies are told to "talk, at all times, with any unions that approach you, whether they are registered or not." They are also advised that "employees should have a free choice as to whether they wish their interests to be represented by trade unions or by elected members of the liaison committees."

The guidelines go even further: "Above all, we believe that care should be taken not to take sides when rival unions are competing for membership in a company's ranks. To show preference, for

instance, for a parallel union that promotes us a more docile labour force could be fatal."

On the touchy issue of registration, Barlow Rand points out that "whilst we would naturally prefer all unions to register and to take part in the industrial conciliation procedures laid down by law, this is just not possible under current conditions."

It charges: "The whole process is in practice far too slow and cumbersome. And until the government tackles this situation and makes the registration procedure more attractive to the black unions, we are going to have to continue to negotiate with unregistered unions — and we may even have no option but to allow them some form of recognition."

This contrasts with the FCI and Assocom guidelines. The latter takes what most labour observers consider a conservative stance by opposing recognition of unregistered trade unions. It argues that this would lead to a proliferation of unions within the same industry, making it difficult to know with whom to negotiate. Also, "there is no statutory obligation for employers to negotiate conditions of employment with such unions or to utilise the conciliation procedures."

Assocom places great emphasis on registration, saying that the "economy would

be best served through fully integrated registered trade unions."

But it does concede that "it sometimes may be necessary for management to negotiate with unregistered unions conditionally." It qualifies this by saying that this must only be done where assurances are given that the unions will apply for registration and that "such negotiations do not prejudice or undermine the long-term position of the industrial council system."

The FCI takes a similar stand. In guidelines which will be spelled out in greater detail this week, it recognises the need for employers to talk to representative unions — but emphasises that this should only be "conditionally." It also warns of the dangers of such negotiations "undermining the official industrial council system."

In the light of unions opposing the registration system — such as the Western Province General Workers' Union and the SA Allied Workers' Union — labour observers feel that Barlow Rand has set out the most realistic directives. They are based on the assumption that unions are essential to channel conflict and that as such employers' chief concern should be the extent to which the respective union enjoys worker support.

In its eyes all other considerations are secondary.

# Action in the 80s, or heaven help us in the 90s

Ram 10/11/80 133

MY FIRST reaction to a circular letter suggesting the formation of a manpower foundation was — not another employers' organisation.

We've got Assocom, the Handelsinstituut, the FCI, Seifsa and an extensive network of smaller bodies. Then there's Manpower 2000 which has been vigorously active, Sacola, the NDMF. Wherever you look, you encounter organisations talking manpower, training, education, upgrading and extending the labour force.

And now there is a foetal manpower foundation. If the letter addressed to a wide-ranging list of business and other leaders of opinion had not been signed by Sentrachem's Francis le Riche, SA Breweries' Dick Sutton and Anglo's gold chairman Dennis Etheredge I would have dismissed the project as yet another do-gooder effort doomed to be stillborn.

But these are not lightweight names; on the contrary they are all well-known leaders, each in his own field whose opinions command respect. They certainly are not men who seek the limelight for the satisfaction of their egos. They are doers and not talkers and they all have solid records of achievement.

Obviously they would not seek to set up yet another organisation, another bureaucracy of the private sector, financed by the milch cows, those large business organisations which dare not be seen to reject a call for money for the public weal.

And yet, why another organisation? Why not a low-key, small-staffed co-ordinating body which would use the facilities of the major employer organisations? Why not inspire these bodies to get on with the job which they talk about and, apparently are a little slovenly in translating deeds into words.

When I spoke to Seifsa's Errol Drummond I unwittingly encountered an enthusiast who was prepared to support the proposed manpower foundation boots and all. He claimed that his efficient and tightly run organisation was not equipped to

**Harold  
Fridjhon**



**on  
Monday**

do the sort of job which the three convenors envisage for the manpower foundation.

I approached the FCI's Chris du Toit. He was not prepared to talk for his organisation, but in his personal capacity he agreed that the foundation could be a further proliferation of employer organisations. He was not prepared to commit himself until he saw the proposed foundation's terms of reference and was assured that it was not going to cut across work that is being done.

The last thing he wanted to do was to prejudge the proposal, but he believed South Africa could do without another talking shop, another pressure body. He thought that Sacola was working in the right direction.

Du Toit wanted a "doing" body — not a talk shop or another pressure group.

And this is exactly how Francis le Riche visualises the manpower foundation — as a "doing" body, taking action and getting everyone from industry, commerce and agriculture to climb into the action.

Talking to Le Riche is a riveting experience. He is an enthusiast. And with the sheer weight of his enthusiasm he pins you down not by his words but by his logic. His vision is that jobs, tens of thousands of jobs, must be created for the total population and that men and women must be trained for the jobs that are hewn out of an expanding economy.

And he is not a glazed-eyed theoretician. As vice-chairman of Manpower 2000 he has stumped around the country getting things done, such as inducing farmers to have their

workers trained, involving black leaders and businessmen in the programme of training and getting private enterprise to use the training facilities which exist.

He sees the manpower foundation as a private-sector body which will survey the employment field, actual and potential, and then create an awareness in the private sector of what can be done and then help everyone to do it. At present, he claims, the private sector is ignorant of facts and potential.

The inaugural meeting, which will be held in the Highveld Room at the Carlton Hotel, Johannesburg, on November 20, will not form the foundation. All Le Riche wants is for the project to be fully ventilated and, if accepted in principle for a steering committee to be formed.

Dennis Etheredge also holds that the proposed foundation is not another attempt to invent the wheel. He sees it acting as a co-ordinating body which will have a data bank of facts and know-how from which everyone can draw information. It will be a think tank which will provide specialist advice and will pass on one group's experience to another.

At present several business organisations have found themselves "innovating" training programmes only to discover after much time and effort that others have done it before.

The foundation, says Etheredge, should end unnecessary duplication and should get plans moving faster than they have been in the past.

It will not, in his thinking, cut across any existing organisation, but should be a dynamic

which will help all organisations to get cracking.

One might be overimpressed by Le Riche's enthusiasm and drive, but Etheredge's quiet conviction also carries weight. Then Du Toit's attitude of a basic suspicion but a willingness to approach the subject with an open mind suggests to me that something constructive might come out of the foundation project.

We have reached a stage in which everything must be tried to train people for jobs and then to create jobs for them. We have bungled the issue in the past; we cannot afford to do this in the closing-in future.

Even if the foundation does overlap with the work done by some employer organisations, let us accept the duplication and not waste time on more talk. It's either action in the Eighties or God help us all in the Nineties.

design of Indus  
Society of South  
He is recognise  
Stellenbosch.  
Research at the  
He has taught  
Financial manage  
His experience  
as an internati  
been with Shell  
Has a degree in

Klaas van der Poel  
CURRICULUM VITAE



12/11/89

# Unions to meet on detentions

**Staff Reporter**  
**THREE** independent trade unions will meet in East London tonight to discuss the continued detention of 13 union officials and members arrested at a roadblock by Ciskei security police last Friday.

The African Food and Canning Workers' Union, the South African Allied Workers' Union and the Western Province General Workers' Union said in a joint statement last night:

"The Ciskei authorities have publicly stated that they don't intend charging our members and have no evidence of them having committed any offence, yet they continue to remain in detention.

"We can only repeat that we believe these people are being held in a deliberate attempt to smash these three trade unions as a direct result of the overwhelming support we enjoy from workers in East London."

"The minister would do better to reflect on the sorry state of industrial relations in

East London despite recent attempts at reconciliation by employers. It appears that the real content of the suggested reforms in the legislation presupposes repression of those unions who oppose the current dispensation."

Among the 13 trade unionists, who are being held under section eight of Ciskei's Proclamation R252 in Mdantsane, are the national president of the Food and Canning Workers' Union, Mr Manie van Graan; the national vice-president of the African Food and Canning Workers' Union, Mr Alfred Noko; the national organizer of the South African Allied Workers' Union, Mr Thozamile Gqwetha; the East London branch chairman of SAAWU, Mr Sisa Njikelana, the local chairman of the AFCWU, Mr Welile Mzozoyana; a member of the FCWU's management committee, Mr Kallie Schippers; a SAAWU organiser, Mr Xolani Kota; a WPGWU organiser, and Mr Wilson Sidina.

## Starved dog ate bowl

**LONDON.** — A couple who starved their pet dog so much that it ate its metal food bowl were banned from keeping a dog for 10 years yesterday.

Alan Martin, 30, and his wife, Sandra, 29, of Edenthorpe, Yorkshire, admitted causing unnecessary suffering to the animal and were fined R90 each by a Doncaster magistrate.

The court heard that when a veterinary surgeon examined the dog after it had died of starvation, pieces of aluminium were still lodged in its stomach.

EGG...  
 GENEVA...  
 and erame...  
 was to h...  
 here today...  
 Bernet, ha...  
 The egg...  
 ing East...  
 Faberge...  
 Sothey's...  
 A spok...  
 tioneer sai...  
 spotlights...  
 cubated an...  
 It is ow...  
 family whi...  
 raise me...  
 charity...  
 The egg...  
 golden yol...  
 a golden c...  
 said it wa...  
 be repaire



"The Lab with far get a Fo No 10

DE TV	..... 2	Weather	..... 25	Aircra
FOCUS	. 9-11	Classified	..... 18-24	Burges
		Look at today	..... 25	Buchn
				Cinon
				Comlo

There. But my point is that this concept could and should have been applied in District Six as well." Mr Tian van der Merwe, MP for the area and the Progressive Federal Party's Western Cape chairman, described the Government booklet as a "party-political pamphlet" and said he deplored the fact that it had been produced at the expense of the South African taxpayer.

"I think it is an absolute disgrace. The government is obviously embarrassed over District Six and this booklet is a vain attempt to justify its actions in this sordid affair."



Stidings to improve and uplift their

CALL  
 inquiry in  
 future o  
 yesterday  
 nouncement  
 forced to  
 and four  
 of an e  
 R750 000  
 cal year

# Ciskei police free detained union officials

DD 13/11/80  
EAST LONDON — The 13 trade union officials detained by the Ciskei police at the weekend were released at midday yesterday. They had been held for four days. No charges were brought.

The men were all officials of the South African Allied Workers' Union (Saawu), the African Food and Canning Workers' Union, and the Western Province General Workers' Union.

All three unions are unregistered. They have refused to register under the Government's present Labour dispensation.

Reacting to the news of their release, Mr Jan Theron, acting as spokesman for all three unions, said the detentions were a "disgrace."

He said: "It is obvious that these men were arrested and held for four days for absolutely no valid reason.

"The fact that they were not questioned upon being detained, and the fact that while they were still being held the authorities were able to say that no charges would be laid against them, shows this was an attack on the trade unions and a misguided attempt to break the unions."

The men were arrested at a road block at the entrance to Mdantsane last Friday night.

They said yesterday they were told by the Ciskei police when they were released that those of them who did not live in Mdantsane were not to return to Mdantsane but were to find accommodation in East London last night, which they did.

About 800 people packed into St John's church hall here last night, to hear first-hand accounts from the detainees about

their detention.

Mr Robert Gqweta of the South African Allied Workers' Union said after being stopped at the road block, they were taken to the police station by the Ciskeian police. "While they were going through the formalities, Brigadier Sebe entered," he said. "Is this Saawu?" he asked. As we were not there as Saawu but as workers we did not give him a reply. Thereafter we were called before Brig Sebe one by one. He didn't bother to ask us but told us we were involved in the school disturbances and he immediately booked us under Proclamation R252.

"I do not know the limits and latitudes of this law but I know it is the one most commonly used in the Ciskei."

Mr Gqweta said the men were all locked up together which made them feel at home. He described their stay in detention as "tolerable."

The freed men are Mr Wilson Sidina, Mr Alfred Noka, Mr Welile Mzozoyana, Mr M. van Graan, Mr E. T. Qwasha, Mr Xolani Kota, Mr Lawrence Tulula, Mr Bangunzi Sifingo, Mr Humphrey Maxegwana, Mr September Mapakati, Mr Oria Ndingayi, Mr Kalie Scheepers, and Mr Gqweta.

There are six trade unionists still in detention in South Africa and the Ciskei. — DDR.

Cape union protests,  
page 2.

NOTICE 812 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Carpet Manufacturing Employers' Organisation (South Africa). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of employers' organisation.*—Carpet Manufacturing Employers' Organisation (South Africa).

*Date on which application was lodged.*—24 July 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the Carpet Manufacturing Industry in the Republic of South Africa.

"Carpet Manufacturing Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of the manufacture, either in whole or in part, by any process whatsoever, whether from natural or man-made material, of any form of carpet, including all operations incidental thereto or consequent thereon, and includes the sale and distribution by the manufacturer of such products.

*Postal address of applicant.*—P.O. Box 1300, Durban, 4000.

*Office address of applicant.*—Fifth Floor, Metal Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(14 November 1980)

KENNISGEWING 812 VAN 1980

DEPARTEMENT VAN MANNEKRAG  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Carpet Manufacturing Employers' Organisation (South Africa). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekragbenutting, Laboria-gebou, h/v Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Carpet Manufacturing Employers' Organisation (South Africa).

*Datum waarop aansoek ingedien is.*—24 Julie 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Matvervaardigingsnywerheid in die Republiek van Suid-Afrika.

"Matvervaardigingsnywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigins te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging van enige soort mat, of in geheel of 'n gedeelte daarvan, deur enige proses hoegenaamd, hetsy van natuurlike of van kunsmateriaal, met inbegrip van alle werksaamhede wat daarmee in verband staan of wat daaruit voortspruit, en sluit in die verkoop en verspreiding deur die vervaardiger van sodanige produkte.

*Posadres van applikant.*—Posbus 1300, Durban, 4000.

*Kantooradres van applikant.*—Vyfde Verdieping, Metal Industries House, Ordnanceweg 15, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(14 November 1980)



Mr Altham Tainton, chairman of Sansea.

# Security

# employer

# body

# formed

133  
STAR  
20/11/80

Provincial security employers' associations have combined to form the South African National Security Employers' Association.

It brings together the Natal Employers' Association of Security Guards, the Western Cape Security Service Association and the Transvaal Employers' Association of Security Services.

The first aim of the association is to recommend a draft Bill for the regulation of all members of the security profession and industry for consideration by the Minister of Police, Mr Louis le Grange.

Another aim is to create a registered body for representing all security employers' associations.

### CODE

The new national association co-ordinates the objectives of provincial employers' associations and will serve to regulate the industry by the formation of a code of practice. Once legislation exists, members will be obliged to comply with this code. This will affect all practising security officers.

The association will protect the interests of the smaller employer in the same manner as the larger companies but will take "ruthless action" to stamp out the "unscrupulous malpractices of the fly-by-night operator."

Sansea will aim to improve the general level of security by the pooling and interchange of ideas. The chairman of the association is Mr Altham Tainton, deputy managing director of Securitas, and secretary is Mr John McBrearty, managing director of Shield Security.

Parents Limited and its Subsidiary Company:

Income Statement for the Year Ended 30 June 1979:

Net Income before items below (140 000+40 000+35 000) 215 000  
 Profit on change in holding 587,5  
 Transfer to Non-distributable Reserve (587,5)

Depreciation (35 000-1 500-1 500) 32 000

Net Income before taxation 183 000

Taxation 90 000

Net Income after tax 93 000

5 175

87 825

36 000

51 825

390 187,5

R442 012,5

Net Income attributable to Parent Dividend

Retained Income for the year (360 000+30 187,5)

Retained Income at end of the year

3. Depreciation Adjustment

Depreciation p.a.

i.e.

Therefore need to reduce depreciation

He said 1981 would be one of increasing union activity and organisation and that peace on employers' terms was probably an option not available to all employers.

The short term objective for employers should be to minimise their vulnerability by putting their own houses in order as this was the key to survival, he said.

On liaison, he said management should look beyond the factory floor where employer-employee bodies existed to a second-tier of relations where more formal relations with organised labour should exist.

Management now needed to look to both these tiers to deal with appropriate issues.

and original increase in depreciation in 4th year

3.1 Depreciation adjustment to

1.10.76 to 30.6.77 = 3

3.2 Depreciation adjustment 1.7

3.3 Depreciation adjustment 1.1

A large section of commerce and industry was ill-prepared for the development of trade unionism as it would be manifesting itself in the very near future, Mr Andrew Levy, chairman of the Associated Commercial employers said, writes Geoff Shuttleworth.

Addressing the Johannesburg Chamber of Commerce's quarterly general meeting, Mr Levy said black trade union membership had risen by between 56 and 59 percent compared with more or less constant membership in white and coloured unions over the last five years.

He said 1981 would be one of increasing union activity and organisation and that peace on employers' terms was probably an option not available to all employers.

The short term objective for employers should be to minimise their vulnerability by putting their own houses in order as this was the key to survival, he said.

On liaison, he said management should look beyond the factory floor where employer-employee bodies existed to a second-tier of relations where more formal relations with organised labour should exist.

Management now needed to look to both these tiers to deal with appropriate issues.

Industry not set for trade unions

STAR 25/11/80

(133) (134) (137)

R1 500

R1 500

R5 250

3 000

R2 250

R17 000

8 000

R9 000

i.e.

10 p.a. for 3 years

25/11/80 DD

1227

1045

133

128

# We not being used — Sebe

EAST LONDON — The Ciskei Central Intelligence Service (Ccis) was fully fledged intelligence security organisation with its golden rules, the Secretary for the Ccis, Brig Charles Sebe, said yesterday.

Brig Sebe was reacting to a weekend report that the Ciskei security police were being used by the South African government to detain members of the South African Allied Workers Union (Saawu).

The claim had been made by the general secretary of Saawu, Mr S. K. B. Kikine.

Brig Sebe said it was a pity Mr Kikine did not base his claim on any stated facts.

"All he has done is to come up with ambiguous claims about people detained in the Ciskei.

"Our records are with the Ccis and not the South African government and we are a fully fledged intelligence-security organisation

"For Mr Kikine to say we are being used by other intelligence organisations to perpetuate the South African government's policy is unfounded and stupidity of the first order."

He said a better leader would have sought an interview with the Ccis and been informed about the reasons for which his men were being detained. —  
DDR.

STAR 26/11/80

## Management must help trade unions

(133)

It would be foolish for management in South Africa to follow the course of "union busting" in labour relations, employers were told today.

The advice was given by Dr Johan van Zijl, executive director of the Federated Chamber of Industries, in his address to the Convention.

"The management itself will be largely responsible for the climate of industrial relations in which it will have to operate in the future," he said.

"It would, however, be foolish, to follow a course of union busting. Management must not attempt to fragment and undermine the evolving trade union movement in South Africa."

ersings  
word  
op die  
hierbo  
erband  
ander  
en-bier-  
rd wat  
te keer  
rnaam-  
grawe  
verrig  
aaf (v)  
i word:  
ten op-  
word:  
e bestek  
persele

NOTICE 857 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANI-  
SATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Port Elizabeth Master Builders and Allied Trades Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

KENNISGEWING 857 VAN 1980  
DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSOR-  
GANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasie-  
bestek ontvang is van die Port Elizabeth Master Builders and Allied Trades Association. Besonderhede van die  
aansoek word in onderstaande tabel verstrekk.

Enige geregistreeerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennis-  
gewing sy beswaar skriftelik by my in te dien, p/a die  
Departement van Mannekragbenutting, Laboriagebou,  
hoek van Paul Kruger- en Schoemanstraat, Pretoria  
(posadres: Privaatsak X117, Pretoria, 0001).

GG 7311

*[Handwritten signature]*

133



## TABLE

*Name of employers' organisation.*—Port Elizabeth Master Builders and Allied Trades Association.

*Date on which application was lodged.*—16 September 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the Building Industry in the Magisterial Districts of Aberdeen, Adelaide, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Cape), Murraysburg, Noupoot, Pearston, Queenstown, Richmond (Cape), Somerset East, Steynsburg, Steytlerville, Tarka and Venterstad.

“Building Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures, and includes all work incidental thereto or consequent thereon, but does not include the Electrical Contracting Industry or the installation, maintenance or repair of lifts in buildings.

“Electrical Contracting Industry” means the Industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which premises are used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable jointing and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere.

For the purpose of this definition, “electrical equipment” shall include—

- (i) electrical cables and overhead lines;
- (ii) generators, motors, convertors, conduit, switch and control gear (including relays, contractors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment.

## TABEL

*Naam van werkgewersorganisasie.*—Port Elizabeth Master Builders and Allied Trades Association.

*Datum waarop aansoek ingedien is.*—16 September 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Bounywerheid in die landdrostrikte Aberdeen, Adelaide, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Kaap), Murraysburg, Noupoot, Pearston, Queenstown, Richmond (Kaap), Somerset-Oos, Steynsburg, Steytlerville, Tarka en Venterstad.

“Bounywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigins te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om geboue of bouwerke op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou, en sluit alle werk wat daaruit voortvloei of daarmee gepaard gaan in, maar sluit nie die Elektrotegniese Aannemingsnywerheid of die installering, onderhoud of herstel van hysbakke in geboue in nie.

“Elektrotegniese Aannemingsnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel uitmaak van persele, met inbegrip van enige bedrading, kabelaswerk en kabelaanlegwerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig en of die materiaal voorberei word op die terrein of elders;

(b) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die doel waarvoor 'n perseel gebruik word, met inbegrip van enige bedrading, kabelaswerk en kabelaanlegwerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig en of die materiaal voorberei word op die terrein of elders;

(c) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die oprigting, verandering, herstel en onderhoud van persele, met inbegrip van enige bedrading, kabelaswerk en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig en of die materiaal voorberei word op die terrein of elders.

Vir die doel van hierdie woordomsywing omvat “elektriese uitrusting”—

- (i) elektriese kables en luglyne;
- (ii) generators, motore, konvertors, leipype, skakel en kontroletoeg (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verwarmings-, kook-, koel- en afkoeluitrusting, primêre en sekondêre selle en batterye, transformators, oonduitrusting, radiostelle en aanverwante elektriese apparaat, seiluitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat by die bediening van radio- of elektroniese uitrusting gevolg word.

*Postal address of applicant.*—P.O. Box 7086, Newton Park, Port Elizabeth, 6055.

*Office address of applicant.*—82 Worraker Street, Newton Park, Port Elizabeth.

Attention is drawn to the following requirements of section 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(28 November 1980)

#### NOTICE 858 OF 1980

#### CUSTOMS AND EXCISE TARIFF APPLICATIONS.—LIST 40/80

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, within six weeks of the date of this notice.

*Posadres van applikant.*—Posbus 7086, Newton Park, Port Elizabeth, 6055.

*Kantooradres van applikant.*—Worrakerstraat 82, Newton Park, Port Elizabeth.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4) soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(28 November 1980)

#### KENNISGEWING 858 VAN 1980

#### DOEANE- EN AKSYNSTARIEFAANSOEKE.— LYS 40/80

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie vertoë moet binne ses weke na die datum van hierdie kennisgewing aan die Raad van Handel en Nywerheid, Privaatsak X342, Pretoria, 0001, gerig word.

Elizabeth  
September  
aansoek  
bounywer-  
Adelaide,  
Cradock,  
over, Hof-  
Kirkwood,  
Pearston,  
os, Steyns-  
die gewone  
beperk, die  
emers met  
oue of bou-  
herstel, te  
wat daaruit  
ar sluit nie  
of die instal-  
in geboue in  
beteken die  
nemers met  
ting, installe-  
strieuse uitrus-  
deel uitman-  
rading, kabe-

# De Beer's ARGUS 28/11/80 133 plea: Give trade union rights to all

A PROMINENT business and political personality, Dr Zac de Beer, called yesterday for the extension of trade union rights to all workers in South Africa.

Dr de Beer, former PFP MP for Parktown before resigning last year to become chairman of Anglo American Insurance Holdings was speaking at a Chamber of Commerce luncheon.

He said South Africa was in the unenviable and paradoxical situation of having both a surplus and a scarcity of labour with urban prosperity and rural poverty.

Outlining South Africa's industrial history, he pointed to various developments which had resulted from economic boom periods.

## SIGNIFICANT

He said South Africa was in the middle of a further industrial revolution, and significant developments must be expected.

'World War 2 caused a huge expansion in domestic industry, a rapid development of skills among whites and the permanent urbanisation of blacks — which is only now being admitted,' he said.

'Since this time there has been a gradual entry of the black worker into



Dr Zac de Beer

the skilled labour market, while demand for skills has outstripped the supply of white people.

'However, in 1976 came Soweto. There is now in white people an acute new awareness of the black man and his problems.'

## FAILED

He said it was clear that the education and training systems had not succeeded in catering to the labour requirements.

'Something must be done about this very quickly,' he said.

'The Government has moved in a praiseworthy way to extend trade union rights to all our workers.'

'But we need a crash programme in education and training, and the rapid organisation of our workers for collective bargaining. Industrial relations are crucial to our future.'

Call to  
deal with  
unregistered  
unions

The Federated Chamber of Industries — a top employer body which speaks for organised industry in South Africa — has once again urged employers to recognise unregistered trade unions representative of workers.

In its "guidelines for industrial relations in the 80s" released to members today, the FCI calls on management to negotiate recognition agreements "as an early step" in its dealings with representative unregistered unions.

Such agreements would define "the scope of bargaining and the ground rules for negotiation between the parties."

Although the guidelines flesh out the "six principles" on industrial relations enunciated by the FCI in September this year, they suggest a slight shift in the Chamber's thinking on this crucial labour issue. The principles had accepted that employers might find it necessary to negotiate with unregistered unions in some instances and on a conditional basis.

The guidelines re-emphasise that negotiation at industrial council level should be the "ultimate goal" of both sides of industry, and states that it is "preferable" for both employer and employee bodies to go for registration.

However they stress that registration is not an end in itself, and that in practical terms the "representativeness" of unions is the more important issue.

133

19/12/80 gy 7334

NOTICE 914 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Master Builders and Allied Trades Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

Name of employers' organisation.—Master Builders and Allied Trades Association.

Date on which application was lodged.—9 September 1980.

Interests and area in respect of which application is made.—Employers engaged in the Building Industry in the Magisterial Districts of Amersfoort, Bethal, Bloemhof, Christiana, Coligny, Delareyville, Ermelo, Lichtenburg, Piet Retief, Schweizer-Reneke, Standerton, Ventersdorp, Volksrust, Wakkerstroom and Wolmaransstad, and those portions of the Magisterial Districts of Klerksdorp, Krugersdorp, Potchefstroom, Vereeniging, Randfontein, Westonaria, Oberholzer and Vanderbijlpark falling outside radii of 16,1, 48,3, 16,1 32,2 and 24,15 kilometres from the main post office at Klerksdorp, Krugersdorp, Potchefstroom, Vereeniging and Blyvooruitsig, respectively.

For the purposes of this notice "Building Industry" means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering structures which are buildings or in the nature of buildings.

Interests and area in respect of which registration is held.—Employers engaged in the Building Industry in the Magisterial Districts of Johannesburg, Germiston, Benoni, Boksburg, Brakpan, Heidelberg, Nigel and Springs as these districts were constituted as at 12 May 1951, and the areas within radii of 16,1 48,3, 16,1 and 32,2 kilometres from the main post office at Klerksdorp, Krugersdorp, Potchefstroom and Vereeniging, respectively, and an area within a radius of 24,15 kilometres from the main post office at Blyvooruitsig in the Magisterial District of Potchefstroom.

Postal address of applicant.—P.O. Box 3371, Jeppestown, 2043.

Office address of applicant.—Third Floor, Master Builders Centre, 433 Commissioner Street, Fairview, Johannesburg.

KENNISGEWING 914 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSOR-  
GANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasie bestek ontvang is van die Master Builders and Allied Trades Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriëgebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie.—Master Builders and Allied Trades Association.

Datum waarop aansoek ingedien is.—9 September 1980.

Belange en gebied ten opsigte waarvan aansoek gedoen word.—Werkgewers in diens in die Bounywerheid in die landdrostdistrikte Amersfoort, Bethal, Bloemhof, Christiana, Coligny, Delareyville, Ermelo, Lichtenburg, Piet Retief, Schweizer-Reneke, Standerton, Ventersdorp, Volksrust, Wakkerstroom en Wolmaransstad, en die dele van die landdrostdistrikte Klerksdorp, Krugersdorp, Potchefstroom, Vereeniging, Randfontein, Westonaria, Oberholzer en Vanderbijlpark wat buite strale van 16,1, 48,3, 16,1, 32,2 en 24,15 kilometer van die hoofposkantoor op onderskeidelik Klerksdorp, Krugersdorp, Potchefstroom, Vereeniging en Blyvooruitsig val.

Vir die doeleindes van hierdie kennisgewing beteken "Bounywerheid", sonder om die gewone betekenis van die uitdrukking enigsins te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die oprigting, voltooiing, opknapping, herstel, instandhouding of verbouing van strukture wat geboue of in die aard van geboue is.

Belange en gebied ten opsigte waarvan registrasie gehou word.—Werkgewers in diens in die Bounywerheid in die landdrostdistrikte Johannesburg, Germiston, Benoni, Boksburg, Brakpan, Heidelberg, Nigel en Springs, soos wat hierdie distrikte saamgestel was op 12 Mei 1951, en die gebiede binne strale van 16,1, 48,3, 16,1 en 32,2 kilometer van die hoofposkantoor op onderskeidelik Klerksdorp, Krugersdorp, Potchefstroom en Vereeniging, en 'n gebied binne 'n straal van 24,15 kilometer van die hoofposkantoor op Blyvooruitsig in die landdrostdistrik Potchefstroom.

Posadres van aplikant.—Posbus 3371, Jeppestown, 2043.

Kantooradres van aplikant.—Derde Verdieping, Master Builders Centre, Commissionerstraat 433, Fairview, Johannesburg.

uit  
sie  
de-  
dié

or-

die  
30  
die  
eur,  
rye,  
van  
oud

58,16

99,53  
15,00  
80,93

53,62

100,00

23,28

586,21  
140,00  
196,61

699,72

ager.

158,16

799,53  
815,00  
180,93

953,62

1000,00

3 923,28

2 586,21  
1040,00  
16 196,61

2 699,72

murder.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(19 December 1980)

Die aandag word gevestig op onderstaande vereiste van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewer organisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.  
(19 Desember 1980)

NOTICE 921 OF 1980

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Transport Employers Association (Natal).

Particulars of the application are reflected in the subjoined table.

gg 7345

KENNISGEWING 921 VAN 1980

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956  
AANSOEK OM REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Transport Employers Association (Natal). Besonderhede van die aansoek word in onderstaande tabel verstrekk.

24/12/80

133

8 No. 7345

GOVERNMENT GAZETTE, 24 DECEMBER 1980

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Labour, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Transport Employers Association (Natal).

*Date on which application was lodged.*—20 October 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the Transport Undertaking (Goods), excluding local authorities, State undertakings and employers whose primary activity is the provision of road passenger transport, in the Province of Natal.

“Transport Undertaking (Goods)” means the undertaking in which employers and employees are associated for the transportation of goods by road for hire or reward and/or the handling, storage, clearing and forwarding of goods and/or the transportation of soil, sand, stone or gravel which is intended for sale.

“Local Authority” has the same meaning as that assigned to it in section 1 of the Industrial Conciliation Act, 1956.

*Postal address of applicant.*—c/o Natal Chamber of Industries, P.O. Box 1300, Durban, 4000.

*Office address of applicant.*—c/o Natal Chamber of Industries, Metal Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(24 December 1980)

Enige geregistreeerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Transport Employers Association (Natal).

*Datum waarop aansoek ingedien is.*—20 Oktober 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Vervoeronderneming (Goedere), met uitsondering van plaaslike owerhede, Staatsondernemings en werkgewers wie se hoofwerkzaamheid die verskaffing van padpassasiersvervoer is, in die provinsie Natal.

“Vervoeronderneming (Goedere)” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere per pad teen verhuur of beloning en/of die hantering, opberging, uitklaring en aanstuur van goedere en/of die vervoer van grond, sand, klip of gruis wat vir verkoop bestem is.

“Plaaslike Owerheid” het dieselfde betekenis as wat in artikel 1 van die Wet op Nywerheidsversoening, 1956, daaraan toegewys is.

*Posadres van applikant.*—p/a, Natalse Kamer van Nywerhede, Posbus 1300, Durban, 4000.

*Kantooradres van applikant.*—p/a Natalse Kamer van Nywerhede, Metal Industries House, Ordnanceweg 15, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(24 Desember 1980)

# FCI attacks 'closed shop' for scientists

argued  
133  
30/12/50

THE Federated Chamber of Industries has attacked the proposed Professional Scientists and Related Professions Bill, published for general information and comment in Government Gazette 7295 of November 14.

In a letter to the Director-General, Office of the Prime Minister, the FCI points out that the manufacturing sector is the one most directly concerned with the provisions of the Bill.

While it does not oppose the idea of increasing the 'status' of the professional scientist, the FCI finds unacceptable the proposed legislative control of a large number of occupations throughout the entire economy.

It points out that the individual has freedom of association which should be used to enhance his particular profession or occupation.

Legislative control should have as its object the protection of the public, as in the case of the medical and legal professions, but enactment of the proposed Professional Scientists Bill will not in fact protect the public, says the FCI.

'On the contrary, it will create legislative powers to implement a form of job reservation or closed shop.'

Clause 7 (1) (n), for example, would empower the proposed South African council for professional scientists 'to recommend to the Minister the kinds of work in connection with projects, undertakings or services of a scientific nature

which shall be reserved for professional scientists

This would obstruct the freedom of the scientist to do work either on his own initiative or under the control of an employer.

The FCI also submits that the Bill is in conflict with Government policy relating to the responsibility of technicians; and it finds no substance in the argument that the proposed legislation would make the scientific profession more attractive to students.

The FCI warns that an intolerable situation might develop if the Bill is proceeded with, as it would invite every other profession or occupational group to claim similar legal protection, which would not benefit labour relations or be in the interests of the economy as a whole.

a) the system of controls on the movement of African labour already discussed. No such system is incorporated in the Harris-Todaro basic model. In terms of the model, the controls may be conceived of as a series of barriers of finite height, the height being jointly determined by penalties for contravention of the controls and the chances of contravention being detected. So unemployment may be considerably lower in small towns than in metropolitan areas not only because wages are lower there but because small towns, being small, are easier to police. In the rural areas, much of the policing is, in effect, done by individual farmers. There is an important corollary to this: given a fixed level of enforcement of controls on the movement of labour, urban unemployment must rise as the urban-rural income gap rises. If a constant level of urban unemployment

is  
white  
more  
are  
reas  
alt for  
1) (a)  
can  
greater.  
e adjust-  
re diffi-  
is for a  
enforcement

white,  
metro  
remot  
indic  
which  
work  
(b),  
Unde  
eco  
It  
mer  
cu  
fun  
of



THE PROBLEMS OF SOURCES  
Why did the African people of the past not write their history? ...

INTRODUCTION:- History a The year 1789 ushered in Revolution. The year 1789 ushered in Revolution. The year 1789 ushered in Revolution. ...

Here too Eurocentric ex about history, us as a people. Here too Eurocentric ex about history, us as a people. ...

THE PROBLEMS OF SOURCES Why did the African people of the past not write their history? ...

since most of the continent's population was not literate. since most of the continent's population was not literate. since most of the continent's population was not literate. ...

AUXILIARY AND RELATED SCIENCES OF HISTORY

THE UNWRITTEN SOURCES OF HISTORY

Most unwritten historical source material is derived from the work of non-written historical sources. Most unwritten historical source material is derived from the work of non-written historical sources. ...

# FCI against new job bill

Industrial Reporter

THE Federated Chamber of Industries has come out strongly against proposed legislation which it maintains will lead to legislative control of a large number of occupations throughout the entire economy. ...

The FCI said the proposed Professional Scientists and Related Professions Bill could create legislative powers to implement a form of job reservation or closed shop. ...

One clause, for example, would empower the proposed South African Council for Professional Scientists "to recommend to the minister the kinds of work in connection with projects, undertakings or services of a scientific nature which shall be reserved for professional scientists." ...

This would obstruct the freedom of the scientist to do work either on his own initiative or under the control of an employer. ...

An "intolerable situation might develop if the bill is proceeded with, as it would invite every other profession or occupational group to claim similar legal protection, which would not benefit labour relations or be in the interests of the economy as a whole."

DIES COURSE 1986 - Most unwritten historical sources of non-written historical sources

AUXILIARY AND RELATED SCIENCES OF HISTORY

THE PROBLEMS OF SOURCES Why did the African people of the past not write their history? ...

Here too Eurocentric ex about history, us as a people. Here too Eurocentric ex about history, us as a people. ...

THE PROBLEMS OF SOURCES Why did the African people of the past not write their history? ...

since most of the continent's population was not literate. since most of the continent's population was not literate. since most of the continent's population was not literate. ...

THE PROBLEMS OF SOURCES Why did the African people of the past not write their history? ...

remain forever "dark", since most of the continent's population was not literate.

THE PROBLEMS OF SOURCES Why did the African people of the past not write their history? ...

THE PROBLEMS OF SOURCES Why did the African people of the past not write their history? ...

INTRODUCTION:- History and the Heritage of Colonialism

AUXILIARY AND RELATED SCIENCES OF HISTORY

THE UNWRITTEN SOURCES OF HISTORY

Most unwritten historical source material is derived from the work of non-written historical sources. Most unwritten historical source material is derived from the work of non-written historical sources. ...

# INDUSTRIAL RELATIONS — EMPLOYER'S ORGANISATIONS.

6/2/81 — 31/12/81

## ALGEMENE KENNISGEWINGS

KENNISGEWING 108 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

### 'AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERS-ORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Employers' Association of the Cinematograph and Theatre Industry of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

## GENERAL NOTICES

NOTICE 108 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

### APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Employers' Association of the Cinematograph and Theatre Industry of South Africa. Particulars of the application are reflected in the subjoined table.

587398 (133)

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van werkgewersorganisasie.*—Employers' Association of the Cinematograph and Theatre Industry of South Africa.

*Datum waarop aansoek ingedien is.*—30 Junie 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—(i) Wergewers betrokke by die Bioskoop- en Skouburgbedryf en wat ook betrokke is by die verkoop en/of verskaffing, aan persone wat bioskoopvertonings of toneelopvoerings bywoon, op die perseel van en deur die inrigting wat sulke vertonings of opvoerings aanbied, van leesstof wat betrekking het op daardie bedryf, en/of een of meer van die volgende kommoditeite vir verbruik op sulke persele, naamlik eetware, drinkgoed, sigarette, sigare, tabak en vuurhoutjies, insluitende alle werksaamhede wat in verband staan met of voortspruit uit enige van bogenoemde aktiwiteite in die landdrostdistrikte Inanda, Odendaalsrus, Pinetown, Pretoria, Sasolburg, Umlazi, Vanderbijlpark, Vereeniging, Welkom en Wonderboom.

(ii) Wergewers betrokke by die Bioskoop- en Skouburgbedryf en wat ook betrokke is by die afdeling van die Verversingsbedryf wat te make het met die verkoop en/of verskaffing van eetware, drinkgoed, etes, toebroodjies, verversings en/of soda- of mineraalwater aan persone wat vertonings by inryteaters bywoon in die landdrostdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Roodepoort en Springs.

“Bioskoop- en Skouburgbedryf” beteken, sonder om die gewone betekenis van die uitdrukking enigins te beperk, die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om vermaak aan die publiek te verskaf deur die optiese en/of elektroniese en/of ouditiewe transmissie van rolprente en/of toneelopvoerings, insluitende alle werksaamhede wat in verband staan met of voortspruit uit enige van daardie aktiwiteite, maar sluit nie in nie die verskaffing van vermaak deur toneelspelers in direkte vertonings of die vertoon van rolprente deur godsdienstige of liefdadigheidsinrigtings of wanneer dit nie vir wins gedoen word nie.

*Posadres van applikant.*—Posbus 6649, Johannesburg, 2000.

*Kantooradres van applikant.*—Africa House 329-336, hoek van Rissik- en Kerkstraat, Johannesburg, 2001.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.  
(6 Februarie 1981)

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of employers' organisation.*—Employers' Association of the Cinematograph and Theatre Industry of South Africa.

*Date on which application was lodged.*—30 June 1980.

*Interest and area in respect of which application is made.*—(i) Employers engaged in the Cinematograph and Theatre Industry who are also engaged in the sale and/or provision to persons attending cinema performances or theatrical productions, on the premises and by the establishment providing such performances or productions, of literature pertaining to that Industry and/or any one or more of the following commodities for consumption on such premises: Edibles, beverages, cigarettes, cigars, tobacco and matches, including all operations incidental to or consequent on any of the aforesaid activities, in the Magisterial Districts of Inanda, Odendaalsrus, Pinetown, Pretoria, Sasolburg, Umlazi, Vanderbijlpark, Vereeniging, Welkom and Wonderboom.

(ii) Employers engaged in the Cinematograph and Theatre Industry who are also engaged in that section of the Catering Trade concerned with the sale and/or provision of edibles, beverages, meals, sandwiches, refreshments and/or aerated or mineral waters to persons attending performances at drive-in cinemas in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Krugersdorp, Randburg, Roodepoort and Springs.

“Cinematograph and Theatre Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of providing entertainment to the public through the optical and/or electronic and/or auditory transmission of films and/or theatrical productions, including all operations incidental to or consequent on any of the aforesaid activities, but excluding the provision of entertainment by actors in live shows or the exhibition of films by religious or charitable institutions or when not for gain.

*Postal address of applicant.*—P.O. Box 6649, Johannesburg, 2000.

*Office address of applicant.*—329-336 Africa House, corner of Rissik and Kerk Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who are in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(6 February 1981)

DE

WY  
AN  
ON

I

dat

kra

(dA

des

nen

mer

gew

die

skre

skei

in t

P

inaa

vee

raa

Pret

V

Kraa

(6 F

DIE

K

MI

dat

kund

53A

Aanv

van

opsig

'n gel

13

publi

53A

die V

enigi

Medi

Skom

gaan

marte

ten

geval

teame

die g

digen

Di

en d

Schoe

(6 Feb

KENNISGEWING 11 VAN 1981  
DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die South African Pump Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstreë.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Laboriagebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—South African Pump Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—17 Maart 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers in die nywerheid wat te doen het met die vervaardiging en/of fabriseer, hoofsaaklik uit metaal, van toestelle wat 'n beheerde vloei

gg 7357 7/1/81 NOTICE 11 OF 1981 133

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the South African Pump Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Labour, Laboria Buildings, corner of Paul Kruger and Schoeman Streets, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—South African Pump Manufacturers' Association.

*Date on which application was lodged.*—17 March 1980.

*Interests and areas in respect of which application is made.*—Employers engaged in the industry concerned with the manufacture and/or fabrication, mainly from metal, of devices which actuate a controlled flow of

GOVERNMENT GAZETTE, 9 JANUARY 1981

No. 7357 23

van vloeistowwe, gasse, dampe en/of vaste stowwe in pyplyne of pyplynstelsels aan die gang sit, in die Republiek van Suid-Afrika.

*Posadres van applikant.*—Posbus 1338, Johannesburg, 2000.

*Kantooradres van applikant.*—Marshallstraat 84, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.  
(9 Januarie 1981)

liquids, gases, vapours and/or solids in pipelines or pipeline systems, in the Republic of South Africa.

*Postal address of applicant.*—P.O. Box 1338, Johannesburg, 2000.

*Office address of applicant.*—84 Marshall Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(9 January 1981)

KENNISGEWING 22 VAN 1981  
DEPARTEMENT VAN MANNEKRAG-  
BENUTTING  
WET OP NYWERHEIDSVERSOENING, 1956  
INTREKKING VAN REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat, aangesien ek rede het om te vermoed dat die Port Elizabeth Commercial Employers' Organisation nie meer as 'n werkgewersorganisasie funksioneer nie, sy registrasie ingetrek sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.  
(9 Januarie 1981)

KENNISGEWING 23 VAN 1981  
DEPARTEMENT VAN MANNEKRAG-  
BENUTTING  
WET OP NYWERHEIDSVERSOENING, 1956  
INTREKKING VAN REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE. — HYDRAULICS  
AND PNEUMATICS ASSOCIATION

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak hierby kragtens artikel 14 (2) van die Wet op Nywerheidsversoening, 1956, bekend dat ek die registrasie van die Hydraulics and Pneumatics Association met ingang van 18 Desember 1980 ingetrek het.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.  
(9 Januarie 1981)

7357 NOTICE 22 OF 1981 132  
DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
CANCELLATION OF REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, hereby notify, in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Port Elizabeth Commercial Employers' Organisation is no longer functioning as an employers' organisation, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(9 January 1981)

NOTICE 23 OF 1981  
DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
CANCELLATION OF REGISTRATION OF AN  
EMPLOYERS' ORGANISATION.—HYDRAULICS  
AND PNEUMATICS ASSOCIATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Industrial Conciliation Act, 1956, that I have cancelled the registration of the Hydraulics and Pneumatics Association, with effect from 18 December 1980.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(9 January 1981)

133

KENNISGEWING 24 VAN 1981  
DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956  
AANSOEK OM REGISTRASIE VAN 'N WERK-  
GEWERSORGANISASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van bo genoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Gauge and Toolmakers Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Gauge and Toolmakers Association of South Africa.

*Datum waarop aansoek ingedien is.*—3 Oktober 1980.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die nywerheid gemoeid met die vervaardiging en/of herstel van gereedskap en/of stempels en/of vorms en/of setmate en, of meters vir verkoop en/of eie gebruik, in die provinsie Natal.

*Posadres van applikant.*—Posbus 4986, Durban, 4000.

*Kantooradres van applikant.*—Kamer 1701, Metal Industries House, Ordnanceweg 15, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. R. PRETORIUS, Assistent-nywerheidsregistrator.  
(9 Januarie 1981)

NOTICE 24 OF 1981

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Diederik Rudolph Pretorius, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Gauge and Toolmakers Association of South Africa.

Particulars of the application are reflected in the subjoined table. Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Gauge and Toolmakers Association of South Africa.

*Date on which application was lodged.*—3 October 1980.

*Interests and area in respect of which application is made.*—Employers engaged in the industry concerned with the manufacture and/or repair of tools and/or dies and/or moulds and/or jigs and/or gauges for sale and/or own use, in the Province of Natal.

*Postal address of applicant.*—P.O. Box 4986, Durban, 4000.

*Office address of applicant.*—Suite 1701, Metal Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall, in terms of subsection (4), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.  
(9 January 1981)

LENIGING 50 VAN 1981  
 WET OF NYWERHEIDSMERKSOMING, 1956  
 AANSOEK OM VERANDERING VAN DIE REGL-  
 TRASHREK VAN 'N WERKGEWERSORGA-  
 MASIE

Ek, Diederik Rudolph Pretorius, Assistent-nywer-  
 heidsregistrateur, maak ingevolge artikel 4 (2) soos  
 toegepas by artikel 7 (5) van bogenoemde Wet, hier-  
 by bekend dat 'n aansoek om die verandering van  
 sy registrasiebestel ontvang is van die Johannesburg  
 Dry Cleaners' and Launderers' Association. Beson-  
 derhede van die aansoek word in onderstaande tabel  
 verstrek.

Enige geregistreerde werkgewersorganisasie wat teen  
 die aansoek beswaar maak, word versoek om binne  
 een maand na die datum van publikasie van hierdie  
 kennisgewing sy beswaar skriftelik by my in te dien,  
 plaas die Departement van Mannekragbeuiting, Onge-  
 vallegebou 419, Schoemanstraat 215, Pretoria (pos-  
 adres: Privaatsak 2117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Johannesburg  
 Dry Cleaners' and Launderers' Association.

*Datum waarop aansoek ingedien is.*—22 Oktober  
 1980.

*Belange en gebied ten opsigte waarvan aansoek  
 gedoen word.*—Werkgewers in die Wassery-, Droog-  
 skoonmaak- en Kleurbedryf in die landdrostdistrik  
 Johannesburg.

“Wassery-, Droogskoonmaak- en Kleurbedryf” bete-  
 ken, sonder om die gewone betekenis van die uit-  
 drukking enigins te beperk, die bedryf wat in bedryfs-  
 inrigtings uitgeoefen word waar artikels gewas, skoon-  
 gemaak of gekleur word volgens die bestelling van  
 klante, en dit omvat depots waar sodanige artikels  
 ontvang word om gewas, skoonmaak of gekleur te  
 word volgens die bestelling van klante, maar uitge-  
 sonderd die kleur van pelse.

Vir die doeleindes van hierdie woordskrywing  
 sluit die term “klante” nie kleremakers in nie.

*Belange en gebied ten opsigte waarvan registrasie  
 gehou word.*—Werkgewers betrokke by die Wassery-,  
 Droogskoonmaak- en Kleurbedryf, soos hierbo om-  
 skryf, in die landdrostdistrik Johannesburg, soos daar-  
 die gebied op 15 April 1971 saamgestel was.

*Posadres van applikant.*—Postbus 4863, Johannes-  
 burg, 2000.

*Kantooradres van applikant.*—Greenfieldweg 32,  
 Greenside, Johannesburg.

Die aandag word gevestig op onderstaande vereis-  
 tes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewers-  
 organisasie verteenwoordigend is, word ingevolge arti-  
 kel 4 (4), soos toegepas by artikel 7 (5), bepaal  
 volgens die feite soos hulle bestaan het op die datum  
 waarop die aansoek ingedien is, en wat die lidmaat-  
 skap betref, word alleen lede wat ingevolge artikel  
 1 (2) van die Wet op voormelde datum volwaardige  
 lede was, in aanmerking geneem.

89 7370 NOTICE 50 OF 1981  
 INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOP  
 OF REGISTRATION OF AN EMPLOYER  
 ORGANISATION

132

I, Diederik Rudolph Pretorius, Assistant Industrial  
 Registrar, do hereby, in terms of section 4 (2) as  
 applied by section 7 (5) of the above-mentioned Act,  
 give notice that an application for the variation of  
 scope of registration has been received from the Joh-  
 nnesburg Dry Cleaners' and Launderers' Association.  
 Particulars of the application are reflected in the sub-  
 joined table.

Any registered employers' organisation which objects  
 to the application is invited to lodge its objection in  
 writing with me, c/o the Department of Manpower  
 Utilisation, 449 Compensation House, 215 Schoema-  
 n Street, Pretoria (postal address: Private Bag 2117  
 Pretoria, 0001), within one month of the date of publica-  
 tion of this notice.

TABLE

*Name of employers' organisation.*—Johannesburg  
 Dry Cleaners' and Launderers' Association.

*Date on which application was lodged.*—22 October  
 1980.

*Interests and area in respect of which application  
 is made.*—Employers engaged in the Laundry, D-  
 yeing and Cleaning Trade in the Magisterial Distri-  
 ct of Johannesburg.

“Laundry, Dry Cleaning and Dyeing Trade” means  
 without in any way limiting the ordinary meaning of  
 the expression, the trade carried on in establishments  
 where articles are laundered, cleaned or dyed to the  
 order of customers, and includes depots where such  
 articles are received in order to be laundered, cleaned  
 or dyed to the order of customers, but exclude the  
 dyeing of fur pelts.

For the purposes of this definition the term “cus-  
 tomers” does not include clothing manufacturers.

*Interests and area in respect of which registration  
 held.*—Employers engaged in the Laundry, Dry Clean-  
 ing and Dyeing Trade, as defined above, in the Magisterial  
 District of Johannesburg, as that area was constituted  
 as at 15 April 1971.

*Postal address of applicant.*—P.O. Box 4863,  
 Johannesburg, 2000.

*Office address of applicant.*—32 Greenfield Road,  
 Greenside, Johannesburg.

Attention is drawn to the following requirements of  
 sections 4 and 7 of the Act:

(a) The representativeness of any employers' organi-  
 sation which objects to the application shall, in terms of  
 section 4 (4) as applied by section 7 (5), be determined  
 on the facts as they existed at the date on which the  
 application was lodged and, as far as membership is  
 concerned, only members who are in good standing  
 in terms of section 1 (2) of the Act as at the aforesaid  
 date shall be taken into consideration.

(b) Die procedure voorgeskryf by artikel 4 (2) moet  
 gevolg word in verband met 'n beswaar wat ingedien  
 word.

D. R. PRETORIUS, Assistent-nywerheidsregistrateur.  
 (16 Januarie 1981)

(b) The procedure laid down in section 4 (2) must  
 be followed in connection with any objection lodged.

D. R. PRETORIUS, Assistant Industrial Registrar.  
 (16 January 1981)



The South African Federated Chamber of Industries has drawn up detailed labour guidelines which go further than any previous employer statement in opening up the possibility of an accommodation between employers and unregistered unions. Labour Reporter STEVEN FRIEDMAN reports.

# Talking militant unions into industrial peace

RDM 20/1/81  
133

THE detailed labour guidelines drawn up by the Federated Chamber of Industries illustrate the concern of organised employers at the growth of a militant black labour movement.

They suggest that employers should respond to this by taking the initiative with a more "flexible" approach.

The guidelines stress that labour relations are in a state of "transition". New black unions are entering an official system of which they are suspicious, and fear they will be subject to rules which they had little part in formulating.

At the same time, some of the unions which reject registration are clearly representative and employers have little option but to deal with them.

The guidelines make it clear that the FCI would like to see a single, structured, labour relations system develop, but that this does not seem likely at present.

The answer, then, is what one FCI source calls "talks about talks".

Employers should deal with the new unions and keep talking to them. The object of these talks should be to develop a bargaining framework acceptable to both sides and this process would be certain to involve employer recognition of unregistered unions in some cases.

Out of this, the FCI hopes, will develop a new unified, official bargaining system in which all unions, including those who refuse to register, would take part.

While it would resemble the existing industrial council system, it could have important differences. As employers reached agreement with unregistered unions, the framework they agree upon would prompt changes in the existing system and a new system, agreed on by both parties, would emerge.

In other words, the FCI believes an official system is necessary and that unions who are against registration should be drawn into that system.

But it concedes that unions are suspicious of the system and believes that negotiation between employers and unions on how they should bargain could prompt changes in the official system which unions would be entering.

"It is pointless to force unions into a system imposed from the top. We must reach an accommodation with them at the grass-roots. Out of that an official system which all can endorse should emerge," an FCI man says.

The guidelines argue that emerging black unions are likely to continue to voice political demands and that labour relations will become "more politicised".

Employers and unions should, however, realise that concentrating on purely labour issues will, in the long term, "better serve" their interests.

responsible handling of public funds by organisations and the protection of the interests of their members".

Some unions have argued that registration is simply a means of imposing official control on unions.

The FCI argues that registration shows the "good faith" of a union or employer organisation.

It calls, however, for the streamlining of registration requirements because unions fear the "regulation and control elements in registration" and are therefore reluctant to register.

Although the FCI says it is aware of the "risks" involved in recognising unions outside the official structure, it says this is necessary to create a spirit of "trust and goodwill" and thus preserve labour peace.

It is "of the utmost importance" for employers not to refuse to talk to emerging unions because "this is the only way of establishing the *bona fides* of an organisation" as well as its representativeness.

They should also make an effort to become more aware of worker attitudes to union leadership in order not to overlook "the acceptability and credibility of proclaimed leaders".

Even where employers question a union's *bona fides* "it is nevertheless appropriate for dialogue to proceed".

Where a union is representative but unregistered, employers should negotiate a "recognition or relationship agreement" with it if they are satisfied with its *bona fides*.

Employers should ascertain the union's attitude to works and liaison committees because management would have to create channels for non-union members unless the union was prepared to negotiate on their behalf.

"All reasonable facilities" for the union's functioning should become a subject for negotiation at an early stage and should be included in the agreement.

Management should take into account the degree of union representativeness, but should be "wary" of extending sole bargaining rights to any one union.

It is essential, the guidelines say, for employers to adopt a democratic approach and not foster or hamper the growth of particular unions. Employers may, however, express a preference for "broadly based non-racial unions" to prevent race polarisation.

In negotiations leading to a "relationship agreement" unions should recognise management's decision-making rights, subject to the provision of the agreement.

Employers and unions should also agree on rules to implement fair labour practices — generally the provisions of Convention 98 of the International Labour Organisation should

ARCHITE

They also argue that worker demands have been "most strident" in areas with "a relatively poor economic growth performance".

They thus suggest that regional development programmes are an important element in maintaining industrial peace.

The guidelines place repeated stress on the need for employers to adopt a "flexible and pragmatic" approach and not to rely solely on the Government's legal framework to resolve labour disputes.

"Trust and good faith" between labour and management are a "fundamental precondition" for good labour relations and "the best legislative framework alone cannot ensure sound industrial relations".

The FCI stresses that its "ultimate objective" is to work towards a "unified industrial relations system" in which bargaining will take place "predominantly" at the official industrial councils.

Employers will have to demonstrate the virtues of this system to sceptical unions and workers. "This implies a heavy burden of education and training in management-labour relations, but the challenge will have to be accepted if a unitary, structured, system is to prevail."

The guidelines also endorse bargaining with factory-floor committees (which some unions fear is an attempt to weaken them) by arguing for communication between management and labour "both at union and at plant level".

The FCI also backs a system of voluntary union registration, while pointing out that employers should realise that "the benefits (of this system) may not be obvious to new unions and will have to be demonstrated to them."

In an apparent criticism of present registration procedures, the FCI argues that registration is an acceptable form of control over unions and employers "as long as the criteria for registration are aimed at inducing the

This convention protects unions and employers' organisations from victimisation and interference in their affairs. It also outlaws the establishment of unions financially supported or "dominated" by employer organisations.

The guidelines also recommend the adoption of ILO Convention 87 which guarantees the right of unions to autonomy and urges "public authorities" not to interfere with this right.

Convention 87 also outlaws government intervention in union and employer organisation affairs and in the right of unions and employer organisations to associate and form federations free of government interference.

Grievances should be settled by negotiation and strikes or lock-outs should be regarded as a "last resort". Unions should furnish employers with a copy of their constitutions and inform employers of amendments to them.

Recognition agreements should specify which areas the two parties will bargain on and employers are urged not to sign agreements which conflict with industrial council agreements.

The guidelines are the first by a major employer group to open the way for an accommodation between management and unregistered black unions.

While these unions remain suspicious of any approach which backs registration as an ultimate objective, they are obviously likely to be far more receptive to the FCI's approach which will, at the very least, enable them to have informal dealings with all employers in whose plants they have members.

The key issue will be whether the guidelines successfully filter through to the factory floors of individual employers. If they do, they are certain to have a profound effect on labour relations and could be an important step towards establishing a free bargaining system in South Africa.

# FCI urge new labour talks format

PDN 20/1/81 133

By STEVEN FRIEDMAN  
Labour Reporter

DETAILED guidelines urging employers to talk to all unions and providing for recognition talks with unregistered unions have been released by the Federated Chamber of Industries, which represents organised industry countrywide.

The guidelines could have a profound effect on relations between employers and workers, and could also ultimately lead to changes in the country's official bargaining system.

They urge employers to conform with international labour conventions which outlaw practices of which employers and the Government have been accused.

Observers believe the new guidelines go further than any policy statement by an organised employer group thus far in urging employers to deal with representative unions, whether or not they are registered.

FCI sources see the guidelines as an attempt to reach an accommodation between management and unregistered unions and to create a bargaining system based on agreement between employers and unions.

"The country is in a period of labour transition and rules for bargaining between employers and union have not been accepted by both sides.

"Instead of imposing a system from the top, we must begin to develop one from the bottom. This can only be done by meeting all unions to negotiate on bargaining formats.

"Ultimately we hope this will lead to bargaining with all unions within one official system — which may be different in some ways to the one we have at present," an FCI source said yesterday.

The guidelines repeat the FCI's endorsement of union registration and the official industrial council system.

They add, however, that these are only an "ultimate objective".

The representativeness of unions is a "more important issue" than registration and the guidelines lay down suggested procedures for employers

whose workers belong to representative but unregistered unions.

The release of the detailed guidelines follows the announcement by the FCI last year of broad labour guidelines which acknowledged that employers might need to negotiate "conditionally" with unregistered unions.

The detailed guidelines, however, lay down steps employers should follow in dealing with unions and amplifies significantly on last year's announcement.

They are a major reversal of previous FCI policy, released in controversial guidelines several years ago.

They also come at a time when the FCI is planning a more activist role in an attempt to assist employers on labour issues.

The guidelines urge employers to consult with regional chambers of industry in an attempt to decentralise employers' labour strategy.

They urge employers to adopt a "flexible and pragmatic" approach and accept that this will involve some recognition for unregistered unions.

In response to criticism that employers are overly concerned with labour law, rather than with taking the initiative in labour dealings, they emphasise that the guidelines are only an "ultimate objective".

ARCHITECTURE (Continued)

To Page 2

Mrs. Thor  
For the b  
first yea  
Miss M F  
S A Brick  
For the s  
best use  
design wo  
J G Kirkin  
R Stubbs  
For the l  
structure  
M R I Nes  
National  
For the F  
Book Prize  
For the t  
Year of s  
course.  
First  
J A L  
Second  
C S J  
Third  
B de  
Fourt  
R W K  
George S  
for the  
student  
R W Kohn  
TA Prize  
for the  
a first  
disserta  
Management

## Talk to all unions

FCI

FCI

FCI

FCI

FCI

FCI

FCI

FCI

FCI

FCI

S F Richardson

ng

Go page 2

# Favourable response to FCI guidelines

RDM 21/1/81

132

133

By SUE DENNY

TRADE unions and employers yesterday welcomed the Federated Chamber of Industries guidelines for new labour talks.

A Rand Daily Mail survey found that although many welcomed the need for negotiation with unions, a delay in the implementation of talks could result in confrontation.

The detailed guidelines urge employers to talk to all unions, provide for recognition talks with unregistered unions and to conform with international labour conventions.

The FCI, which represents organised industry countrywide, also lays down steps employers should follow in dealing with unions.

A prominent labour academic and former trade unionist, Mr Loet Douwes-Dekker, welcomed the guidelines "as a crucial stage in a change of attitude by employers.

"But unless they are followed by on-the-spot service by the FCI when serious labour-management disputes occur, the guidelines will remain a public relations exercise for overseas consumption," he said.

The executive director of the Associated Chambers of Commerce (Assocom), Mr Raymond Parsons, said:

"Both Assocom and the FCI have issued various guidelines on labour relations in the past few months.

"The current restructuring of the collective bargaining process inevitably involves a substantial measure of trial and error — in which constructive dialogue between employers and the emerging black union movement has an indispensable role to play," Mr Parsons said.

The Western Province General Workers' Union (WPGWU) welcomed the FCI "advice," but its general secretary, Mr David Lewis said it should consider representativeness, rather than registration, in their dealings with unions.

Mr Reinald Hofmeyr, personnel director of Barlow Rand, said: "Barlow Rand has extensive labour guidelines of our own, and we are pleased to see that our guidelines are consistent with what the FCI recommends".

The general secretary of TUCSA, Mr Arthur Grobbelaar, said the guidelines were "fairly sensible", but he could offer no further comment.

Mr Alec Erwin, general secretary of the Federation of South African Trade Unions, said Fosatu welcomed negotiation with representative bodies.

"If such negotiations take place, we will be able to work out a more satisfactory system of collective bargaining than the present industrial council system".

Mr Phiroshaw Camay, general secretary of the Council of Unions of South Africa, said he did not think the guidelines would have any significant impact on black trade unions.

"The guidelines appear to say that the industrial council framework has proved itself in the past. I have reservations about that."

He also said the guidelines confusingly linked recognition and registration.

He said recognition was meant primarily for black unions, as it did not exist for white unions. "This should be examined more closely," Mr Camay said.

net social gain  
the boat) yields  
the shore (four  
+ 8 + 6), which,  
n the total prod-  
social marginal  
taken marginal  
t, six, with four  
the boat, since  
nal-product. A  
the boat and  
the difference  
m the shore.  
the fish) while  
the marginal  
increase the  
the boat, as is  
least a third

among  
foced  
than e  
between  
Who g  
social  
board  
fish wil  
ing fro  
forsake  
graphed  
on bo  
so, with  
boat, th  
larger.  
like any  
six fish.

Men on Board	Number of	Total	Marginal	Average	Social	Net
(on board)	(on board)	(on board)	(on board)	(on board)	(on board)	(on board)
0	0	0	0	0	0	0
1	6	+6	+6	6	6	2
2	16	+10	+8	8	8	6
3	24	+8	+6	8	8	4
4	30	+6	+4	7.5	7.5	2
5	34	+4	+2	6.8	6.8	0
6	36	+2	6	6	6	-2
7	36	0	5.14	5.14	5.14	-4
8	32	-4	4	4	4	-8
9	27	-5	3	3	3	-9
10	21	-6	2.1	2.1	2.1	-10
0	4000	0	0	0	0	0
1	3396	+6	6	6	6	2
2	3392	+16	16	16	16	6
3	3388	+24	24	24	24	4
4	3384	+30	30	30	30	2
5	3380	+34	34	34	34	0
6	3376	+36	36	36	36	-2
7	3372	+36	36	36	36	-4
8	3368	+32	32	32	32	-8
9	3364	+27	27	27	27	-9
10	3360	+21	21	21	21	-10

Table 9-1. Catch of Fish on Board

# 'By year 2000 racism should be a memory'

RDM 22/1/81

133

204

of 14 fish is  
seen.

On a sc  
criterion the  
boat is four  
the marginal  
member on t  
marginal pro  
arithmetic co  
the larger c  
equivalent c  
social-maxim  
boat crew ur  
decreases to  
fishing, they  
sun. Only fist  
Figure 9-1  
areas of plus  
product bars.

Control, Prope  
Rights, and In

Now we come  
people will be  
the increased

Share and Share  
with Controlled E

In our first scen  
boat discoverer  
persons can b  
board will share  
coverer will allo

for then the average catch on board, which he  
and each other person gets, is at the maximum:

LEGALISED discrimination —  
“and hopefully habit-orientated  
discrimination on the basis of  
colour” — should be only a  
memory in South Africa by the  
turn of the century.

That is the view of the presi-  
dent of the South African Mar-  
keting Association, Dr Jan  
Marais.

By then, he says, the average  
standard of living of South Afri-  
cans should improve by at least  
60%, going on conservative eco-  
nomic estimates.

Politically, people will be or-  
ganised in a constellation of  
states, confederation and/or  
state secretariat on the basis of  
no domination of either minor-  
ities or majorities over others.

Writing in the publication  
“South Africa — Target or Op-  
portunity”, Dr Marais says he  
personally believes the country  
can do much better.

“In fact, my view is that we  
are moving towards a ‘model’  
very similar, if not identical,  
with what Europe is striving to  
achieve . . . many sovereign  
states but joined together in a  
‘body of deliberation’ with re-  
gard to common interests.”

Dr Marais says for certain  
groups such as the whites, co-  
loureds and Asians, and per-  
haps some others, there will be  
a slightly different political  
framework.

“I visualise our country as  
becoming more and more the  
financial and investment capi-  
tal of Southern Africa, and  
even for an area further  
afield.” Likewise, he says,  
South Africa will emerge as the

agricultural and land develop-  
ment capital of Southern  
Africa.

From now onwards he also  
expects more attention will be  
given to the vital importance of  
more processing and semi-pro-  
cessing of South Africa’s min-  
erals. “As a rough indication,  
the average increase in value is  
usually about tenfold. By 1990  
our mineral sales should be  
worth R30 000-million at the  
rand’s present value.”

South Africa is also the “food  
capital” of a rapidly increasing  
number of Southern African  
and other African states, a po-  
sition that will prevail for some  
time, he says.

The Republic is already “the  
industrial workshop of Africa”,  
he says, “and I expect even  
more rapid industrialisation to  
take place from now on. The  
accent will shift gradually to-  
wards supplying African states  
with more capital goods as we  
assist them with their own  
industrialisation.

Dr Marais says that with the  
latest constitutional develop-  
ments such as the President’s  
Council, the concept of regional  
economic development (region-  
alism), a development bank for  
Southern Africa, the planned  
constellation of states, or con-  
federation, and the present rap-  
idly increasing economic  
growth rate, already between  
6% and 7%, all South Africans  
can look forward to “a most  
exciting decade ahead”.

“The country’s favourable  
balance of payments, its impec-  
cable credit record and high

credit rating, and its declared  
economic policy of encourage-  
ment of private initiative are  
unequaled in today’s world.

“Recently, over a few  
months, some R700-million of  
new foreign investments flowed  
into South Africa. Foreign in-  
vestment already amounts to  
around R25 000-million by 1 200  
United Kingdom companies,  
375 American, 350 German and  
a large number of French,  
Swiss, Italian and other  
organisations.

“Forty-two large internation-  
al corporations are exploring  
for minerals and spending fur-  
ther enormous sums of  
money.”

Dr Marais says that within  
the next 10 years South Africa  
can become one of the most  
prosperous countries on the  
face of the earth.

There may be tough times  
ahead for a few years while the  
“Marxist-inspired onslaught is  
stepped up”. But, he says, time  
is running out for them because  
of growing Soviet problems  
such as food shortages, future  
oil shortages, ethnic and reli-  
gious unrest in the Soviet  
nation and in her satellites and  
their “miserable failure in  
countries in Africa whom they  
assisted to gain so-called  
independence”.

If the Russians opt for “a  
fresh strike” before their  
“special weaknesses” catch up  
with them, South Africa may  
turn out to be “an ark of safety  
and refuge”, Dr Marais says.  
— Sapa.

As Scene Two of the saga of our fishing society  
opens, the boat-discoverer has been given en-

## LABOUR MATTERS

### Advice to employers

FM 23/1/81

Despite some reservations, trade unionists, employers and government have generally welcomed the guidelines on labour negotiations released this week by the Federated Chamber of Industries (FCI). The guidelines stress again the need for employers to deal with, and recognise, representative unions — even if they are unregistered.

The document, the most wide ranging yet issued by an employer group, updates and extends suggestions released by the FCI in November last year and offers important suggestions to both government and management.

Labour observers feel the guidelines are particularly significant as they pre-empt draconian measures which the Department of Manpower Utilisation has hinted would be introduced during the next parliamentary session. The department indicated that strict measures might be introduced to bring unregistered unions into line — a move many observers feel would be retrogressive.

The FCI suggestions mirror the line industry has taken over the last six months, and have been ratified by Asso-com and Barlow Rand, both of which produced similar documents at the end of

last year.

Leaders of independent trade unions in particular have come out in strong support of the FCI guidelines. Says David Lewis, general secretary of the Western Province General Workers' Union: "They are a welcome deviation from the current position taken by the state. It is also, unfortunately, at odds with the actions of the vast majority of employers who still clearly favour confrontation rather than conciliation with the legitimate leaders of the workers. It is clear that the only alternative to the new guidelines would be an escalation of unrest."

Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu) adds: "It is encouraging to see that employers have realised they must decide on an industrial relations structure themselves. Equally good is the emphasis on consultation and a belief that out of this an acceptable industrial relations structure will evolve."

Although the guidelines depart significantly from government's line on the preferred industrial relations structure, Jaap Cilliers of the Department of Manpower Utilisation has welcomed the initiative taken by the FCI. "It is not for the department to decide how employers should settle grievances. The law provides the guidelines, but employers must decide for themselves whether they want to make concessions and how they will deal with disputes."

An FCI spokesman says the document is an attempt to prompt "negotiations about a negotiating procedure". He says: "Employers are faced at present with an important transitional phase in the development of industrial relations in SA. Some 3m black workers must be brought into the collective bargaining system."

While the FCI suggests that employers consult with all unions and recognise unregistered unions if they are representative, the guidelines do, nevertheless, stress the need for employers and unions to continue using the present legal structure. The FCI says that a first consideration should be a willingness to become part of, and to cooperate within, the industrial council framework.

The document also contains fundamental criticisms of government's present registration system. Labour observers are hopeful that the suggestions could form a broad framework from which government could revise the system that has kept many unions out of the formal negotiating structure.

The FCI acknowledges that some unions

have failed to register because they believe the regulation and control elements in registration are excessive. It says it supports a system of "voluntary registration" and looks to a "streamlining of a registration procedure."

In what labour observers see as a highly significant step, the FCI calls for the implementation of the International Labour Organisation (ILO) Convention No 87 which states that "workers' and employers' organisations shall not be liable to be dissolved or suspended by administrative authority." Observers point out that this is clearly not the case in SA at present.

#### Limited effect

Some reservations about the guidelines have been voiced.

Unionists have expressed concern that they could have limited effect if they do not really influence employers, and if employers are not assisted in their implementation. Erwin says: "The significance of the guidelines depends on what independent companies do. Managements have been dragging their feet and will have to move quickly to make up for lost time. We will have to wait and see if they are prepared to do this."

Some union observers also doubt whether the FCI's suggestions will be enough to draw the independent unions into the industrial relations system. They say the industrial council, which the FCI fully supports, at present serves the interests of employers and white unions. "It provides some employers and white unions a great deal of protection and if this exclusive relationship is allowed to continue, independent unions will choose to remain out of the present structure," says one observer.

Unionists also point out that the guidelines are only the first step, and that until government revises its present system of registration, a large proportion of the black unions will continue to remain outside the official structure.

"Registration for some unions means allowing government a substantial amount of control of union activities. This is unacceptable and until these controls are removed, we will continue to operate independently," says one.

THE most difficult test all guidelines and codes of conduct in industrial relations have had to pass is the satisfaction of the aspirations of the shop floor worker, for it is a workable relationship between his boss and him that these guidelines have to facilitate.

Even employer guidelines by pro-worker groups have had to be revised because they failed to satisfy the worker. Industrial relations in South Africa has been, because of historical political and economic reasons, a most difficult area in which to bring about understanding and conciliation between employers and employees.

South Africa, with its technological know-how and huge industrial set up has not as yet formulated a workable and acceptable industrial relations framework.

Up to now, the industrial relations machinery has not resulted in a workable partnership between management and labour, against a background of facilitating legislation, but has been dominated by management and Government agencies backed by legislation which has been rejected by black unions.

The resultant situation is one where workers find themselves having to demand not only their economic rights (eg wages etc) but also their legal rights (eg the rights to belong to a union of their own choosing).

The international community accepted more than a decade ago that this legal right of the worker was unquestionable.

The FCI guidelines must be seen against this background, indeed, these guidelines represent a major step by management in an attempt to get to grips with a situation which could result in industrial unrest being the order of the day.

These guidelines will, it is evident, be used by other employers as a basis for future dealings in labour matters.

However, the question has got to be asked as to whether or not it is possible to translate these guidelines into meaningful and positive action, which not only is appreciated and understood by the factory floor worker, but is also used as a basic framework in which man-

agement should start the consultation exercise with labour representatives.

Many guidelines have only been implemented on company drawing boards but not in the workplace. The implementation of codes and guidelines by employers has not given them a record to be proud of.

It is of the utmost importance that a liberal interpretation acceptable to the workers is made. Conservative and restrictive interpretations do not encourage a healthy labour situation.

Important recommendations of the guidelines which many unionists would welcome centre around the necessity of building trust and good faith between management and labour, the necessity of bargaining collectively with representative but not necessarily registered employee organisations, the necessity for full scale consultations and communications by management and labour both at union level as well as at shop floor level and the necessity to recognise the worker's right to negotiate collectively through his own union.

The majority of the labour problems in South Africa today arise from the non-recognition of these important factors.

For obvious reasons, many independent black unions have found themselves having to overcome concerted efforts by many employers to recognise company unions, parallel unions and plant communities as true worker representatives without testing workers' opinions.

Absurd situations have occurred where employers "lend" money to individuals to form unions.

The recommendation that consultation and communication between management and the union at plant level be encouraged, is particularly encouraging, especially in view of the fact that employers have persistently refused to recognise the fact that the union is not based in some obscure office in the city buildings but that it exists right in his plant, not through some mysterious doing, but by the fact that his very workers control and direct that union. It has been difficult to under-

# A major step — now for positive action

HENRY CHIPEYA IS THE NATIONAL PRESIDENT OF THE COMMERCIAL CATERING AND ALLIED WORKERS' UNION OF SOUTH AFRICA. HE IS ALSO THE ADMINISTRATOR OF THE URBAN TRAINING PROJECT



stand the reasoning of employers who refuse to talk to union action committees, union shop stewards or union branches in

their plants but are willing to talk to the union office only. The FCI recommends that the aim of both unions and

RDM 23/1/81 (132) (133)  
Two experts in the labour field analyse the Federated Chamber of Industries' "Guidelines for Industrial Relations in the 1980s" released this week

# A pragmatic leap into the future

ANDREW LEVY IS THE MANAGING DIRECTOR OF A FIRM OF MANAGEMENT CONSULTANTS IN INDUSTRIAL RELATIONS WITH A BROAD EXPOSURE TO THE PROBLEMS THAT COMMERCE AND INDUSTRY FACE WITH EMERGING UNIONS

employer organisations should be to work towards registration and also towards negotiation in industrial councils.

It also recommends that registration procedures should be improved in order that registration be made much easier.

To many unions, registration and its implications represents an attempt to control and meddle in their affairs and has therefore not been accepted. Employers should appreciate and accept this stand and not make registration a precondition of recognising a union.

The industrial council system was accepted in principle by unions of the Council of Unions of South Africa (CUSA), but not as practised at present in South Africa.

In many cases, industrial councils have become dominated and controlled by employers and have been used to keep out genuine trade unions.

It is essential that the system be reviewed and made more acceptable.

Finally, an important implication of the recommendation is that industrial relations should be left to employers and employees, for it is only they who represent the interests of their different constituencies.

The authorities should play a role of enacting enabling legislation only and take a back seat.

Following and practising the spirit of the FCI recommendations will certainly make us leaders in industrial relations.

THE guidelines for industrial relations in the 1980s put out by the Federated Chamber of Industries is an amazing document from a number of points of view, especially when the stance advocated now towards trade unions is compared with the chamber's attitude of three years ago.

The change in position towards worker representation could not have been more radical. What emerges from a close study of the document is evidence that the chamber's view is not only pragmatic but that here is a body, with a reputation for conservatism, which has moved with the times and not only urges its members to do likewise, but is offering excellent and practical advice on how to do so.

For lying behind the document is the realisation that industrial peace is not obtained through the scratch of the parliamentary pen, and that management ostriches, putting their heads in the sand so as to see no unions, run the risk of leaving their rumps exposed to the full force of the collective working class boot — an uncomfortable position, and one that no doubt will become more awkward as labour organisation grows.

One certainly would not question whether a body such as the FCI knows what it is saying, but the implications for employers are so complex that it is to be hoped that their immensely will be appreciated, because the pages of the guidelines are littered with the corpses of a number of South African industrial relations' sacred cows.

Gone is the first article of the faith, the registration requirement. The chamber clearly spells out the fact that "it is the representativeness of an employee organisation that is the more important issue", rather than a certificate from Pretoria.

This statement is crucial to the possibility of industrial peace in South Africa. So much so that, although it is legitimate to ask whether the works of Wiehahn are still valid, if this is its legacy, the events have gathered their own momentum and may yet reach self-fulfillment.

While still clinging to the industrial council system, the second article of the faith, the chamber now is allowing employers to enter into recognition agreements with unregistered unions which might be outside the sanctity of the system. Although the term "relationship agreement" is clearly preferred in the document to the more generally accepted phrase "recognition agreement" (perhaps this is going just that bit too far for the FCI), the chamber does not mince its words or its advice on this issue, and the guidelines are comprehensive.

The recognition agreement is the single most important accord ever reached between a company and a union. For management, it is a formal signing away of their right to unilateral decision-making in certain areas of the business. It is also a wedge that will be driven progressively into other areas of management control. This does not imply a value judgment by me as to the cor-

rectness of management reducing its power. Nor is this judgment to be found in the chamber's document, although there are fleeting references to the words "reasonable" and "responsible" which should be expunged from the jargon of industrial relations. However, the employer reading between the lines and grasping the full import of the document will be under no misapprehension as to what is being said.

The message is simple: "Mr Employer, once the union has membership it will come and take all these things that have so long been regarded as your sole prerogative. Perhaps you could get a better deal if you go out and reach accord while some of the bargaining power is still on your side — in the long run it could be to your advantage."

No matter what the academics tell us about the institutionalisation of conflict, let management be under no illusions. After formal recognition, life will never be the same again. Negotiating a recognition agreement should be approached by management with the same care as a multi-million rand investment. A poor agreement will leave them with a lot of time to repent their mistakes and it won't necessarily be at their leisure.

There will, of course, be some scepticism from union commentators who will claim that they've heard it all before, and have also seen it evaporate. However, they should not lose sight of the import of such a policy document emanating from a body with both the em-



nence and clout of the FCI.

More militant unions may even reject it out of hand, arguing that it has nothing more than suasive force, and that employers who wish to, will still drag their feet. Be that as it may, if the position is viewed in the context of velocity of change, the FCI is approaching the speed of light.

The stand it takes on the creation of "sweetheart unions" clearly shows that it is the union's job to organise workers, and not the bosses. This should satisfy even the most hard-bitten union man. What more could he ask but access to premises, checkoff, and sole bargaining rights, which as the FCI rightly points out, must be the subject of negotiated agreements where the union is representative? If I were a union man I'd stop carping and start organising.

The sincerity of the FCI is undoubted, as is the practicality of its document. But it is interesting to ponder whether or not it is the leader or the led? Do the views put forward in the document reflect the advice of FCI officials to member firms, or has the change been rung the other way round, with

member firms telling the FCI that its previous stance was unworkable in the light of developments at the sharp end during 1980?

Perhaps it doesn't really matter how it occurred, because at the end of it all, since its evidence to the Wiehahn Commission, the FCI has turned a somersault and issued an unequivocal statement: "The sooner effective negotiation and bargaining can commence between representative employer and employee groups regardless of race, colour or creed, the sooner suspicion and mistrust will be eliminated."

While the issue of such a document does not in itself guarantee the achievement of an era of industrial co-existence, it does to some extent stand surety as to its future feasibility.

Peace will not come overnight, but here is an indication that the rules of the game are changing and should certainly have more acceptance by international standards. For this the FCI should be congratulated. However, the game still goes on, and it is now up to the players to kick the ball.



# Pensions

## plan cause of unrest says FCI

AGUS 13/2/81

200 300

133

Financial Editor

**THE Government's proposals to make people pay for their own pensions by preserving their pension rights and not becoming a burden on the State is running into increasing opposition.**

The latest body to object to the proposals is the Federated Chamber of Industries, which represents virtually all the country's manufacturers.

The FCI says the Government's plans for the compulsory preservation of pensions has led to serious unrest among employees, especially in the Eastern Cape.

Workers there have told their employers that they want to resign so as to get their pension contributions. Then, they want to be re-employed without losing other service benefits.

### DIFFICULTY

The FCI says that workers want their pension benefits now because:

- ① They have difficulty in appreciating long-term advantages of a pension scheme.
- ② They think the unemployment insurance scheme inadequate.
- ③ They distrust the Government's motives.
- ④ There is a desire by certain groups to gain control over pension funds and the funds of burial societies and to create discord.

Official assurances are unlikely to ease the situation because of distrust among workers of legislation that gives the Government discretion to grant exemptions.

### INOPERATIVE

It is undesirable in principle to have legislation which will be made inoperative if it causes industrial unrest.

An answer would be to exclude specifically workers earning less than a given amount — say R8 000 a year (about R660 a month) from the preservation and transferability formulae.

taxes being imposed on the individual as has happened in Britain.

### COMMITMENTS

Open-ended pension commitments by governments in these two countries are now regarded as among the main causes for the extremely serious financial situations these countries are now experiencing.

Meanwhile, if the Government in this country were to exempt everyone earning less than R660 a month from its proposed pension scheme, it might as well abandon it completely.

For it is people in this income bracket who normally need a state pension. To remove this need is the reason for the proposals.

However, workers earning less than this sum should have the right to transfer their pensions if they so desired.

The FCI says it has submitted these suggestions to the Director-General of Finance, Dr J de Looz, because the possible compulsory transferability and preservation of pension rights has become a major cause of dissatisfaction and unrest in the Eastern Province, and that it is important that a basis for trust should be re-established.

### DESTROY PURPOSE

It will be interesting to see how the Government reacts to the FCI's request. To agree to it would be to destroy the whole purpose of the Government's pension plan proposals.

Many Government spokesmen have made it clear that the aim of the pension proposals is to ensure that people have an income in their old age so they will not need a state pension.

This is to prevent pension payments eating up an increasingly large part of government revenues, as has been happening in the United States, or to cause increasingly heavier

KENNISGEWING 159 VAN 1981  
 DEPARTEMENT VAN MANNEKRAG-  
 BENUTTING  
 WET OP NYWERHEIDSVERSOENING, 1956  
 AANSOEK OM REGISTRASIE VAN 'N  
 WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregis-  
 trateur, maak ingevolge artikel 4 (2) van boege-  
 noemde Wet hierby bekend dat 'n aansoek om regi-  
 strasie van 'n werkgewersorganisasie ontvang is van die  
 South African Paint Manufacturers' Association. Beson-  
 derhede van die aansoek word in onderstaande tabel  
 verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen  
 die aansoek beswaar maak, word versoek om binne  
 een maand na die datum van publikasie van hierdie  
 kennisgewing sy beswaar skriftelik by my in te dien, p a  
 die Departement van Mannekragbenutting, Ongevalle-  
 gebou 449, Schoemanstraat 215, Pretoria (posadres: Pri-  
 vaatsak N117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—South African  
 Paint Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—23 Oktober  
 1980.

*Belange en gebied ten opsigte waarvan aansoek  
 gedoen word.*—Werkgewers betrokke by die Verfver-  
 vaardigingsnywerheid in die Republiek van Suid-Afrika.

“Verfvervaardigingsnywerheid” beteken die nywer-  
 heid waarin werkgewers en werknemers met mekaar  
 geassosieer is met die doel om een of meer van die  
 volgende bedrywighede uit te oefen:

Die bereiding, vervaardiging, bottel, toedraai of ver-  
 pakking van verwe, pigment, distemper, lakke, vernisse,  
 emaljies, dekverwe, vulstryksels, stopverwe, verdunners  
 en inkte, en dit omvat—

(i) die aflewering en verspreiding van genoemde  
 produkte aan 'n depot van die vervaardiger, of aan  
 die perseel van 'n groothandelaar of kleinhandelaar,  
 indien sodanige aflewering of verspreiding gedoen  
 word deur dieselfde werkgewer wat sodanige produkte  
 berei, vervaardig, gebottel, toegedraai of verpak het;  
 en

(ii) alle werksaamhede wat met enige van voor-  
 melde bedrywighede gepaard gaan en daaruit voort-  
 spruit.

*Posadres van applikant.*—Posbus 1300, Durban, 4000.

*Kantooradres van applikant.*—Vyfde Verdieping,  
 Metal Industries House, Ordnanceweg 15, Durban.

Die aandag word gevestig op onderstaande vereistes  
 van artikel 4 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat  
 teen die aansoek beswaar maak, verteenwoordigend is,  
 word ingevolge subartikel (4) bepaal volgens die feite  
 soos hulle bestaan het op die datum waarop die aansoek  
 ingedien is, en wat die lidmaatskap betref, word alleen  
 lede wat ingevolge artikel 1 (2) van die Wet op voor-  
 melde datum volwaardige lede was, in aanmerking  
 geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet  
 gevolg word in verband met 'n beswaar wat ingedien  
 word.

M. W. J. I. F. ROUX, Nywerheidsregisrateur.  
 (27 Februarie 1981)

NOTICE 159 OF 1981

DEPARTMENT OF MANPOWER UTILISATION  
 INDUSTRIAL CONCILIATION ACT, 1956  
 APPLICATION FOR REGISTRATION OF AN  
 EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial  
 Registrar, do hereby, in terms of section 4 (2) of the  
 above-mentioned Act, give notice that an application  
 for registration as an employers' organisation has been  
 received from the South African Paint Manufacturers'  
 Association. Particulars of the application are reflected  
 in the subjoined table.

Any registered employers' organisation which objects  
 to the application is invited to lodge its objection in  
 writing with me, c/o the Department of Manpower  
 Utilisation, 449 Compensation House, 215 Schoema-  
 Street, Pretoria (postal address: Private Bag N117  
 Pretoria, 0001) within one month of the date of pub-  
 lication of this notice.

TABLE

*Name of employers' organisation.*—South African  
 Paint Manufacturers' Association.

*Date on which application was lodged.*—23 October  
 1980.

*Interests and area in respect of which application  
 made.*—Employers engaged in the Paint Manufacturing  
 Industry in the Republic of South Africa.

“Paint Manufacturing Industry” means the industry  
 in which employers and employees are associated for  
 the purpose of carrying on any one or more of the  
 following activities

The preparation, manufacture, bottling, wrapping or  
 packing of paints, pigments, distemper, lacquer,  
 varnishes, enamels, finishes, fillers, putties, thinners and  
 inks and includes—

(i) the delivery and distribution of the said products  
 to a depot of the manufacturer, or to the premises of  
 a wholesaler, or retailer, if such delivery or distribu-  
 tion is carried on by the same employer who pre-  
 pared, manufactured, bottled, wrapped or packed  
 such products; and

(ii) all operations incidental to and consequent on  
 any of the aforesaid activities.

*Postal address of applicant.*—P.O. Box 1300, Durban  
 4000.

*Office address of applicant.*—Fifth Floor, Metal  
 Industries House, 15 Ordnance Road, Durban.

Attention is drawn to the following requirements of  
 section 4 of the Act:

(a) The representativeness of any employers' organ-  
 isation which objects to the application shall in terms of  
 subsection (4) be determined on the facts as they  
 existed at the date on which the application was lodged,  
 and, as far as membership is concerned, only members  
 who were in good standing in terms of section 1 (2) of  
 the Act as at the aforesaid date shall be taken into  
 consideration.

(b) The procedure laid down in subsection (2) must  
 be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
 (27 February 1981)

# Barlows' big step to union recognition

RDM 12/3/81

157 140 139 133

By STEVEN FRIEDMAN  
Labour Reporter

IN A major policy statement, the country's largest industrial group, Barlow Rand, has committed itself fully to recognising representative trade unions, even if they are unregistered.

This is a significant change from the policy spelled out last year in a speech by Barlows' executive chairman, Mr Mike Rosholt — that the group would negotiate with unregistered unions "in special circumstances".

Barlows has also laid out labour guidelines which urge companies to "talk to unions, whether registered or unregistered, at all times". The only criteria for recognition are that the union must be representative and must have an "acceptable" constitution.

The latest modification in Barlow Rand's policy is likely to attract intense employer and trade union interest.

Although Mr Rosholt's original statement was itself regarded as signifying a major policy change, it was much more cautious about recognition of unregistered unions. This statement was, however, criticised by some employers.

Mr Reinald Hofmeyr, the group's executive director in charge of labour relations, says Barlow Rand has "no option" but to adopt this policy until Government registration is

made "voluntary, simple and attractive".

His statement of the group's policy is contained in an article in Barlows' corporate magazine "Barlows' 81". The article also contains a detailed account of labour guidelines issued by Mr Rosholt to Barlow Rand companies.

Mr Hofmeyr also disclosed that Barlows were attacked by some other employers over Mr Rosholt's original statement that the group would be prepared to deal with unregistered unions in some circumstances.

"We were accused of 'letting the side down' and 'weakening the position of other employers'," he writes.

"We were unrepentant, however, since we could see no other sensible way of accommodating the realities of the South African industrial relations situation."

Key aspects of Barlows' guidelines include:

○ Do not hesitate to recognise a union that represents the majority of workers it seeks to enrol and has an acceptable constitution;

○ Although Barlows still supports factory-level bargaining through works councils — which many unions reject — workers should have be free to choose either union or committee representation;

○ Companies should not encourage or obstruct recruit-

ment by unions, and should be careful not to take action which could be seen as victimisation of union members;

○ Companies should never take sides when rival unions are competing for membership;

Mr Hofmeyr says Barlows have found "a powerful ally" in the SA Federated Chamber of Industries, "arguably the most representative and influential employer organisation".

The FCI recently released labour guidelines which "represented a dramatic shift from traditional employer attitudes to industrial relations". It recommended that employers should negotiate with representative unions whether or not they were registered.

According to Mr Hofmeyr, there is "no difference whatsoever" between Barlows' stance and that of the FCI.

He said the group had first moved from a policy of favouring negotiations between employer organisations and registered unions only to one in which it was prepared to deal with unregistered unions "in special circumstances".

It was now, however, committed to "our present view that representativeness, not registration, is the key issue and that until registration is made voluntary, simple and attractive, we have no option but to recognise unregistered unions".

# Assocom is against clamps on media

RDM 12/3/81 (35) (243) (133)

By PATRICK LAURENCE

INTERFERENCE by the Government in the freedom of the media would harden foreign attitudes towards South Africa and trigger disinvestment at a time when it was needed. Assocom (the Association of Chambers of Commerce of South Africa) told the Steyn Commission of Inquiry into the Mass Media yesterday.

"Past experience has shown that any action on behalf of the authorities which can be regarded as an intrusion into the rights of individuals or the free enterprise system has hardened the attitudes of foreign governments and businessmen toward the Republic," Assocom said in a written submission.

One outcome was withdrawal of foreign capital, on which South Africa's sustained economic growth and continued social stability depended — and through these, resolution of black unemployment.

"In view of past experience,

Assocom is convinced that any direct interference by the authorities in the 'free' mass media will have similar consequences."

Assocom, which has about 20 000 members, accepted the principle that "power must be matched by responsibility", but advocated self-policing by the media to ensure fair and balanced reporting.

It said that would be in line with the "expressed belief of the Prime Minister that the demands of our time require that private initiative should be utilised wherever possible to seek solutions to any problems within the framework of the private enterprise system".

In an earlier submission, the Afrikaanse Calvinistiese Beweging, represented by Professor P G du Plessis and Dr As de Beer, of Rand Afrikaans University, recommended that attention be given to the establishment of an "Institute for Press Ethics".

It should be attached to a university to facilitate "prima-

ry research" as a means to improve standards in the news industry and equip it to investigate specific problems within its own ranks.

Journalists should be trained to face the moral questions posed by war, violence, revolution and change, especially as it affected South Africa, Prof Du Plessis said in oral evidence.

Dr De Beer, a former journalist, argued for a formal training scheme and entrance qualification for aspirant journalists.

Asked by the commission chairman, Mr Justice M T Steyn, if he would settle for a professional diploma course, Dr De Beer said: "At least a diploma, but preferably a university training."

He said there was no agreement among journalists on the definitions of "news" and "objectivity", and referred to a project in which he asked 20 senior journalists to define news — and got 20 different responses.

1983/81 STW  
Assocom

warns 133  
on curbs

Assocom would like to see a body representing the entire Press industry and believed that self-policing by journalists would ensure fair and balanced reporting. Assocom representatives told the Steyn Commission of Inquiry into the Mass Media yesterday.

Any direct interference by the authorities in the "free" mass media would harden the attitudes of foreign governments and businessmen towards South Africa and would result in foreign disinvestment, they told the commission.

"Assocom recommends that the solution to problems in reporting by the mass media should be resolved through direct consultation and negotiation with the media industry as a whole," the panel submitted.

This would be "with a view to determining guidelines, and not through the introduction of direct controls."

Individual members of the panel said there appeared to be "no harm in journalism becoming more professionalised."

Entry into journalism, however, should not be a closed shop and made too difficult for some to enter.

Asked by Mr Justice Steyn if Assocom had "really pondered the question of the professionalising of journalism," the panel said it had not really done so.

DEPARTEMENT VAN MANNKRAAG-  
BENUITTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N WERKGEWERSORGA-  
NISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-  
registrateur, maak ingevolge artikel 4 (2) soos toegepas  
by artikel 7 (5) van bogenoemde Wet, hierby bekend  
dat 'n aansoek om die verandering van sy registrasie-  
bestek ontvang is van die South African Ophthalmic  
Optical Manufacturers' Association. Besonderhede  
van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen  
die aansoek beswaar maak, word versoek om binne  
een maand na die datum van publikasie van hierdie  
kennisgewing sy beswaar skriftelik by my in te dien,  
p.a. die Departement van Mannkragbenutting, Onge-  
vallegebou 449, Schoemanstraat 215, Pretoria (pos-  
adres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van werkgewersorganisasie.*—South African  
Ophthalmic Optical Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—22 Januarie  
1981.

DEPARTMENT OF MANPOWER  
UTILISATION

133

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANI-  
SATION

I, Mattheus Willem Johannes le Roux, Industrial  
Registrar, do hereby, in terms of section 4 (2), as  
applied by section 7 (5) of the above-mentioned Act,  
give notice that an application for the variation of its  
scope of registration has been received from the South  
African Ophthalmic Optical Manufacturers' Associa-  
tion. Particulars of the application are contained in  
the subjoined table.

Any registered employers' organisation which  
objects to the application is invited to lodge its objec-  
tion in writing with me, c/o the Department of Man-  
power Utilisation, 449 Compensation House, 215  
Schoeman Street, Pretoria (postal address: Private Bag  
X117, Pretoria, 0001), within one month of the date  
of publication of this notice.

## TABLE

*Name of employers' organisation.*—South African  
Ophthalmic Optical Manufacturers' Association.

*Date on which application was lodged.*—22 Janua-  
ry 1981.

*Belange en gebied ten opsigte waarvan aansoek ge-  
doen word.*—Werkgewers betrokke by die Oftalmiese  
Optiese Nywerheid in die Republiek van Suid-Afrika.

"Oftalmiese Optiese Nywerheid" beteken, sonder om  
die gewone betekenis van die uitdrukking ewigsins te  
beperk, die nywerheid waarin werkgewers en werkn-  
mers met mekaar geassosieer is vir die vervaardiging  
en/of die innemkaarsit van brilframe en/of lense en/of  
kontaklense en/of sonbrille en/of onledele wat met  
die nywerheid in verband staan.

*Belange en gebied ten opsigte waarvan registrasie ge-  
hou word.*—Werkgewers betrokke by die vervaardi-  
ging en/of die innemkaarsit van brilframe en/of lense,  
in die landdresdistrikte Die Kaap, Durban en Johan-  
nesburg soos daardie gebiede op 6 November 1953  
saamgestel was.

*Posadres van applikant.*—Posbus 4581, Johannes-  
burg, 2000.

*Kantooradres van applikant.*—Agtste Verdieping,  
Alliedgebou, hoek van Rissik- en Breestraat, Johan-  
nesburg.

Die aandag word gevestig op onderstaande vereistes  
van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat  
teen die aansoek beswaar maak, verteenwoordigend is,  
word ingevolge artikel 4 (4), soos toegepas by artikel  
7 (5), bepaal volgens die feite soos hulle bestaan het  
op die datum waarop die aansoek ingedien is, en wat  
die lidmaatskap betref, word alleen lede wat ingevolge  
artikel 1 (2) van die Wet op voormelde datum vol-  
waardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet  
gevolg word in verband met 'n beswaar wat ingedien  
word.

M. W. J. LE ROUX, Nywerheidsregistrateur.  
(20 Maart 1981)

*Interests and area in respect of which application is  
made.*—Employers engaged in the Ophthalmic Optical  
Manufacturing Industry in the Republic of South  
Africa. "Ophthalmic Optical Manufacturing Industry"  
means, without in any way limiting the ordinary mean-  
ing of the term, the industry in which employers and  
employees are associated for the purpose of manufact-  
uring and/or assembling spectacle frames and/or len-  
ses and/or contact lenses and/or sunglasses and/or  
accessories appertaining to the industry.

*Interests and area in respect of which registration is  
held.*—Employers engaged in the manufacture and/or  
assembling of spectacle frames and/or lenses, in the  
Magisterial Districts of Durban, Johannesburg and The  
Cape as these areas were constituted as at 6 November  
1953.

*Postal address of applicant.*—P.O. Box 4581, Johan-  
nesburg, 2000.

*Office address of applicant.*—Eighth Floor, Allied  
Buildings, corner of Rissik and Bree Streets, Johan-  
nesburg.

Attention is drawn to the following requirements of  
sections 4 and 7 of the Act:

(a) The representativeness of any employers' orga-  
nisation which objects to the application shall in terms  
of section 4 (4) as applied by section 7 (5) be deter-  
mined on the facts as they existed at the date on which  
the application was lodged and, as far as membership  
is concerned, only members who were in good standing  
in terms of section 1 (2) of the Act as at the aforesaid  
date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must  
be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(20 March 1981)

# 11-point plan to CT 28/3/81 combat 133 183 inflation

## Own Correspondent

JOHANNESBURG. — An 11-point plan to combat inflation but keep economic growth high has been put forward by representatives of the Association of Chambers of Commerce, the Federated Chamber of Industries and the Handelsinstituut.

It was presented at the conference on inflation convened in Johannesburg by the Minister of Finance, Mr Owen Horwood, and attended by more than 100 leaders of the government and the public and private sectors of the economy.

The 11-point plan included proposals for:

- Lengthening the working week.
- Giving financial incentives to the poorest groups to seek work — but not to introduce any kind of minimum wage legislation which, it is claimed, would worsen unemployment.
- Boosting training and immigration to reduce the shortage of skilled labour.
- Removing government controls, which were said to hold back profits and productivity.
- Holding a full-scale inquiry into food prices.

KENNISGEWING 227 VAN 1981  
DEPARTEMENT VAN MANNKRAAG-  
BEHOEFTE

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIE-BESTEK VAN 'N WERKGEWERSORGA-  
NISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-  
registrateur, maak ingevolge artikel 4 (2) soos toegepas  
by artikel 7 (5) van bogenoemde Wet, hierby bekend  
dat 'n aansoek om die verandering van sy registrasie-  
bestek ontvang is van die South African Radio and

NOTICE 227 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANI-  
SATION

I, Mattheus Willem Johannes le Roux, Industrial  
Registrar, do hereby, in terms of section 4 (2), as  
applied by section 7 (5), of the above-mentioned Act,  
give notice that an application for the variation of its  
scope of registration has been received from the South

off 7515 29/3/81



Television Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om blyke een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Middelvervoering, Ongevallegebou 49, Schoemanstraat 215, Pretoria (posadres: Posbus 1317, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—South African Radio and Television Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—19 Januarie 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers in die landdrosdistrik Malmesbury betrokke by die nwerkheid gemeoid met die vervaardiging van televisie-ontvangtoestelle, uitgesonderd die vervaardiging van televisiekabinette.

*Posadres van applikant.*—Posbus 1338, Johannesburg, 2000.

*Kantooradres van applikant.*—Eerste Verdieping, Metal Industries House, hoek van Marshall- en Simmondsstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n werkgewersorganisasie wat teen die aansoek beswaar maak, verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(27 Maart 1981)

KENNISGEWING 228 VAN 1981

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

BUITELANDSE PAKKETVERSEKERINGSDIENS

Vir algemene inligting word bekendgemaak dat die Posmeester-generaal kragtens die bevoegdheid hom verleen by artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), die bestaande gelde vir die versekering van pakkette gepos in die Republiek van Suid-Afrika vir aflewering in die buiteland soos atgekondig by Goewermentskennisgewing R. 1365 van 10 Augustus 1973, met ingang van 1 April 1981 intrek en van dieselfde datum af deur die volgende nuwe gelde vervang:

Diens	Diensgelde	
	Versekeringsgeld	Maksimum vergoeding
Versekering van 'n pakket na enige bestemming in die buiteland (onderworpe aan beperkings met betrekking tot die maksimum bedrag van vergoeding wat vir die bepaalde land geld)	c	R
	20	50
	30	100
	50	250
	100	500
	200	1 000
250	1 110,75	

(27 Maart 1981)

African Radio and Television Manufacturers' Association. Particulars of the application appear in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 49 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Box 2117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of employers' organisation.*—South African Radio and Television Manufacturers' Association.

*Date on which application was lodged.*—19 January 1981.

*Interests and area in respect of which application is made.*—Employers in the Magisterial District of Malmesbury engaged in the industry concerned with the manufacture of television receiving sets, excluding the manufacture of television cabinets.

*Postal address of applicant.*—P.O. Box 1338, Johannesburg, 2000.

*Office address of applicant.*—First Floor, Metal Industries House, corner of Marshall and Simmonds Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4), as applied by section 7 (5), be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(27 March 1981)

NOTICE 228 OF 1981

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

INSURED PARCEL SERVICE TO FOREIGN COUNTRIES

It is notified for general information that the Postmaster General, under the powers vested in him by section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), withdraws, with effect from 1 April 1981, the existing fees for insurance of parcels posted in the Republic of South Africa for delivery in countries abroad as published in Government Notice R. 1365 of 10 August 1973 and substitutes therefor the following new fees as from the same date:

Service	Service fee	
	Insurance fee	Limit of compensation
Insurance of a parcel to any destination in a foreign country (subject to restrictions with regard to the maximum amount of compensation applicable to the particular country)	c	R
	20	50
	30	100
	50	250
	100	500
	200	1 000
250	1 110,75	

(27 March 1981)

56

OF

Industrial

(2) as

ed Act,

n of its

Motor

of the

to the

writing

isation,

Street,

Pretoria,

ation of

Workers

Decem-

application

for pur-

vey drivers

s) in the

), Johan-

ape York

ements of

ion which

of section

red on the

re applica-

is concern-

g in terms

date shall

4 (2) must

on lodged.

ISATION

T, 1956

SCOPE OF

ORGANI-

c. Industrial

n 4 (2), as

ntioned Act,

riation of its

m the South

The Social Parameters of Infection

The question as to whether the incidence of tuberculosis is correlated with any social or economic parameters was studied by dividing the sample of children under 14 years old according to answers given in the questionnaire, and re-estimating the incidence for the several groups. In this study three parameters were selected as being of special interest: sleeping density, family income, and cattle ownership.

There is a generally held belief that tuberculosis will have a greater incidence where sleeping conditions are crowded, this hypothesis was tested in this survey by dividing the children into groups according to how many slept in their hut at night and then reestimating the incidence for the different groups of children (Table 5; Figure 3). Surprisingly there was no correlation between crowding and infection. The most crowded 20% (that is those sleeping 7 or more to a hut), the most crowded 40% (that is those sleeping 6 or more to a hut), and the least crowded 20% (that is those sleeping 3 or less to a hut), had all very much the same incidence of infection as the rest of the sample. It is hard to find a satisfactory explanation for this result.

Tuberculosis has been traditionally associated not only with over-crowding but also with poverty. We therefore chose family income as our next parameter. We did not ask directly for an estimate of family income in the questionnaire but rather asked how many people would react to such

q = e<sup>-at</sup> .....1.  
taking logarithms,  
ln q = -at ln e .....2.  
this simplifies to,  
ln q = -at .....3.

This is a straight line graph of ln q against 't', 'a' representing the slope of the line.

The results of the Heaf tests are given in Table 4 and the rate of infection is shown diagrammatically in Figure 2. The rate of infection up to the age of 10 years is estimated at 10,5% per annum (the 90% confidence limits being 12,96 - 8,64% per annum). This figure is higher than that estimated by C. de Ville de Goyet (1974) for the Transkei as a whole. However, the figures of the South African Tuberculosis Study Group (1974) which he was using show great variation from one site to another (Grade III and IV reactors comprising 65% of the children tested in Site III, but only 28% of those tested at Site VIII). From the figures for schools in the Tsolo district given in Table 2, it seems that Mtshezi might be considered a location with a high prevalence.

Mortality

As the survey lasted less than two months directly. At each household, however, an individual had died in the household since the previous year of just under one year. The age and the sex and the place of the last illness were also recorded. In a population of 1,503 (mid-year estimate) from the location, there were 32 deaths during the year. 14 (45%) were said to have died from some cause other than tuberculosis; 8 (25%) were said to be from the respiratory tract; 8 (25%) were said to be from other causes. While admitting that terminal respiratory symptoms do not imply a respiratory pathology, and also that the relatives' statement that someone had died of tuberculosis must be taken with some scepticism, it is notable how closely these figures accord with the mortality estimates from within the hospital itself.

From the 1st January to the 10th September 1976 there were 289 deaths in St. Lucy's Hospital. The principal cause of death attributed to 91 (31%) of these was tuberculosis. A further 19 bore a diagnosis before death of tuberculosis, but this was not thought to be the principle cause of death. Thus 37% of those dying at St. Lucy's Hospital during this period had tuberculosis. Only 44 (15%) died of the next most commonly attributed cause, malnutrition.

In the Transkei at least tuberculosis is still the 'Captain of the Men of Death'.

RDM 1/4/81  
No curbs  
on trade  
unions,  
says FCI

By STEVEN FRIEDMAN  
Labour Reporter

THE Federated Chamber of Industries, which represents organised industry throughout the country, says curbs should not be imposed on unregistered trade unions unless the Government's union registration procedure is changed.

The FCI said this yesterday in a statement on the Industrial Conciliation Amendment Bill, which imposes tough new clamps on unregistered unions, removes all references to race, abolishes sex discrimination and scraps the controversial committee system of bargaining.

The statement follows a meeting of the FCI's executive council in Pretoria.

However, the FCI welcomed most aspects of the new Bill and said it contained "many positive elements".

Yesterday's statement said the FCI will make representations to the authorities to amend some of the provisions of the Bill but added that it nevertheless "accepts its pragmatic approach which is in line with the flexible FCI guidelines for industrial relations".

The FCI said it would give evidence to the authorities on the need to make "a more effective distinction" between "registration for the purpose of notifying the authorities of (unions') establishment and to determine the scope of bargaining of that union".

POLITICAL comment in this issue by Allister Sparks, Benjamin Pogrand, Lin Mingo; news, bills by Peter Bunkell, headlines and sub-editing by Chris Smith; cartoons by Bob Connolly; all of 171 Main Street, Johannesburg.

The children were then divided into two groups, those from incomes of R5 per person per month or more, and those from families with incomes below this level (Table 6; Figure 4), and the incidence was estimated for the two groups separately. The results were as might have been predicted. The richer children had an annual incidence of 9% (the 90% confidence limits being 13,72-5,48%), and the poorer children had an incidence of 14% (the 90% confidence limits being 18,56-10,24%).

Finally we looked at the effect of cattle ownership on the incidence of tuberculosis in children. Although it is well established that tuberculosis can be passed from cattle to man through infected milk, it was the general consensus of local medical opinion that this was not a problem in this area. This consensus is shared by doctors in other parts of Africa, even where there is considerable infection amongst the cattle (Waddington, 1967). As cattle ownership is associated with wealth, and as the richer children had a lower incidence of tuberculosis, there was further evidence for believing that there would not be any association between cattle ownership and tuberculosis. The findings of this survey contradicted this supposition (Table 7; Figure 5), for the incidence among those children whose families did own cattle was 13,3 (90% confidence limits: 18,28-9,40%), whilst among those children whose families did not own cattle it was 10,45% (14,98-6,96%). These figures suggest the need for further studies of bovine and human cultures in the area.

NOTICE 248 OF 1981

DEPARTMENT OF STATISTICS

The Secretary for Statistics notifies for general information that the Consumer Price Index for February 1981 is as follows:

CONSUMER PRICE INDEX, ALL ITEMS

Area	Index	
	Base: 1975=100	Base: April 1970=100
1. Cape Town.....	186,5	291,1
2. Port Elizabeth.....	187,0	296,0
3. East London.....	186,9	295,3
4. Kimberley.....	189,6	291,6
5. Pietermaritzburg.....	191,7	300,6
6. Durban.....	190,9	295,7
7. Pretoria.....	190,8	304,9
8. Witwatersrand.....	199,2	314,5
9. Klerksdorp.....	192,2	302,1
10. Vaal Triangle.....	198,9	308,3
11. O.F.S. Goldfields.....	202,1	308,2
12. Bloemfontein.....	188,9	292,4
Weighted average of the 12 areas.....	193,8	304,7

Explanatory notes

The Consumer Price Indexes do not permit of inter-urban comparisons of price levels or living costs. They do not indicate whether it is more expensive to live in one city than in another. They indicate for each urban area, independently, the price changes which have taken place from time to time.

With effect from July 1979 the Consumer Price Index with April 1970 as base has been replaced by a Consumer Price Index with the average for 1975 as base.

For purpose of wage and other agreements the new index has been linked to the old index in order to obtain a continuous series with April 1970 as base. This index will be published for a limited period to afford users of the index the opportunity to amend agreements which refer to the index on the base April 1970=100.

(3 April 1981)

NOTICE 247 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the South African Stevedoring Employers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of employers' organisation.—South African Stevedoring Employers' Association.

Date on which application was lodged.—12 August 1980.

KENNISGEWING 248 VAN 1981

DEPARTEMENT VAN STATISTIEK

Die Sekretaris van Statistiek maak vir algemene inligting bekend dat die Verbruikersindeks vir Februarie 1981 soos volg is:

VERBRUIKERSPRYSINDEKS, ALLE ITEMS

Gebied	Indeks	
	Basis: 1975=100	Basis: April 1970=100
1. Kaapstad.....	186,5	291,1
2. Port Elizabeth.....	187,0	296,0
3. Oos-Londen.....	186,9	295,3
4. Kimberley.....	189,6	291,6
5. Pietermaritzburg.....	191,7	300,6
6. Durban.....	190,9	295,7
7. Pretoria.....	190,8	304,9
8. Witwatersrand.....	199,2	314,5
9. Klerksdorp.....	192,2	302,1
10. Vaaldriehoek.....	198,9	308,3
11. O.V.S.-goudvelde.....	202,1	308,2
12. Bloemfontein.....	188,9	292,4
Beswaarde gemiddelde van die 12 gebiede	193,8	304,7

Verduidelikende opmerkings

Die Verbruikersprysindekse laat nie tussenstedelike vergelyking van pryspeile of lewenskoste toe nie. Die indekse toon nie of dit duurder is om in een stad as in 'n ander te woon nie. Die indekse toon vir elke stedelike gebied onafhanklik, prysveranderinge wat van tyd tot tyd plaasgevind het.

Met ingang van Julie 1979 is die Verbruikersprysindeks met basis April 1970=100 vervang deur 'n Verbruikersprysindeks met die gemiddelde vir 1975 as basis.

Vir die doel van loon- en ander ooreenkomste is die nuwe indeks aan die ou indeks geskakel ten einde 'n aaneenlopende reeks te verkry met April 1970=100 as basis. Hierdie indeks sal vir 'n beperkte tydperk gepubliseer word om gebruikers van die indeks die geleentheid te bied om ooreenkomste wat op die indeks met basis April 1970=100 betrekking het, te wysig.

(3 April 1981)

KENNISGEWING 247 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

133

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die South African Stevedoring Employers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

88 7524

Naam van werkgewersorganisasie.—South African Stevedoring Employers' Association.

Datum waarop aansoek ingedien is.—12 Augustus 1980.

B  
mud  
in th  
...  
emp  
pose  
oper  
Pe  
May  
O  
ings.  
A  
of se  
(a  
satic  
subse  
exist  
and,  
who  
the  
cons  
(b  
be f  
M, V  
(3 Ap  
CUS  
Th  
and  
Trad  
on th  
of T  
0001).  
Inere  
1.  
sifial  
from  
valor  
Appl  
Ka  
Roel  
2.  
pow  
tariff  
per c  
ad ve  
(b)  
and  
head  
ad v  
valor  
Appl  
KE  
Box  
3.  
subho  
75c p  
ad ve  
(BTI

*Die wettelike beswaarmakende werkgewersorganisasie in die Kaapprovinsie en Natal.*

"Stevedoring Trade" means the trade in which employers and employees are associated for the purpose of unloading and/or loading ships, whether such operations are performed on ship or on shore.

*Postal address of applicant.*—P.O. Box 29011, Maydon Wharf, 4057.

*Office address of applicant.*—4 Butterworth Buildings, 35 Beach Grove, Durban.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(3 April 1981)

#### NOTICE 249 OF 1981

#### CUSTOMS AND EXCISE TARIFF APPLICATIONS.—LIST 12/81

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industries. Any objections to or comments on these representations must be submitted to the Board of Trade and Industries, Private Bag X342, Pretoria, 0001, within six weeks of the date of this notice.

##### *Increase in the duty on:*

1. Asbestos thread and asbestos woven fabrics, classifiable under tariff subheadings 68.13.20 and 68.13.25, from the existing rates of duty to 25 per cent *ad valorem* [BTI Ref. T5/2/13/2/1 (B27/81).]

##### *Applicant:*

Kapasit Asbestos (Pty) Ltd, corner of Stock and Rochester Roads, Philippi Industrial, 7764.

2. (a) Anionic ion exchangers, in blocks, lumps, powders and similar bulk forms, classifiable under tariff subheading 39.02.40.24, from free of duty to 20 per cent *ad valorem* or R2 250 per m<sup>3</sup> less 80 per cent *ad valorem*; and

(b) cationic ion exchangers, in blocks, lumps, powders and similar bulk forms, classifiable under tariff subheading 39.02.40.24 from free of duty to 20 per cent *ad valorem* or R1 000 per m<sup>3</sup> less 80 per cent *ad valorem*. [BTI Ref. T5/2/6/2/1 (B28/81).]

##### *Applicant:*

Klipfontein Organic Products Corporation Ltd, P.O. Box 150, Kempton Park, 1620.

3. Epoxidized vegetable oils, classifiable under tariff subheading 15.08.40, from 25 per cent *ad valorem* or 75c per kg less 75 per cent *ad valorem* to 50 per cent *ad valorem* or 100c per kg less 50 per cent *ad valorem*. [BTI Ref. T5/2/3/2/1 (B32/81).]

*Die wettelike beswaarmakende werkgewersorganisasie in die Kaapprovinsie en Natal.*

"Stuwadoorsbedryf" beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om skepe af te laai en/of te laai, afgesien daarvan of sodanige werksaamhede op 'n skip of aan wal verrig word.

*Posadres van applikant.*—Posbus 29011, Maydonkaai, 4057.

*Kantooradres van applikant.*—Butterworthgebou 4, Beach Grove 35, Durban.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(3 April 1981)

#### KENNISGEWING 249 VAN 1981

#### DOEANE- EN AKSYNSTARIEFAANSOEKE.— LYS 12/81

Onderstaande aansoek betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie verzoek moet binne ses weke na die datum van hierdie kennisgewing aan die Raad van Handel en Nywerheid, Privaatsak X342, Pretoria, 0001, gerig word.

##### *Verhoging van die reg op:*

1. Asbesdraad en asbesweefstowwe, indeelbaar by tariefsubposte 68.13.20 en 68.13.25, van die bestaande skale van reg tot 25 persent *ad valorem*. [RHN-verw. T5/2/13/2/1 (B27/81).]

##### *Applikant:*

Kapasit Asbestos (Pty) Ltd, hoek van Stock- en Rochesterstraat, Philippi Industriële, 7764.

2. (a) Anioniese ionuitruilers in blokke, stukke, poeiers en dergelike massavorms, indeelbaar by tariefsubpos 39.02.40.24, van vry van reg tot 20 persent *ad valorem* of R2 250 per m<sup>3</sup> min 80 persent *ad valorem*; en

(b) kationiese ionuitruilers in blokke, stukke, poeiers en dergelike massavorms, indeelbaar by tariefsubpos 39.02.40.24, van vry van reg tot 20 persent *ad valorem* of R1 000 per m<sup>3</sup> min 80 persent *ad valorem*. [RHN-verw. T5/2/6/2/1 (B28/81).]

##### *Applikant:*

Klipfonteinse Organiese Produktekorporasie Bpk., Posbus 150, Kempton Park, 1620.

3. Geëpoksiede plantoedige olies, indeelbaar by tariefsubpos 15.08.40, van 25 persent *ad valorem* of 75c per kg min 75 persent *ad valorem* tot 50 persent *ad valorem* of 100c per kg min 50 persent *ad valorem*. [RHN-verw. T5/2/3/2/1 (B32/81).]

Act, 1975 (Act 12 of 1975), that Wilgefontein Boerdery (Edms.) Bpk. who carried on business as commission agent at Mury Street, Balfour, voluntarily ceased carrying on business as such with effect from 1 December 1980.

(3 April 1981)

NOTICE 240 OF 1981

DEPARTMENT OF POSTS AND  
TELECOMMUNICATIONS

AMENDMENT OF POSTAL TARIFF LIST

By virtue of the powers vested in him by section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster General announces that the postal tariffs and special service fees contained in Schedule B to the Postal Regulations published under Government Notice R. 550 of 14 April 1960, as amended, are hereby further amended with effect from 1 September 1981 by substituting the following for item 4 of the list of special service fees:

"4. For an acknowledgement of posting of a certified postal item [vide regulation 46 (6)].": 2c.

(3 April 1981)

NOTICE 241 OF 1981

DEPARTMENT OF MANPOWER  
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

CANCELLATION OF REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, hereby notify in terms of section 14 (1) of the Industrial Conciliation Act, 1956, that as I have reason to believe that the Association of Cinematograph Projectionists has been liquidated, its registration will be cancelled unless cause to the contrary is shown within a period of 30 days from the date of publication of this notice.

M. W. J. LE ROUX, Industrial Registrar.

(3 April 1981)

NOTICE 242 OF 1981

CERTIFICATE OF INCORPORATION IN TERMS  
OF THE REGISTRATION OF PEDIGREE LIVE-  
STOCK ACT, 1957

In terms of the provisions of section 2 of the Registration of Pedigree Livestock Act, 1957 (Act 28 of 1957), I, Pieter Theunis Christiaan du Plessis, Minister of Agriculture and Fisheries, do hereby make known that—

(a) I have on the 13th day of March 1981 issued a Certificate of Incorporation in terms of section 2 of the said Act to the Merino Stud Breeders' Society of South Africa; and

(b) I have approved as from the date mentioned in paragraph (a) the Constitution of the said Society.

P. T. C. DU PLESSIS, Minister of Agriculture and Fisheries.

(3 April 1981)

van 1975), word hierby vir algemene inligting bekendgemaak dat Wilgefontein Boerdery (Edms.) Bpk. wat te Murystraat, Balfour, besigheid gedryf het as kommissie-agent, as sodanig vrywillig besigheid gestaak het met ingang van 1 Desember 1980.

(3 April 1981)

KENNISGEWING 240 VAN 1981

DEPARTEMENT VAN POS- EN  
TELEKOMMUNIKASIEWESE

WYSIGING VAN POSTARIEFLYS

Kragtens die bevoegdheid hom verleen by artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), maak die Posmeester-generaal bekend dat die postariewe en spesiale diensgelde vervat in Bylae B van die Posregulasies, afgekondig by Goewermentskennisgewing R. 550 van 14 April 1960, soos gewysig, hierby verder met ingang van 1 September 1981 gewysig word deur die vervanging van item 4 van die lys van spesiale diensgelde deur die volgende:

"4. Vir 'n bewys van inlewering van 'n gesertifiseerde posstuk [kyk regulasie 46 (6)].": 2c.

(3 April 1981)

KENNISGEWING 241 VAN 1981

DEPARTEMENT VAN MANNEKRAG-  
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

INTREKKING VAN REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak hierby kragtens artikel 14 (1) van die Wet op Nywerheidsversoening, 1956, bekend dat, aangesien ek rede het om te vermoed dat die Association of Cinematograph Projectionists gelikwider is, sy registrasie ingetrek sal word tensy redes daarteen binne 'n tydperk van 30 dae vanaf die datum van publikasie van hierdie kennisgewing aangevoer word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(3 April 1981)

KENNISGEWING 242 VAN 1981

SERTIFIKAAT VAN REGSPERSOONLIKHEID  
KRAGTENS DIE WET OP REGISTRASIE VAN  
STAMBOEKVEE, 1957

Ingevolge die voorskrifte van artikel 2 van die Wet op Registrasie van Stamboekvee, 1957 (Wet 28 van 1957), maak ek, Pieter Theunis Christiaan du Plessis, Minister van Landbou en Visserye, hierby bekend dat—

(a) ek aan die Merinostoettelersgenootskap van Suid-Afrika op die 13de dag van Maart 1981 kragtens artikel 2 van gemelde Wet 'n Sertifikaat van Regspersoonlikheid uitgereik het; en

(b) ek die Konstitusie van gemelde Genootskap met ingang van die datum in paragraaf (a) vermeld, goedgekeur het.

P. T. C. DU PLESSIS, Minister van Landbou en Visserye.

(3 April 1981)

the twentieth century, and with it went an impetus towards political expansion. Previously resisted by groups concerned with internal structural change in South Africa—notably those associated with Afrikaner nationalism—this political and economic expansionism acquired a new momentum during the 1960s.

The momentum of the 1960s resulted from the exigencies of continued economic growth in a forced labour economy. The low wages of blacks make South Africa's domestic market comparatively small, so that capital seeking to reinvest must either move itself outside South Africa or must develop an export market large enough to produce economies of scale. For minerals and raw materials Europe provided the markets, but in the manufacturing sphere the metropolitan market is hard to penetrate. (Though South African-made trousers may now be bought in Britain.) For South African capital it is tropical Africa, with its colonially distorted economies, which is South Africa's 'natural' outlet.

The value of penetration of the continental African market had been emphasized by white South Africans as early as the 1920s, but it has only been over the last two decades or so that it has been a conscious aim of policy. And, significantly, this has been in the context of increasing penetration of overseas capital with domestic capital in South Africa, and hence a growing congruence of interests. In 1958 the Viljoen Commission argued for the encouragement of 'overseas firms that at present export to African territories to establish their factories in the Union, in order to be in closer proximity to their markets'.<sup>39</sup> The events of Sharpeville in 1960 and their national and international repercussions delayed implementation to some extent, but by 1965-6 the South African government was beginning to embark on an 'outward-looking' policy: careful cultivation of allies elsewhere in Africa was designed to destroy the united front of sanctions against South Africa which newly independent African countries were erecting. The current phase of this policy in the 1970s involves the extension of economic, including infrastructural, relationships throughout Southern Africa. The extent to which South African political and economic expansionism furthers the interests of multinational corporations is shown in the remarks of American businessmen who were hoping 'to be in on the ground floor when the political climate eases and South African exports can move freely in Africa'.<sup>40</sup>

The consequences of this South African economic expansionism can be assessed in the light of the history of South Africa. Economic growth brought a concentration of industrial activity around limited geographical areas: the Witwatersrand, Durban, Cape Town, and Port Elizabeth/East London. Both inside and outside the formal borders of South Africa, other areas became peripheral satellites of these growth poles, supplying to them labour (or at most primary commodities such as cattle),<sup>41</sup> under coercive conditions which maintained that labour cheap. Within South Africa itself it was the

SOUTH Africa is in a stronger position than ever to shrug off the imposition of economic sanctions, says Raymond Parsons, chief executive of Assocom.

Addressing the Witbank Chamber of Commerce and Industries, Parsons warned that while the threat was real, the successful implementation of sanctions was another matter.

Boycott threats were not new. But many African and other countries outwardly boycotting South Africa were unable to avoid either the temptation or the need to do business with this country.

South Africa is the world's 15th most important trading nation,

**Finance Reporter**

has a powerful economy and possesses strategic minerals, exports food and is flanked by two oceans. It has contingency plans against sanctions and might retaliate.

"To the extent that trade and investment sanctions could be implemented against South Africa," Parsons said, "the major negative impact would fall on the lower income groups, consisting mainly of blacks in our population.

"In view also of the dependence of neighbouring states on the South African economy, they can hardly afford to apply sanctions against South Africa and certainly

cannot afford to see sanctions applied against it. These states were more vulnerable than South Africa itself and include some of the poorest countries in the world."

Parsons explained that among the spheres of self-interest in which the country's neighbours would be at risk were food, employment, foreign trade, transport, oil and foreign aid. It was unlikely certain African states would do much harm to South Africa if they applied sanctions.

Against a background of a "constellation of states," South Africa might deem it wise not to retaliate, but it might be compelled by the logic of events to adopt a similar policy.

In such an economic

war, South Africa would probably be the winner.

"Yet," Parsons pointed out, "ultimately with sanctions there are no winners — only losers. All, to a greater or lesser extent, are impoverished."

While Parsons felt it would be wrong to conceal the real difficulties of the situation here in the interests of idealism, he said he saw no reason to decry the concept of the "constellation", which offered challenges and advantages domestically, regionally and internationally.

This policy, he stressed, faced severe tests, but it did focus pertinent attention on what the priority should be in Southern Africa — peaceful and prosperous co-existence.

machi which Lesot to lat onialt under outle depel impo extei Sout 'sate W towa labor in sc conti Afric conc The auth amoi finan oper plans This and I Afric estat ing ir mant In estat invol on. I black rumc Ivori Emp reinf supre prese aims spre supp politi in Af

development of the white South African centre and the underae-

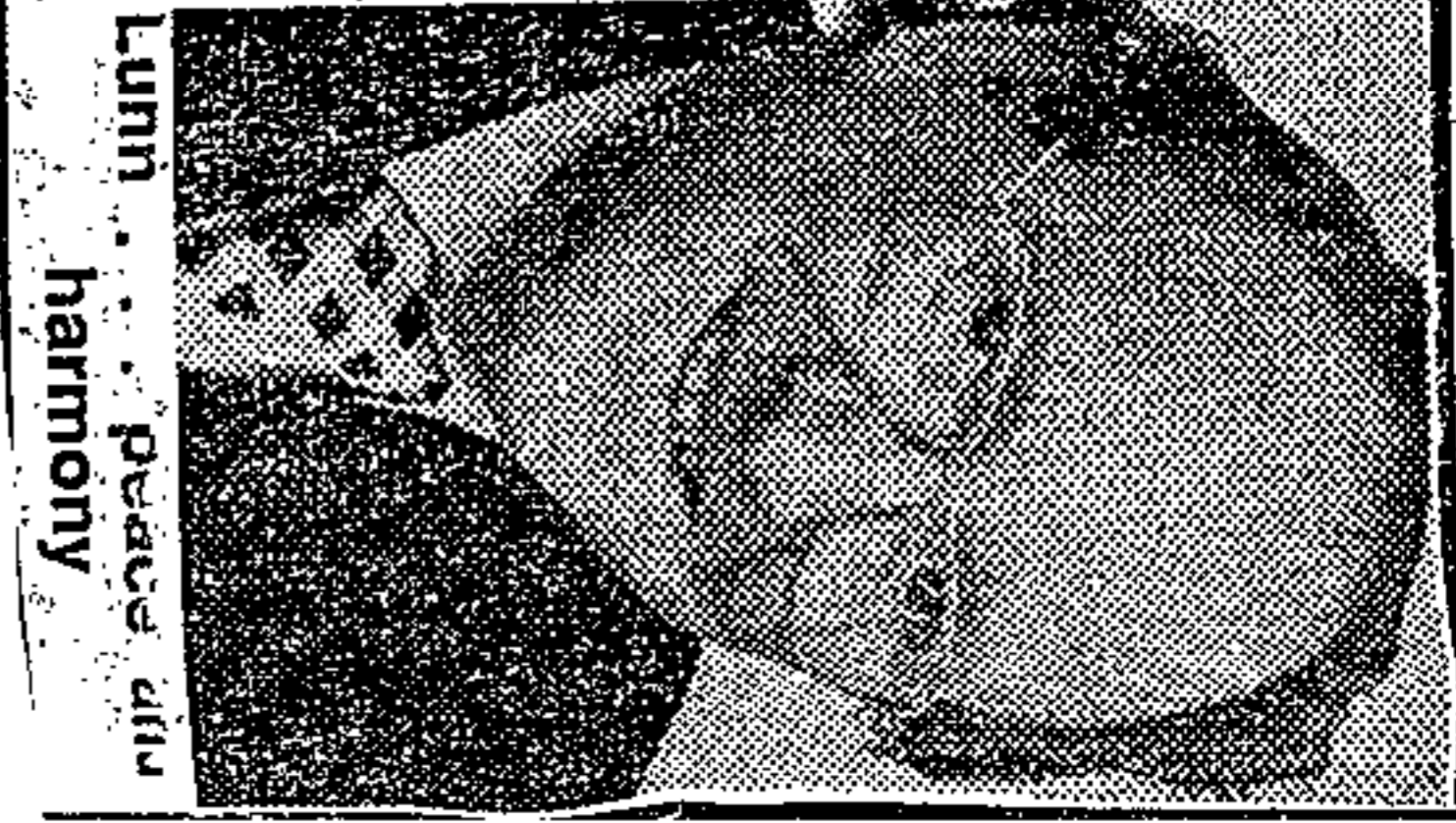
# We're stronger now than ever — Parsons

S. Tribune 5/4/81



# Lunn wants professional approach to unions

By JACK BRICKHILL Finance Editor



Lunn... peace and harmony

THE powerful Natal Chamber of Industries, representing 1,500 companies with 200,000 employees, is gearing up to meet the challenge of burgeoning trade unionism.

Lunn wants member companies to make more use of the specialist facilities at the chamber which has an industrial relations department. He also wants to improve strategy by grouping companies with similar interests together to formalise negotiations with labour on industrial councils while they don't already exist. "Our aim is industrial peace and harmony,"

One of the main problems is the question of registration of unregistered unions. "We can't just sweep them under the carpet," says Lunn. His personal view is that industrialists should deal with responsible unions trying to help employees, whether they are registered or not.

Indeed the company of which he is managing director, Smith and Nephew, was the first to recognise an unregistered union. On the other side of the coin "black consciousness" unions take less heed of the material needs of their members.

A pragmatist, Lunn does not pretend to know the answer to the recognition problem. He does, however, advocate sitting around a table with Tucca and other union groups to discuss the issue.

He says industrialists have a moral obligation to pay reasonable wages but they must be related to productivity. "We mustn't go too far too fast. In some cases wages have already outstripped productivity, adding to the inflation burden."

Lunn says the Sullivan and EEC codes of employment in South Africa are "just about out of date." They are paternalistic and concentrate too much on basic wage levels which have, in general, already been surpassed. Wages are only one aspect of labour negotiations. In some cases grievance procedure is regarded by unions as a more important issue.

Lunn who is 57, started in an advertising agency in London. He joined Smith and Nephew and transferred to South Africa in 1952 when the staff totalled 25. This group — which makes first aid, hospital and toiletry products — now has 1100 employees.

Race has been given numerous definitions. Many of them are similar in meaning, but several modes of thinking about race still persist. Within a single mode, the formulation of the concept may differ, and some vagueness in it is frequent. Moreover, application of the concept of race by an author to a classification of mankind does

## Introduction

# L III The Concept of Race and the Taxonomy of Mankind

JEAN HIERNAUX

In: Montagu, A (Ed.) The Concept of Race. New York: The Free Press. Chapter III, pages 29 - 45.

ASHLEY MONTAGU

Huxley, J. S. and A. C. Haddon. 1936. *We Europeans: a survey of "racial" problems*. New York. Harper and Bros.

Huxley, T. H. 1865. On the methods and results of ethnology. *Fortnightly Review*. Reprinted in *Man's Place in Nature and Other Anthropological Essays*. London, Macmillan Co., 1894.

Kalmus, H. 1948. *Genetics*. Harmondsworth, Pelican Books.

—1958. *Heredity and Variation*. London, Routledge and K. Paul.

Montagu, M. F. Ashley. 1951. *Statement on Race*. Rev. ed. New York, Henry Schuman.

Penrose, L. S. 1952. Review of *Heredity, Race and Society*, by Dunn and Dobzhansky. *Annals of Human Genetics* 17:252.

Sigerist, H. 1951. *A History of Medicine*. Vol. 1. New York, Oxford University Press.

Simpson, G. G. 1953. *The Major Features of Evolution*. New York, Columbia University Press.

RDM 9/4/81

# 'Rightwing unions crackdown target'

By STEVEN FRIEDMAN  
Labour Reporter

SWEEPING new powers in the Industrial Conciliation Amendment Bill, enabling the authorities to close down registered unions, seemed to be aimed mainly at Rightwing unions, registered union sources claimed yesterday.

At the same time, however, a spokesman for the unregistered SA Allied Workers' Union said the Bill had "merely confirmed the correctness of our decision not to register".

The new Bill proposes to empower the Minister of Manpower Utilisation to close down a registered union or union federation if it acts unlawfully, does not observe its constitution or acts in a manner "unreasonable in relation to its

members".

The discretion to decide whether a union has done this lies with the Government's Industrial Registrar.

Most unions and employer groups approached about this clause yesterday refused to comment formally, saying they had not studied the Bill fully.

However, registered union sources said yesterday that the clause appeared to be aimed at Rightwing unions such as the Mine Workers' Union, which have opposed Government labour reforms.

"They seem to be trying to crack down on one 'bad boy'. It seems wrong that we should all be subject to a piece of legislation like this just to get at a small group of unions," a prominent registered unionist

said.

He added: "We are not all that concerned about the clause that says the Minister can de-register a union. But the stipulation that he can close it down is frightening."

The general secretary of the MWU, Mr Arrie Paulus, said he could not comment as he was still studying the draft Bill.

Several sources have argued that, whatever its intention, the clause would be a factor in persuading unregistered, predominantly black unions not to register.

The SAAWU, one of the biggest unregistered unions to have refused registration, said the Bill "confirms what we have been saying all along — that it is unwise to register".

In another development yes-

terday, the president of the Federated Chamber of Industries, Mr Chris du Toit, disclosed that the FCI would meet next week to draw up detailed proposals on the Bill to put to the Government.

Mr Du Toit said a recent FCI statement on the draft Bill was not its final reaction to it and that regional chambers of industry throughout the country had been asked to discuss the Bill with their members.

The FCI's labour affairs committee would then meet to formulate a detailed response based on the views of regional chambers.

The FCI would not comment further on specific provisions in the Bill until then, he added.

© Editorial comment

— Page 12



# Industries must be protected - CCI chief

August 11/4/81

(133) (47)

future health workers for southern Africa.

**SOUTH AFRICA must protect its industries against dumping and other forms of disruptive competition in its already limited domestic market, says Mr A G Bramwell, president of the Cape Chamber of Industries.**

Mr Bramwell told the executive council meeting of the Federated Chamber of Industries the current high level of demand was creating a false sense of security.

'When this demand begins to taper off, the inflow of imports will compete increasingly against local manufacturers in a shrinking domestic market.'

'Our strong economy and the hardening of the rand makes us a sitting duck for other countries to offload their surplus production on our market. The problems of our economy are largely the problems of prosperity.'

### RECESSION

The rest of the world was passing through a recession, the consequences of which South Africa could not escape.

Competition against local manufacturers might be regarded as desirable but this could not be viewed in isolation.

'We must give careful thought to our under-employed people who are demanding their place in the sun - not to mention the vociferous young people coming on to our labour market between now and the turn of the century at the rate of 1 000 a day.'

'We must ask ourselves what is going to happen to the production capacity and additional jobs now being created by industries investing in expansion to meet the growing demand of the past year or two.'

Describing this competition as 'subtle and disruptive,' Mr Bramwell warned against the 'further dismantling of import control.'

He said even 'the mighty' United States closed out further imports once a predetermined yearly figure had been reached.

'When the crunch really comes, one wonders how many signatories will accept the restraints of GATT (General Agreement on Tariffs and Trade). Even now some countries bend the rules to suit their own requirements.'

### EMPLOYMENT

Some industries exported the major part of their production and provided employment in areas where it was sorely needed.

Many of these industries were finding considerable difficulty in maintaining this trade because of recessions in other countries and the hardening of the rand.

If it is accepted that access to health care is the right of all citizens, then as John Bryant stated in the opening quotation of this paper there are "profound social, political, ethical and educational implications". This paper has examined some of the educational aspects of the provision of future health workers in southern Africa. I have made no attempt to predict what types of health workers we will need, or to suggest where they should work or within what time of national health care delivery system they should work.

### References

1. Bryant, J. (1972) Health and the developing world London: Cornell University Press p ix
2. Purolo, T. (1972) A systems approach to health and medical care 10: 373-379
3. Greenlick, H.R. (1974) The scope and bounds of health and medical economics. Isr. J. Med. Sci. 10: 81-88

Referring to the lack of skilled labour, Mr Bramwell said immigration procedures should be speeded up.

'The importation of skilled persons creates more jobs and does not take away jobs from our own citizens under present conditions.'

urg.  
communication  
education: reform for developing countries.

... factors in the next ten years.

# FCI boss's warning on 'dispute area'

By STEVEN FRIEDMAN  
Labour Reporter

THE giant Federated Chamber of Industries has warned its affiliated companies that the country's official bargaining system could become the "primary issue of dispute" between some emerging unions and management.

It also argues that it is up to management and labour, rather than the authorities, to "hammer out a mutually accepted structure" for bargaining.

These views are contained in a letter written by the FCI's president, Mr Chris du Toit, to all affiliated companies.

He argues that the responsibility for dealing with the growing potential of labour unrest rests with management and it is now "in the front line, shaping the new structure of industrial relations".

Mr Du Toit says the new structure to be developed by labour and management must develop within the "broad legislative framework" provided by the State.

However, the letter is seen as significant because it strongly implies that management must move away from a reliance on the authorities to deal with emerging black trade unions and take the initiative themselves.

It is also seen as a further attempt to win support for the FCI's labour guidelines among individual employers.

The guidelines — released earlier this year — argue for a "flexible and pragmatic" approach to labour relations by employers which could allow for the recognition of unregistered unions.

They argue that it is a union's representativeness, rather than the stamp of approval it has gained from the authorities, which employers should regard as a priority when dealing with unions.

In the letter, Mr Du Toit says the country has entered "a new era of potential labour unrest which will require a high level of management skills and a lengthy learning process to successfully traverse".

Management must work towards "a unitary industrial relations structure in which negotiations are enforceable".

However, it appears that this system need not be identical to the official industrial council as it now exists — a system which has been sharply attacked by many black unions.

In some cases, management "feels itself in a strong position to dictate in what way new bodies representing worker interests can become incorporated in industrial councils," says Mr Du Toit.

The country has entered a period of "inter-union rivalry which has the potential to be highly disruptive of traditional bargaining structures".

(9.3) Centralised Marketing of Drugs:  
Given the needs for incentives to encourage innovation in the industry and the lack of information and price-sensitivity, a combination of the price system and centralised marketing of drugs may be a way of overcoming the difficulties in the drug market.  
The way in which such a system could operate would be as follows: a centralised body would be responsible for the buying and distribution of drugs. The firms would not promote drugs to doctors at all.

41.

Briefly stated, the use of the centralised marketing board would enable some of the problems in the market to be overcome. The existence of price-sensitivity and information on the part of the customers of the firms would mean that more of the externalities would be internalised in the decisions of the firm. The firm would then have to consider the marginal costs and benefits of promotion and, because these costs and benefits more accurately reflect the full social ones, it would pay the firm to cut back on promotion expenditure. If it did not do so a competitor would be able to enter the market, offering a price-promotion combination that is more highly valued by an target market.

42.

tion and centralised marketing would ensure a more efficient market.

give to new and improved products.

It must be noted, however, that this system will still not be able to compare with the theoretical ideal of market efficiency. There are imperfections in the drug market that

• / ...

7

Four South African insurance companies quote higher motor insurance rates to Blacks than those offered to Whites.

In Durban, hundreds of African shipyard workers are fired. Their crime? They had asked for part of a wage increase, due in mid-year, to be brought forward. Later, some are reinstated.

In Johannesburg's giant all-African township complex - Soweto (pop. 1 million) - 16 murders and 12 rapes are reported in one weekend.

In Johannesburg there are 100 000 Coloured people without a pleasure resort in the city or surrounding districts, while Whites have 130 resorts in the area.

Throughout South Africa, so tardy is the development of education facilities for African children that some schools don't even have the traditional desks and wooden benches.

They walk up to 10 km or more on a mug of black tea, and a piece of dry bread or a dish of mealie-meal porridge if they are more fortunate.

These primary school youngsters kneel on cement floors, with wooden planks as desks, to learn their lessons. Then they face the two-hour plus walk home.

Hardships are also part of the Black teacher's life. More than 11 000 of them have to cope with exhausting double teaching sessions for no extra pay. Each of these teachers has to teach well over 100 pupils in two overlapping three and a half hour sessions.

In accordance with South Africa's apartheid lifestyle, a special television service for Blacks is to be introduced by 1981. The amount budgeted by the Government for this colour-conscious service is R102-million.

Within four years, for that amount of money, compulsory education could be introduced for most Black children outside the homelands.

A Black student, a 19-year-old girl, is told she cannot write her first-year public service law examination at the University of Zululand because she has not paid on time her arrear fees of R1,16.

Apart from in a handful of pricey "international" hotels, there is not one café or restaurant in the whole of Johannesburg where a White accompanied by a Black can lawfully be served with a cup of coffee or a meal to be consumed on the premises while in one another's company.

For a Black on his own, or accompanied by other Blacks, there are "black" eating-houses, usually inferior establishments run by discourteous Portuguese.

Comments a Black attorney, who is permitted by law to practice only

in the rundown west end of the city: "I'd rather have my lunch in the office than eat the inferior food offered for profit in a black eating-house by an inferior White shopkeeper who is liable to call me a 'boy' or a 'bleddy kaffir'."

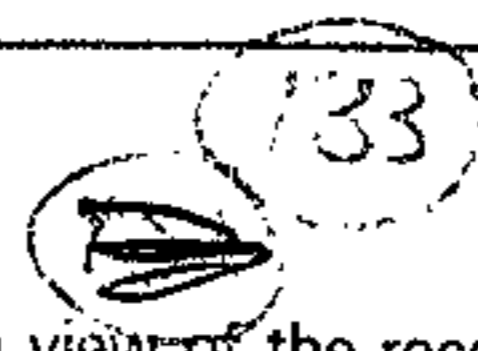
It is Christmas time. And South African-born Black parents' sleeves when they notice a mini-funfair set up in giant shopping complex, the Carlton Centre.

But those Blacks are told: "Sorry, Whites only."

One recalls the words of South Africa's ambassador to Piik Botha, in his celebrated United Nations speech in

"My Government does not condone discrimination grounds of race or colour. Discrimination based solely on man's skin cannot be defended. And we shall do everything to move away from discrimination based on race or colour."

## Industrial Week 21/4/81 TCI advice on trade unions



MEMBERS of the Transvaal Chamber of Industries are cautioned that, in view of the recent developments in Natal and the Eastern Cape, not to "recognise" any trade unions with whom they have not had previous dealings.

A legal spokesman for the TCI told Industrial Week that industrialists were also urged not to enter into "recognition agreements", with unions until after they had consulted the TCI or sought legal advice as to the full implication of the documents and Arbitration Act.

"This Act is a most specialised type of Act and a document in terms of it cannot be withdrawn easily," says the TCI spokesman.

He assures, however, that no Transvaal industrialists are known to have made the mistake of entering into agreements with unions that are strange to them.

"We have, however heard of the problem in Natal and the Eastern Cape," he says.

**Labour Reporter**

HOUSING should be provided within the Cape Metropolitan Area for a third of the expected one-million increase in the coloured population here over the next 15 years, according to a memorandum by the Cape Employers' Association.

The memorandum, to be submitted today to the Guide Plan Committee for the Cape Metropolitan Area, is critical of the Government's Spatial Development Strategy for the Western Cape.

In terms of the strategy, no coloured housing should be provided between Kensington and At-

*Bygones*  
24/4/81

**Plea for rethink  
on coloured housing**

133  
~~124~~  
~~117~~

lantias. As a result, more than one-million coloured people would have to be housed outside the Cape Metropolitan Area.

**BURDENS**

'We believe,' says the association's memorandum, 'that it is in the interests of the economy of the area and of race relations that the Cape Metropolitan Area should be able to retain approximately one-third of this huge total through the setting aside of additional land within the Metropolitan area for coloured housing.'

To make the huge area between Kensington and

Atlantis a 'no go' area for coloured housing would not only impose severe burdens on the population, but would also impose 'severe disabilities on industry and commerce in the Milnerton area.'

Even if a fast passenger rail service were to link Atlantis to Milnerton, the association argues, it could not serve the needs of industries involving night work.

'But we have been unable to obtain any evidence that such a rail service is to be provided,' it adds.

'Industry has increasingly to rely on the coloured population group as a source of labour and Milnerton employers are facing severe difficulties in meeting their requirements in the face of the distances coloured personnel have to travel to and from work — a factor that can be removed through the provision of housing nearer their place of employment.'

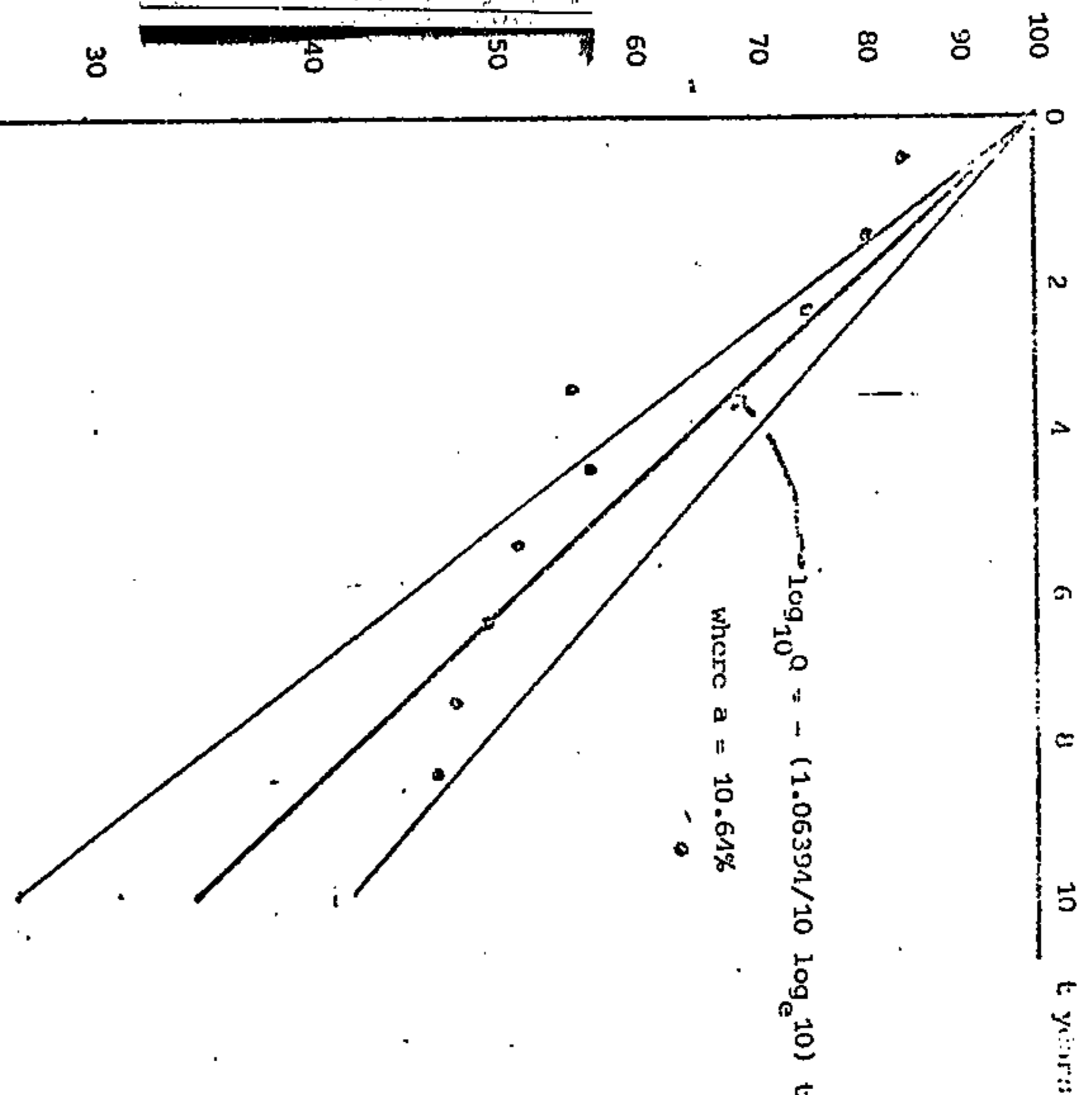
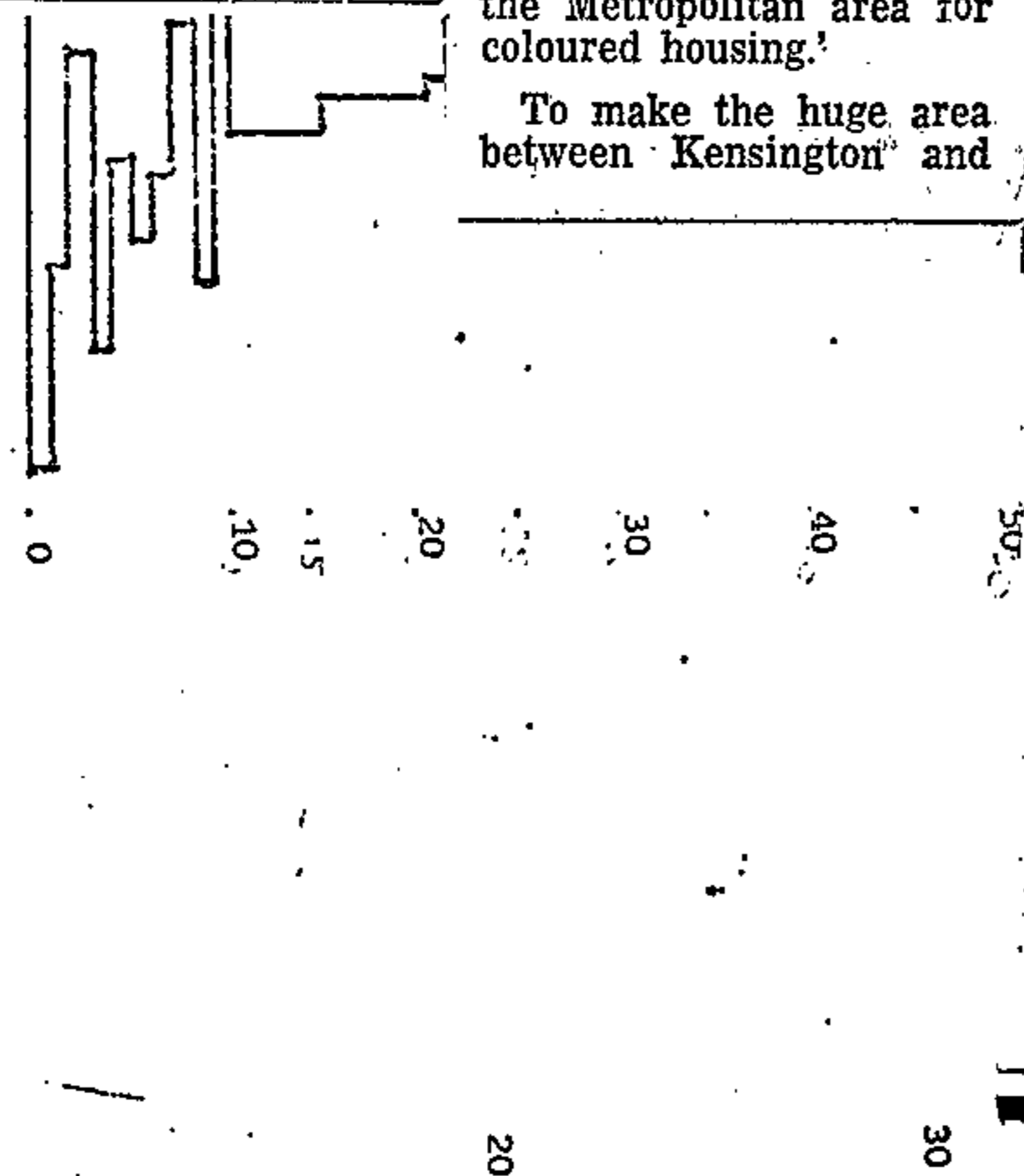
Enough land could be provided within the Metropolitan area, on the West Coast and on the False Bay coastline to accommodate another 300,000 people, the association says.

The association welcomes the decentralisation of industry in the Atlantis - Darling - Malmesbury - Saldanha area as 'a major factor in providing badly needed job opportunities.'

However, the development of Atlantis should be complementary to the development of the Cape Metropolitan Area.

'By keeping an additional 300 000 in the Cape Metropolitan Area, not only will the wellbeing and prosperity of the area be boosted but the rate of 'overflow' to surrounding areas such as Atlantis will be reduced to more manageable proportions.'

FIGURE 1  
POPULATION PYRAMID FOR NTSHIQO





DEAN'S CIRCULAR

Confidential to Members of the Board of the

6 March 1981

No. 189

NOTICE:

The Commerce Faculty  
Thursday 12 March  
Matters requiring  
to be dealt with via

Section A

1. Annual Report to Senate
2. Updating of the 1980 B Com qualifier
3. B Com qualification of the results
4. Jan/Feb 1981 supplement of Doctor of Economic Science
5. B Com (Hons) in Economics
6. Curriculum change, B
7. Timetable changes, B
8. Use of calculators
9. Appointment of examiners
10. Auditing B (a)
11. MBA XVI, Module (b)
12. M Com candidate (c)
12. New award: The MCS
13. Membership of the Faculty
14. Ph D Proposal, Miss
15. Concession: K J Lev
16. Schedule of Action

Work group against merger

*S. Times*  
*26/4/81*  
*133*

By Jan de Beer

THE Southern African Manpower Foundation's working group studying the functions of the foundation — formed in November last year — will recommend that any suggestion of a merger with the National Development and Management Foundation be discouraged at this stage.

Dennis Etheredge, chairman of the gold and uranium division of Anglo American Corporation and a member of the small working group, told *Business Times* this week that his group felt that the impetus and enthusiasm generated by the formation of the Manpower Foundation could lose impact if linked to a long-established and familiar body such as the NDMF. "The private sector initially made the recommendation that the foundation and the NDMF should merge. We feel, however, that such a move should rather be considered in another year," Mr Etheredge said.

The working group also feels that the funding of the foundation should not be left to the Government for much longer. "We are going to suggest that bigger business houses become involved in financing the foundation."

Mr Etheredge said that the apathy displayed by the private sector towards South Africa's labour needs was alarming.

"The National Productivity Institute recently estimated that South Africa would require 600 000 management and production staff in the next decade.

"And the University of Stellenbosch's Bureau for Economic Research has predicted that 1,2-million additional white-collar workers will be needed by the year 2000."

mentary examination

Officers

ing

s:

s

cheduled for  
elled, as the  
can conveniently

# Call to face facts of future demand for jobs

## Political Staff

CAPE TOWN — By the year 2000 South Africa would have to create 1 000 jobs every working day just to provide work for new male entrants to the labour market, the executive director of the South African Federated Chamber of Industries, Mr J C A van Zyl, told a plenary meeting of the President's Council yesterday.

A drop in the national birth rate would not significantly reduce the prob-

lem, since most of those who would be seeking work between now and the end of the century had already been born.

"There is no way the problem can be avoided," Mr van Zyl said. "We are dealing with hard facts on the supply side of the labour market which we can ignore only at our peril."

He told the council that the country's total population was expected to reach

48-million by the year 2 000 and that the proportion of whites would decline in the absence of gains through immigration from 16.1 percent at present to 11.2 percent.

A growth rate of at least 5 percent a year in the real gross domestic product would be needed to absorb the increases in the labour force, Mr van Zyl said.

He predicted that South Africa's future economic

growth would take place largely in the existing urban areas, and not in outlying areas.

By the year 2000, about 90 percent of all whites, coloureds and Asians would be living in urban areas. In the case of blacks, estimates varied between a 50 and 70 percent urbanised population by the end of the century. Last year, 38 percent of all blacks were living in the cities.

"Whatever the rates of urbanisation are, great demands will be made on housing, the social, administrative and physical infrastructure and the provision of employment opportunities."

"There are also serious implications in terms of satisfying the political aspirations of very large numbers of urbanised people," Mr van Zyl said.

S. Tribune 10/5/81  
**Handelsinstituut congress**

133  
37

SOUTH Africa's growing concern over industrial relations is one of the main topics to be underlined at this week's Congress of the Afrikaanse Handelsinstituut in Bloemfontein.

The congress, to be held from May 12 to 14, will discuss in detail the responsibilities of management toward industrial relations under

an item tabled by the instituut's manpower advisory committee.

The gathering of the country's most influential Afrikaans businessmen will also discuss the importance of positive support for the Government-initiated policy on small-business undertakings and the need for a continuous export development action.

# Labour RDM 14/5/81 Bill is ~~155~~ 133 under fire

By STEVEN FRIEDMAN  
Labour Reporter

THE influential Federated Chamber of Industries has recommended that the Government's draft labour Bill — seen by the Government as a major reform — be withdrawn and referred to the National Manpower Commission.

The proposal is contained in the FCI's submissions on the Bill, which are sharply critical of many of its clauses.

The Rand Daily Mail has obtained a copy of the submissions in which the FCI adds its voice to the spectrum of unions and lawyers who have sharply attacked the Bill.

In particular, the FCI has criticised the Bill's proposed clamps on unregistered unions and on union "political" activities and called for a significant overhaul of the official union registration system.

It says the Bill provides a "partly retrogressive" solution to current labour problems.

It says the legislation should be delayed and that the National Manpower Commission, which comprises Government, employer and some registered union representatives, should have the opportunity of "thrashing out the kind of negotiating framework within which they want to operate".

It is understood that some employer representatives also feel that the NMC should be expanded to include representatives of the independent black union movement.

The FCI's chief submission is that the registration process "should be made entirely neutral". All unions would have to do to register is have their titles included in an official register and satisfy minimum standards of financial management.

"Unions' right to bargain should be determined only by their representativeness," the FCI says.

"It is important that the test of representativeness be conducted under a method which is satisfactory both to employers and employees," the FCI says.

The FCI also argues that proposals that unregistered unions be forced to provide information to the authorities "not be used as a mechanism for controlling the activities of such organisations".

It also rejects proposals giving the registrar the power to de-register or close down

In another controversial move, the FCI calls for the retention of the controversial committee system of bargaining.

Business sources stress that the FCI is not opposed to factory-floor bargaining with unions and does not see committees as a substitute for unions.

Other points raised by the FCI are:

- Registered unions should not automatically be entitled to stop orders.
- A clause proposing that a party should have to pay its costs in the Industrial Court, whether it wins or loses, should be scrapped and the court should be allowed criminal as well as civil jurisdiction.
- Sex discrimination should not be scrapped immediately but should be "phased out".
- It should not be an offence for employers to initiate a lock-out.

Although the document does not say so, employer sources say the FCI feels the same provision should apply to strikes.



RDM 14/5/81

# High cost of Atlantis

THE COSTS added to the price of heavy motor vehicles by the increased use of SA components will be unreasonably high, and the effect this will have on inflation will be "higher than initially expected".

Mr Colin Adcock, managing director of Toyota South Africa, said this in an address to the Afrikaanse Handelsinstituut in Bloemfontein yesterday.

He said the Atlantis Diesel Engine project for the increased SA manufacture of gearboxes and rear axles in heavy vehicles would have a negative effect on the motor industry and on the cost of living in general.

The Motor Chamber estimated a 12% increase in the cost of an engine and that the local content programme for heavy vehicles might mean price increases of 25%.

Although he expected manufacturers would do their best

not to reclaim the total premium from customers, price increases could be expected at R4 000 in the 9-ton to 13-ton range, R5 000 in the 14-ton to 16-ton range and more than R6 000 for heavy vehicles.

"I am convinced that with the co-operation of all the manufacturers in South Africa, it will be possible to find a way to make us more independent of the rest of the world, but keeping price increases down to a minimum.

"Heavy-vehicle manufacturers believe that no other work in the line of the Atlantis project be continued and that the council for commerce launch a new local content planning programme," he said.

# Committees, unions not alternatives, AHI told

Agus  
14/5/81  
~~133~~  
133  
146A

**STRONG** dissatisfaction with Government plans to scrap workers' committees on company level in favour of registered trade unions was expressed by a speaker at the yearly congress of the Afrikaanse Handelsinstituut in Bloemfontein.

Mr. T. I. Steenkamp said workers' committees and trade unions were incorrectly viewed as alternatives to each other.

'The AHI states expressly that unions and committees should be complementary and not competitive,' he said.

The 'sorry failure' of previous policy in not recognising unions and attempting to replace them with committees occurred because the motive was wrong.

#### FALL AWAY

'There is no alternative to trade unions and the latest plans would appear to reinforce this error.

'Apparently, the argument is that the need for legally-based workers' committees will fall away now that unions can register officially.

'If management accepts responsibility for healthy labour relations, the move will make acceptance and execution of this responsibility impossible.'

Mr. Steenkamp urged the institute to call on the Government to re-establish a system whereby a centralised body for collective bargaining be integrated with decentralised workers' committees.

Argus  
14/5/81  
132

# 'Blacks' bargaining to increase'

Labour Reporter

THE survival of capitalism in South Africa depended on its ability to evolve, a Natal academic told a seminar at Stellenbosch University yesterday.

Professor Jill Natrass of the Department of Economics at Natal University said the bargaining power of black labour would continue to increase.

'As this power grows, it will tend to intensify a conflict within the State between preserving capitalism and preserving the dominance of the National Party.

'The State could choose to abandon white domination and attempt to create a just economic order. Or it could, more likely, cling to the value of white supremacy.

## 'GRIM'

'If the State rejects the demands of the black work-force, the outlook for South Africa's future in the medium term is grim. The long-term outlook for the survival of capitalism is also grim.'

Professor Natrass said poverty was likely to alienate people who suffered it from the conditions they saw as causing it. Both white domination and capitalism had coincided with black poverty for so long that they had been identified as the cause of that poverty.

## AREAS ACT

The Group Areas Act and influx control, which were anathema to a free-market system, limited black access to the job market. The labour market was segmented into a number of non-competing groups and the face of poverty in South Africa was largely 'black, rural, female, and very young.'

Steps by the Government since the Wiehahn and Riekert commission reports indicated it would act to reduce the division

in the labour market on lines of race and sex, but increase the urban-rural divide.

'The strategy is one of incorporating those blacks, seen as economically crucial and politically aware, while cutting off those seen at the moment as not really a problem,' Professor Natrass said.

'This is disastrous from the viewpoint of people stuck in the black rural areas, where the conditions are already too poor to allow for much more deterioration.

'If conditions are allowed to continue to deteriorate in our rural areas, the State won't be able to keep people there. They will just walk off the land.'

## CHANGE

Professor D W F Bendix of the University of Stellenbosch's postgraduate school of business said the power structure in South Africa was changing rapidly and labour had assumed a central position as the agent of change.

'South Africa has entered the eighties with a firm commitment to removing discrimination from industrial relations. But can discrimination be dropped on the shop floor without wide-ranging racial integration in all other spheres of life?' he asked.

## INTEGRATION

Professor S P Cilliers of the department of sociology at Stellenbosch University said an era of inter-racial labour integration could not be effected without 'rapid movement towards full civil rights for all workers.'

He added: 'I believe we can do away with the pass law system. Unless we do away with it, we are not moving towards a society which is in line with the requirements of the free-enterprise system.'

ORDER FORM

For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa, 7700

Name and Address: .....  
.....  
.....  
.....

Date: ..... Signature: .....

Cheque/Postal Order/Cash for R .....

OCCASIONAL PAPERS

- No. 1 Afrikaner Nationalism by Professor J Degei (R1,00 post free)
- 2 District Six: A Factual Report. Available English and Afrikaans (gratis)

A REVIEW OF THE FIRST TEN YEARS of the Centre for Studies (gratis)

'n OORSIG VAN DIE EERSTE TIEN JAAR van die Sentrum vir Inter-groepstudies (gratis)

THIRTEENTH ANNUAL REPORT 1980 (gratis)

REPRINTS/HERDRUKKE (gratis)

- No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.
- 17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

ORDER FORM

For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa, 7700

Name and Address: .....  
.....  
.....  
.....

Date: ..... Signature: .....

RDH 14/5/81  
**Union attacks employer stand**

**Labour Reporter**

THE general secretary of an unregistered trade union has reacted sharply to employer arguments that the controversial committee system of bargaining should be retained.

Mr Samuel Kikine, general secretary of the SA Allied Workers' Union, claimed yesterday that attempts to retain factory-level bargaining with official works and liaison committees was an attempt to retain a "Polish system" of labour relations.

Yesterday the Rand Daily Mail reported that influential employer bodies wanted the works and liaison committee system - its abolition has been proposed by the draft Industrial Conciliation Amendment Bill - retained.

Trade unions argue that the system is designed as a substitute for unions and is aimed at weakening them.

Employers, on the other hand, argue that the committees are an important channel for communication with workers and that they can operate together with a system in which trade unions are recognised.

Mr Kikine said yesterday that these committees were discredited among black workers and that "any attempt to keep them will not work".

By retaining the committee system, he charged, the authorities would be ignoring the interests of the majority of workers.

'n OORSIG VAN DIE EERSTE TIEN JAAR van die Sentrum vir Inter-groepstudies (gratis)

THIRTEENTH ANNUAL REPORT 1980 (gratis)

REPRINTS/HERDRUKKE (gratis)

- No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.
- 17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

LABOUR LAW

FM 15th May 1981

133 ~~134~~ ~~135~~

# F.C.I. calls for a rethink

The draft legislation is in conflict with certain principles already accepted by the government. It provides a piecemeal and partly retrogressive solution to some of the problems of transition in the country's industrial relations system. It will obstruct rather than further the maintenance of industrial peace.

This response to the Industrial Conciliation Amendment Bill comes not from anti-government trade unionists but from one of SA's largest employer organisations, the Federated Chamber of Industries (F.C.I.). The F.C.I. has made a detailed study of the proposed legislation and, like the bulk of trade unions, has found government's latest reform bids grossly wanting.

The chamber has even recommended that the Bill be retracted and referred to the Manpower Commission which represents employers, employees and government. "This would afford the negotiating parties themselves the opportunity of thrashing out the kind of negotiating framework within which they want to operate," it says.

The F.C.I. goes on to say that "such an approach would clearly be supportive of the principle of self-governance and, in addition, lend greater credibility to the government's reform intentions in the sensitive labour relations area."

Barlow Rand executive director responsible for industrial relations, Reinald Hofmeyer, says his group fully supports the F.C.I.'s stand, and goes further: "Scrapping the Bill would most certainly be a step in the right direction but the issues need to be thrashed out by all the parties concerned. Emerging black trade unions are not represented on the Manpower Commission and their involvement is absolutely necessary if a new dispensation is to sustain any credibility."

What is needed, in the words of the F.C.I. is "that the process of registration be made entirely neutral." All that is needed to co-ordinate unions is for government to demand, simply, that a union has its official title included in a register for which it must comply with minimum standards of financial management. The chamber warns against government over-control in labour affairs.

The F.C.I. urgently recommends that the industrial relations structure should not be "disrupted by further attempts to use the process of registration as a mechanism for controlling the activities of trade unions or to protect the bargaining position of certain entrenched unions against competition from other trade unions."

The F.C.I. says it stands firm in its belief



**Barlow Rand's Hofmeyer . . . blacks must be involved**

that "the crux of the problem currently posed by the registration of trade unions is that no separation is made between the issues of registration and representativeness." It adds that negotiation status should be determined only by the repre-

sentative character of an employee body.

On this issue, and some others, the F.C.I.'s views coincide with even those of the General Workers Union (G.W.U.) and the South African Allied Workers Union (Saawu) - unions that have consistently refused to buy government's promise of a "new labour dispensation."

The F.C.I. slams the additional government controls provided for in the Bill. "Wide discretionary powers held by the Registrar are in conflict with the principles of autonomy and self governance for bodies representing workers and employers. The Chamber contends that such powers threaten to destabilise the framework of negotiation between employers and employees. At the same time it reintroduces the hand of government directly into the negotiation process."

The F.C.I., like the the Federation of SA Trade Unions (Fosatu) and the Trade Union Council of SA (Tucsa), criticises the Bill's definition of political activities in the labour arena. "If a body undertakes political activities which would endanger the interests of the State, it should be prosecuted in terms of security legislation or legislation other than the Industrial Conciliation legislation," it says.

In its report, the F.C.I. also suggests that

# Rough Work

Gold price ↑  
Strength of BE  
E Rate (use to

back in to  
Recent news

Budget tax

(due to inflation)  
easy repayment  
subsidies.

buy ↑ prices (fuel etc)

# New AHI president elected

STAK  
15/5/61

133

BLOEMFONTEIN — Mr

I J (Boet) Steyn, managing director of Santam Trust, was yesterday elected president of the Afrikaanse Handelsinstituut for the forthcoming year.

He succeeds Mr A H Sloet. Mr Steyn said he was optimistic about South Africa's economic future.

He said he would work for higher productivity and a more effective use of business know-how.

## DEMAND

Mr Steyn said the present wave of prosperity would have a spin-off of greater demand on managements and labour to maintain production and income levels.

Mr Steyn said the AHI was in the process of restructuring its functions to promote more participation by Afrikaans businessmen in economic processes in South Africa.

ORDER FORM

For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa, 7700

Name and Address: .....  
.....  
.....  
.....  
Date: ..... Signature: .....  
Cheque/Postal Order/Cash for R .....

OCCASIONAL PAPERS

- No. 1 Afrikaner Nationalism by Professor J Degenaar (R1,00 post free)
- 2 District Six: A Factual Report. Available in English and Afrikaans (gratis)

A REVIEW OF THE FIRST TEN YEARS of the Centre for Intergroup Studies (gratis)

'n OORSIG VAN DIE EERSTE TIEN JAAR van die Sentrum vir Intergroepstudies (gratis)

THIRTEENTH ANNUAL REPORT 1980 (gratis)

REPRINTS/HERDRUKKE (gratis)

- No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.
- 17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

ORDER FORM

For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa, 7700

Name and Address: .....  
.....  
.....  
.....  
Date: .....  
Cheque/Postal O

OCCASIONAL PAPER

- No. 1 Afrikaner (R1,00 post free)
- 2 District English

A REVIEW OF THE Studies (gratis)

'n OORSIG VAN DIE groepstudies (gratis)

THIRTEENTH ANNUAL REPRINTS/HERDRUKKE

- No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.
- 17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

<sup>RDM 15/5/80</sup>  
**Recognise black unions** — **AHI**

By **DAVID CARTE**  
 Deputy Financial Editor

THE Afrikaanse Handelsinstituut has called on its members to recognise black trade unions.

The 36th annual congress of the powerful business organisation yesterday approved a motion calling on members to "recognise credible and representative trade unions as negotiating partners and to establish and maintain healthy relations with them".

Members were urged to "engage in dialogue" even with unregistered trade unions and to persuade them to join the established labour relations system.

The 800-delegate congress in Bloemfontein also called on the Government not to scrap legis-

lation underpinning existing workers' liason committees.

Scrapping the Organisation of Black Labour Act of 1953 would remove the legal framework of the workers' committees, said Mr Ti Steenkamp, the AHI's chief labour spokesman.

Mr Steenkamp said the Act had failed in its aim of setting up workers' committees as substitutes for black trades unions. "The motive was wrong: there is no alternative to trade unions except no trade unions."

Workers' committees and trade unions were being seen as alternatives, when the two were complementary and not competitive, he said.

○ See Page 4

- No. 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.
- 17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.



SA must  
RDM 15/5/81  
create  
300 000  
133  
new jobs

a year

Deputy Financial Editor

SOUTH Africa will have to create 300 000 jobs a year this decade, and 400 000 a year in next decade for its soaring population, Mr Pierre Steyn, the general manager of Sanlam, told the Afrikaanse Handelsinstituut congress in Bloemfontein yesterday.

Speaking about the economic implications of the population growing from 28-million to 50-million by the year 2000, Mr Steyn said each new job needed a capital investment of R8 000. This meant the country had to invest R2 500-million a year to have full employment.

South Africa was not keeping up at present, he said. Between 1970 and 1977 more than a million workers came on to the labour market, while new jobs rose by only 360 000. This meant unemployment was becoming endemic, not just cyclical.

Mr Steyn said it had been estimated that South Africa needed 210 000 "executive officials" in the next 20 years. It was clear the white group alone could not meet the need — other groups would have to fill the gap. This implied a huge training and education drive.

In 1980, said Mr Steyn, there were 16 000 schools and 105 000 teachers for blacks in South Africa. The shortage was estimated at 20 000. By 2000, another 334 000 teachers for blacks would be needed. This meant 10 000 extra every year for the next two decades.

To house South Africa's rocketing population, a city the size of Johannesburg would have to be built every year for the next 20 years, he said.

Mr Steyn said closure of the wage gap was an accepted goal in South Africa. This was often misunderstood, however. It did not mean the average black wage would be equal to the average white wage — only that parity for quantity and quality of work was aimed at.

The average black worker currently received only 26% of the pay of his white compatriot. This meant the country had a long way to go.

When it came to narrowing the wage gap, it was important that wage increases for all population groups should be accompanied by reasonable increases in productivity — or inflation would continue at disquieting levels.

# How weak links could hit exports

By DAVID CARTE  
Deputy Financial Editor

THREE basic weaknesses in South Africa's export situation could lop up to R5 000-million off export earnings, Mr L Barth, chairman of Stellenbosch Farmers' Winery, told the Afrikaanse Handelsinstituut congress in Bloemfontein yesterday.

According to Mr Barth, the AHI's chief spokesman on exports, the three inherent weaknesses were:

- Export earnings were more dependent than ever on highly volatile gold — which accounted for 47,5% of export earnings in 1980, compared to 37,5% in 1976;
- Many exports were commodities and these were highly vulnerable to overseas recession; and
- Industrial exports tended to rise when local demand was low, but tended to fall off alarmingly when it revived.

South Africa could do little about the gold price or the tempo of business activity in the countries to which it exported.

If the three weaknesses described occurred at once, Mr Barth said, the country could lose export earnings of up to R5 000-million.

A \$200 fall in the gold price would drop export receipts by R3 500-million, an overseas

recession would cut them by R1 000-million and a local upswing by another R500-million.

Mr Barth said South Africa had much to learn from Far Eastern countries such as Japan, Korea, Taiwan, Hong Kong and Singapore, that had risen from Third World poverty to wealth, despite raw material shortages.

These countries had the following in common:

- They had achieved their present, happier status only through exports;
- They exported manufactured goods, not raw material;
- This required skilled workers and a huge investment in education and training, which was strongly export-oriented;
- Workers at all levels were "amazingly well-trained, even over-skilled"; and
- Big and small firms were highly motivated — employers and employees subscribed to a strong work ethic and took great pride in their work.

Mr Barth suggested that an "Export 2000" campaign be launched.

It would be strongly marketing-oriented. The State and private enterprise would have to co-operate closely.

The export division of any firm should be staffed by top people, headed preferably by a director with a thorough knowledge of his target markets.

# AHI stresses black's role in economy

S. Times 17/5/81  
133  
137  
138  
139

THE Afrikaner businessman's increasing awareness of the vital role blacks will play in the economic development of South Africa was the outstanding feature of the Afrikaanse Handel-sinstituit's 36th annual congress in Bloemfontein this week.

Throughout three days of deliberation, this point was constantly raised to the more than 700 delegates.

Among the issues on which the AHI seemed to be in full agreement were:

By Jan de Beer

○ Blacks are crucially needed to overcome South Africa's growing labour crisis.

○ Black confidence and co-operation will play a vital role in promoting lasting industrial peace.

○ Black entrepreneurship is vital to the efficient working of the Small Business Development Corporation.

○ Black buying power in urban areas is a slumbering giant — and black shoppers deserve to be treated with equal respect.

○ Black schooling, and its latent critical teacher shortage, is a problem requiring immediate attention.

○ Black authors, even Adam Small, are among those who could, with new works, inspire the country psychologically against its enemies.

When Mr Justus Tshungu, black SABC public relations officer, addressed the congress on Wednesday morning — in Afrikaans — on the problems of the black consumer, delegates were told that he was making history by being the first black to address an AHI congress.

And he was not the only black present. Nafcoc also sent a team which included its vice-president, Dr A M S Makunyane.

One of the main discussion points at the congress dealt with the training of skilled labour. The AHI's contention is that South Africa's present training system is antiquated.

It called for "optimum utilisation of our manpower, irrespective of race or colour, by the establishment of a self-arranged discipline at worker level which will promote mutual respect between workers".

The need for bringing the black man into apprenticeships in an "evolutionary" manner was emphasised. Criteria for appointment to any post had to be based purely on merit, speakers agreed.

South African employers should accept that trade unions were, and would remain, part of life in this country in future.

But the AHI in this case does not quite agree with the pace at which the Government is progressing. It wants the authorities not to drop the labour committee system but rather let it run concurrently with trade unions.

Concern about the lack of

○ To Page 3

EXPORT PLAN: Page 3

# Black's role in economy

S. Times 17/5/81

133  
137

○ From Page 1

black entrepreneurship was voiced in a motion calling for the Small Business Development Corporation to be given assistance from a broader regional development plan as well as full support from the South African Development Bank.

The congress was told that black business leaders made up only 0,1% of the total black population compared with, for example, the Jewish community, of which 50% are estimated to be entrepreneurs.

The AHI nevertheless saw the SBDC as an opportunity for "greater harmony between racial groups" because of the chance of positive co-operation between white veteran businessmen and novice blacks.

The days of exploiting urban black shoppers were over, Mr G du Plessis, director of Checkers, told the congress. He was one of three speakers who delivered papers on black spending power.

The potential market for black tourism was also spelt out in a motion calling for co-operation to promote tourism in South Africa. The white businessman was urged to take the initiative, in collaboration with his black counterpart, in helping to develop more "suitable holiday resorts for blacks".

The Afrikaner businessman may not yet be in favour of racially mixed holiday resorts. But the AHI congress showed that in recent years he has, indeed, come a long way towards adapting on other issues.

RDM 15/5781  
Education  
'is too  
academic

Deputy Financial Editor

SOUTH African education is too academic and not practical or job-orientated enough, the Afrikaanse Handelsinstituut says.

"South Africans, and Afrikaners in particular, should, as an urgent national priority, get rid of their cultivated academic snobbishness," says Mr H P Klerck, the AHI's chief spokesman on education.

Addressing the AHI's annual congress in Bloemfontein, Mr Klerck said too many South African parents suffered from a "syndrome" in terms of which their children had to have "at least a bachelors degree", regardless of whether it was useful or not.

Because of this tendency to push people into university purely to broaden their knowledge and without regard to a job, a country that needed to generate 1'000 new jobs a day had an over-supply of certain graduates and a critical shortage of others.

# Bloemfontein sets a brisker pace

DAVID GARRETT

22M 19/5/81

133

MOST businessmen accept that economic forces are irresistible — and perhaps that is why the Afrikaanse Handelstribunaal is several steps ahead of the Government and the National Party in pressing for change.

At its recent congress in Bloemfontein, the AHI urged Government and its members to:

- Recognise and even encourage the formation of black trader unions;
- Negotiate with even unregistered trades unions;
- Scrap or reduce job reservation and influx control through implementation of the recommendations of the Wlelahn and Rieker commissions;
- Pay equal pay for equal work; and
- Step up spending on black education and training and clear the way for black job advancement.

And there was hardly a whisper of veritable dissent from 800 delegates from all over the country.

The delegates ranged from the big guns of Afrikaner business such as Dr Anton Rupert of Rembrandt and Dr Wim de Villiers of Gencor, to platteland

trading store and garage owners.

One reason there was more argument about bread and butter issues such as Atlantis Diesel and mine taxation than about matters of great political moment such as black trade unions, was that many of these thorny issues had been thrashed out at branch level before the congress.

Another could be that the AHI represents employers rather than workers and the former have more to gain and less to lose from change.

The new president of the AHI, Mr Izak Steyn, managing director of Santamtrust, concedes that "in several matters, we are ahead of the Government".

He also says the AHI does not hesitate to use its formidable muscle to influence Government in matters economic.

"We often tell Government if anything," he says, "we are not happy about anything."

If the AHI is several steps ahead of Government, it is kilometres ahead of the super-verkampte Confederation of Labour and the Mine Workers Union.

Executive director of the AHI, Mr Fritz Stockenström, says even though it disagrees with these arch-advocates of job reservation, the AHI extends the hand of friendship towards them.

There is no antipathy. In fact, the AHI understands "justified but often exaggerated" fears on the part of certain white workers whose job protection is threatened.

One of the resolutions at the congress stated this, saying that changes to the labour relations system should be accompanied by guarantees of future job security to affected white workers.

Judging by conservative unions and job reservation, the AHI's cordial attitude is probably not reciprocated. Neither body responded to the AHI's invitation to the congress.

The more liberal trade union organisation, Tucca, was represented and its head, Mr Arthur Grobelaar, endorsed the AHI's plea to Government to retain the Organisation of Black Labour Act of 1953 that legalises workers committees — on the understanding that these were

to complement and coexist with genuine trades unions.

The new President told me party politics was "out" in the AHI and the great NP-HNP rift was not felt in its ranks.

"We are concerned only about the national interest," he said.

Asked how the AHI came to its verligte outlook, he said: "We recognise the realities of our economic situation and of population trends, the imperative for high growth, the danger of unemployment and the skilled labour shortage."

Whites alone simply cannot generate the kind of growth needed and we must open doors and educate and train the other population groups to survive.

In case anyone had any doubts about this, one of the conference speakers, Mr Pierre Steyn, a general manager of Sanlam, had some sobering statistics to prove it.

The population, he said, would nearly double to 50-million by 2000. By then there would be 40-million blacks and only 5-million to 6-million whites.

These figures meant 300 000 jobs a year had to be created

this decade and 400 000 a year next decade. At present, we are not coming close. Creating these jobs would require capital investment of R2 500-million a year.

Mr Steyn said SA needs 5-million new houses and roads, railways and power stations to support them costing R40 000-million by 2000. This meant building a city the size of Johannesburg every year.

To bring black education into line with white would cost R2 000-million a year and would require 10 000 trained teachers a year. Whites could not do the job alone.

According to the new president, the Great north-south, or Volkskas, Escorn and Iscor vs Sanlam rift, that divided Afrikaans business for years, had healed.

This flared to intense levels in 1978 on publication of Dr Wassenaar's book, "Assault on Free Enterprise — Freeway to Communism".

The northern faction took this as a kick in the teeth and relations were not improved in 1979 after Sanlam took over Trust Bank in a direct challenge to Volkskas.

But now, says Mr Steyn "they have buried the hatchet".

If this were not so, he says, as a Potchefstroomer, now living in Cape Town, he would not be President of the AHI and a farmer would not now be chairman of Volkskas.

I asked Mr Steyn what sort of influence the Broederbond had on the AHI.

"None at all, as far as I know," he said.

Verlig it may be, but the AHI remains intensely Afrikaans and it still goes through the motion of thumping the tribal drum.

One of the resolutions at the Bloemfontein congress was to "mobilise the Volk" against a "total onslaught" being waged against South Africa.

The response, particularly of the more heavyweight business people, to this resolution, seemed cool. It was duly, or should I say, dutifully, passed but was clearly a side-issue.

"The call to Volk and vaderland is all very well. Just so

long as we don't get more wage and profit control in the name of the national interest", was a response that summed up the attitude.

Federale Mynbou, Gencor, Sanlam, Volkskas, Federale Volksbeleggings — the AHI counts all the biggest Afrikaans business houses among its active members. There are billions behind it and it is immensely powerful.

I asked the new president whether this did not mean it had fulfilled its purpose and that an "ethnic" organisation such as this no longer had a function. Hadn't the Afrikaner now "arrived" and wasn't the AHI redundant?

"I suppose you could say the big businesses no longer need us so urgently but most of our members are still small businessmen and their need is still great. Don't forget, as far as he has come, the Afrikaner is still very much in second place in this economy."

Another unique characteristic of the AHI, he said, was that it was "multi-sectoral" with members from mining, commerce and industry — all

sectors except agriculture. This made it a particularly valuable forum.

A feature of such a very Afrikaans conference was the profound admiration expressed several times for Japanese Korean and Chinese industriousness, thrift, enterprise and quality. While these people are not yet first class citizens in SA, all at the congress agreed they were paragons to emulate.

Mr Steyn, a mild, courteous, silver-haired man in the Dame van Huyssteen mould and an accountant by background and training, is more concerned about basic business issues than the great political-economic debate.

Asked what he saw as the greatest challenges facing him in his year as President, he said: "We are moving into slightly more difficult economic times and I would like our organisation to be in a better position to help its members."

"I would like to expand and professionalise the secretariat further to provide a better service to members and to visit as many branches as possible."

Dear

The Me  
for g  
the r  
is es

Yours

(for

Dear

The M  
for g  
the r  
is es

Yours

(for

cont

RDM

133

19/5/81

**INSIDE MAIL**



Mr Izak Steyn, new AHI president

# Business leaders back new jobs bid

Augus 20/5/81 (133)  
Consumer Reporter  
LEADERS of business and commerce today emphasised the need for an organisation to attract more industry to the Cape Town area to create more jobs for the growing population.

The executive committee of Cape Town City Council decided yesterday to back a suggestion by the Mayor, Mr Louis Kreiner, that the council should take the lead in

forming such an organisation to prevent large-scale unemployment in the future.

The matter will be discussed by the full council on Tuesday.

Mr Jack Roos, director of the Cape Chamber of Industries, said similar organisations had already been formed to bring work to depressed areas in Scotland and the United States, and had proved their worth.

'We have just had a trade mission in Cape Town from the Scottish Council for Development and Industry,' he said.

'The function of this Scottish council is very much the same as this Wesgro (Association for the Promotion of the Western Cape's Economic Growth), envisaged by the Mayor.

● Jobs for Western Cape  
— Page 16.



A group of workers from Ford plants at Struandale sang freedom songs and gave the Black Power salute from the back of a panel van today. They were on their way to a meeting in the Holy Spirit Church Hall.

## Strikers are still out at PE motor plants

By JIMMY MATYU

THE strikes at Ford and at General Motors in Port Elizabeth continued today.

According to Mr Dunbar Bucknall, Ford's public affairs director, the stoppage has cost the production of 300 units worth R1.8 million.

The Struandale plant was shut down for the third day, while the other two Ford plants in the city have had to reorganise staff in order to keep the assembly lines moving.

At General Motors some 200 workers were out today — partly in sympathy with two Ford workers who were suspended by management for refusing to fit Firestone tyres to cars rolling off the line.

However, the strikers at GM have listed several additional grievances.

As happened yesterday, a crowd of Ford workers estimated at 2 000 gathered today at the Holy Spirit Hall in Kwazakele. They were addressed by the chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda.

Members of the Federation of South African Trade Unions (Fosatu), a rival union active at Ford, have mostly remained at their posts, although some have joined the strike.

About 30 Fosatu members at today's Kwazakele meeting applied for Macwusa membership.

At General Motors a few police vehicles cruised the nearby streets. According to a GM spokesman, production was "continuing normally".

He said that no workers had been suspended and they could return when they had resolved "their differences with Firestone".

Names of those who have defied the walk-outs were read out.

The meeting was told that Ford management said today that the men would not be paid for the hours they did not work.

Last night, Mr Peter Morum, Firestone's managing director, Mr Peter Morum, said: "Firestone will give top priority to the re-employment of former Firestone workers. But the firm could not be expected to re-employ all the former employees immediately."

He said that the 160 former employees lost their jobs after walking out in protest against proposed legislation which would freeze pension funds until retirement.

Mr Morum said Firestone had stressed that the workers were not dismissed but had resigned.

They had ignored a management ultimatum to return to work.

Mr Morum said he had met officials from Macwusa and told them that the firm was willing to re-employ the 160 dismissed workers as vacancies arose.

"If Macwusa had accepted the offer, at least 40 workers would have been rehired by now," he said.

But Mr Makanda said when they met Firestone management on Saturday, Mr Morum was not available.

In addition to reasons for their refusal to handle Firestone products, the 175 General Motors workers allege:

- Unfair employment practices.
- Job reservation.
- Lack of communication between management and workers.
- Limited scope for promotion of black employees.
- The use of abusive language by white foremen when addressing black workers.

all to union to negotiate  
aid to the labour dispute

Post Reporter  
chairman of the Federated Chamber of Industries Labour  
Committee, Mr R J Ironside, has called on the union  
in the strikes at the Port Elizabeth motor plants to  
an end to the dispute.

said it was an open question whether all alternative  
channels of communication had been exhausted in seeking a

Ironside said the labour unrest undermined efforts being  
to "formulate and develop an industrial relations frame-  
which could contribute to sound relationships".

20/5/81  
133

E.P. 20/5/81

~~133~~ ~~133~~

# Assocom knocks political curbs in labour Bill

ROM 21/5/81  
133

By STEVEN FRIEDMAN  
Labour Reporter

THE Association of Chambers of Commerce, which represents organised commerce throughout the country, has rejected new political clamps on trade unions and employer bodies contained in the Government's new labour Bill.

But, in a blow to supporters of wide-ranging reform in labour legislation, Assocom has not objected to the provision in the Bill which gives the authorities the right to close down trade unions or to most other wide-ranging clamps on unions.

It has also rejected employer and union calls for a fundamental relaxation of the Government's union registration system and has called for a move which would make it more difficult for new unions to become registered.

Unlike most other employer groups, Assocom says it does not object to the scrapping of the official works and liaison committee system.

These points are contained in Assocom's submissions to the Government on the Bill, which

were released at a Press conference yesterday.

Although Assocom objects to several points in the Bill, it generally welcomes it.

Assocom says it is prepared to see some sections referred to the National Manpower Commission, but adds that it is eager to see the legislation introduced in the coming parliamentary session.

The association also wants the law to stipulate that only one union should be registered in any one industry, trade or occupation. This would make it more difficult for new unions to gain registration.

Other points made by Assocom are:

- The new clamps on "political activity" are "unnecessary" and would be damaging internationally;
- New clamps on strikes in the Bill are "unacceptable" and would also have "serious" international implications, and
- The law should not compel employers to grant stop order facilities to unions — or prevent them from granting these facilities to unregistered unions.



RDM 21/5/81 133

# Assocom fears demand inflation

By HAROLD FRIDJHON

ASSOCOM urges that more emphasis must be placed on combating inflation, but the policy of growth with financial discipline should be continued.

A memorandum on the economic situation considered at the mid-year meeting of the executive committee, which ended in Johannesburg yesterday, said that inflation was predominantly the cost-push type in 1979, but demand inflation started to have had an impact in the latter part of 1980.

This is explained by the significant rise in the money supply during 1980 at a time when interest rates remained relatively low compared with the rate of inflation.

Assocom repeatedly asked the authorities to take steps to curb the money supply, but action was not taken as swiftly as it might have been. The recent moves by the authorities should slow down significantly the rate of increase in the money supply during the rest of the year.

Looking at the manpower situation, the memorandum says the latest figures indicate that there was a general improvement in employment levels last year. The increase in non-agricultural employment was sufficient to absorb the normal addition to the labour force and to reduce unemployment.

In spite of this, unemployment among the unskilled black labour force remains unacceptably high.

"This re-emphasises the importance of continued economic growth."

The shortages of skilled labour highlight the need for the intensive education and training of all race groups to provide the necessary skills in the future. As a palliative, skills will have to be imported.

Assocom is pinning its sights on an average growth rate of 5% for the South African economy this year. It will be higher in the first half of the year with the carryover of the momentum from last year, but it will taper off in the second half.

But as Mr Raymond Parsons, chief executive said: "The business cycle is not dead."

The business mood is still cautiously optimistic although expectations for the balance of 1980 are down on those prevailing at the same time of last year. The reasons for this are the expected lower growth rate, the tighter money conditions and the slowdown in the rate of increase in consumer spending.

Businessmen are urged to make every effort to increase and improve the training of

labour by using the incentives offered by the authorities.

People in business will have to adapt to the tighter money situation by good stock and credit control.

Assocom calls on all businessmen to encourage the Gov-

ernment to make more use of the private sector and to stop calling for action to bring in controls when market-related policies sometimes work against a section of the business community in the short term.

CI 21/5/81  
FCI call  
to end  
strikes

Own Correspondent

PORT ELIZABETH. - The Federated Chamber of Industries yesterday appealed to striking Ford and General Motor workers to negotiate a settlement on the rehiring of 160 Firestone workers.

The appeal was made in a statement released in Port Elizabeth yesterday by the chairman of the FCI's labour affairs committee Mr R I Ironside.

The managing director of Firestone, Mr Peter Morum, yesterday reiterated that the company would give priority to the hiring of the workers as vacancies occurred.

Of the 1 500 Firestone workers who staged a mass walkout in January over draft pension fund legislation, 160 were not re-employed.

Meanwhile, the strikes continued yesterday without management and union representatives meeting.

The walkout by 1 000 workers at the Ford Cortina plant at Stenandale three days ago led to the complete closure of the plant today. The stoppage has cost the company R1.8 million in lost production.

And after reporting for duty at the Nieve plant yesterday morning, 400 workers walked off the engine plant floor and about 40 workers refused to take up their positions.

# Govt to 'reduce role in labour'

Own Correspondent

PRETORIA. — The government had set itself on the path of granting complete autonomy to labour organizations like trade unions, the Minister of Manpower, Mr S P Botha, said last night.

Addressing the opening ceremony of the new building of the South African Union of Municipal Workers in Pretoria, Mr Botha said he envisaged less government involvement in the labour field in future.

Mr Botha, however, warned against attempts to create "chaos" on the labour market.

He added that the government, as well as organized labour, would have to find means to counter those forces which sought to incite workers not to make use of "the tried and tested means of reconciliation."

"Industrial peace is of cardinal importance for employers, employees and the government and we will have to ensure that the trade union movement is not abused to create chaos," he said.

The aims of these forces, Mr Botha said, were to create unrest and had nothing to do with labour relations. They sought to overthrow the order in South Africa.

Labour legislation was also based on the principle of fairness and Mr Botha said that he expected "fairness from the trade union movement as well." He warned against trade union activities which aimed at reaching political goals.

He warned that trade unions should not mislead their members in order to create a climate of distrust in the country.

The government would also decide in the foreseeable future, over the question whether closed shop agreements had to remain a principle in the South African labour pattern.

Mr Botha added that the next few years would pose great changes to South Africa. This, he said, was because there was a continuous onslaught against the tested reconciliation processes on the country's labour fields.

The government had to ensure order in the labour field as well and Mr Botha warned that workers had to realise that "unnecessary conflict" will have a detrimental effect on their job

# New clamps on unions rejected

Own Correspondent

JOHANNESBURG. — The Association of Chambers of Commerce (Assocom), which represents organized commerce throughout the country, has rejected new political clamps on trade unions and employer bodies contained in the Government's new labour bill.

But, in a blow to supporters of wide-ranging reform in labour legislation, Assocom has not objected to the provision in the bill which gives the authorities the right to close down trade unions or to most other wide-ranging clamps on unions contained in the bill.

It has also rejected employer and union calls for a fundamental relaxation of the government's union registration system and has called for a move which would make it more difficult for new unions to become registered.

Unlike most other employer groups, however, Assocom says it does not object to the scrapping of the official works and liaison committee system. The proposal to abolish this system has been hailed by unions.

These points are contained in Assocom's submissions to the government on the bill, which were released at a Press conference yesterday.

Although Assocom objects to several points in the bill, it generally welcomes it and its submissions are sharply at variance with calls for reform from the Federated Chamber of Industries and a

wide spectrum of unions.

Unlike the FCI, Assocom has not called for the bill to be withdrawn and referred to the official National Manpower Commission. Assocom says it is prepared to see some sections referred to the NMC, but adds that it is eager to see the legislation introduced in the forthcoming parliamentary session.

Assocom's secretary, Mr Vincent Brett, said his organization had not objected to most of the clamps on unions "because we are an employer association and comment on those clauses should be left to the unions".

On union registration, Assocom rejects the idea that registration should be an entirely "neutral" process and that union bargaining rights should not depend on registration.

Assocom also wants the law to stipulate that only one union should be registered in any one industry, trade or occupation. This would make it more difficult for new unions to gain registration.

Other points made by Assocom are:

○ The new clamps on "political activity" are "unnecessary" and would be damaging internationally.

○ New clamps on strikes in the bill are "unacceptable" and would also have "serious" international implications.

○ The law should not compel employers to grant stop-order facilities to unions or prevent them from granting these facilities to unregistered unions.

### SWELLING CRITICISM

FM 22/5/81

133

145

To the growing list of organisations critical of government controls contained in the draft Industrial Conciliation Amendment Bill, add the Association of Chambers of Commerce of SA (Assocom). In a memorandum to the Department of Manpower Utilisation it states: "Assocom welcomes the general thrust of this amending Bill, which it believes represents a considerable step forward in bringing our industrial legislation up to date."

However, Assocom asserts that a basic principle of such legislation is that it is the function of the State only to establish a framework of law within which a sound form of industrial relations may be developed. The legislation should be enabling and not mandatory and "should seek to establish only the parameters within which employer and employee relationships can be handled with the minimum amount of disruption to the community at large."

In this respect, Assocom expresses similar views to those already voiced by the Federated Chamber of Industries and many trade unionists who contend that additional government controls contained in the Bill threaten

to destabilise the negotiating framework (*Current Affairs* May 15).

Meanwhile, chief spokesman on labour for the Afrikaanse Handelsinstituut (AHI), Naas Steenkamp, has added his voice to criticism of government plans to scrap the statutory basis of the works committee system. At the AHI annual congress last week, Steenkamp made a plea for the retention of the system. He told the *FM* there are two dimensions to this issue. Firstly, regardless of the existence of a union, there has to be some kind of negotiating structure to help deal with matters confined to a particular factory. Secondly, committees have an important role to play in industries where unions have not yet got off the ground. Works committees should not be seen as alternatives to trade unions — the two are complementary, he says.

At its congress, the AHI resolved that managements had a responsibility to create sound relations with recognised unions, and that they should also talk to emerging and unregistered unions with a view to persuading them to enter the established labour relations system.

IF THE retail congress of the Afrikaanse Handels-instituut held in Bloemfontein has produced anything noteworthy, it is the recognition of the increasing role blacks will have to play if South Africa is to go forward in prosperity.

Whether this belated realisation is tied to more economic opportunism on the part of the captains of commerce and industry, or prompted by genuine attempts to involve blacks, on an equal basis (we should be so lucky), is unclear. Let's face it, the means of production in the economy is white-dominated but blacks, by sheer force of numbers, have the voices that matter in the marketplace. It would be suicide on the part of the businessmen

# Where black judges matter

to ignore this. Certainly judging by a number of papers delivered at Handelsinstituut congress, they are deeply concerned.

The days of exploiting black consumers in the retail trade were over forever, a director of a large retail chain said. Mr Gert du Plessis, a director of Checkers, said Africans tended to ignore requirements where their requirements were ignored, and were very quality conscious — more so than whites. It was the duty of traders, he said to build confidence among black consumers but warned them not to regard these customers as a

way to dump poor products or to get by with poor service.

The message was loud and clear: look, boys, these darkies are not prepared to continue being treated like kaffirs, coolies and hotmots. So just grin and bear it... you'll be soul-searching all the way to the bank. Ah, well, it takes a while to get through. Surprise, surprise — blacks can become almost human in white business eyes when they have fistfuls of dollars looking for somewhere to spend them. Anyway, here's what some more of the delegates to the congress had to say:

● In a five-year period to 1975, blacks increased their spending on clothes and shoes by some 15 percent, while in the same period white spending on the same items decreased. Blacks also increased the percentage spent on fuel, electricity, furniture and equipment, medical and dental services, insurance, education, washing powder, insect killers, reading matter, writing equipment, recreation and servants(!) to a greater extent than whites. The actual volume of consumer spending will be equal between Africans and whites by the year 2000, but white spend-

ing would be overtaken by that of all blacks in the mid-1980s. While white incomes would probably not increase to a marked extent in the 1980s, those of blacks would leap ahead. Traders could expect a greater volume of sales in respect of furniture, clothing and shoes, especially. Blacks would also become increasingly important in the housing market, insurance, recreation and holidays. ● Another said the economic growth in the next 10 years would exceed any previous growth figures in South Africa's economic history.

He ascribed much of the improved economic circumstances and growth potential to a 'new relationship between the Government and the business sector.' The relationship between businessmen, and the Government and increased business profits had been severely criticised but it should be noted that business firms tended to plough profits back into the economy, creating more job opportunities, he added. He warned businessmen, however, that they faced short-term problems in respect of inflation — but said the solution to inflation could be found in the Bible: concept of 'earning bread by the sweat of one's brow.'

NOTICE 357 OF 1981

DEPARTMENT OF MANPOWER UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Locksmiths Association of South Africa. Particulars of the application are reflected in the subjoined table.

KENNISGEWING 357 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Locksmiths Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

133 22/5/81

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

*Table*

*Name of employers' organisation.*—Locksmiths Association of South Africa. **133**

*Date on which application was lodged.*—6 March 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Locksmithing Trade in the Magisterial Districts of Bellville, Brakpan, Germiston, Kempton Park and Wynberg.

“Locksmithing Trade” means the trade in which employers and employees are associated for the opening and closing of locks for others by means other than with keys normally used, the repair, replacement, rebuilding or adjustment of locks and their mechanical parts, the manufacture, by non-repetitive methods, of parts designed for use in locks, and the cutting of keys, but excluding the manufacture of locks and keys

*Postal address of applicant.*—c/o P.O. Box 50363, Randburg, 2125.

*Office address of applicant.*—Randburg Chamber of Commerce, 175 Hendrik Verwoerd Drive, Randburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(22 May 1981)

NOTICE 358 OF 1981

SALE OF GOODS.—OFFICE OF CUSTOMS AND EXCISE, JOHANNESBURG

It is hereby notified for general information that a public sale of unentered, abandoned and forfeited goods will be held at the State Warehouse, Kazerne, at 09h00 on 4 June 1981.

Lists of goods to be sold will be supplied on application to the Controller of Customs and Excise, Private Bag 21, Marshalltown, 2107.

(22 May 1981)

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Manekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

*Tabel*

*Naam van werkgewersorganisasie.*—Locksmiths Association of South Africa.

*Datum waarop aansoek ingedien is.*—6 Maart 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Slotbedryf in die landroosdistrikte Bellville, Brakpan, Germiston, Kempton Park en Wynberg.

“Slotbedryf” beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die oop- en toemaak van slotte vir andere op ander maniere as met sleutels wat gewoonlik gebruik word, asook vir die herstel, vervanging, herbou of regstel van slotte en hul meganiese onderdele, vir die vervaardiging, deur nie-herhalende metodes, van onderdele wat ontwerp is vir gebruik in slotte, en vir die sny van sleutels, maar uitgesonderd die vervaardiging van slotte en sleutels.

*Posadres van applikant.*—p/a Posbus 50363, Randburg 2125.

*Kantooradres van applikant.*—Randburgse Kamer van Koophandel, Hendrik Verwoerdrylaan 175, Randburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alle lede wat ingevolge artikel 1 (2) van die Wet op voormeld datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(22 Mei 1981)

KENNISGEWING 358 VAN 1981

VEILING VAN GOEDERE.—KANTOOR VAN DOEANE EN AKSYNS, JOHANNESBURG

Hierby word vir algemene inligting bekendgemaak dat 'n openbare veiling van ongeklaarde, onopgeëiste en verbeurdverklaarde goedere om 09h00 op 4 Junie 1981 by die Staatspakhuis, Kazerne, gehou sal word.

Opgawes van die goedere wat verkoop sal word kan op aanvraag by die Kontroleur van Doeane en Aksyns, Privaatsak 21, Marshalltown, 2107, verkry word.

(22 Mei 1981)

# Move on 'high level' manpower welcomed

3/6/81  
STW  
133

The Federated Chamber of Industries — representing organised industry in South Africa — has welcomed a Cabinet decision to step up the training of blacks for professional and managerial positions.

The Minister of Manpower Utilisation, Mr Fanie Botha, announced today that the Government had approved a special report of the National Manpower Commission on "high-level manpower" — defined as technicians and semi-professional, professional and managerial personnel of all kinds.

#### THRUST

The thrust of the report is that South Africa would not realise its development potential and offer all its people an acceptable standard of living if it persisted in recruiting its high-level manpower from the white population group only.

The executive director of the FCI, Dr Johan van Zyl, today welcomed the decision as a "step in the right direction."

The chamber had not yet studied the Government's White Paper responding to the report, but it fully agreed with the provision of better professional and managerial training for all races.

"The ratio of managerial to non-managerial staff in South Africa is out of line with the high-growth countries," he said. "A small managerial class is in a sense carrying the rest of the population."

#### RESTRUCTURING

The FCI particularly wanted to see an end to separate training institutions at tertiary level, Dr van Zyl said.

Dr van Zyl stressed that the true answer to the shortage of managerial and professional staff lay in a "fundamental restructuring" of the secondary

The chamber was anxiously awaiting the report of the De Lange Commission, set up after last year's coloured school boycotts, in which the whole education and training system would be reviewed.

● Page 9: High-level positions 'not only for whites.'



Though similarly organized, farms in the district show less  
 ere and the latter are

7.3. The "Baa

social distance  
 sometimes give

Farm labourers

employers. They  
 and comment ab

German speaking  
 Atrikaans speak

or longer work  
 i.e. promising

"Bad" or ill-tem  
 base" and are

7.4. Ethnic St

Short mention  
 and their judge

TABLE 12.

- A. The Ovambo...
- B. The San (Bua...
- C. The Damara...
- D. The Coloured...
- E. The Nama...
- F. The Herero...
- G. No clear dec

Total (for 1

Most farmers (in  
 for their steady  
 as "reliable" an  
 farmer's houshol

# Chamber welcomes decision

THE Federated Cham-  
 ber of Industries  
 representing organised  
 industry in South  
 Africa — has welcomed  
 a Cabinet decision to  
 step up the training of  
 blacks for professional  
 and managerial posi-  
 tions.

The thrust of this report  
 is that South Africa would  
 not realise its development  
 potential and offer all its  
 people an acceptable  
 standard of living if the  
 country persists in recruit-  
 ing its high-level man-  
 power from the white  
 population group only.  
 The executive director of

the FCI, Dr Johan van Zyl,  
 welcomed the decision as a  
 "step in the right direc-  
 tion".  
 The Chamber had not yet  
 had an opportunity to study  
 the government's White  
 Paper responding to the  
 report, but it fully agreed  
 with the provision of better  
 professional and manage-  
 rial training for all races.  
 "The ratio of managerial  
 to non-managerial staff in  
 South Africa is out of line  
 with the high growth  
 countries," he said. "A  
 small managerial class is

in a sense carrying the rest  
 of the population as far as  
 decisions regarding eco-  
 nomic development.  
 The FCI particularly  
 wanted to see an end to the  
 present system of separate  
 training institutions at  
 tertiary level for the  
 various races, Dr van Zyl  
 said.

This was "economic  
 common sense", he said, as  
 the duplication of facilities  
 represented a waste of  
 scarce resources.  
 Dr van Zyl stressed that  
 the true answer to the  
 shortage of managerial and  
 professional staff lay in a  
 "fundamental restructur-  
 ing" of the secondary  
 school system, to ensure  
 that school-leavers could  
 be trained at reasonable  
 costs by industry.  
 The Chamber was  
 anxiously awaiting the  
 report of the De Lange  
 Commission set up in the  
 wake of last year's  
 coloured school boycotts, in  
 which the whole education  
 and training system would  
 be reviewed.

The Minister of Manpo-  
 wer Utilisation, Mr Fanie  
 Botha, announced yester-  
 day that the government  
 had approved a special  
 strike they were regarded  
 as "technically able".  
 The Nama are regar-  
 "servile", "submissive" and "diligent".  
 The Damara are  
 ded as "fast" but also as "cheeky" and "decadent" through excessive use of  
 liquor. Hereros are least liked by farmers for their "arrogance" however

ers for other labourers  
 ably employed in the

based preferences by farmers

rounding farms as "kwaal  
 comes to payment.  
 n made on them being "cheeky",  
 and demand more work  
 "better" masters than  
 Get about farming economics.

other anecdotes about their  
 orders given by the farmers  
 Get about farming economics.

(k) shall, when so required by the council, submit to the registrar of the council within 14 days a list of its members, including the membership qualifications of each member;

(l) shall, in the event of the death or disqualification of any member, notify the registrar of the council of such event within one month of such event;

(m) shall not itself or through the instrumentality of any other person, irrespective of whether such person is in its service or not, solicit or request or offer professional work in respect of projects, undertakings or services of a quantity surveying nature or work that can reasonably be regarded as being related thereto, and, by means of commission or otherwise, receive payment for obtaining such work.

(5 June 1981)

#### NOTICE 389 OF 1981

#### DEPARTMENT OF MANPOWER UTILISATION INDUSTRIAL CONCILIATION ACT, 1956

#### APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Pretoria Master Builders' and Allied Trades Association. Particulars of the application are reflected in the subjoined table. Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

#### TABLE

*Name of employers' organisation.*—Pretoria Master Builders' and Allied Trades Association.

*Date on which application was lodged.*—13 April 1981.

*Interests and area in respect of which application is made.*—Employers engaged in any branch of the Building Industry in the Magisterial Districts of Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Cullinan, Groblersdal, Koster, Letaba, Lichtenburg, Lydenburg, Marico, Messina, Middelburg (Transvaal) (outside a radius of 16 km from the main post office), Nelspruit, Pietersburg, Pilgrim's Rest, Potgietersrus, Pretoria (outside a radius of 32 km from the main post office), Rustenburg, Schweizer-Reneke, Soutpansberg, Swartruggens, Thabazimbi, Wakkerstroom, Warmbaths, Waterberg, Waterval-Boven, White River and Witbank (outside a radius of 16 km from the main post office).

“Building Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering, buildings or structures.

*Interests and area in respect of which application is held.*—Employers engaged in any branch of the Building Industry in the area within a radius of 10, 20 and 10 miles from the main post office at Middelburg, Pretoria and Witbank, respectively, as these areas were constituted on 18 September 1940.

(k) moet, wanneer so gelas deur die raad, binne 14 dae 'n lys van sy lede, insluitende die lidmaatskapskwalifikasie van elke lid, by die registrateur van die raad indien.

(l) moet, in geval van die afsterwe of diskwalifikasie van enige lid, die registrateur van die raad binne een maand na sodanige gebeurtenis daarvan in kennis stel.

(m) mag nie self of deur bemiddeling van enige ander persoon, ongeag of sodanige persoon in sy diens is of nie, professionele werk ten opsigte van projekte, ondernemings of dienste van 'n bourekenkundige aard of werk wat redelikerwys geag kan word daaraan verwant te wees, werf of aanvra of aanbied nie en by wyse van kommissie of andersins, vir die verkryging van sodanig werk betaal nie.

(5 Junie 1981)

#### KENNISGEWING 389 VAN 1981

#### DEPARTEMENT VAN MANNEKRAGBENUTTING WET OP NYWERHEIDSVERSOENING, 1956

#### AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Pretoria Master Builders' and Allied Trades Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (Posadres: Privaatsak X117, Pretoria, 0001).

133 TABEL

*Naam van werkgewersorganisasie.*—Pretoria Master Builders' and Allied Trades Association.

*Datum waarop aansoek ingedien is.*—13 April 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers in diens in enige afdeling van die Bounywerheid in die landdrostdistrikte Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Cullinan, Groblersdal, Koster, Letaba, Lichtenburg, Lydenburg, Marico, Messina, Middelburg (Transvaal) (wat buite 'n straal van 16 km van die hoofposkantoor val), Nelspruit, Pietersburg, Pelgrimsrus, Potgietersrus, Pretoria (wat buite 'n straal van 32 km van die hoofposkantoor val), Rustenburg, Schweizer-Reneke, Soutpansberg, Swartruggens, Thabazimbi, Wakkerstroom, Warmbad, Waterberg, Waterval-Boven, Witrivier en Witbank (wat buite 'n straal van 16 km van die hoofposkantoor val).

“Bounywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om geboue en strukture op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou.

*Belange en gebied ten opsigte waarvan registrasie gehou word.*—Werkgewers in diens in enige afdeling van die Bounywerheid in die gebied binne 'n straal van 10, 20, en 10 myl van die hoofposkantoor op onderskeidelik Middelburg, Pretoria en Witbank, soos daardie gebiede op 18 September 1940 saamgestel was.

Postal  
0001.

Office  
289 Fie

Att  
tions 4

(a) T  
tion whi  
tion 4 (4  
facts as t  
lodged o  
bers wh  
the Act.  
ration.

(b) T  
followe

M. W  
(5 June 1

DEPAI

(A  
Not  
Africa  
which  
Janet

Corr  
N  
men

M  
Abe

T  
Gov  
is f  
(5)

DE

A  
W  
A

binne 14 da  
kapskwalif  
raad indien  
kwalifikas  
1 binne ee  
kennis ste  
enige ande  
ns is of nie  
, onderne  
rd of wer  
erwant te  
wyse van  
sodanige

TING  
956

ISTRA-  
SASIE

rheids-  
apas by  
dat 'n  
k ont-  
Trades  
rd in

en die  
naand  
ag sy  
it van  
uan-  
toria,

ister

l.

oen  
ou-  
its,  
er,  
id-  
lie  
s,  
in  
e,  
l,  
-  
r

*Postal address of applicant.*—P.O. Box 4698, Pretoria, 0001.

*Office address of applicant.*—527 Vigilans Buildings, 289 Pretorius Street, Pretoria.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(5 June 1981)

NOTICE 391 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT  
AND STATE AUXILIARY SERVICES

AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South Africa has extended the validity of a certificate, details of which appear in the Schedule hereto, with effect from 1 January 1981.

SCHEDULE

AGRÉMENT BOARD OF SOUTH AFRICA

Certificate 74/19, AM1 (valid until 31 December 1980)

*Name of product.*—Harveytile Roof Covering. Amendment to Harveytile Roof Covering.

*Manufactured by.*—Harveytile—an operating unit of Abercom Africa (Pty) Ltd, P.O. Box 539, Boksburg, 1406.

The validity of this certificate, which was issued under Government Notice 781 of 1974, dated 29 November 1974, is further extended for a period not exceeding six months.  
(5 June 1981)

NOTICE 392 OF 1981

DEPARTMENT OF COMMUNITY DEVELOPMENT  
AND STATE AUXILIARY SERVICES

AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is hereby given that the Agrément Board of South Africa has extended the validity of a certificate, details of which appear in the Schedule hereto, with effect from 17 April 1981.

SCHEDULE

AGRÉMENT BOARD OF SOUTH AFRICA

Certificate 76/30 (Interim) (valid until 18 April 1981)

*Name of product.*—Wimpey No-Fines Concrete System.

*Posadres van applikant.*—Posbus 4698, Pretoria, 0001.

*Kantooradres van applikant.*—Vigilansgebou 527, Pretoriusstraat 289, Pretoria.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewers-organisasie verteenwoordigend is, word ingeolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingeolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(5 Junie 1981)

KENNISGEWING 391 VAN 1981

DEPARTEMENT VAN GEMEENSKAPSONTWIKKE-  
LING EN OWERHEIDSHULPDIENTE

AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustelsels en -produkte)

Kennisgewing geskied hierby dat die Agrément-raad van Suid-Afrika die geldigheidsduur van 'n sertifikaat, waarvan besonderhede in die Bylae hiervan verskyn, met ingang van 1 Januarie 1981 verleng.

BYLAE

AGRÉMENT-RAAD VAN SUID-AFRIKA

Sertifikaat 74/19, AM1 (geldig tot 31 Desember 1980)

*Naam van produk.*—Harveyteëldakwerk. Wysiging aan Harveyteëldakwerk.

*Vervaardig deur.*—Harveytile—'n bedryfseenheid van Abercom Afrika (Edms.) Bpk., Posbus 539, Boksburg, 1406.

Die geldigheidsduur van hierdie sertifikaat, wat by Goewermenskennisgewing 781 van 1974, gedateer 29 November 1974, uitgereik is, word vir 'n verdere tydperk van hoogstens ses maande verleng.

(5 Junie 1981)

KENNISGEWING 392 VAN 1981

DEPARTEMENT VAN GEMEENSKAPSONTWIKKE-  
LING EN OWERHEIDSHULPDIENTE

AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustelsels en -produkte)

Kennis geskied hierby dat die Agrément-raad van Suid-Afrika die geldigheidsduur van 'n sertifikaat, waarvan besonderhede in die Bylae hiervan verskyn, met ingang van 17 April 1981, verleng het.

BYLAE

AGRÉMENT-RAAD VAN SUID-AFRIKA

Sertifikaat 76/30 (Voorlopig) (geldig tot 18 April 1981)

*Naam van produk.*—Wimpey sandlose betonstelsel.

"The allocation of resources to food production and housing may have a far more reaching indirect effect than any specific action against the disease."

"The problem of allocation is basically an economic problem but, even when the solution is known theoretically, prestige and vested interests may prevent an optimum solution (9).

Algeria.

Allocation of funds: 20% on public health.

Of this: Hospitals 67 million DA (1964) (5 DA = 1 dollar. USA)

Clinics 400

# Assocom seminar

THE Association of Chambers of Commerce will hold an economic outlook seminar to help businessmen to assess the effects of current economic trends and what can be expected from the Budget in August.

The seminar, entitled "The economy. What now?" includes talks by economists on:

● Recent economic trends — Mr Raymond Parsons, chief executive, Assocom.

● An assessment of current economic policy — Mr Aubrey Dickman, economic consultant, Anglo American Corporation, and a past chairman of Assocom's economic affairs committee.

● Business strategy today — Professor J J (Hannes) Human, professor of management economics, University of Potchefstroom Graduate School of Business and former economic adviser to General Mining.

It will take place at 3pm, June 30, 7th floor, Johannesburg Chamber of Commerce House, Milpark.

13,5%

funds on salaries.

An appended, clinic figure of 5 1/2 million DA still only uplifts it to a mere 8,4%.

"Cost-accounting is only considered worthwhile if the operation is at a reasonably high level, say, above 80%."

"An 80% treatment success rate can be achieved very cheaply. When this is achieved, the more expensive drugs have to be used." (10).

Possibly, most interestingly of all are the really only comprehensive detailed statistics given by Czechoslovakia (11).  
The annual, direct cost of Tb. services in thousands of Cz,Kr, (Drugs amounted to only 10% of total cost.)

	1958	1959	1960	1961	1962	Total
Clinics.	6 050	5 356	5 695	6 942	7 580	31 623
Hospital wards.	10 245	10 664	11 029	12 231	9 998	54 167
Tb. sanatoria.	16 387	16 340	17 107	15 966	15 544	81 344
Total.	32 682	32 360	33 831	35 139	33 122	167 134

This shows the clinic services receiving a mere 18,9% of the allocation. Further, the sanatoria cost 2,6 times that of the clinic service and the combined sanatoria/Tb. beds in general hospitals cost 4,3 times that of the clinic services.

	Clinics	Hosp. Tb. bed	Tb. san.
Salaries.	15 368 412 Kr.	12 754 346 Kr.	22 714 199 Kr.
Physicians.	14,3%	6,3%	4,3%
Home visitors.	17,9%	-	-
BCG nurses.	6,8%	-	-
Nurses	-	8,1%	5,8%
Lab. technicians.	5,1%	1,2%	1,2%
Aux. health workers	-	1,0%	0,3%
Clerks.	4,4%	6,9%	16,3%
Total percentages.	48,5%	22,5%	27,9%
Expenditure.	16 254 952	41 413 119	58 630 505
Vac/tuberculin.	1,5%	-	-
X-ray materials.	1,9%	-	-
Medicaments.	-	5,6%	3,3%
Tb. drugs.	39,6%	10,2%	10,1%
Sanitary material.	5,1%	9,4%	6,3%
Food.	-	28,5%	31,3%
Operational costs.	3,4%	22,8%	21,1%
Total percentages.	51,5%	76,5%	72,1%
Total cost.	31,6 mil. Kr.	54,1 mil.	81,3 mil.
Percentages.	18,9%	32,4%	48,7%

# Dakin: blacks regard whites with grave suspicion

16/6/81  
133 EP

**Business Editor**  
BLACKS have so much mistrust and suspicion of whites that they have reached the stage where, if whites do anything for them, they do not accept it graciously but see it as a sign of weakness, according to Mr Geoff Dakin, a local businessman and cricket administrator.

Speaking in Port Elizabeth last night, he accused some politicians of taking advantage of this situation, so that unrest was far more prevalent than it should be.

"These politicians are forcing the situation," he said during an address at the annual dinner of the Footwear Manufacturers' Federation of South Africa.

"South African industrialists have to give the message that the improvements are being done out of sincerity and not because America or some other country or the politicians are asking for it.

"Employers have to educate their workers to accept that labour and welfare improvements are to their advantage and not for the benefit of the company.

"The work force should be educated in the 1980s to accept

the upliftment we are trying to give them."

Mr Dakin said he had seen some major changes in the business world since he started his firm — it was involved in the footwear and leather industries — about 20 years ago.

These arose from the introduction of computers and the rise in conglomerates.

Both had their good as well as bad points.

"However, the computer is here to stay and we will have to learn to live with it."

On conglomerates, he said it had been estimated in Europe that by the year 2000 there would be only 20 companies left, "and ultimately 10 companies owning everything".

But he pointed out that with the rise of conglomerates there had been a lot of advancement in the skills of marketing, selling and accountancy.

"So the conglomerates have done more good than bad.

"However, the conglomerates have a bottom line of so many rands and you must go out and get it. You must make the bottom line, otherwise you will be out of a job," said Mr Dakin.

became the  
 they  
 rarely heard  
 of a strike  
 bitter and  
 Chinese, Hindustani,  
 is were an  
 upon this  
 any durable  
 of immigrants  
 of racial  
 some the growers'  
 bottom lasted,  
 Congress called  
 reasons.)"  
 (Industrial  
 and urban workers,  
 pts continued  
 on from  
 on years, 1929-  
 s to have any  
 56,800 farm  
 organization  
 Workers  
 tuation and led

# Chamber Star 17/6/81 relents on (133) (24) (151) conditions for unions

By Drew Forrest

The Chamber of Mines has modified its controversial criteria for the recognition of trade unions.

Details of the revised criteria — which are likely to have far-reaching implications for future industrial relations in the mining industry — have been disclosed to The Star.

The criteria make significant concessions to registered mining unions. Those seeking to represent the half-million black workers in mining will find it easier to win negotiating rights.

But, according to mining sources, there has been no change in the chamber's stance on unregistered unions, with which it has insisted it will not negotiate.

### ATTENTION

The original criteria for union recognition, drafted last December, were attacked by unionists for their stringency.

The key revisions in the new guidelines are:

○ To win recognition from the chamber, registered unions will have to prove only "significant" membership throughout the mining industry, rather than the 20 percent enrolment of eligible members previously required.

Unionists complained that the latter figure was almost impossible to attain on the mines.

Unions which have

merely applied for registration and which can show "significant" membership will not get negotiating rights. But "check-off" — the deduction of union dues by employers — will be granted to them.

○ More than one registered union may now be recognised by the chamber as representing workers in a particular job-category or occupation. Such unions must "jointly" approach the chamber for the purpose of negotiating basic wages and conditions of employment."

Under the previous guidelines, already recognised unions could have a negotiating monopoly in regard to a particular occupation, even if — like the Mine Workers Union — they were exclusively white. The new policy means that black workers in mining may belong to recognised houses.

### TEST

The revised criteria remain more stringent than those of other major employer groupings, unionists say, in that to win recognition mining unions must still pass a membership test after being registered.

The chamber's insistence on negotiating only with registered unions conflicts with the industrial relations policy of the Federated Chamber of Industries, of which several mining houses are members.

Industrial Union,  
 backed by the Comm  
 workers went out o  
 success, but "the  
 1933, people were  
 growers, official  
 for the next 50 y  
 into one union, b  
 Workers of the WC  
 In the early  
 (NACFL, 1967: 11)  
 a halt to mass ti  
 often with the c  
 source of cheap  
 conflict develop  
 who would work f  
 labor unions to  
 constantly repl  
 improvement over  
 Filipinos, and  
 "The Chinese  
 prolonged fight  
 or boycott they  
 of, but neverth  
 minority groups  
 basis for the  
 laborers. These

# Executive on need for orderly industrial relations

By BRIAN POTTINGER, Political Correspondent

THE assistant managing director of General Motors, Mr. Rod Ironside, said yesterday he did not believe it was the role of companies to become involved in anti-Government action or propagating of any particular political line.

It was vital, however, that companies involved themselves, in their own interests and that of labour, in working towards a pattern of ordered industrial relations.

His comments were expansions on statements he made during an SATV *Midweek* review of industrial unrest in the Eastern Cape.

Mr. Ironside again emphasised the point he made in the

programme that if people felt they had no adequate instrument of political expression it was inevitable that they would seek that expression in other areas. *PS 17/6/78*

A survey of industrial unrest in the Eastern Cape in recent years would show that more and more of these disputes went into areas which were not purely industrial relations.

What must be realised was that where people did not have proper instruments for political expression they would move into other directions for that political expression.

One could not absolutely divide politics and trade union activities, said Mr. Ironside. Through the various employer groups attempts had been made to isolate the real issues but always, although four or five relatively minor problems might be identi-

ified, there remained deeper issues.

By a process of elimination it was possible to identify these as basically political issues which phased over into industrial relations unrest. It was in the interests of both employers and labour that the need for an ordered system of negotiation over industrial relations issues be appreciated.

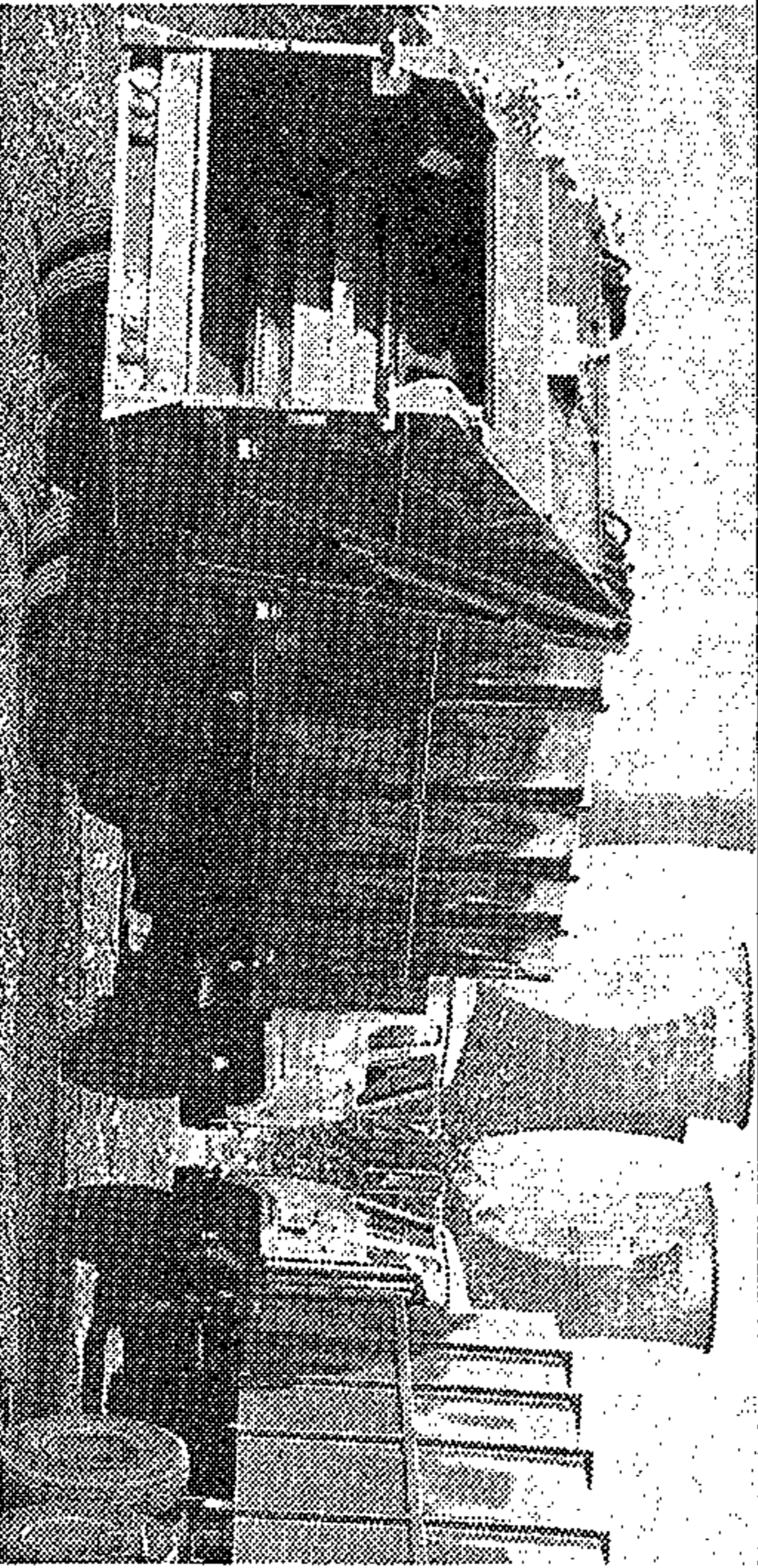
He pointed out that among many workers, although an issue may have been negotiated and agreed upon, there appeared no sanction on workers to maintain that agreement.

This could only be overcome by an educational process and a respect for "law and order" — not in the police sense, but in the sense of an ordered system of industrial relations.

# Industry considers change in SA education systems

12/3  
5 begins 2/16/65  
system

## Getting rid of Jo'burg's trash



● FA Poole of Pretoria West has received a record R232 000 order for 13 E-Z refuse bodies, similar to those in the picture, from Wadeville Demolishers. Wadeville Demolishers has signed a three-year contract with Johannes-

burg municipality to clean the city and service it on a cost per hour basis — the first time a private company has received such a contract. The E-Z packs are American-designed. They will have an 80% local content.

DISCUSSION at this week's executive committee meeting of the Federated Chamber of Industries in Bloemfontein will centre on the need to change the educational system and for the FCI to establish a workable education policy.

"It has become abundantly clear to us at the FCI that the need is now for career-oriented education rather than the academic education pupils are receiving in schools right now," Dr Johan van Zyl, executive director of the FCI, said.

"One can regard this as a resolution. We will ask the executive committee to support us in trying to get this change made.

"It is completely unrealistic to expect industrialists and other employers to supply the education and all the training needed to convert people who have received a purely academic education into people who can be used by commerce and industry."

The FCI meeting will be attended by Government officials who will be able to gather the

## 'NEW TRAINING NEEDED FOR TECHNICIANS'

BY ARNOLD DAVID

feelings of industry at first hand.

Dr Van Zyl said too that the FCI recently submitted a written report to the De Lange Commission on education. This commission, due to complete its report soon, gathered evidence and submissions on all levels of education.

Dr Rudolph Fockema, president of the Transvaal Chamber of Industries — who was one of the first to start campaigning for a change in the direction of education from the current academically-orientated system to a more practical system to equip pupils for careers in commerce and industry — will be at the meeting.

When I spoke to him this week, Dr Fockema said he felt very strongly about education.

"While I feel White education in this country is far from right, I feel education for Blacks and Coloureds is infinitely worse and something must be done as a matter of urgency to remedy it all.

"Our education system is simply not producing what we need in the market place — operators, technicians and people who can easily acquire the higher skills.

"Ours is an extremely wasteful system — and to train people who have received purely academic educations to become operators and technicians must surely be one of the most expensive ways there is of producing them."

He said it was vitally important that meaningful changes be made now, particularly as far as Black and Coloured pupils were concerned.

But there was, however, another problem — the low standard of teaching.

"We must face facts, and one is that by the year 2000 there won't be enough Whites to fill the positions they hold down now — and we'll be needing more and more people in those positions.

"By the year 2000 at least half the posts filled by Whites today will have to be filled by Blacks and Coloureds."



## GENERAL NOTICES

NOTICE 454 OF 1981

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956APPLICATION FOR REGISTRATION OF  
AN EMPLOYERS' ORGANISATION 133

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the South African Lawnmower Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of employers' organisation.*—South African Lawnmower Manufacturers' Association.

*Date on which application was lodged.*—15 April 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the industry concerned with the manufacture of lawnmowers in the Magisterial Districts of Bloemfontein, Durban, Germiston, Johannesburg, Port Elizabeth and Wonderboom.

*Postal address of applicant.*—P.O. Box 4581, Johannesburg, 2000.

*Office address of applicant.*—Eighth Floor, Allied Buildings, corner of Bree and Rissik Streets, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(26 June 1981)

## ALGEMENE KENISGEWINGS

KENNISGEWING 454 VAN 1981

DEPARTFMENT VAN MANNEKRAGBENUTTING  
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die South African Lawnmower Manufacturers' Association. Besonderhede van aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing beswaar skriftelik by my in te dien, p/a die Departement Mannekragebenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria 0001).

## TABEL

*Naam van werkgewersorganisasie.*—South African Lawnmower Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—15 April 1981.

*Belange en gebied ten opsigte waarvan aansoek gemaak word.*—Werkgewers betrokke by die nywerheid verband aan die vervaardiging van grassnyers in die landelike distrikte Bloemfontein, Durban, Germiston, Johannesburg, Port Elizabeth en Wonderboom.

*Posadres van applikant.*—Posbus 4581, Johannesburg 2000.

*Kantooradres van applikant.*—Agtste Verdieping, Alliegebou, hoek van Bree- en Rissikstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat lidmaatskap betref, word alleen lede wat ingevolge artikel (2) van die Wet op voormelde datum volwaardige lede was in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(26 Junie 1981)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each  
of the 2nd, 3rd and final years.  
Corporation Medals

FACULTY OF ENGINEERING

# Industry chary over a rigid 'money rule'

29/6/81  
133

**BLOEMFONTEIN** — Higher interest rates were the unavoidable price to pay for curbing inflation in the market economy, industrial representatives at the meeting of the Federated Chamber of Industries executive council said in Bloemfontein.

They warned, however, against the application of a rigid "money rule" which could project the economy through excessively high interest rates into recession.

The FCI reaffirmed its stance on the flexibility on labour matters but delegates noted that the established negotiating machinery had come under attack in the struggle for power among unions, as well as the emphasis on regional and plant-based negotiating frameworks favoured by many emergent unions.

The importance of training in industrial rela-

tions and the need for international experience to assist management and workers through the difficult intermediary period was emphasised.

Considerable debate took place in the chamber's stance to industrial protection, export promotion and decentralisation incentives against the background of a basically free-enterprise orientation.

The adequacy of the national infrastructure also gave concern to delegates, and the overall capacity of Escom to supply demands for power also came under scrutiny. — Sapa.

of the medical schools. Australia has a four year course and the Australian Family Medicine Programme has a budget of \$5,000,000 per year. In the United States most medical schools have set up residency pro-

REFERENCES

1. FRY, J (1969) *Medicine in Three Societies*. Aylesbury, M.T.P.
2. PLATT, R (1967) *Medical Science: Master or Servant?* Brit. med. J., 4, 439 - 444.
3. The General Practitioner in Europe (1974). A Statement by the working party appointed by the second European Conference on the Teaching of General Practice (Leeuwenhorst Netherlands)
4. SPENCE, J (1960) *The Purposes and Practice of Medicine*. London, Oxford University Press, 271.
5. McWHINNEY, I.R. (1966) *Lancet*, 4, 69
6. BALLINT, M (1964) *The Doctor, His Patient and The Illness*. London, Pitman Medical
- 7.
8. MEDAWAR, P.B. (1969) *The Art of the Soluble*. Harmondsworth. Penguin Books.
9. THE ROYAL COLLEGE OF GENERAL PRACTITIONERS (1972) *The Future of General Practitioner*, London, B.M.J.
10. HODGKIN, K. (1973) *Towards Earlier Diagnosis*. Edinburgh and London, Churchill Livingstone.
11. ILLICH, I (1976) *Limits to Medicine*. Harmondsworth, Penguin Books.
12. LEVENSTEIN, J.H. (1976) *Emergency Management of Acute Myocardial Infarction by the General Practitioner*. S. Afr. med. J., 50, 531 - 538.
13. FRY, J (1969) *Medicine in Three Societies*. Aylesbury, M.T.P.

Copyright © 1981 by the British Medical Association. London.

The mortality associated with selected causes of death, (International Classification of Diseases, Eighth Revision)

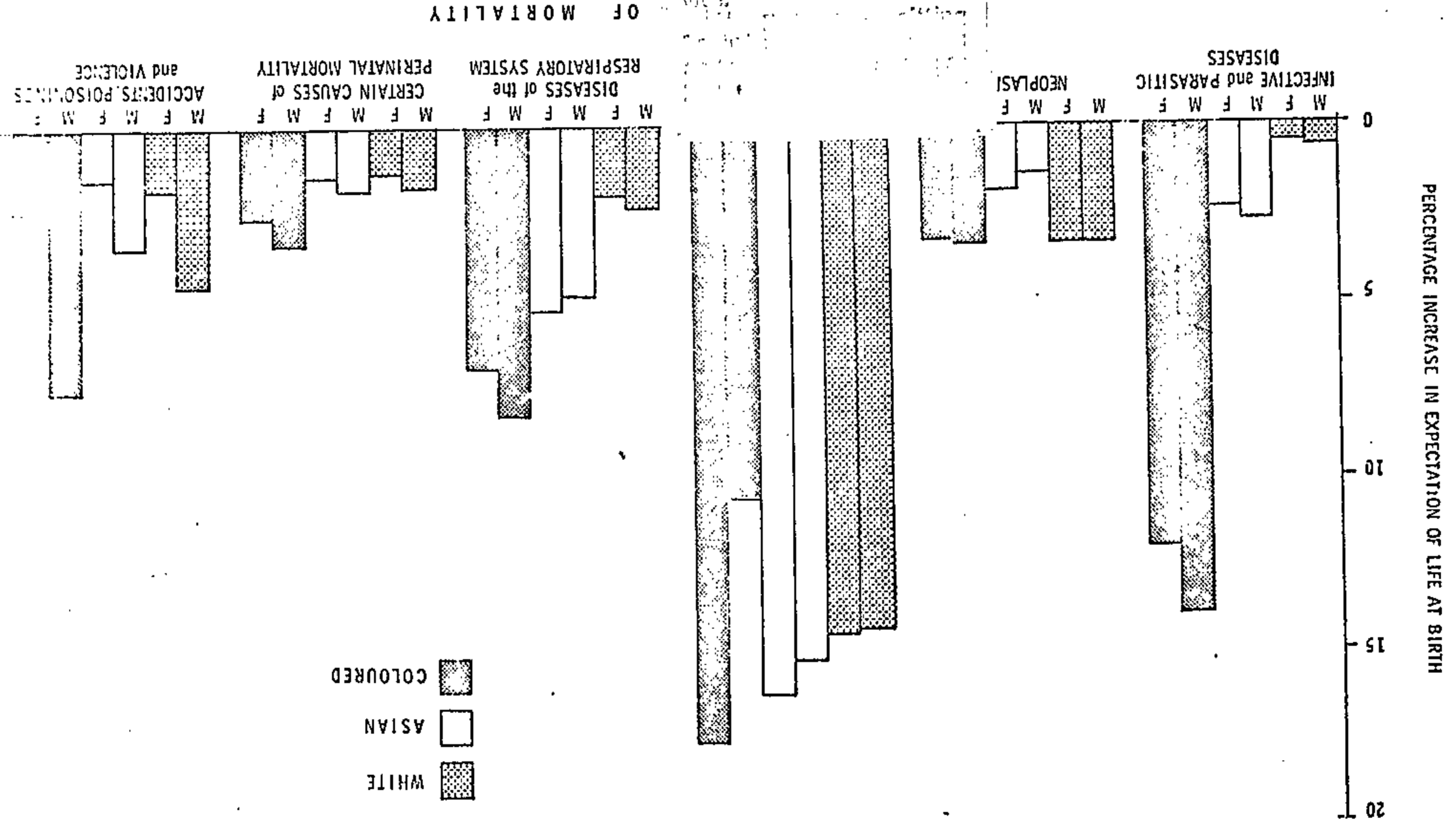


Fig. 7 PERCENTAGE INCREASE IN EXPECTATION OF LIFE AT BIRTH SUBSEQUENT TO THE COMPLETE ELIMINATION OF THE MORTALITY ASSOCIATED WITH SELECTED CAUSES OF DEATH. (International Classification of Diseases, Eighth Revision)

KENNISGEWING 477 VAN 1981

DEPARTMENT VAN MANNEKRAGBENUTTING  
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N  
WERKGEWERS ORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Caterers' Association of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragebenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Caterers' Association of South Africa.

*Datum waarop aansoek ingedien is.*—19 Maart 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Verversingsbedryf in die landdrostdistrikte Alberton, Balfour, Bellville, Benoni, Bethal, Bloemfontein, Boksburg, Die Kaap, Dundee, Durban, Oos-Londen, Esteourt, Germiston, Goodwood, Groblersdal, Heidelberg, Hoëveldrif, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuilsrivier, Lower Umfolozi, Malmesbury, Middelburg (Tvl.), Mosselbaai, Mtunzini, Nelspruit, Newcastle, Oberholzer, Odendaalsrus, Paarl, Pietermaritzburg, Pietersburg, Pelgrimsrus, Pinetown, Port Elizabeth, Postmasburg, Potgietersrus, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Sasolburg, Simonstad, Springs, Stellenbosch, Strand, Uitenhage, Utrecht, Vereeniging, Viljoenskroon, Virginia, Vryheid, Warmbad, Welkom, Witbank, Worcester en Wynberg (Kaap)

“Verversingsbedryf” beteken die bedryf waarin werkgewers en werknemers betrokke is by die organisasie en/of administrasie en/of bedryf van verversingsdienste, met inbegrip van die benodig deur die handel en/of nywerheid, en/of die mynbedryf en/of inrigtings, met inbegrip van hospitale en/of klinieke, en/of Staats- en/of onderwysinstellings, en/of kitskos en/of kettingwerkzaamhede.

*Posadres van applikant.*—p/a Die Randburgse Kamer van Handel, Posbus 50363, Randburg, 2125.

*Kantooradres van applikant.*—Nedbanksentrum 107, Bordeauxrylaan, Randburg.

3/7/81

NOTICE 477 OF 1981

88 7647

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

133

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Caterers' Association of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Caterers' Association of South Africa.

*Date on which application was lodged.*—19 March 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Catering Trade in the Magisterial Districts of Alberton, Balfour, Bellville, Benoni, Bethal, Bloemfontein, Boksburg, Dundee, Durban, East London, Esteourt, Germiston, Goodwood, Groblersdal, Heidelberg, Highveld Ridge, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuils River, Lower Umfolozi, Malmesbury, Middelburg (Tvl.), Mossel Bay, Mtunzini, Nelspruit, Newcastle, Oberholzer, Odendaalsrus, Paarl, Pietermaritzburg, Pietersburg, Pilgrim's Rest, Pinetown, Port Elizabeth, Postmasburg, Potgietersrus, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Sasolburg, Simonstown, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Utrecht, Vereeniging, Viljoenskroon, Virginia, Vryheid, Warmbaths, Welkom, Witbank, Worcester and Wynberg (Cape).

“Catering Trade” means the Trade in which employers and employees are engaged in the organisation and/or administration and/or operation of catering services, including those required by commerce and/or industry, and/or the mining industry and/or institutions including hospitals and/or clinics, and/or Government and/or education establishments, and/or fast-food and/or chain operations.

*Postal address of applicant.*—c/o Randburg Chamber of Commerce, P.O. Box 50363, Randburg, 2125.

*Office address of applicant.*—107 Nedbank Centre, Bordeaux Drive, Randburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(3 Julie 1981)

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (1) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(3 June 1981)

KENNISGEWING 478 VAN 1981

DEPARTEMENT VAN VERVOER

WET OP LUGDIENSTE, 1949 (WET 51 VAN 1949), SOOS GEWYSIG

Hierby word ingevolge die bepalings van artikel 5 (a) en (b) van Wet 51 van 1949 en regulasie 5 van die Regulasies vir Burgerlugdienste, 1964, vir algemene inligting bekend gemaak dat die Nasionale Vervoerkommissie die aansoeke waarvan besonderhede in die Bylaes hieronder verskyn, sal aanhoor.

Vertoë ingevolge artikel 6 (1) van Wet 51 van 1949 ter ondersteuning of bestryding van 'n aansoek moet die Direkteur-generaal: Vervoer (Direktoraat Burgerlugvaart), Private X193, Pretoria, 0001, en die aansoeker binne 21 dae na die datum van publikasie hiervan bereik en daarin moet gemeld word of die persoon of persone wat aldus vertoë rig, van plan is om die verrigtings by te woon of om daar verteenwoordig te word.

Die Kommissie sal reël dat kennis van die datum, tyd en plek van die verrigtings skriftelik gegee word aan die aansoeker en al die persone wat aldus vertoë gerig het en wat verlang om aldus verteenwoordig of teenwoordig te wees.

BYLAE A

LYS VAN AANSOEKE OM DIE TOESTAAN VAN LISENSIES

(A) Naam en adres van applikant. (B) Naam waaronder die lugdiens geëksploiteer gaan word. (C) Besonderhede van lugdiens. (i) Gebiede wat bedien gaan word. (ii) Roete(s) wat bedien gaan word. (iii) Basis(se). (iv) Soort verkeer wat vervoer gaan word. (v) Frekwensie en roosters waarvolgens die diens geëksploiteer gaan word. (vi) Soort opleiding wat verskaf gaan word. (vii) Besonderhede en beskrywing van soort werk wat onderneem gaan word. (viii) Tariefskaal. (D) Lugvaartuie wat gebruik gaan word.

(A) African Air Carriers (Edms.) Bpk., Private X2047, Krugersdorp, 1740. (B) African Air Carriers (Edms.) Bpk. (C) Nie-vasgestelde lugvervoerdiens. (i) Afrika suid van die ewenaar, Seychelles, Mauritius, Comore en Malediva. (iii) Lanseria. (iv) Passasiers en vrag. (viii) DC3-lugvaartuie R700 per uur of R2,95 per km en Aero Commander 680F R1,55 per km. (D) Douglas DC-3/S1C3G ZS-KEX, Douglas DC3/C-47B ZS-KHN, Douglas DC-3C ZS-KIV en Aero Commander 680F ZS-CAT.

(A) Algoa Vliegklub, Posbus 968, Port Elizabeth, 6000. (B) Algoa Vliegklub. (C) Nie-vasgestelde lugvervoerdiens. (i) Die Oostelike Provinsie. (iii) Port Elizabeth/H. F. Verwoerd. (iv) Slegs vliegtoggies. (viii) Beech C23 R10, Cessna 150 en 152 R20 per persoon per 20-minuut-vliegtoggie. (D) Beech C23 ZS-ITO, Cessna 150M ZS-JKL en Cessna 152 ZS-KEO.

NOTICE 478 OF 1981

DEPARTMENT OF TRANSPORT

AIR SERVICES ACT, 1949 (ACT 51 OF 1949), AS AMENDED

Pursuant to the provisions of section 5 (a) and (b) of Act 51 of 1949 and regulation 5 of the Civil Air Services Regulations, 1964, it is hereby notified for general information that the applications, details of which appear in the Schedules hereto, will be heard by the National Transport Commission.

Representations in accordance with section 6 (1) of Act 51 of 1949 in support of, or in opposition to, an application should reach the Director-General: Transport (Directorate Civil Aviation), Private Bag X193, Pretoria, 0001, and the applicant within 21 days of the date of publication hereof stating whether the party or parties making such representation intend to be present or represented at the hearing.

The Commission will cause notice of the time, date and place of the hearing to be given in writing to the applicant and all parties who have made representations as aforesaid and who desire to be present or represented at the hearing.

SCHEDULE A

SCHEDULE OF APPLICATIONS FOR THE GRANT OF LICENCES

(A) Name and address of applicant. (B) Name under which the air service is to be operated. (C) Particulars of air service. (i) Area to be served. (ii) Route(s) to be served. (iii) Base(s). (iv) Types and classes of traffic to be conveyed. (v) Frequency and time tables to which the service will be operated. (vi) Types of training to be provided. (vii) Particulars and description of types of work to be undertaken. (viii) Tariff of charges. (D) Aircraft to be used.

(A) African Air Carriers (Pty) Ltd, Private Bag X2047, Krugersdorp, 1740. (B) African Air Carriers (Pty) Ltd. (C) Non-scheduled Air Transport Service. (i) Africa south of the equator, Seychelles, Mauritius, Comores and Maldives. (iii) Lanseria. (iv) Passengers and freight. (viii) DC3 aircraft R700 per hour of R2,95 per km and Aero Commander 680F R1,55 per km. (D) Douglas DC-3/S1C3G ZS-KEX, Douglas DC3/C-47B ZS-KHN, Douglas DC-3C ZS-KIV and Aero Commander 680F ZS-CAT.

(A) Algoa Flying Club, P.O. Box 968, Port Elizabeth, 6000. (B) Algoa Flying Club. (C) Non-scheduled Air Transport Service. (i) The Eastern Province. (iii) Port Elizabeth/H. F. Verwoerd. (iv) Flips only. (viii) Beech C23 R10, Cessna 150 and 152 R20 per person per 20 minute flip. (D) Beech C23 ZS-ITO, Cessna 150M ZS-JKL and Cessna 152 ZS-KEO.

# Bus industry in favour of Atlantis project

THE South African bus industry has expressed its full support for the Atlantis Diesel Engine project despite the fact that a large number of bus operators will experience an increase in their operating costs.

Speaking on behalf of the bus industry, Dr Gerrie Prinsloo, executive director of the Southern Africa Bus Operators Association (Saboa), said that the project was of strategic importance to South Africa and therefore the bus industry fully supported it.

Although a large number of bus operators expect an increase in their operating costs due to somewhat more expensive locally sourced engines and components, they still support the ADE project because they realise the importance of local supplies to ensure future stability," he said.

Another reason for the support coming from the bus industry was the fact that the industry itself operated on a tight budget and in itself was also of strategic importance to the community.

"The reason why support is exercised is that, although crises may occur, the operator is less liable to experience shortages of engines and allied equipment due to the distance between the source of supply and the ultimate user," he said.

According to him the question of replacement units must still be solved, but his industry was hopeful that a solution would be negotiated which would benefit all parties concerned.

"Saboa will endeavour to keep in touch with ADE, and it is envisaged that the engineering sub-committee of Saboa and Atlantis will meet on a regular basis to ensure feedback from the operational side directly to the manufacturing side.

"This will help to solve teething problems as quickly as possible," he said.

Die veiling vind om 10h00 op Dinsdag, 4 Augustus 1981, plaas en word deur die firma Sea Point Auction Mart by Regentweg 92, Seepunt, onderneem.

Die lys van artikels wat verkoop word, lê ter insae by die Afslaer se kantoor, Regentweg 92, Seepunt.

(10 Julie 1981)

KENNISGEWING 488 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING  
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Port Elizabeth Master Builders and Allied Trades Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Port Elizabeth Master Builders and Allied Trades Association.

*Datum waarop aansoek ingedien is.*—4 Maart 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Bounywerheid in die landdrostdistrik Albany.

“Bounywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigsins te beperk en behoudens enige afbakeningsvasstelling wat tussens die Bounywerheid en die Meubelnywerheid gemaak is kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om geboue of bouwerke op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou, en sluit alle werk wat daaruit voortvloei of daarmee gepaard gaan in, maar sluit nie die bedrywighede uiteengesit in die omskrywing van “Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede” wat verskyn in die ooreenkoms gepubliseer by Goewermentskennisgewing R. 1329 van 27 Junie 1980, en die Elektrotegniese Aannemingsnywerheid in nie.

“Elektrotegniese Aannemingsnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat 'n integreerende en permanente deel van persele uitmaak, met inbegrip van enige bedrading, kabellaswerk en kabellêwerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders;

(b) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die doel waarvoor 'n perseel gebruik word, met inbegrip van enige bedrading, kabellaswerk en kabellêwerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders;

10h00 on Tuesday, 4 August 1981, and will be conducted by Messrs Sea Point Auction Mart at 92 Regent Road, Sea Point.

The list of articles to be sold may be inspected at the Auctioneer's office, 92 Regent Road, Sea Point.

(10 July 1981)

GC 7654 NOTICE 488 OF 1981

133

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Port Elizabeth Master Builders and Allied Trades Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Port Elizabeth Master Builders and Allied Trades Association.

*Date on which application was lodged.*—4 March 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Building Industry in the Magisterial District of Albany.

“Building Industry” means, without in any way limiting the ordinary meaning of the expression and subject to any demarcation determination made in terms of section 76 of the Industrial Conciliation Act, 1956, between the Building Industry and the Furniture Manufacturing Industry, the industry in which employers and employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures, and includes all work incidental thereto or consequent thereon, but does not include the operations set out in the definition of “Iron, Steel, Engineering and Metallurgical Industries” appearing in the agreement published under Government Notice R. 1329 of 27 June 1980 and the Electrical Contracting Industry.

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which premises are used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

OR  
AL  
HE

JR  
N-  
LE  
D-

ve  
of  
79.

981

41)

RK,

and  
ibit  
941  
k in  
ords  
with  
in  
upa-  
de-  
y the

have  
istrar  
uary

ICA-

ublic  
vered  
ce at

(c) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die oprigting, verandering, herstel en onderhoud van persele, met inbegrip van enige bedrading, kabellaswerk en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders. Vir die doel van hierdie woordoms krywing omvat "elektriese uitrusting"—

- (i) elektriese kables en luglyne;
- (ii) generators, motore, konvertors, leipype, skakel- en kontrole-uitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verwarmings-, kook, bevries- en verkoelingsuitrusting, primêre en sekondêre selle en batterye, transformators, oonduitrusting, radiostelle en aanverwante elektriese apparaat, seinuitrusting en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- of elektroniese uitrusting.

*Posadres van applikant.*—Posbus 7086, Newton Park, Port Elizabeth, 6055.

*Kantooradres van applikant.*—Worrakerstraat 82, Newton Park, Port Elizabeth.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2), moet gevolg word in verband met 'n beswaar wat ingedien word. M. W. J. LE ROUX, Nywerheidsregistrateur. (10 Julie 1981)

**KENNISGEWING 489 VAN 1981  
PLANTVERBETERINGSWET, 1976  
(WET 53 VAN 1976)**

**WYSIGING VAN DIE VARIËTEITSLYS**

Die Registrateur van Plantverbetering maak hiermee ingevolge die bepalinge van artikels 20 (3) (b), 21 (1) en 21 (2) van die Plantverbeteringswet, 1976 (Wet 53 van 1976), bekend dat die name van die variëteite van die soorte plante aangedui in die onderskeie kolomme van die Bylae hierby in die variëteitslys gehou ingevolge artikel 15 (1) van die voormelde Wet onderskeidelik opgeneem, gewysig en geskrap is.

J. F. VAN WYK, Registrateur, Plantverbeteringswet.

**BYLAE/SCHEDULE**

Botaniese en populêre naam Botanical and popular name	Byvoegings Additions	Skrappings Deletions	Wysigings Amendments
<i>Cucumis melo</i> L. (Spanspek/Melon) .....	—	Hales Best Jumbo .....	—
<i>Daucus carota</i> L. (Geelwortel/Carrot) .....	Chantenay Karoo .....	Chantenay .....	—
<i>Lycopersicon lycopersicum</i> (L.) Karsten ex Farwell (Tamatie/Tomato)	Ponderosa Red (sin. Beefsteak)	Homestead, Homestead T, Homestead 24, Ponderosa (Beefsteak, Crimson Cushion)	—
<i>Sorghum bicolor</i> Moench (Graansorghum/ Grain Sorghum)	—	De Kalb A25, De Kalb Br 44, De Kalb Br 64, De Kalb C42C, De Kalb C 42Y, De Kalb E57, De Kalb E58, De Kalb E59, De Kalb F64, De Kalb R57, De Kalb X 1434, De Kalb X 1591, SSK 6, SSK 20, SSK 22, SSK 28, SSK 56	—
<i>Zea mays</i> L. (Wit mielies/White maize) .....	—	DS 19, SSM 39, SSM 73, SSM 75, SSM 151, SSM 153, SSM 515	CG 601 (nou/now CG 4801).
<i>Zea mays</i> L. (Geelmielies/Yellow maize) ....	—	DS 34, SSM 40, SSM 44, SSM 74, SSM 76, SSM 252, SSM 602	—

(10 Julie 1981)/(10 July 1981)

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable jointing and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere.

For the purpose of this definition, "electrical equipment" shall include—

- (i) electrical cables and overhead lines;
- (ii) generators, motors, convertors, conduits, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio electronic equipment.

*Postal address of applicant.*—P.O. Box 7086, Newton Park, Port Elizabeth, 6055.

*Office address of applicant.*—82 Worraker Street, Newton Park, Port Elizabeth.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged. M. W. J. LE ROUX, Industrial Registrar. (10 July 1981)

**NOTICE 489 OF 1981**

**PLANT IMPROVEMENT ACT, 1976  
(ACT 53 OF 1976)**

**ALTERATIONS IN THE VARIETY LIST**

In terms of sections 20 (3) (b), 21 (1) and 21 (2) of the Plant Improvement Act, 1976 (Act 53 of 1976), the Registrar of Plant Improvement hereby makes known that the names of the kinds of plants contained in the respective columns of the Schedule attached hereto have respectively been entered and amended in, and deleted from the variety list maintained in terms of section 15 (1) of the said Act.

J. F. VAN WYK, Registrar of Plant Improvement.

VE  
I  
opc  
beu  
by  
Ope  
aan  
sak  
(10  
—  
DE  
DIE  
NIC  
TEI  
TA  
TA  
I  
(W  
Me  
Tat  
n  
R  
D  
S  
S  
nik  
S  
he

00  
00



*E. v. Post*  
Union 9/7/81  
leaders 133  
otherwise 133  
engaged

**Post Reporter**

THE views of Eastern Cape trade union leaders on the issue of holding talks with the Midland Chamber of Industries could not be canvassed today as many are on trial, attending court or in detention.

Yesterday the chamber's president, Mr Joe Kristal, proposed inviting union leaders to talk with the chamber.

"From this exchange of ideas, concepts, expression of needs and data given, we will attempt to establish a framework for co-operation," he told the chamber's mid-year annual meeting.

Executive members of the Federation of South African Trade Unions were unavailable today as they were attending the trial in Uitenhage of nine colleagues charged with taking part in an illegal strike and with intimidation.

Five executive members of the Motor and Component Workers' Union of South Africa (Macwusa) are in security police detention. Two others were unavailable as they were working. They are Mr Government Zini and Mr Dennis Neer who were demoted to hourly paid workers after a strike last month.

The national president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta, and the branch secretary, Mr Xolani Kota, have been held by the Security Police since July 26.

## KENNISGEWING 515 VAN 1981

DEPARTEMENT VAN MANNEKRAGBENUTTING  
WET OP NYWERHEIDSVERSOENING, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Electrical Contracting and Allied Industries Association (Eastern Cape). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekragbenutting, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van werkgewersorganisasie.*—Electrical Contracting and Allied Industries Association (Eastern Cape).

*Datum waarop aansoek ingedien is.*—5 Mei 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Elektrotegniese Aannemingsnywerheid in die landdrostdistrikte Aberdeen, Adelaide, Albanie, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Kaap), Murraysburg, Noupoort, Pearston, Queenstown, Richmond (Kaap), Somerset-Oos, Steynsburg, Steytlerville, Tarka, Uitenhage en Venterstad.

“Elektrotegniese Aannemingsnywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir—

(a) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel van persele uitmaak, met inbegrip van bedrading, kabellaswerk en kabellewerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders;

(b) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die doel waarvoor 'n perseel gebruik word, met inbegrip van bedrading, kabellaswerk en kabellewerk, die oprigting van elektriese luglyne en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders;

(c) die ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat in verband staan met die oprigting, verandering, herstel en onderhoud van persele, met inbegrip van bedrading, kabellaswerk en alle ander werksaamhede wat daarmee in verband staan, afgesien daarvan of die werk verrig of die materiaal voorberei word op die terrein of elders.

Vir die doel van hierdie woordoms krywing omvat “elektriese uitrusting”—

(i) elektriese kables en luglyne;

## NOTICE 515 OF 1981

DEPARTMENT OF MANPOWER UTILISATION  
INDUSTRIAL CONCILIATION ACT, 1956

## APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Electrical Contracting and Allied Industries Association (Eastern Cape). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower Utilisation, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of employers' organisation.*—Electrical Contracting and Allied Industries Association (Eastern Cape).

*Date on which application was lodged.*—5 May 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Electrical Contracting Industry in the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Cape), Murraysburg, Noupoort, Pearston, Queenstown, Richmond (Cape), Somerset East, Steynsburg, Steytlerville, Tarka, Uitenhage and Venterstad.

“Electrical Contracting Industry” means the industry in which employers and employees are associated for—

(a) the design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent portion of premises, including wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a premises is used, including any wiring, cable jointing and laying, electrical overhead line construction and all other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere;

(c) the design, preparation, erection, installation repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of premises, including any wiring, cable jointing and other operations incidental thereto, whether the work is performed or the material is prepared on the premises or elsewhere.

For the purpose of this definition, “electrical equipment” shall include—

(i) electrical cables and overhead lines;

(ii) generators, motore, konvertors, leipype, skakel- en kontrole-uitrusting (met inbegrip van relê, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verwarmings-, kook-, beviess- en verkoelingsuitrusting, primêre en sekondêre selle en batterye, transformators, oonduitrusting, radiostelle en aanverwante elektriese apparaat, seinuitrusting en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- of elektroniese uitrusting;

en voorts vir die toepassing van hierdie woordomskriving, omvat "ontwerp, voorbereiding, oprigting, installering, herstel en onderhoud" nie die volgende nie:

(aa) Die vervaardiging, deur herhalingsmetodes, van voornoemde uitrusting of samestellende dele daarvan;

(ab) die bedrading van of installering in motorvoertuie van verligtings-, verwarmings- of ander uitrusting of vaste toebehore, hetsy permanent geïnstalleer al dan nie;

(ac) die vervaardiging, herstel en versiening van motorvoertuigbatterye;

(ad) die Telefooninstalleringensnywerheid;

"Telefooninstalleringensnywerheid" beteken die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die aanlê, installering en instandhouding van telefoonroetes, met inbegrip van gepaardgaande werksaamhede soos opmeting, uitgraving, lê van kables, inplant van pale en ankers, aanbring van dwarsarms en isolators en bedrading van die telefoonroetes; die installering en onderhoud van outomatiese skakel- en interne veelkernkabeltelefoonstelsels, die installering van private outomatiese taksentrales en die installering en onderhoud van personeel-opspoorstelsels, met inbegrip van luidsprekerstelsels;

(ae) die monteer en/of diens en/of installeer en/of instandhouding en/of herstel van een of meer van die toestelle, uitrusting, masjiene, inrigtings of aparate in (af) genoem, wanneer dit gedoen word deur die vervaardigers daarvan of deur hulle behoorlik aangestelde agente;

(af) die bemerking van toestelle, uitrusting, masjiene, inrigtings en aparate, hetsy deur die gebruik van die hande, of fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of 'n kombinasie van sodanige beginsels, wat hoofsaaklik bedoel is vir gebruik in telefon- en/of reken- en/of kantoorprosedures, waar sodanige bemerking ook al gedoen word tesame met een of meer van die werksaamhede in (ae) genoem, maar nie die verbinding van sodanige toestelle, uitrusting, masjiene, inrigtings en aparate aan die bedrading van 'n gebou of struktuur uitgesonderd deur middel van 'n sok of soortgelyke uitlaat wat vir sodanige doel voorsien is nie.

*Posadres van applikant.*—Posbus 7086, Newton Park, Port Elizabeth, 6056.

*Kantooradres van applikant.*—MBA-gebou, Worrakerstraat 82, Newton Park, Port Elizabeth.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.

(17 Julie 1981)

(ii) generators, motors, convertors, conduits, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment;

and further, for the purpose of this definition, "design, preparation, erection, installation, repair and maintenance" shall not include—

(aa) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(ab) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(ac) the manufacture, repair and servicing of motor vehicle batteries;

(ad) the Telephone Installation Industry;

"Telephone Installation Industry" means the industry in which employers and employees are associated for the erection, installation and maintenance of telephone routes, including incidental operations such as surveying, excavating, laying of cables, planting of poles, planting of stays, erection of crossarms, fitting of insulators and wiring of the telephone routes; installation and maintenance of automatic dialling and multi-core cable internal telephone systems, installation of private automatic branch exchanges and the installation and maintenance of paging systems, including loudspeaker systems;

(ae) the assembling and/or servicing and/or installation and/or maintenance and/or repair of any one or more of the appliances, equipment, machines devices or apparatus referred to in (af) when performed by the manufacturers thereof or by their duly appointed agents;

(af) the marketing of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles or any combination of such principles, primarily intended for use in accounting and/or business and/or calculating and/or office procedures, wherever such marketing is carried on in conjunction with any one or more of the activities referred to in (ae), but excluding the connection of such appliances, equipment, machines, devices and apparatus to the wiring of a building or structure other than by means of a socket or similar outlet provided for such purpose.

*Postal address of applicant.*—P.O. Box 7086, Newton Park, Port Elizabeth, 6056.

*Office address of applicant.*—MBA Buildings, 82 Worraker Street, Newton Park, Port Elizabeth.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(17 July 1981)



Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.  
(24 Julie 1981)

#### KENNISGEWING 535 VAN 1981

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

STAATSGROND PER OPENBARE TENDER TE KOOP AANGEBIED

Hierby word kennis gegee dat bogemelde Departement ondergenoemde staatsgrond per openbare tender te koop aanbied en tenders vir die koop daarvan vra kragtens die bepaling van die Wet op die Beskikking oor Staatsgrond, 1961:

Restant van Erf 1027 geleë in die dorp Bloemhof, Registrasie-afdeling HO, Transvaal, ook bekend as die ou poskantoorgebou: groot eenduisend driehonderd agt-en-tagtig (1 388) vierkante meter.

Tenders, sluit om 11h00 op 24/8/81.

Tenders moet op die voorgeskrewe vorm, wat verkrygbaar is by die Posmeester-generaal, Posbus 2648, Pretoria, 0001, of Kamer 2210, Poskantoorhoofkantoor, Vermeulenstraat 173, Pretoria, 0002 [Telefoon (012) 293-2332], of by die Streekdirekteur, Departement van Pos- en Telekommunikasiewese, Privaatsak X264, Pretoria, 0001, ingedien word.

(24 Julie 1981)

#### KENNISGEWING 536 VAN 1981

DEPARTEMENT VAN WATERWESE, BOSBOU EN OMGEWINGSBEWARING

VOORGESTELDE VAALKOP-BESPROEINGSDISTRIK, DISTRIK BRITS, TRANSVAAL.—BY WET VOORGESKREWE ONDERSOEK

Hierby word bekendgemaak dat die openbare vergadering gereël vir 6 Augustus 1981 soos geadverteer by Kennisgewing 484 van 3 Julie 1981, gekanselleer is.

'n Kennisgewing waarby die datum, tyd en plek van die vergadering weer bekendgemaak sal word, sal mettertyd gepubliseer word.

(24 Julie 1981)

#### KENNISGEWING 537 VAN 1981

DEPARTEMENT VAN WATERWESE, BOSBOU EN OMGEWINGSBEWARING

VOORGESTELDE KOEDOESKOPBESPROEINGSDISTRIK, DISTRIKTE THABAZIMBI EN BRITS, TRANSVAAL.—BY WET VOORGESKREWE ONDERSOEK

Hierby word bekendgemaak dat die openbare vergadering gereël vir 4 Augustus 1981 soos geadverteer by Kennisgewing 483 van 3 Julie 1981, gekanselleer is.

'n Kennisgewing waarby die datum, tyd en plek van die vergadering weer bekendgemaak sal word, sal mettertyd gepubliseer word.

(24 Julie 1981)

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(24 July 1981)

#### NOTICE 535 OF 1981

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

STATE-OWNED LAND OFFERED FOR PURCHASE BY PUBLIC TENDER

Notice is hereby given that the above-mentioned Department offers for purchase by public tender the undermentioned State-owned land and invites tenders for its purchase in terms of the provisions of the State Land Disposal Act, 1961:

Remainder of Erf 1027 situate in the Township Bloemhof, Registration Division HO, Transvaal, also known as the old Post Office Building; measuring one thousand three hundred and eighty-eight (1 388) square metres.

Tenders close at 11h00 on 24/8/81.

Tenders must be submitted on the prescribed form, obtainable from the Postmaster General, P.O. Box 2648, Pretoria, 0001, or Room 2210, Post Office Headquarters, 178 Vermeulen Street, Pretoria, 0002 [Telephone (012) 293-2332], or from the Regional Director, Department of Posts and Telecommunications, Private Bag X264, Pretoria, 0001.

(24 July 1981)

#### NOTICE 536 OF 1981

DEPARTMENT OF WATER AFFAIRS, FORESTRY AND ENVIRONMENTAL CONSERVATION

PROPOSED VAALKOP IRRIGATION DISTRICT, DISTRICT OF BRITS, TRANSVAAL.—STATUTORY INQUIRY

It is hereby notified that the public meeting arranged for 6 August 1981, as advertised by Notice 484 of 3 July 1981, has been cancelled.

A notice indicating the place, time and date of the meeting will be published again in due course.

(24 July 1981)

#### NOTICE 537 OF 1981

DEPARTMENT OF WATER AFFAIRS, FORESTRY AND ENVIRONMENTAL CONSERVATION

PROPOSED KOEDOESKOP IRRIGATION DISTRICT, DISTRICTS OF THABAZIMBI AND BRITS, TRANSVAAL.—STATUTORY INQUIRY

It is hereby notified that the public meeting arranged for 4 August 1981, as advertised by Notice 483 of 3 July 1981, has been cancelled.

A notice indicating the place, time and date of the meeting will be published again in due course.

(24 July 1981)

# WESGRO TO GET FULL-TIME DIRECTOR

Agms 29/7/81  
A/133

A FULL-TIME 'Mr Wesgro' is to spearhead a big drive to attract new investment and expand job-creating enterprises in the Western Cape.

This was disclosed today by the Mayor of Cape Town, Mr Louis Kreiner, at a meeting of representatives of local authorities, industrial and commercial organisations and the SA Property Owners' Association.

Wesgro — short for the Association for the Promotion of the Western Cape's Economic Growth — is planned to have a full-time managing director, reporting to a strong board of directors and supported by a small staff.

The director will also be expected to pin-point factors which inhibit development in the area and under the direction of his board take appropriate steps to overcome them.

'It is hoped with the combined strength of local authorities and private enterprise, together with the dynamism of a full-time managing director, we will be more successful than in the past in promoting much-needed economic growth,' Mr Kreiner said.

There were many precedents in Britain and in the United States for this type of organisation.

One of the oldest, the Scottish Council (Development and Industry) was formed 50 years ago and recently sent a trade mission to South Africa.

#### FROM ABROAD

Relatively undeveloped areas in America had attracted industries from abroad due to the dynamism and efforts of a few dedicated people.

Mr Kreiner said the idea of Wesgro germinated in the Peninsula and he suggested that all local authorities extending at least as far as Piketberg, Ceres, Worcester, Montagu, Swellendam and Heidelberg should be actively involved.

# Steelmen set to forge a bargain

**CONTROVERSIAL** labour guidelines drawn up by the giant Steel and Engineering Industries Federation — which affect the bargaining rights of about 400 000 workers — are likely to be revised soon.

Seifsa sources are reluctant to comment on the possibility of revisions, but reliable sources say discussions aimed at producing amended guidelines are under way.

They are expected to be ready in one or two months.

The guidelines, released in late 1979, sought to channel bargaining with trade unions through the official industrial council system, and rejected negotiation with unregistered trade unions.

They were sharply criticised by some unionists at the time and have been contrasted with guidelines released earlier this year by the Federated Chamber of Industries, which urge employers to adopt a "pragmatic approach" and to deal with representative unions even if they are unregistered.

The original guidelines rejected negotiation with un-

ions at plant level, implying that bargaining should be channelled through the councils.

## Stop orders

They also advised employers not to grant "stop-order" facilities to unregistered unions or to negotiate with them.

After discussions between Seifsa and registered trade unions, the guidelines were amended to allow unions whose applications for registration had been gazetted to receive stop-order dues if they agreed

to join the industrial council once registered.

This exemption applies for a limited period and has been granted to two predominantly-black unions affiliated to the Federation of SA Trade Unions that have not yet joined the metal industry's industrial council.

## Talks

Informed sources say the process of revising the guidelines is likely to take some time, as it will involve discus-

sions not only with employers affiliated to Seifsa, but with trade unions party to the industry's industrial council and other interested organisations.

The amendments are also likely to depend to some extent on labour relations legislation introduced by the Government in the forthcoming parliamentary session.

They are therefore unlikely to be finalised until the Government's intentions are announced.

The discussions aimed at reviewing the guidelines come at a time when two East Rand metal firms have faced strikes by workers rejecting wage rates negotiated at the industry's industrial council and demanding additional increases.

In addition, unions affiliated to Fosatu have negotiated wage increases outside the industrial council system with two East Rand and one Johannesburg metal company in the past few days.

BY STEVEN FRIEDMAN

Bell-John Prize  
For the best all-round student  
in any year of study.  
P C Key  
The Committee of the Western  
Cape Chapter of Quantity  
Surveyors' Prize  
For the student obtaining  
the highest marks in  
Professional Practice.  
P R Swift  
LTA Prizes  
For the best student in each of  
the courses of Building Economics I,  
II and III in the third, fourth &  
fifth years respectively.  
I : N D G Sessions  
II : A R Low Keen

QUANTITY  
SURVEYING  
(Continued)





Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet.

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum voorwaardige lede was, in aanmerking geneem.

(b) Die procedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(7 Augustus 1981)

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(7 August 1981)

### KENNISGEWING 581 VAN 1981

#### DEPARTEMENT VAN MINERAAL- EN ENERGIE- SAKE

#### UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommisaris vir die mynisdruk Johannesburg het 'n strek geproklameerde grond op die plaas Fransfontein 90 IR, distrik Germiston, mynisdruk Johannesburg, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afstrikke onder RMT No. R. 12/81 in die Mynbuurekantoer, Johannesburg, en in die Kantoer van die Mynkommisaris, Johannesburg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet 20 van 1967), vir die doeleindes van 'n openbare pad uitghou.

(19/5/1/1243)

(7 Augustus 1981)

### NOTICE 581 OF 1981

#### DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

#### RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farm Fransfontein 90 IR, District of Germiston, Mining District of Johannesburg, Province of Transvaal, as shown on a sketch plan, copies of which are filed in the Mining Titles Office, Johannesburg, and in the Office of the Mining Commissioner, Johannesburg, under RMT No. R. 12/81.

(19/5/1/1243)

(7 August 1981)

### KENNISGEWING 582 VAN 1981

#### DEPARTEMENT VAN GEMEENSKAPS- ONTWIKKELING

#### KENNISGEWING VAN ONTEIENING

Aan:

DIË PERSONE AANGEDUI IN DIE ONDERSTAANDE SKEDULE EN AAN ALLE BELANGHEBBENDE PARTYE

1. Die eiendomme hierna beskryf, waarvan u na die wete van die Gemeenskapsontwikkelingsraad ingestel by artikel 2 van die Wet op Gemeenskapsontwikkeling, 1966 (Wet 3 van 1966), die geregistreerde eienaars is, word deur genoemde Gemeenskapsontwikkelingsraad benodig ten einde die oogmerke waarvoor die Raad ingestel is, te bereik.

2. Die Minister van Gemeenskapsontwikkeling het kragtens die bepalings van paragraaf (a) van subartikel (1) van artikel 33 van genoemde Wet soos gewysig die onteiening van die eiendomme goedgekeur op 10 Junie 1981.

3. Neem derhalwe kennis dat genoemde Gemeenskapsontwikkelingsraad gemelde eiendomme onteien, vanaf die datum van publikasie van hierdie kennisgewing.

4. U word hierby versoek om die bedrag wat u ten opsigte van gemelde eiendomme eis te noem en u moet binne 60 dae van publikasie hiervan of binne so 'n verdere tydperk as wet die Gemeenskapsontwikkelingsraad mag toelaat, aan die ondergetekende lewer of laat lewer—

(a) 'n skriftelike verklaring waarin die bedrag van vergoeding (indien enige) wat u eis vir die eiendomme hierin beskryf, uiteengesit word;

(b) die stukke wat u akte oor die eiendomme uitmaak indien die in u besit is of onder u beheer is;

### NOTICE 582 OF 1981

#### DEPARTMENT OF COMMUNITY DEVELOPMENT NOTICE OF EXPROPRIATION

To:

THE PERSONS MENTIONED IN THE UNDERMENTIONED SCHEDULE AND TO ALL INTERESTED PARTIES

1. The properties described hereunder, of which you are to the knowledge of the Community Development Board established under section 2 of the Community Development Act, 1966 (Act 5 of 1966), the registered owners are required by the said Community Development Board in order to achieve the objects for which the Board was established.

2. Whereas the Minister of Community Development has in terms of paragraph (a) of subsection (1) of section 33 of the said Act as amended, approved of the expropriation of the said properties on 10 June 1981.

3. Therefore take notice that the said Community Development Board hereby expropriates the said properties with effect from the date of publication hereof.

4. You are hereby requested to state the amount claimed by you for the said properties and you are further requested to deliver or cause to be delivered to the undersigned within 60 days from the date of publication hereof, or within such further period as the Community Development Board may allow—

(a) a statement in writing setting forth the amount of compensation (if any) claimed for the properties described herein;

(b) your documents of title to the properties if these are in your possession or under your control;

B  
L  
K  
P  
O  
M

? Aug.  
1981

# 'Stop order' protest

The "stop order" clause in the Labour Relations Amendment Bill is seen as Government interference in the labour field, says The Star's Labour Reporter.

If there is one thing that rankles employers it's Government interference in the work place.

So when the draft Bill amendment to the Industrial Conciliation Act came out in March this year employer bodies were quick to protest several proposals.

Two of the country's largest employer umbrella organisations — the Federated Chamber of Industries (FCI) and the Association of Chambers of Commerce of South Africa (Assocom) — submitted recommendations to the Department of Manpower.

Both organisations protested one proposal: employers would be forbidden to deduct membership fees to a trade union which was not registered.

And when the Labour Relations Amendment Bill was released in the House of Assembly last week the amendment was still there.

Assocom felt that the 'stop order' union fees were a matter purely between employers and workers.

"Such interference by the State in relations between unions and employers is both undesirable and unnecessary," according to Assocom.

The FCI saw the stop order (or check-off) facility as a vital "bargaining counter" that the employer had in negotiation with unions.

The proposal was in conflict with the principle

of self-governance and would encourage fragmentation of unions, the FCI stated.

For the country's largely black, unregistered unions the amendment will mean a loss of funds.

For employers — particularly in the unsettled labour scene in the Eastern Cape — they will have lost a valuable negotiating tool.

The amendment also represents a further Government inroad into the labour field instead of maintaining a neutral stance.

There are several unregistered unions which have recognition agreements with local companies. These include: the South African Allied Workers Union (Saawu), the General Workers Union, and the African Food and Canning Workers.

Saawu's general secretary, Mr Sam Kikine, says their union anticipated this restriction on stop orders long ago.

"We will use this Bill to our own advantage as we have always preferred to collect dues from workers," Mr Kikine said.

Mr Kikine said some workers feared stop order forms because these enabled companies to know who belonged to which union, which could contribute to worker victimisation in cases where an unregistered union was competing against a long-standing registered union.

not be hit by the section as it was then worded. The 1959 amend-  
ments were intended inter alia to bring such transactions within  
the net of the section and based on the decision in Smith's case  
(supra) the amendment has achieved this result.

# FCI call

## on labour

## relations 133 MSW

JOHANNESBURG. — The South African Federated Chamber of Industries has called on industrial management throughout the country to adopt practices promoting mutual co-operation between employers and labour.

at Walking Tour of Cape Town's

by Howard Phillips)

s and Muslims of Cape Town -  
tical Survey

European Immigrant makes good  
Town

in and the Plague of 1901

in the Cape Archives for the  
of Cape Town

d by Dr Christopher Saunders)

ing Urban History.

up in District Six

by Professor Martin West  
of the Centre for African Studies  
ty of Cape Town

JUNE 1981

In a statement here, the FCI president, Mr C W H du Toit, said sound relationship building was essential in the 'delicate transition' in South Africa's labour relations today as institutions of industrial representation and conciliation came under test.

The chamber again emphasises that the primary objective must be to maintain orderly conditions on the factory floor through effective communication and negotiation between management and labour at all times,' he said.

### PRINCIPLES

Mr du Toit said that in an earlier statement the FCI had emphasised the soundness of the fundamental principles on which the new labour dispensation was based. They were individual freedom, trade union autonomy, and neutral legislative frameworks within which negotiation between employer and employee representatives could take place.

However, a fundamental precondition for the implementation of these principles is that a climate of trust and good faith must be created so that all parties can work out equitable solutions which ensure industrial peace.

### RESPONSIBILITY

The realities of the South African situation impose a heavy responsibility on employers faced with rising expectations among workers to be flexible in their approach and to evolve recognition and grievance procedures mutually acceptable to management and unions.

Accordingly, the FCI warns employers against the use of practices which in the longer term will be found to be against the interests of the negotiating partners:

Employers should not become involved in promoting or protecting the interests of particular

Afternoon Sess

Achmat David

Candy Mather

Elizabeth va

Marion Georg

Morning Sessi

(b) SATURDAY, 6th

Je  
d R

① The process of registration must not be used as a mechanism to entrench the interest of existing unions.

### VICTIMISING

① Employers should avoid practices victimising worker representatives in the event of a breakdown in dispute procedures.

② Management must avoid creating conditions which give rise to confrontation followed by detention and banning of worker representatives under security legislation. — Sapa.

essi  
th

# FCI call for labour practice changes

CT 6/8/81  
133

Own Correspondent

JOHANNESBURG. — In a major policy statement, the SA Federated Chamber of Industries, which represents industrialists throughout the country, has called for a fundamental change in employer and government labour relations practices.

The statement, issued by FCI president Mr Chris du Toit, calls on the authorities to avoid banning and detaining unionists, to change the process of registration and to move towards a system allowing for direct negotiation between management and factory unions.

It also warns employers against firing union leaders during strikes, using registration to entrench existing unions and promoting particular unions.

Mr Du Toit's statement urges employers to work out union recognition and grievance procedures which will be acceptable to both unions and management.

## Labour bill

His statement comes a day after the government's new Labour Relations Bill, which drops key controls on trade unions but retains others, was tabled.

Acceptance by the government and employers of the points made in it would lead to sweeping changes in the government's official labour system and in the attitudes of many employers towards labour unrest.

The statement goes further than FCI labour guidelines published earlier this year which urged employers to adopt a "flexible" approach and to recognize representative unions even if they were not registered.

"The FCI calls on employers to adopt practices promoting mutual co-operation between employers and labour," he said.

"Sound relationship building" was essential as the country's labour relations went through a delicate transition.

The extended range of a DO must not contain a statement that has an extended range.

extended range  
statement  
statement  
statement  
statement

### Responsibility

"The realities of the South African situation impose a heavy responsibility on employers faced with rising expectations among workers to be flexible in their approach and to evolve recognition and grievance procedures acceptable to management and unions," he said.

The FCI warns employers against protecting existing unions and adds that employers "should avoid practices victimizing worker representatives in the event of a breakdown in dispute procedure".

Management should also "avoid creating conditions which give rise to confrontation followed by detention and banning of worker representatives".

A number of strikes which have occurred can be traced back to inadequate employer-worker communication, Mr Du Toit says.

As most emergent unions are primarily concerned with recognition, "circumstances are thus created in which strikes are encouraged as a first, rather than the ultimate step".

extended range  
Example:  
control

A DO range can have an extended range of executable statements.  
of these two statements, that can be contained in either  
The range contains a GO TO, or other  
of executable statements.  
This set of executable statements contains a GO TO, or other  
control

# FCI urges new deal on labour

By STEVEN FRIEDMAN

THE Federated Chamber of Industries, which represents industrialists throughout the country, has called for a fundamental change in employer and Government labour relations practices.

The major policy statement, issued by the FCI president, Mr Chris du Toit, calls on the authorities to:

- Avoid banning and detaining unionists;
- Change the process of registration; and,
- Move towards a system which will allow direct negotiations between management and unions in the factories.

It also warns employers against firing union leaders during strikes, using registration to entrench existing unions, and promoting particular unions.

Mr Du Toit urges employers to work out union recognition and grievance procedures which will be acceptable both to unions and management.

His statement comes a day after the tabling of the Government's new labour relations Bill — which drops key controls on trade unions but retains others.

## Co-operation

The statement goes further than FCI labour guidelines published earlier this year, which urged employers to adopt a "flexible" approach and to recognise representative unions even if they were not registered.

It says the FCI calls on employers to "adopt practices promoting mutual co-operation between employers and labour".

The FCI warns employers against protecting existing unions and adds that "registration must not be used as a mechanism to entrench existing unions".

Employers "should avoid practices victimising worker representatives in the event of a breakdown in dispute procedure".

Management should also "avoid creating conditions which give rise to confrontation followed by detention and banning of worker representatives."

A number of strikes which have occurred can be traced back to inadequate employer-worker communication, Mr Du Toit says.

As most emergent unions are primarily concerned with recognition, "circumstances are thus created in which strikes are encouraged as a first, rather than the ultimate step".

## Bargaining

The FCI urges a change in the registration process "to make it a neutral one to avoid the present situation in which (it) is interwoven with the question of representativeness of the union".

It also urges the Government to move towards a system allowing "both centralised and decentralised" bargaining between management and unions — a move which would provide for direct bargaining on the factory floor as well as on industry-wide bodies.

The FCI also appeals to the authorities to "consistently maintain a neutral policy of industrial relations" by avoiding "as far as possible" detaining and banning unionists.

Those who are detained should be brought to trial "as soon as possible".

133  
1/66  
RDM

A SURVEY AND EXPRESSIONS OF THE FEELINGS COMMISSION OF ENQUIRY INTO  
INDUSTRIAL HEALTH

A Commission of Enquiry into Industrial Health consisting of the following members: Rudolph Phillip Botha Erasmus, Barend Cornelius Jansen, Albertus Strydom and Philippus Petrus Roets was appointed on 18th October 1974 with the following terms of reference as published under Government Notice R295 of 14 Feb. 1975.

"To inquire into consider and report upon -

a) the nature, incidence and extent of occupational diseases in the Republic of South Africa and the territory of South West Africa;

b) the extent to which existing statutory measures and existing facilities

**Industry  
calls for  
trial of  
detained  
union men**

Argus Correspondent  
JOHANNESBURG. — The Federated Chamber of Industries has urged the authorities to bring trade unionists detained under security laws to public trial.

Said the FCI President Mr Chris du Toit 'Individuals using the industrial relations arena for subversive purposes must of course be dealt with by law.

'However, in the interests of sound labour relations, people who were so apprehended should be brought to public trial.'

'Only then can it be established whether they are subversives or bona fide labour leaders,' Mr du Toit said.

In what is seen as the toughest crackdown on trade unions, since 1976, 11 black unionists — among them eight prominent labour leaders — have been detained without trial under security laws.

Five student leaders have been released, the Argus Bureau in Port Elizabeth reports. The five are Livingstone Mlokwana, Remember Hlabathi, Mnyamazeli Roori, Zingengele Dubasi and Lucy Nququ.

Five student leaders have been released, the Argus Bureau in Port Elizabeth reports. The five are Livingstone Mlokwana, Remember Hlabathi, Mnyamazeli Roori, Zingengele Dubasi and Lucy Nququ.

agricultural activities (including agriculture) and industrial activities (including agriculture) and

e) such other related matters as the Commission may deem necessary for the purpose of its inquiry."

The Commission reported back in 1976

Chapter I Organisation, activities and procedure of the Commission  
This Chapter describes the procedures adopted by the Commission and includes information about visits made by the Commission within and without the Republic.

Chapter II Interpretation of the Terms of Reference

The Commission makes a distinction between industrial accidents which were not part of its brief and occupational diseases. It considers that its terms of reference relate specifically to occupational diseases.

1. "Fundamentally, in connection with industrial health it has become customary to speak of the "safety and health" of workers in the same breath. So, for instance, one may point to the Occupational Safety and Health Act of 1970 as the law which came into operation on 28 April 1971, and to England's

Act of 1974. The word "safety" is generally

used to refer to accidents which a worker may meet on the job or in his work which are accordingly held to be or are included in such accidents are accordingly held to be or are included in such accidents. One of the reasons for the tendency to use the word "safety" in connection with occupational diseases as together, or to classify cases as occupational diseases, is the historical struggle by workers to secure the enactment of laws relating to workers' compensation or to interpret the laws as favourably as possible to themselves".

The Commission decides that the terms of reference do not extend to the examination of people who were but are no longer working in industry. It is the Commission's opinion that paragraphs of the terms of reference "refer to the position of workers while still employed and not after they have already left their employment and not after they have already left their employment and can no longer be regarded as "industrial and other production workers".

Despite the seriousness of problems relating to compensation (i.e. amounts paid to worker, number of occupational diseases compensable by law and

# Reform practices, FCI tells Govt

## Labour Reporter

Better relations between employer and worker were necessary to preserve industrial peace, but at the same time the Government must reform some of its labour practices.

These were some of the views discussed in a report issued last week by the South African Federated Chamber of Industries (FCI).

The report coincided with the introduction of the Government's Labour Relations Amendment Bill.

The FCI, a major employer representative body, said effective communication was required on the factory floor between employer and workers.

Employers had to recognise the growing aspirations of their workers and be more flexible in their approach.

They also had to evolve grievance and negotiation procedures with staff.

The FCI warned employers not to favour cer-

tain unions and not to hide behind registration practices as a means to entrench the interest of existing unions.

Unions were now interested in negotiations at plant level to meet their members' interests and not through the usual bargaining procedures.

The Government was urged by the FCI to:

- Change the present process of union registration where registration was linked to worker representation.

- Move rapidly towards an integrated industrial relations system allowing for centralised and decentralised negotiations between managements and unions.

- Adopt a neutral policy of industrial relations and leave settlements of disputes to managements and unions.

The Government was also urged to avoid as far as possible bannings and detentions and to bring detained union leaders to open trial as soon as possible.

- 7. GH 1/7
- 6. Hirst:
- 5. Hirst:
- 4. W. Daryl
- 3. L.F.H!
- 2. Not ev
- 1. A. Brigi

### FOOTNOTES

it did not.

citizens, the epidemic would recur with more violence than before. Fortunately the plague administration. Without radical reform, he warned Cape Town's descriptions of the plague stricken city, for Heyer was bitterly critical of melodramatic, its interest lies mainly in its political perspective and its written in 1902 in order to warn colonists against Afrikanerdom. Lurid and character than any in his book. 98

of the Scarlet Phial, written by Albert Edward Heyer, who was a far odder rise to one literary work. This was a curious little novel, The Mysteries In conclusion, it is satisfactory to note that the plague in Cape Town gave then, were mixed but of short duration for the most part.

been a serious problem in the early days of the war. The economic results, able employment as cleaners and removers in a city in which unemployment had the cleaning operations and removals. Some people found temporary but profit- in the worst districts would appear in the long run to have benefited from for a time so they, too, were affected. On the other hand, property owners hoteliers and the like very hard. Public auctions on the Parade were banned

Star 14/8/81 (133)

# Call for businessmen to 'get rid of discrimination'

Black workers were going to use the factory floor as a "political arena" and businessmen would increasingly have to address themselves to political demands, two top eastern Cape businessmen warned business leaders yesterday.

Mr Peter Searle, managing director of Volkswagen, and Mr Peter Morum, managing director of Firestone, were among about 70 businessmen, manpower specialists and representatives of private-sector organisations at a meeting of the Manpower Foundation in Johannesburg.

The meeting was called

to test private-sector support for the foundation which was launched last year to sustain the initiatives of the Government's "consciousness raising" Manpower 2000 campaign.

If businessmen were to succeed in bringing blacks into the free enterprise system, Mr Searle said, they would have to attack the basic problem of social inequality, and this meant "getting into politics."

The business community would have to address itself to discrimination in housing education, health and recreation as well as training — if necessary through direct contact with the Government.

"We must get shot of all discriminatory legislation if we are to succeed," he said.

His views were endorsed by Mr Morum who said the industrial relations problems of the eastern Cape — where higher levels of income had generated higher political expectations — would inevitably spread to the rest of South Africa.

The call was taken up by the general secretary of the Council of Unions of South Africa, Mr Piroshaw Camay, who stressed that management should not "duck the issue" of improved primary, secondary and tertiary education for blacks.

of

15  
19  
19  
19

Marx, I  
\*Machel  
\*Lenin  
\*Engels  
\*Barrios de Chundara, Domitila

society.

(b) Historical materialist view of women's oppression: women in a class

\*Red, Evelyn.  
"Women: Caste, class or oppressed sex?" In A.M. Jaggar  
Feminist Frameworks. & E. Reed Problems of Women's Liberation

Haralambos, 1980  
Sociology: Themes & Perspectives (ch. 9, esp. 397, 398)

Redstockings, 1970  
"Manifesto" In Leslie B Tanner: Voices From Women's Liberation (women as a "class")

Dunbar, Roxanne & Lisa Leghorn, 1970  
"The man's problem" In Leslie B Tanner: Voices From Women's Liberation (Women as a "caste")

(a) Women as a "caste" or a "class"

Theoretical explanations of women's oppression

\*Yawitch, Joanne, 1979  
"Women & the labour process in South Africa" In Nusas  
Education and Development Conference papers and Work In  
Progress No. 9.

\*SASPU National, 1980  
"Working Women" Vol. 2 No. 3

From Women  
Nos. 7 & 12 (photocopies)



workers were endorsed out of the area over the last three years. Contract workers were especially crucial to sustained beer consumption. The beer and liquor enterprises have been maintained at tremendous financial expense to BAAB's accumulated capital (which might otherwise have been used to improve the service structure of the township) and at the cost of the criminalisation of domestic production and consumption. However, the board is of necessity committed to maintaining the halls and outlets. While locations remain self-financing, with a consumption base for income, income sources will remain inherently marginal.

In terms of the Contributions in respect of the Bantu Labour Act No. 29 of 1972 the Bantu Services Levy Fund was superseded by a new system of employer contributions. The BSIF was retained by BAAB as investment capital.

The new system of employer contributions involved the payment of fees for labour, including domestic servants, directly to the labour bureaux from which the workers were recruited - or in the case of Section 10 labour, to the local BAAB bureaux. The fees included an initial registration fee and a monthly contribution. In 1976 these amounted to an average of R2,50 per year per labourer. Labour bureau fees were to accrue to the board in the area in which the labour was employed, as finance for location accommodation and services.

Labour bureau fees have since 1972 become an important source of BAAB income. During 1975-6 labour bureau fees amounted to well over a million rands. However, due to the reduction of the contract worker population after this period this figure decreased relatively (by 24% in 1978 alone). See Appendix A). Rentals, beer and liquor income and labour bureau fees constitute the foundation of income for services. Minor sources of income include fines for the contravention of labour regulations, which in the peak year 1975-6 brought in about R290 000, 2% of total income. However, financial reliance on fines may increase where the budget becomes constrained (as in

1977 and 1978 following the reduction of liquor income) thus placing a premium on repression of residents.

Lodging fees and visitors' fees constitute a sector of income and are arbitrary forms of levy aimed at boosting BAAB's income. In 1977 lodging fees were R1,75 per person per month. It is estimated that in the Pen BAAB area there are at least 5 000 lodgers.<sup>21</sup> Lodgers bear the brunt of a double rental as most of them contribute to the rent of the householder as well. Visitors' fees are charged for temporary accommodation.

All levies together constitute 3.6% of BAAB income annually, and all income from this source is earmarked for specific purposes. The Bantu Services Levy Fund was discontinued after 1973 and replaced by labour bureau fees. Interest on

**NCCI looks to Indian industry**

Finance Reporter

THE Natal Chamber of Industries is looking forward to a rapid expansion of Indian industries to assist in the 'massive task' of job creation, says Mr K F Lunn, its president.

Commenting on the 24-page supplement in the *Natal Mercury* earlier this week on Indians in industry, Mr Lunn said: 'As a chamber of industries we are very pleased to count among our members a considerable number of Indian-owned undertakings which are proving their mettle.

'I expect - indeed I look forward to - rapid expansion of Indian industries over the next few years, so assisting in the massive task of job creation upon which the survival of our economy depends.'

A supplement dealing exclusively with Indian-owned industries in Natal was itself testimony to the strides which Indians had made in manufacturing activity, particularly during the last decade, he said.

Other sources of finance include a permit fee for whites to enter black locations, and cemetery fees. Miscellaneous categories of income include fees for the licensing of premises, and advertising levies.

1977 and 1978.

21. The waiting list for family housing is 1 404 families at three adults per family. Thus 4 212 people may be living as lodgers.

Service or by the users. a Bulletin from time to time. Users' tapes can be stored upwards (cash or order) - prices available in three sizes: 600 Vice Reception. They are 2400 foot and cost from R13

used the user should arrange important in the case of er than an individual. Such

been REMOVED and has had to a frustrating experience that if a seldom used file is (Computing Service) backup

problems for both the Computing approximately fourteen months happen often!

elements rather than whole involves losing all changes made corrupted copy of the element exists in the file (i.e. if the ce or the user since the deletion occurred) it can be ESCUE. See 'Tips for Users'. account. It is unfortunately nts RESCUED by the HOT SEAT

be recoverable if a request is destroyed - this may be days Reception. A file which has be recoverable provided the up copy is destroyed. If a file he can REVERT his file must not be deleted - see the advantages of REVERT are that the ng to call at Reception and for use within perhaps half an an hours.

over files in various other e user. Fill in the form ing of the files is normally e recoverable if a request is destroyed - this may be days Reception. A file which has

course, recover the latest em problems. A file which has further user intervention if a delay while the correct tape he run which requires the file users' below. Obviously files

not backed up. In fact they y run a program called REMDRUM from the drum without making a

# Bosses

# and unions

# still

# at

# arms

# length

Finance Editor

MANY employers are inherently distrustful of unions. Among these there is a tendency towards an arms length relationship, says John Pohl, deputy executive director and industrial relations adviser of the Natal Chamber of Industries.

"This inevitably breeds frustration and ultimately to some action aimed at pressurising the employer concerned," he adds.

Commenting on the apparent increase in the incidence of work stoppages Pohl says: "It is very difficult to identify or single out any one cause for the phenomenon but there is justification for the view that part of the answer lies in the birthpangs of the new order which is slowly developing in our national life in all its facets.

"From the finite number of workers in the country, a large number of embryonic (black) trade unions are vying for membership. The power play between these budding unions is not an insubstantial factor in the current industrial relations situation.

## Strength

"Each union is constrained to prove its strength to its membership, its potential membership and to employers. Work stoppages and strikes are seen by many workers and unions as proof of power in the interplay of forces between unions themselves, between unions and employers and, it must also be said, between unions and Government

"The latter arises from the fact that where no, or few, means of political expression are available to a group of people, trade unions can be and obviously are a vehicle for political expression.

Increasingly, Pohl says, trade unions are seeking recognition not from employer groups but from individual employers, primarily as their power base really starts and ends on the factory floor.

It is axiomatic that employers and unions see issues between them from different vantage points and the debate on wages is still an area of fundamental difference today.

## Social

Management emphasises, adds Pohl, that wages must be seen against the payability of the industry or undertaking while the unions tend to stress the social aspects of the pay package.

"Inherent in these two viewpoints," says Pohl, "are the seeds of the classic conflict between the employer and the employed and in this situation he who pays the piper does not necessarily call the tune.

"When factors such as emotion, personality, and empire-building are cast into the cauldron, the resultant picture assumes an even more blurred aspect."

133  
S. T. M. M. M.  
23/8/81  
133

# Industry tries to slow down army call-up

S. Express 23/8/81 254 133

**ORGANISED** industry wants to see the Permanent Force of the South African Defence Force enlarged so that badly-needed manpower in the private sector need not be called up regularly for military service.

"We're talking to the military all the time, and I think our suggestion is very reasonable," said Dr Johan Van Zyl, executive director of the SA Federated Chamber of Industries.

Talks on the matter started more than six months ago after the suggestion was put forward by the Natal Chamber of Industries. Dr Van Zyl said. The system as it was at present was disruptive, he said.

It was imperative that the private sector and the Army consult regularly on the issue since they were both competing for the same "manpower base".

"We have to consult and cooperate on how to use the manpower we have to the best benefit of the country."

Dr Van Zyl said that, should the Permanent Force be enlarged, it would become "less necessary" that people with stable jobs in the private sector be called up regularly for military service.

"What is happening now is that people are being called up

## BATTLE IS ON OVER LABOUR

Sunday Express Reporter

again and again ... and this causes a lot of disruption."

Dr Van Zyl said the matter was a "sensitive" one and it was understandable that the Defence Force could not divulge everything.

Asked whether he foresaw any reduction in the two-year call-up system, should the FCI's suggestion be acceptable to the Government, he said: "That may be one of the implications, but I'm not saying that."

Mr Chris du Toit, president of the FCI, said his organisation wanted "some adjustments" made to the call-up system.

All able-bodied White men are required to serve for two years in the Defence Force, on completion of which they are eligible to do 240 days of

camps, spread over eight years.

The call by the FCI comes at a time when a top-level committee is investigating the entire national service system.

One solution being looked into by the committee, appointed early this year, is the possibility of extending military training to include men in their 30s and 40s.

The Minister of Foreign Affairs, Mr Pik Botha, told a Bryanston audience during the election campaign that the Government was planning legislation to regulate the random system of army call-ups for three-month camps.

And in May this year Defence Headquarters announced an unusual recruiting exercise to introduce the SADF as an employer in Natal and the Eastern Transvaal.

Overseas experts have speculated that South Africa is in a position to mobilise more than 250 000 men at a time. The Permanent Force only constitutes a small percentage of the SADF.

Colonel Kobus Bosman, spokesman for the Defence Force, said he did not know anything about the FCI's suggestion.

"I think they must have been in touch with the legislature, the Cabinet, and it is the legislature that will reply," he said.

Published by the Computing Service, University of Cape Town.

Please address all correspondence to: The Editor  
@DEBUG  
Computing Service  
UCT  
Private Bag  
7700 RONDEBOSCH

# Assocom happy with De Kock

THE ANNUAL address of the Governor of the Reserve Bank, Dr. De Kock, was described yesterday as realistic.

The chief executive of Assocom, Mr. Raymond Ferguson, said it "reinforces the basic message of the Budget speech on August 13."

"It is clear that a combination of internal and external factors will inevitably result in a much lower rate of economic growth next year and that business and consumer expectations must be adjusted accordingly."

"Assocom supports the pursuance of a market-related interest rate policy, and welcomes the latest evidence of better control over the growth in the money supply. This is part and parcel of the current phase of consolidation and adjustment."

However, the problem of inflation remained too big to be tackled by monetary instruments only, and the role of administered prices in the inflationary process should not be underestimated.

"Assocom hopes that the study of administered prices by the Economic Advisory Council will be completed as soon as possible."

"South Africa's ability to adjust to adverse external economic circumstances — including a lower gold price — in the months ahead will depend largely upon the flexibility and versatility of its domestic economy, and this involves giving the maximum scope to the forces of private initiative and enterprise."

# Free union registration choice welcomed

By SANDRA SMITH

THE Midland Chamber of Industries has welcomed the Government's decision not to compel trade unions to register.

The decision was contained in a White Paper tabled in Parliament this week along with the release of the fifth report of the Wiehahn Commission which has spearheaded reforms in the country's labour laws.

The executive director of

CV Post 27/8/81 (33) (75) (44)  
the Midland Chamber of Industries, Mr Brian Matthew, said the chamber believed it was impossible to expect black employees to organise themselves overnight on the same lines as other unions.

"It will take some time for black employees, excluded from the system for so long, to organise themselves and establish a power base.

"And something which is not acceptable to the vast major-

ity, namely registration, can't be made compulsory," he said.

A state of flux might exist during this interim period of development. People should not over-react to it, he said.

Referring to the Government's rejection of the Wiehahn Commission's recommendation that employers be compelled to recognise registered unions which secret ballots had shown were representative, Mr Matthew said the negotiation was between the

employer and the union.

"It is really between the employer and the union — registered or unregistered — as to how they conduct their affairs," he said.

"It is very difficult to prescribe, and some flexibility is needed. It should be left to the management of a company.

"However, in practice, if you fail to recognise a union which is, say, 80% representative, you are obviously asking for trouble."

DEPARTEMENT VAN MANNEKRAG

KENNISGEWING 650 VAN 1981

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Reef (Non-White Trade) Employers Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

28/8/81

WJ

DEPARTMENT OF MANPOWER

NOTICE 650 OF 1981

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Reef (Non-White Trade) Employers Association. Particulars of the application are reflected in the subjoined table.

133

ation is  
de in the  
l, Boks  
E. (Tvl.)  
Klerks-  
fstroom,  
Vereeni-

less car-

ents set  
(Trans-

unless

uses as

and in-

0 (3) of

;

and/or

White

outside

off the

aurant

dule 1

1974)

as an

ich a

III of

which

ite as

Act.

es-

ard

mes-

sec-

sa-

sec-

the

was

the-

) of

ler-

be

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

#### TABEL

*Naam van werkgewersorganisasie.*—Reef (Non-White Trade) Employers Association.

*Datum waarop aansoek ingedien is.*—17 Junie 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Nie-Blanke Handel in die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Randfontein, Roodepoort, Springs, Vereeniging, Westonaria en Witbank.

“Nie-Blanke Handel” of “Handel” beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes soos in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal) uiteengesit, nagekom word [maar uitgesonderd 'n slaghuis tensy dit verbind is aan en bestuur word op dieselfde perseel as 'n eethuis soos in (b) hiervan bedoel], en dit omvat 'n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie geag word so 'n winkel te wees;

(b) 'n winkel waar etes of verfrings verkoop en/of voorsien word uitsluitlik of hoofsaaklik aan 'n persoon, uitgesonderd 'n Blanke persoon, in 'n gebou of struktuur of in die ope lug buite sodanige gebou of struktuur vir verbruik op of weg van die besigheidperseel en ten opsigte waarvan 'n restouranthouerlisensie soos bedoel in item 37 van Bylae 1 van die Ordonnansie op Lisensies, 1974 (Ordonnansie 19 van 1974) (Transvaal), uitgereik is (hierin 'n eethuis genoem);

(c) 'n winkel en/of eethuis ten opsigte waarvan 'n handelsertifikaat ingevolge Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsterrein in Hoofstuk XIV van laasgenoemde Wet bedoel.

*Posadres van applikant.*—Posbus 5347, Johannesburg, 2000.

*Kantooradres van applikant.*—Sewende Verdieping, Standard House, hoek van Simmonds- en Jeppestraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(28 Augustus 1981)

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

#### TABLE

*Name of employers' organisation.*—Reef (Non-White Trade) Employers Association.

*Date on which application was lodged.*—17 June 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Non-White Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Randfontein, Roodepoort, Springs, Vereeniging, Westonaria and Witbank.

“Non-White Trade” or “Trade” means the business carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met [but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house as contemplated in (b) hereof], and includes an undertaking which by virtue of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) a shop where meals or refreshments are sold and/or supplied wholly or mainly to a person other than a White person in a building or structure or in the open air outside such building or structure for consumption on or off the business premises and in respect of which a restaurant keeper's licence as contemplated in item 37 of Schedule 1 of the Licences Ordinance, 1974 (Ordinance 19 of 1974) (Transvaal), has been issued (herein referred to as an eating-house);

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site as contemplated in Chapter XIV of the last-mentioned Act.

*Postal address of applicant.*—P.O. Box 5347, Johannesburg, 2000.

*Office address of applicant.*—Seventh Floor, Standard House, corner of Simmonds and Jeppe Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(28 August 1981)

"Your people, like the coloured man, will receive the enhanced benefit. He said:

28/8/81  
KENNISGEWING 649 VAN 1981  
DEPARTEMENT VAN MANNEKRAG  
WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreefde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Ongevallegebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade).

*Datum waarop aansoek ingedien is.*—17 Junie 1981.

133  
NOTICE 649 OF 1981  
DEPARTMENT OF MANPOWER  
INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of employers' organisation.*—South African Association for Non-White Trade (Incorporating the Witwatersrand Chamber of Reef Trade).

*Date on which application was lodged.*—17 June 1981.

considerably stiffened the regulations of the Class Areas Bill contemplated by the Smuts government. He also knew that the Areas Reservation Bill was going to be met with vigorous opposition by the Indians, as was the case with the Class Areas Bill. Rather than risking the possibility of the 'Cape Malays' siding with their Indian co-religionists, he used the old colonial ploy of divide and rule, widening the already existing cleavage between these two Muslim population groups in Cape Town. In the process he diminished the strengthening bonds of Islam, which could have been utilised by the 'Indian Muslims' in rallying the support from their fellow Muslim brothers in opposition to their racial subjugation.

It was with this in mind, one may assume, that he declared in his speech at the Conference of the Cape Malay Association that: "They (the Malays) cherished no other land than South Africa, and the Malays are not to be separated from South Africa."



questioned the Cape Muslim participation with the Pact newspapers. Both the Cape Times and the Cape Argus seriously

18 No. 7740

STAATSKOERANT, 28 AUGUSTUS 1981

**Belange en gebied ten opsigte waarvan aansoek gedoen word.**—Werkgewers betrokke by die Nie-Blanke Handel in die landdrostrikte Alberton, Benoni, Bethal, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Hoëveldrif, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Randfontein, Roodepoort, Springs, Standerton, Vereeniging, Westonaria en Witbank.

“Nie-Blanke Handel” of “Handel” beteken die handel wat gedryf word in—

(a) 'n winkel ten opsigte waarvan al die vereistes soos uiteengesit in artikel 10 (1) (b) van Ordonnansie 24 van 1959 (Transvaal), nagekom word [maar uitgesonderd 'n slaghuis tensy dit verbind is aan en bestuur word op dieselfde perseel as 'n eethuis soos in (b) hiervan bedoel], en dit omvat 'n onderneming wat uit hoofde van artikel 10 (3) van genoemde Ordonnansie geag word so 'n winkel te wees;

(b) 'n winkel waar eet- of verversings verkoop en/of voorsien word uitsluitlik of hoofsaaklik aan 'n persoon, uitgesonderd 'n Blanke persoon, in 'n gebou of struktuur of in die ope lug buite sodanige gebou of struktuur vir verbruik op of weg van die besigheidperseel en ten opsigte waarvan 'n restouranthouerlisensie soos bedoel in Item 37 van Bylae 1 van die Ordonnansie op Lisensies, 1974 (Ordonnansie 19 van 1974) (Transvaal), uitgereik is (hierin 'n eethuis genoem);

(c) 'n winkel en/of eethuis ten opsigte waarvan 'n handelsertifikaat ingevolge Hoofstuk XIII van die Wet op Mynregte, 1967 (Wet 20 van 1967), vereis word, of wat bedryf word deur die eienaar of huurder van 'n handelsterrein in Hoofstuk XIV van laasgenoemde Wet bedoel.

**Posadres van applikant.**—Posbus 5351, Johannesburg, 2000.

**Kantooradres van applikant.**—Sewende Verdieping, Standard House, hoek van Simmonds- en Jeppestraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.  
(28 Augustus 1981)

**Interests and area in respect of which application made.**—Employers engaged in the Non-White Trade in Magisterial Districts of Alberton, Benoni, Bethal, Boksburg, Brakpan, Delmas, Germiston, Heidelberg (Tvl.), Hoëveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Potchefstroom, Randfontein, Roodepoort, Springs, Standerton, Vereeniging, Westonaria and Witbank.

“Non-White Trade” or “Trade” means the business carried on in—

(a) a shop in respect of which all the requirements set out in section 10 (1) (b) of Ordinance 24 of 1959 (Transvaal) have been met [but excluding a butcher shop unless it is connected to and conducted on the same premises as an eating-house as contemplated in (b) hereof], and which includes an undertaking which by virtue of section 10 (3) of the said Ordinance is deemed to be such a shop;

(b) a shop where meals or refreshments are sold and supplied wholly or mainly to a person other than a White person in a building or structure or in the open air outside such building or structure for consumption on or off the business premises and in respect of which a restaurateur's licence as contemplated in item 37 of Schedule 1 of the Licences Ordinance, 1974 (Ordinance 19 of 1974) (Transvaal), has been issued (herein referred to as an eating-house);

(c) a shop and/or eating-house in respect of which a trading certificate is required in terms of Chapter XIII of the Mining Rights Act, 1967 (Act 20 of 1967), or which is carried on by the owner or lessee of a trading site as contemplated in Chapter XIV of the last-mentioned Act.

**Postal address of applicant.**—P.O. Box 5351, Johannesburg, 2000.

**Office address of applicant.**—Seventh Floor, Standard House, corner of Simmonds and Jeppe Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(28 August 1981)

On education, general dissatisfaction was expressed with the way in which the Provincial Council administered education and a call was made to bring education under the control of Parliament. The

Comparing the total column with the 1979 Manpower Survey, one notes that the difference is not great; the big discrepancy is between the proportions of skilled and semi-skilled workers. This may reflect differences in average levels of education; it may also reflect differences in the sectoral composition of employment. Yet it seems likely that settled workers are in general regarded as more favourable candidates for on-the-job training for the increasing number of skilled jobs opening up for Africans; to the extent that they are, migrants will be discriminated against. Yet in the light of Table 10 as a whole, it would be overstating the case to refer to this discrimination as a major element in a process of marginalisation.

# Pension Bill may result in strikes, warns Chamber

By STEVEN FRIEDMAN

THE Federated Chamber of Industries has criticised a draft bill on freezing employee pension fund contributions, saying that a clause in it could trigger strikes and that the Government had acted "precipitously"

The FCI says lower-paid workers should be able to opt out of the new pension system and that pension reform should be brought about "step-by-step" through bargaining between employers and workers, rather than compulsion.

It says provident funds should be exempt from the legislation and that hourly-paid workers must be given the option to bargain for a pension fund with forced transferability or a provident fund without it.

These comments are part of a statement issued yesterday by the chairman of the FCI's labour affairs committee, Mr Rod Ironside.

Government moves to freeze employee pension contributions have triggered a spate of strikes in which workers demanded to opt out of pension funds.

Claims on scarce public funds South African Development people, once removed, require etc. How have homeland

## Negotiation

The FCI believed that work conditions, pay and benefits were "matters to be negotiated, between employers and employees through the newly created industrial relations machinery".

"Sound industrial relations practices dictate that employers and employees should be given the opportunity to negotiate on pension issues.

"We should proceed towards the ultimate objective of security in old age for all through a step-by-step basis of agreement from all parties concerned," Mr Ironside said.

Summary totals of removals from rural areas 1960-1979 (thousands)

1970-79	1960-79
305	668
305	454
610	I 122

Removals allows only more urban areas involve:

and 29 of the Urban Areas Act.

## Exemption

The Government recently released a draft Bill which would mean that pension contributions made before the new measure became law would not be affected by the "freezing" provision.

Another clause in the bill allows the authorities to exempt certain groups of workers from the provision if there is a threat of industrial unrest.

Mr Ironside said this clause created an "unacceptable principle" and "could trigger work stoppages".

Either "numbers of industrialists" would request exemptions, making the new pension system "ineffective", or the authorities would be placed "in a difficult position if a refusal led to a strike".

Mr Ironside said: "The undoubted benefits which will be enjoyed by pensioners as a result of the preservation of pension rights cannot be imposed in all situations."

Removals to take place the 1950s, how many Africans sometimes have to homelands to compute in removals are more the movement certain

196C.			
1970/1	I78413 <sup>d</sup>	426825	7385954
1978/9	IO16318 <sup>e</sup>	IO16318	II338308
			57,79
			89,64

security of tenure.

It is possible to provide some sort of context for these resettlement figures by comparing them with indirect estimates of net migration of domestic Africans between 1960 and 1980. Table 3 sets out these net migration estimates:

FOOD FM 4/9/81  
**Coming together?**

133

Moves are afoot to form a food marketing institute — an association of retailers and manufacturers which would co-operate on issues of mutual interest.

The Grocery Manufacturers Association is behind the idea and enjoys strong support from many major manufacturers, Checkers and smaller merchants. But some retailers see little merit in the concept.

The idea is to concentrate on non-controversial areas within the food trade like industrial relations, distribution, administrative systems, and the introduction of a Universal Product Code (UPC) which would benefit from trade co-ordination.

Some retailers, however, fear accusations of collusion and price fixing. The industry has a reputation for being one of the most competitive in the world and is loathe to jeopardise the image.

Pick n Pay's Raymond Ackerman and OK's Meyer Kahn are against competitors sitting down together. They say the tendency for competitors to carve one another up is basically healthy.

Says Kahn: "I see no merit in it. Associations like Assocom are capable of dealing with most of the issues facing the industry. Perhaps on some minor issues, but that's all."

Ackerman concurs, but cites the inflation meeting at which he and other retailers got together, as an indication of a willingness to co-operate.

But Checkers' MD, Rex Glanville, believes that an association would upgrade the industry generally and "what is good for the industry will be good for profits."

Fears of price fixing and collusion seem unfounded if overseas experience is anything to go by. Retailing and manufacturing associations operate throughout the world without prejudicing consumers. Efficiency has been increased, especially in the service areas of retailing. Australia has a strong retail association yet maintains tight margins.

Another point in favour of an association would be the muscle it might be able

to flex with the authorities. For example the Food Marketing Institute, a group of US retailers and manufacturers, is one of the strongest lobbies in Washington.

# Provident fund plea

RDM  
4/9/81

133 300

PROVIDENT funds should be exempted from the proposed legislation to preserve pension rights, says Mr R J Ironside, chairman of the labour affairs committee of the Federated Chamber of Industries.

He said the FCI believed that conditions of service, remuneration and benefits were matters to be negotiated between employers and employees through the new industrial relations machinery.

"The undoubted benefits which will be enjoyed by pensioners as a result of the preservation of pension rights cannot, however, be imposed in all situations. To meet all aspects of the existing situation, hourly paid industrial workers must be given the option of negotiating for a pension fund with preservation, or a provident fund without preservation."

It was an unacceptable principle that discretionary powers should be given to the Registrar of Pension Funds to exempt certain groups of workers from the compulsory preservation where a threat of industrial unrest arose.

"This could trigger work stoppages," Mr Ironside said.

— Sapa.

Sta 7/9/8/  
Clothing  
men meet

Rules:

- (1) An intrinsic function is reference by name and list of actual arguments and order with the specifications of the specified type. Note, however, that the value of the second argument is variable.
- (2) The intrinsic functions AMOD, MOD, and VALUE are not defined when the value of the second argument is zero.
- (3) It is not necessary to declare the intrinsic functions in a program unit that contains a reference to an intrinsic function.
- (4) For a valid intrinsic function reference:
  - (a) must appear as specified in Table 8-2 in parentheses, also specified in the list of actual arguments,
  - (b) must not appear in an EXTERNAL declaration name in a program unit where it appears as a reference,
  - (c) must not appear in any type declaration different from the implied type declaration of Table 8-2.
- (5) If a particular intrinsic function is not referenced in a program unit, its symbolic name may be used for any valid purpose in that program unit.

CAPE TOWN — The National Clothing Federation is holding a convention at Sun City from November 18 to 20 to discuss the "uncertain" state of the clothing industry, the federation's president, Mr Simon Jocum, announced in Cape Town.

Entitled "The climate for clothing in the 80s," the convention will be addressed by executives from the various sectors of the clothing, textile and allied industries.

Mr Jocum said that the clothing industry was in a state of uncertainty. "The economic upturn is levelling out, Government policy is not clear and imports are increasing." — Sapa.

netic or relational expression, must agree in type, number, and order with the specifications of the MAX and MIN intrinsic functions.

are not defined when the value of the second argument is zero.

in the program unit that is already known to the programmer.

e symbolic name:

list of actual arguments,

as a variable or array

Examples:

- (1) This series of statements reads in the six complex type elements of array VCTR, then prints the conjugate of each array element, using intrinsic functions CMPLX, REAL, and AIMAG.

```

C O M P I L E X V C T R ( 6 )
R E A D ( 1 , 1 0 ) V C T R
1 0 F O R M A T ( . . . )
D O 2 0 K = 1 , 6
2 0 V C T R ( K ) = C M P L X ( R E A L ( V C T R ( K ) ) , - A I M A G ( V C T R ( K ) ) )
W R I T E ( 3 , 3 0 ) V C T R
3 0 F O R M A T ( . . . )
    
```

Stop Pensions  
7/9/87 (133)

Provident funds should be exempted from the proposed new legislation to compulsorily preserve pension funds, Mr R J Ronside, chairman of the Labour Affairs Committee of the Federated Chamber of Industries, said in a statement in Pretoria. — Sapa.

Industry in Border  
concerned about  
union detentions

BY KEITH ROSS

EAST LONDON — Concern about the effect on labour relations of the Ciskei's detention of 205 trade unionists has been expressed by the president of the Border Chamber of Industries, Mr John Rich.

The detentions, by the Ciskei's security police, were carried out in Mdantsane last Sunday. Three busloads of trade union officials were held after they attended a union meeting in East London.

Mr Rich said labour unrest in the area could have an adverse effect in the short term on the industrial growth that was expected when the Government announced concessions to boost the economy of

the region. These are expected within months.

"I hope it will not", he said.

"We have been looking anxiously for this development and the job opportunities it will bring.

"I do believe industrialists realise that this is not the only area that has been affected by labour unrest and it should not, therefore, have a long-term effect on development."

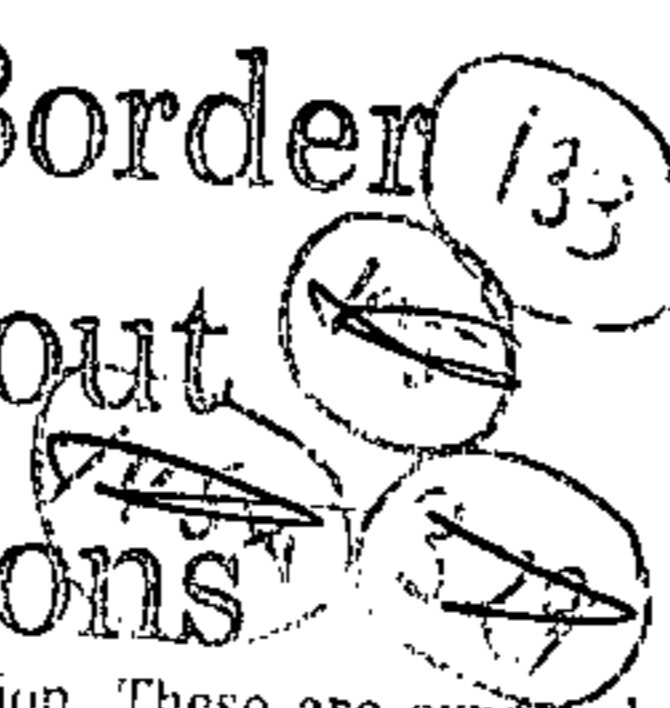
Mr Rich did not want to comment on the detentions.

"There are a lot of rumours going round, but the detentions seem to have been made for political reasons.

"My chamber does not involve itself in politics."

CV Post 11/7/81

133



# Seifsa president warns of difficult times ahead

133  
14/9/87

By David Bamber

Members of the Steel and Engineering Industries Federation will find it increasingly difficult to remain competitive and to provide additional employment for the country's rapidly growing population.

Issuing this warning at Seifsa's annual general meeting, the president, Mr L Boyd, said in spite of a lower tempo of growth in South Africa, there were still no signs of any meaningful reduction in inflation which remained the most serious problem currently facing the business community.

This led to it becoming harder to structure realistic industrial agreements acceptable to both employers and employees "and at the same time enable our members to remain competitive."

## COMPETITION

Mr Boyd noted that Seifsa's companies had faced increased competition from imports at a time when expansion in South African industry

was essential to creating additional work opportunities for the large numbers of unemployed.

He said during the 1970s the relationship between contracting and client companies was stabilised by the emergence of contract price adjustments formulae aimed at ensuring healthy competition tendering in inflationary times.

"However, continuing high levels of inflation are now generating doubts on both sides as to the ability of these formulae to meet the needs of the respective parties," he said.

## PHENOMENON

Mr Boyd said another phenomenon of the high levels of economic activity had been the mushrooming of labour brokers who competed with established engineering businesses for capital and maintenance work without having to meet the costs involved in operating under the various training and benefit fund agreements in the

industry.

"While nobody denies the right of labour brokers to exist, their continued operation outside the scope of the Industrial Council can only harm both employers and employees in the industry," Mr Boyd said.

## IMPORTANCE

Illustrating the importance of economic growth of the Seifsa group of industries to South Africa's wellbeing, Mr Boyd pointed out that the gross output of this sector was more than R11 000-million, representing some 33 percent of the country's total manufacturing output.

Its workforce of all population groups was now 530 000 representing more than a third of the total manpower engaged in all manufacturing activity.

New capital investment in this group of industries amounted to R2 745-million over the past five years while total crude steel production last year was 9,1-million tons.



# Seifsa plea on black unions

ROM 15/9/81

346  
187  
133  
139

By STEVEN FRIEDMAN

THE president of the giant Steel and Engineering Industries Federation (Seifsa), Mr Leslie Boyd, said yesterday that the official industrial council system would have to be adapted to ensure that black unions took part.

He reiterated, however, Seifsa's long-standing support for the system. Seifsa is the country's biggest non-mining employer federation and it is a party to the country's biggest industrial council.

Mr Boyd's remarks, made in a speech to Seifsa's annual meeting in Johannesburg yesterday, come at a time when it is re-examining its labour guidelines which strongly support the system.

Observers believe they herald employer support for changes aimed at making the industries' industrial council, which covers the wages and work conditions of about 500 000 workers, more attractive to black union critics.

Mr Boyd said that the industrial council system had been subjected to "much criticism" in the past year.

He added: "It is evident that adaptations will have to be made to ensure that trade unions catering for black employees can participate in the system with the support of their members".

But Mr Boyd went on to say that "insufficient attention is being given in the debate to the considerable merits of the system."

He said "fragmented bargaining at plant level" would lead to a "leap frogging" of wage rates and "a chaotic situation".

The metal industries' council would have to be strengthened "if our industry is to remain stable, and continue to grow".

## Confidence

The existence of established procedures as well as council agents "with important powers of inspection to ensure the correct implementation of agreements by both parties" gave both sides confidence in bargaining as a method of settling disputes.

cognition of a total interest cost (i.e. both  
ity interest) in the USA coincided with the  
utility regulation. Rates were set so that  
ies were able to receive a fair return on their  
ey were wont to include total interest as a  
, as it increased the asset base on which their  
ates were calculated. In one of the early  
nvolving a utility, the judge ruled

t is justifiable because of the im-  
e of capital and

ty be al cannot  
or i al purposes."9

on n between debt and

nd ec mid-20's, interest

ions. nised by certain

feren t the operating

ces w be comparable

used their own capital for fixed asset acqui-

se that used outside debt capital. In any

illogical that the cost of an asset should

f the method of paying for it. The Harvard

The councils also gave unions and employers an opportunity to co-operate on training, pensions and medical aid.

Mr Boyd also warned that the boom of the past 18 months had emphasised "the considerable skills shortage in South Africa", which was hampering capital projects and causing concern about routine maintenance standards.

Seifsa had indentured 235 black apprentices this year and had set itself a target of 5 000 apprentices of all races a year.

Mr Boyd said, however, that there were still "certain barriers" in the way of recruiting black apprentices.

These included inadequacies in schools' maths and science teaching.

# Heuninis hint has worried employers

By STEVEN FRIEDMAN

A GOVERNMENT hint that tax concessions for the training of labour in the cities could be phased out to encourage firms to move to homeland areas is causing widespread concern and uncertainty among employers.

Federated Chamber of Industries economist Mr. Arthur Hammond-Tooke told the Rand Daily Mail that the FCI has been "deluged" with calls from employers who were concerned at a report that the concessions could be phased out.

Spokesmen for the clothing and civil engineering industries have also voiced concern and employers fear that such a move would be "a disastrous setback to

efforts to train skilled workers.

Employers who train workers at present can claim a 100% tax concession on training costs. Businessmen say the concessions have provided a crucial boost to training at a time when the country faces a growing skilled manpower crisis.

In the Parliamentary debate on the Prime Minister's budget vote, Mr. P. W. Botha indicated that subsidies for employers in the cities would be phased out. Mr. Harry Schwarz of the PFP then asked whether this would include subsidies on the training of labour. The Minister of Interior, Mr. Chris Heunis, replied that "the point is valid" and that all urban subsidies to employers would have to be removed.

He and Mr Botha made it clear that the Government sees removing city subsidies as a way of encouraging employers to invest in homeland areas.

Mr Hammond-Tooke said there was employer "confusion and concern" at Mr Heunis's remarks and added: "We hope that he did not intend to say that the training concessions will be removed. To do so would discourage employers from investing in training, which is essential to our economic future."

Mr Kees Lagaay, director of the Federation of Civil Engineering Contractors, said his federation would be "extremely unhappy" if the concessions were phased out.

"It may be true that employers shouldn't need concessions to get on with training, but the fact remains that this is a powerful incentive," he said.

Mr Lagaay said employers had to pay levies to finance the upkeep of in-service training centres and removing the tax concessions would mean that "there is a training stick but no carrot."

Another source in the industry said that some workers trained in the cities would work elsewhere and that removing the concessions would hamper their training as well.

A clothing industry source said that clothing employers were "particularly worried."

"Training is very important to the growth of our industry and we are specially worried because we have always been a target of the decentralisation programme," he said.

However, the director of the Building Industries Federation, Mr Lou Davis, said Bifisa had heard nothing to indicate that the concessions would be removed.

"We would be very surprised. The Government has continually told us the opposite and promised continued support for our training efforts," he said.

CARR  
INTA

15/9/81

100  
178  
133

# Seifsa hammers out new union bargaining deal

By STEVEN FRIEDMAN

22. Interview with Mr S & Sells.

23. FASB 34: Op. cit.,

24. FASB DM: Op. cit.,

25. Arthur Young & Co.: Memorandum - Account

26. Coopers & Lybrand:

27. Ernst & Ernst: Op.

28. FASB ED: "Capitali 15, 1978, paragraph

29. Ernst & Whinney: "Capitalisation of I

30. Martin, D. Edward: Capitalisation Inte page 26.

31. FASB DM: Op. cit.

32. Ibid, paragraph 62

33. Ibid, paragraph 63.

34. Ibid, paragraph 64.

THE giant Steel and Engineering Industries Federation, whose members employ about half-a-million workers, is finalising major changes to its labour policy in an attempt to meet the demands of black unions which have rejected the official bargaining system.

Seifsa has been the staunchest and most important supporter of official industrial councils, and negotiates on the country's biggest council.

However, informed sources say influential Seifsa employers, although they continue to favour industrial councils, also support a "decentralisation" of bargaining with representative unions, as well as some form of direct negotiation with unions on the factory floor.

They add that this would imply important adaptations to the metal industries' industrial council, which some employers and unions believe has become too unwieldy and removed from grassroots workers.

These sources say the changes in Seifsa policy follow a hotly-debated rethink in the federation on labour relations issues.

## Criticism

Seifsa's review comes as industrial councils are subjected to mounting criticism from unions demanding direct negotiating rights on the factory floor.

A change in its policy could have far-reaching implications for labour relations in other industries.

Seifsa's director, Mr Sam van Colter, confirmed yesterday Seifsa was rethinking its labour guidelines, published in 1979, which rejected any negotiation outside the existing industrial council system.

He declined to disclose details of the proposals. "We will make our stand public at the appropriate time," he said.

But on Monday Seifsa's president, Mr Leslie Boyd, while strongly supporting the industrial council system, added that there was a need for adaptation to enable black unions to take part in it "with the support of their members".

t Cost", December

ng Developments :  
nuary 1980, page 13.

n Acc  
Execu

## Unwieldy

A major metal employer who favours the council system has told the Rand Daily Mail the council will have to be "decentralised" to allow for smaller bargaining entities.

"The council is just too large and unwieldy. Decentralising it would allow greater worker participation," he said.

A source in another large company said he favoured retaining the industrial council "as an umbrella".

But he added: "We would like to see decentralised bargaining under that umbrella — bargaining in much smaller units.

"It is quite possible for councils to provide for 'house agreements' in which unions can bargain issues with individual employers. We would support such a system."

Industry sources say the proposals will be discussed with unions on the council and those off it before the new policy is finalised.

Registered unions on the council are known to favour the industrial council system strongly.

FASB  
ost", The National

4.

# Rail price hikes an upset for black leaders

By MOKONE MOLETE

COMMUNITY leaders today reacted angrily to the 10% increase in train fares announced in Parliament yesterday by the Minister of Transport, Mr Hendrik Schoeman.

The chairman of the Domestic Workers and Salesladies Association (Dwasa), Mrs Momfanelo Suka, said it was unfair that domestic workers, who received the lowest pay and were not protected by law, would have to carry the burden of the increases.

"These workers, who receive sometimes as little as R45 a month, are now going to be faced with more price increases. And this follows the increase in the price of bread. They must get a subsidy on their fares," she said.

The chairman of the Indian Management Committee, Mr R Bhana, said the increases were "most unfair" to lower income-groups, who depended on trains for transport.

"Instead of pushing up fares, train services should be subsidised. The increases can be blamed only on poor administration on the part of the railway authorities," he said.

The leader of the Labour Party, the Rev Allan Hendrikse, said it was to be regretted that blacks, who formed the bulk of all train commuters, had to be affected by inflation, which was a "di-

rect result of the Government's policy of separation".

In Johannesburg, the South African Federated Chamber of Industries said it supported the general principle that the SAR should charge economic tariffs for its services, but where un-economic services had to be provided in the interests of the country as a whole, the burden should be carried by the community at large rather than transport services alone.

"The Chamber advocates that the railways should plan its tariff adjustments with greater regard to the business cycle," the SAFC said.

"This would mean that increases in rail rates are not synchronised with declines in the economy," the statement said.

Assocom believed that where the railways were expected to provide socio-economic services at a loss, the cost should be borne by the taxpayer, not by other users.

The association welcomed the emphasis on training employees, irrespective of colour.

The Afrikaanse Handelsinstituut also welcomed the absence of general tariff increases.

The institute welcomed the R3.6-million surplus envisaged by the Minister for 1981-82 and hoped that it would be used against future cost increases and possible tariff increases.

— Sapa

# Focus on urban blacks Minister

Agms  
17/9/81

133  
389  
300

Political Correspondent

SERIOUS attention would have to be given to the position of blacks outside homelands in the next decade, the Deputy Minister of Co-operation, Dr G de V Morrison, said today.

Speaking at a meeting of the Afrikaanse Sakekamer in Middelburg (Cape), Dr Morrison said moves in labour had shown the Government was serious about the position of blacks in white South Africa.

Comprehensive legislation on bottlenecks affecting these people was being prepared by the Department of Co-operation and Development.

While in the case of the black 'national states' there had been rapid unfolding of Government policy, something concrete would now have to be done



Dr G de V Morrison

to satisfy the political and social aspirations of blacks in the rest of South Africa.

The aim would be for blacks to have close links with their national states while also being satisfied with life in white South Africa.

Realism demanded that the problem be faced squarely.

What we have to face is whether 9.5 million blacks in white South Africa are to be our allies or not in the struggle to keep our country strong and progressive.

If we see blacks as potential partners then it is important that we create a dispensation for them to make it worthwhile to be

Dr Morrison said the greatest challenge was housing for blacks. There was an estimated shortage of 100 000 houses in urban areas.

# to city tourism

## Consumer Reporter

THE 10 percent increase in air fares is a blow to the tourist industry which is so vital to Cape Town. Mr John Robert, managing director of Captour, said today.

He suggested that, instead of losing money on some flights between Cape Town and Johannesburg which were not completely full, South African Airways should arrange to sell seats at a reduced price through Captour and similar organisations.

'They already have "part-charter" arrangements — under which a block of seats on an ordinary scheduled flight is sold at reduced prices — on international flights because of competition from other airlines.

'But they do not do it on internal flights because there is no competition.'

The Mayor of Cape Town, Mr M J 'Kosie' van Zyl, and the Deputy Mayor, Mr Sal Kreiner, also said they were concerned about the effect the rise in air fares might have on tourist trade from the Transvaal.

Pointing out that it would now cost a couple R500 to visit Cape Town from Johannesburg, and that there had already been a 15 percent rise in air fares earlier this year, Mr van Zyl said: 'That is a lot of money and I really feel it could discourage holiday-makers from inland.'

Mr van Zyl said although any increase in fares was to be deplored, the Minister had no option but to put them up in view of rising costs.

Mr Kreiner said although the increase of nine percent in weekly season tickets was not a very big increase to third class fares, it would still be a blow to the less affluent people who had to travel long distances from the townships.

INCREASED rail fares were cause for concern — particularly since so many of Cape Town's work force had long distances to travel.

This was the reaction of Mr Jack Roos, director of the Cape Chamber of Industries, to the announcement of higher rail fares from October 1.

It was true that most commuters would have to pay only a nine percent increase for weekly and monthly season tickets. But their families, and casual workers, who would no longer be able to buy return tickets, would be faced with a bigger increase when they bought

Rail fare rises will hit city workers

single tickets in each direction.

Mr Roos said it was good that freight charges had not gone up. But they were not expected to do so, in view of the increase in freight charges earlier this year.

17/9/81  
133  
262

**KENNISGEWING 720 VAN 1981**  
**DEPARTEMENT VAN GEMEENSKAPS-  
 ONTWIKKELING**  
**KENNISGEWING VAN BEPALING VAN  
 VERGOEDING**

*Aan:*

**DIE PERSONE HIERONDER AANGEDUI EN ALLE  
 BELANGHEBBENDE PARTYE**

1. Die eiendom hierna beskrywe, waarvan u na die wete van die Gemeenskapsontwikkelingsraad ingestel by artikel 2 van die Wet op Gemeenskapsontwikkeling, 1966 (Wet 3 van 1966), soos gewysig, die geregistreeerde eienaars is, word deur genoemde Gemeenskapsontwikkelingsraad benodig.

2. Derhalwe is die eiendom kragtens paragraaf (a) van subartikel (1) van artikel 38 van gemelde Wet op 11 September 1981 onteien.

3. Die Gemeenskapsontwikkelingsraad het die vergoeding ingevolge artikel 10 (2) van Wet 63 van 1975 bepaal soos in die Bylae hiertoe aangedui.

4. Alle belanghebbendes word versoek om vertoë wat hulle in verband hiermee wil maak skriftelik binne 30 dae vanaf datum van hierdie kennisgewing by die Streekverteenvoorder, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000 (Tel. 28-3500), in te dien.

5. Hierdie advertensie word ingevolge die bepalings van artikel 7 (3) en (5) van Wet 63 van 1975 gepubliseer.

Gedateer te Johannesburg op hede die 11de dag van September 1981.

L. FOUCHÉ, Direkteur-generaal, p/a Die Streekverteenvoorder, Departement van Gemeenskapsontwikkeling, Privaatsak X18, Johannesburg, 2000.

**NOTICE 720 OF 1981**  
**DEPARTMENT OF COMMUNITY  
 DEVELOPMENT**  
**NOTICE OF DETERMINATION OF  
 COMPENSATION**

*To:*

**THE PERSON(S) MENTIONED IN THE SCHEDULE  
 HERETO AND TO ALL INTERESTED PARTIES**

1. The property described in the Schedule hereto of which you are to the knowledge of the Community Development Board, established under section 2 of the Community Development Act, 1966 (Act 3 of 1966), as amended, the registered owners are required by the said Community Development Board.

2. The property was therefore expropriated on 11 September 1981 in terms of paragraph (a) of subsection (1) of section 38 of the said Act.

3. The Community Development Board has in terms of section 10 (2) of Act 63 of 1975, determined the compensation at the amounts as per attached Schedule.

4. All interested parties are requested to submit in writing within 30 days from date hereof any representations they may wish to make in connection herewith to the Regional Representative, Community Development, Private Bag X18, Johannesburg, 2000 (Tel. 28-3500).

5. This advertisement is published in terms of the provisions of section 7 (3) and (5) of Act 63 of 1975.

Dated at Johannesburg this 11th day of September 1981.

L. FOUCHÉ, Director-General, c/o The Regional Representative, Department of Community Development, Private Bag X18, Johannesburg, 2000.

BYLAE

Beskrywing van eiendom	Grootte	Eienaar	Aandeel	Transportakte No.	Vergoeding aangebied
Erf 108, Mid-Ennerdale	3 965 m <sup>2</sup>	Die Eksekuteur: Boedel wyle Mollie Beukes	¼ .....	F9074/54, gedateer 23/9/54 .....	R600 plus 10%.
		Die Eksekuteur: Boedel wyle Harold Wilson	¼ .....	F9074/54, gedateer 23/9/54 .....	R600 plus 10%.

**SCHEDULE**

Description of property	Area	Owner	Share	Title Deed No.	Amount offered
Stand 108, Mid-Ennerdale	3 965 m <sup>2</sup>	The Executor: Estate late Mollie Beukes	¼ .....	F9074/54, dated 23/9/54 .....	R600 plus 10%.
		The Executor: Estate late Harold Wilson	¼ .....	F9074/54, dated 23/9/54 .....	R600 plus 10%.

(18 September 1981)

**KENNISGEWING 721 VAN 1981**  
**DEPARTEMENT VAN MANNEKRAG**  
**WET OP NYWERHEIDSVERSOENING, 1956**  
**AANSOEK OM REGISTRASIE VAN 'N WERK-  
 GEWERSORGANISASIE**

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die O.F.S. and Northern Cape Soft Drink Manufacturers Association. Besonderhede van die aansoek word in onderstaande table verstrek.

**NOTICE 721 OF 1981**  
**DEPARTMENT OF MANPOWER**  
**INDUSTRIAL CONCILIATION ACT, 1956**  
**APPLICATION FOR REGISTRATION OF AN  
 EMPLOYERS' ORGANISATION**

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the O.F.S. and Northern Cape Soft Drink Manufacturers Association. Particulars of the application are reflected in the subjoined table.

(33)

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Ongevallegebou 449, Schoemanstraat 215, Pretoria. (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—O.F.S. and Northern Cape Soft Drink Manufacturers Association.

*Datum waarop aansoek ingedien is.*—1 Mei 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Sagtedrankvervaardigingsnywerheid in die landdrostdistrikte Bethlehem, Bloemfontein, Kimberley, Kuruman en Welkom.

“Sagtedrankvervaardigingsnywerheid” beteken, sonder om die gewone betekenis van die term enigszins te beperk, die nywerheid waarin sagtedranke berei, vervaardig, gebottel, geblik of op 'n ander manier behouer, toegedraai en/of verpak word.

“Sagtedrank” beteken enige vloeistof wat bedoel is vir verkoop as 'n drank vir menslike verbruik, en dit omvat—

- (a) enige vrugte- of groentedrank;
- (b) water, sodawater, Indiese of kinientonikumwater, natuurlike bronwater en enige versoete kunsmatig gekarbonateerde water, hetsy gegeur of ongegeur;
- (c) gemmerbier en enige kruie- of botaniese drank;
- (d) vrugtesap, versoet of onversoet, kwasse en vrugtestrope;
- (e) gegeurde gortwater en vloeistofprodukte wat by die bereiding van gortwater gebruik word;
- (f) enige proteïenryk drank; en
- (g) enige ander onversoete drank;

maar dit sluit die volgende uit:

- (i) Melk of enigiets wat van melk berei is;
- (ii) tee, koffie, kakao of sjokolade, of enigiets wat daarvan berei is;
- (iii) enige eierprodukt;
- (iv) vleis- of gisekstrak, sop of sopmengsels; of
- (v) enige drank wat ressorteer binne die bepalings van die Drankwet, 1977 (Wet 87 van 1977), soos gewysig.

*Posadres van applikant.*—Posbus 455, Bloemfontein, 9300.

*Kantooradres van applikant.*—p/a S.A. Bottling Company (O.V.S.) (Pty) Ltd, Tanneryweg, Hamilton Industriële Gebied, Bloemfontein.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(18 September 1981)

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—O.F.S. and Northern Cape Soft Drink Manufacturers Association.

*Date on which application was lodged.*—1 May 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Soft Drink Manufacturing Industry in the Magisterial Districts of Bethlehem, Bloemfontein, Kimberley, Kuruman and Welkom.

“Soft Drink Manufacturing Industry” or “Industry” means, without in any way limiting the ordinary meaning of the term, the industry in which soft drinks are prepared, manufactured, bottled, canned or otherwise containerised, wrapped and/or packed.

“Soft drink” means any liquid intended for sale as a drink for human consumption, and includes—

- (a) any fruit or vegetable drink;
- (b) water, soda water, Indian or quinine tonic water, natural spring water and any sweetened artificially carbonated water, whether flavoured or unflavoured;
- (c) ginger beer and any herbal or botanical beverage;
- (d) fruit juice, sweetened or unsweetened, squashes and cordials;
- (e) flavoured barley water and liquid products used in the preparation of barley water;
- (f) any high-protein drink; and
- (g) any other unsweetened drink;

but does not include—

- (i) milk or any preparation of milk;
- (ii) tea, coffee, cocoa or chocolate, or any preparation thereof;
- (iii) any egg product;
- (iv) meat or yeast extracts, soup or soup mixtures; or
- (v) any drink falling within the provisions of the Liquor Act, 1977 (Act 87 of 1977), as amended.

*Postal address of applicant.*—P.O. Box 455, Bloemfontein, 9300.

*Office address of applicant.*—c/o S.A. Bottling Company (O.V.S.) Pty Ltd, Tannery Road, Hamilton Industrial Area, Bloemfontein.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(18 September 1981)



TAB 6-1  
COLUMNS...CATEGORIES OF FIELDS

0	1	2	3	4	5	TOTAL	MISSING	COUNT
53	22	17	3	3	1	92	355	
57	23	17	3	3	1			

TAB 6-2  
COLUMNS...CATEGORIES

1	65	32
3	65	32
2	63	32

TAB 7  
COLUMNS...CATEGORIES

SMALL	MEDIUM
42	17
51	73

TAB 8-1  
COLUMNS...CATEGORIES

SOME	OTHER	MISSING	COUNT
137	19	3	1
103	00		

# 'Blacks in white SA demand attention'

Star 18/9/87

**Political Staff**  
**CAPE TOWN** — The next decade would be one where, more than ever before, serious attention would have to be given to the position of the black man outside the homelands, the Deputy Minister of Co-operation, Dr Morrison, has said.

Addressing the Afrikaanse Sakekamer in Mid-delburg (Cape) earlier this week, Dr Morrison said initiatives such as those in the labour field had shown that the Government felt strongly about the position of blacks in white South Africa.

Comprehensive legisla-tion to deal with bottle-necks affecting black people was being prepared by the Department of Co-operation and Develop-ment.

**LINKS**

In the case of the black "national states" there had been rapid unfolding of Government policy. Something concrete would also have to be done to satisfy the political and social aspirations of blacks in the rest of South Africa, Dr Morrison added.

He said the aim must be for blacks to have a maximum link with their

national states while at the same time ensuring satisfaction with their lives in white South Africa.

According to the latest census there were 9,5-million blacks in white South Africa. There were another 6,5-million in the self-governing states, which were still part of South Africa, and there were 4-million in the independent national states.

"What we must face is whether these 9,5-million people inside white South Africa are to be our allies or not in the struggle to keep South Africa strong and progressive.

"The question is whether we see the black man in South Africa as a potential enemy, or a potential partner."

**CHALLENGE**

Dr Morrison said the greatest challenge was in the field of housing.

There was an estimated shortage of 160 000 houses for blacks in the urban areas.

The total economic sys-tem of the country was at stake and the private bu-siness sector would have to make an active contribu-tion.

Greater progress would have to be made with the removal of hurtful discrim-inatory measures.

30  
133

# Textile men to talk out proposed tariff boost

S. EXP/10/1/81 20/9/81 133

THE Textile Clothing Advisory Council has appointed a subcommittee to talk out the proposed round of tariff increases that could, if implemented, send the price of clothing skyrocketing.

The National Clothing Federation's Simon Jocum told the Sunday Express an attempt would be made early in October to get around a table and iron out the differences amicably.

"The application for increased tariffs is a bit like a union wage demand: they ask for far more than they are expecting," he said.

Mr Jocum says the Government has notified the industry that in future it must rely on tariffs for protection against imports.

"While we are preparing ourselves for this, we are strongly

By **TONY HUDSON**  
Business Editor

opposed to the system.

"We feel the answer is in import control combined with moderate tariffs.

"Import control is easy to administer and the flow of imports can be controlled quite easily, according to the needs of the industry."

At present, the textile industry has one application for massive increases on tariffs for knitted material gazetted and it is believed it has another huge application for a heavy increase in duty on woven fabrics in the pipeline.

If the applications are granted, the clothing industry, which has a turnover of around R1 200-million a year, will be hard hit.

The clothing industry and the

local textile manufacturers have been at loggerheads for a number of years now, with the clothing men claiming that they must be allowed to import cloth as the textile industry was late with supplies and couldn't meet some of the standards required.

The textile manufacturers reacted strongly by accusing the clothing industry of being too

fussy and said there was no need for imports as they could meet most of the demand.

The ongoing acrimony eventually resulted in the formation of the joint advisory council.

It is hoped that this body will be able to sort out disputes without tempers fraying and loud appeals to the Government for help from both sides.

# 'Cloth Star firms 22/7/81 can (133) come

**CAPS TOWN** — Recent allegations by retail sources that the clothing industry was not able to cope with demand were exaggerated, according to the president of the National Clothing Federation, Mr. James Joann.

Speaking in Cape Town after an executive meeting, Mr. Joann denied that the clothing industry could not meet delivery dates.

This was the exception and not the rule, he said. Tremendous pressure had been placed on the industry because of an unprecedented demand for clothing over the past year.

"Notwithstanding this upsurge in demand, the clothing industry has met the challenge by increasing its work force and is at present employing a record number of 130 000 workers.

"In addition, it has increased productivity and overtime.

## **UNDER-BUDGETED**

"Many retailers have, no doubt, underbudgeted their requirements owing to the unforeseen circumstances.

"Imports of clothing have doubled and in certain sections have increased by 400 percent over 1980," Mr. Joann said.

"Owing to the uncertainty of the clothing industry, manufacturers have been hesitant in making further investments until Government policy has been clarified.

## **STAINERS**

The industry will high...

Government policy has...

"The authorities have agreed to appoint a study group of experts in each sector from retail, clothing, textiles, fibre producers and wool and cotton farmers to get together with Government experts to plan and safeguard the long-term future of these vital industries employing nearly 500 000 people," Mr. Joann said.

# Assocom to cover housing and education

25/9/81  
EOM  
133

AMONG the wide ranging issues which will be discussed at the 79th Assocom congress which will be held in Durban from October 13 to October 15 are resolutions dealing with:

- Housing for all population groups;
- Financing of State Corporations;
- Taxation;
- The education system;
- Finance and organisation of the metropolitan areas;
- Opening up CBD trading to all races.

Assocom resolutions are not debated in a vacuum. Leading State officials attend — and often speak to — the debates, and resolutions are later discussed by senior Assocom officers with the Ministers concerned.

Two aspects of housing will be examined — the national housing policy and black housing and the private sector.

As a matter of urgency the Cape Town and Springs chambers of commerce ask for a joint study to be undertaken by the public and private sectors in order to formulate a sound long-term policy, especially for the lower income groups.

The resolution calls for streamlined and simplified administrative procedures, the wider use of all building methods and options in order to reduce

By HAROLD FRIDJHON

housing costs, a review of methods of financing, and amendments to all regulations and by-laws which impede changes

Discussion on black housing hinges on the investigations of the Viljoen Panel into the extent to which the private sector can become involved in solving the housing backlog in Soweto.

As it is believed that the findings of the Viljoen Panel will have a beneficial impact on the black housing, the resolution urges that the panel report be published as soon as possible, that it should be speedily implemented and that the principles should be extended on a nationwide basis.

A call for correct priorities for the capital expenditure programmes of all State corporations and statutory bodies comes from the Cape Town chamber which says that the Government should determine the correct limit of the extent to which these capital spending programmes should be financed from revenue.

The reasons given for the reso-

lution are that the State corporations have a considerable influence on general economic development, their use of scarce resources, and on inflation because of the financing, pricing and expenditure policies.

The resolution on tax is simple and straightforward. Because of the impact of the fringe benefits tax and of fiscal drag it simply calls for the tax ceiling to be raised from R40 000 to R50 000 and for the marginal rates to be reduced.

In order to produce people with suitable skills so that the growth rate can be maintained at an optimum rate, the education resolution calls for equal opportunities for all races, with greater emphasis on technical education through a twin-stream system.

And once again a call is being made for the immediate opening up of white central business districts of cities and towns to businessmen of all races, to phase in the opening of other business areas at present limited for the use of a particular race group, and to repeal legislation which prohibits the use of black, coloured and asian managers in white-owned businesses in white areas.

The Congress will be opened by Mr Chris Saunders, chairman of the Tongaat Group, and Professor Jan Lombard, Mr Meyer Kahn and Dr Kobus Loubser will take part in a symposium on the challenges facing business.

# Industrialists blamed for low productivity

Star 25/9/81 (133) 242

Own Correspondent

DURBAN — Productivity in South Africa lagged far behind the levels attained by the country's main trading partners and much of the blame lay with industrialists who had failed to provide adequate training for employees whose basic education "might have been just about nil."

This was said in Durban last night by Mr Ken Lunn, president of the Natal Chamber of Industries, at the chamber's annual dinner.

"Unless we, as industrialists, work out training programmes to ensure optimum production from

our machinery, we will not be successful in expanding industry to provide employment for people who are unemployed at present and the school leavers who will be coming on to the market annually," he said.

In assessing South Africa's productivity, Mr Lunn said it was only about one third of Britain's and one sixth of that of the United States and West Germany. From 1972 to 1979 the gross domestic product a head, compared with 26 other countries, had exceeded only those of Zambia and Switzerland which "both registered negative growth rates."

Mr Lunn urged industry leaders not only to train workers but also them-

selves — particularly in communication and the art of negotiating with trade unions.

Over the past year Government legislation had permitted black trade unions to become registered. Whether registered in terms of the Industrial Conciliation Act or not, such unions were a force to be recognised.

It was possible that many employers were "ill-prepared for dealing with this new organised labour force." Mr Lunn appealed to them to ensure they were properly trained in dealing with claims and disputes.

"It will be absolutely necessary for an employer or chairman of an employer association to have done his homework and

prepared a stand. It is no good thinking the people with whom you are going to negotiate are not knowledgeable or capable. Never underestimate and always investigate."

Turning to the economy, Mr Lunn said inflation remained a major problem but warned the Government of the dangers of "overkill" in efforts to control it.

"I realise we cannot live with high inflation in South Africa, especially when our main trading partners' inflation rates significantly lower. But we must avoid high growth followed by a sharp decline in growth."

Such rapid change, he warned, would lead to unemployment and its attendant problems.

# Minister urges employers to avoid conflict

By Drew Forrest

South African employers knew too little about trade unionism and were not ready to deal with possible conflict situations in industry, the Minister of Manpower, Mr Fanie Botha, told Afrikaans business leaders in Johannesburg last night.

At a meeting of the Johannesburg Afrikaanse Sakekamer, Mr Botha warned that local industrialists "did not know the anatomy of industrial conflict."

South African labour history was short and because of inexperience in labour relations, the country's employers could more easily make errors of judgment.

"The first response of some employers to labour conflict has been to call in the police and officials of the Department of Manpower — the last thing to do," he said.

Local management faced a particularly difficult problem, both because of South Africa's racial situation and because workers were still "very unorganised and easily influenced."

"To maintain labour peace and stability among our millions of industrial workers, the highest level of skill, insight, balance and decisiveness in the handling of industrial relations will be demanded of us," Mr Botha said.

It was an inescapable reality that the labour field could develop into "a battlefield for social, economic and political rights," and this had to be avoided at all costs.

Stressing that all workers, regardless of race, colour or sex, could now join registered trade unions and take part in the country's negotiating structures, Mr Botha appealed to employers to "maintain the orderly system now provided, and to remain within its framework."

# DON'T TURN PROFITMAKING INTO EXPLOITATION, SAYS STEYN

S. Tubame 27/9/81 (133)  
Finance Editor

A WARNING to Natal industrialists not to turn profit-making into exploitation was given by deputy Minister of Finance and Industries Danie Steyn at the NCI annual dinner this week.

Stressing the fact that it was the private sector's "absolute responsibility" to create growth and investment, Steyn added: "Be sure your profit does not become exploitation as the word profit would then become a swearword in the mouth of the public."

He said the success of the country's continued industrialisation

depended partly on a widening horizon of export possibilities. Richards Bay could be a major factor in this respect.

"In 1980 Richards Bay accommodated 661 vessels and handled more than 28 million tons of cargo, a remarkable performance for an entirely new harbour," said Steyn. "But Richards Bay is only at the beginning of its development."

The deputy minister asked Natal industrialists

to take a closer look at decentralisation.

"Neither you nor the country can afford that industry and commerce (in existing areas) become bogged down in traffic congestion of a nature which would seem to be almost insurmountable."

The NCI president Ken Lunn warned of the strengthening of the trade union movement and the need for employers to educate themselves in the correct techniques of negotiation.

He also made a plea to Government to give organised industry sufficient time to study draft legislation and make comment.

"I would suggest the old adage 'more haste less speed' should be considered," he said. "Industry has, through the federated chamber and regional chambers, a tremendous wealth of knowledge which can assist Government in framing legislation which thereby will not require amending in the short term and hopefully medium term."

UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

IN AND ESTATE DUTY II - 1981

/READING LIST 3rd & 4th QUARTER

THE INCOME TAX ACT

MEYEROWITZ

ILLUSTRATIVE EXAMPLES

TUTORIALS

s.1 'gross income' definition paras. (ga), (k), (n); s.9, s.10(1) (w), s.22A(2), s.24A(3)

Chapter 7

-

10.4  
10.6  
T.1523

s.108 and peruse double tax agreements noted below with emphasis on articles listed - United Kingdom Art.1,3,4,6, 9,10,11,14,22.

Chapter 27 (skim)

Summarised table on D.T.A.

United States Art. IV, V, VI, VIII, Germany Art. 4, 7, 8, 9, 12, 20.

Switzerland Art. X, XI, XII, XIV, XXII.

ss.48 - 53, 28bis, 37A

1252 - 1294  
1294A

Handout on s.50(d)

8.10  
8.11  
8.12

S.1 definition of 'South African Company', 'Republic', 'territory', definition of 'permanent establishment' in various DTA's; ss.28bis, 37A, 30, 31, 24B.

1294A, 864A, 193, 1637, Chapters 25, 25A, 548J - K, 847B.

Handout on U.K. Imputation System

T.1423  
T.1430  
8.9

# Natal suffers while investors delay

NM 29/9/81 (133) (42)

UNIVERSITY OF CAPE TOWN  
DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

LECTURE DATE	LECTURE NO.	TOPIC	THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATED EXAMPLES
10 August	17	Source	s.1 'gross income' definition paras. (gA), (k), (n); s.9, s.10(1)(w), s.22A(2), s.24A(3)	Chapter 7	-
		Double Tax	s.108 and peruse double tax	Chapter 27	Summarised

**Financial Editor**  
**THE LACK** of a clear statement on the new Government policy on decentralisation has caused potential investors to delay investment decisions, to the detriment of ongoing economic development in Natal, the Natal Chamber of Industries says in its annual report.

'When the wraps are finally removed it may well be that the economy will be in a cyclical downswing and the postponed decisions will not be implemented at all - either within or outside the new policy.'

The Chamber says that 'as so often happens with Government plans, the concept is good but the timing is bad.'

The changes to the policy have been in the air for many months and a new four-tier package has been forecast.

The notion of de-concentration, with the development of industrial complexes at the periphery of established metropolitan areas, so as to make use of existing infrastructure, was said to be central to the new scheme, as also the establishment of so-called counter balancing growth poles.'

### Growth pole

'In Natal, the Chamber says, the logical area for such a growth pole would be Richards Bay-Empangeni.'

In another area, the Chamber examines the economic scene and expresses the fear that 'the State monetarists, bent on

squeezing the economy into early submission through stringent monetary control, may go too far.

'We fear that the Government may be attaching insufficient importance to the dangers of over-correction.

'We base this fear substantially on the fact that there are a number of factors which are already operating to reduce the balance of payments liquidity base and whatever official measures are superimposed in the operation of natural market forces will have to be applied with caution and precision.'

548J - N,  
847B.

17 August

foreign companies)

24 August	19	Tax Planning Foreign Companies/ Foreign Transactions - S.W.A. Income - Walvis Bay Residents - N.R.S.T. - N.R.T.I. - Foreign Exchange - U.K. Imputation System	S.1 definition of 'South African Company' 'Republic', 'territory'; definition of 'permanent establishment' in various DTA's; ss.28bis, 37A, 30, 31, 24B.
-----------	----	--	--



# This month's toll in a small corner of SA:

- ★ 11 strikes
- ★ 83 arrested
- ★ Businesses lose millions

By DEVIS FAIRBROTHER

THE Eastern Cape has been hit by 11 strikes so far this month, involving more than 5 000 black workers.

Millions of rands have been lost in production time.

By the weekend Dunlop Flooring in East London was the only firm still suffering with "a handful" of its workers on strike over pension demands.

The strike at Johnson & Johnson, East London, ended on Friday with 650 workers going back.

They had downed tools over the dismissal of another worker after the alleged theft of two toilet rolls.

Johnson & Johnson is still negotiating with the workers.

About 320 workers in the stores at Car Distributors Assembly also returned to work on Friday.

It was the company's second strike this month.

A man's dismissal was also the cause of the strike. Negotiations are continuing.

Employees at the other firms had either returned to work, been dismissed or arrested.

Altogether 83 workers were arrested by Security Branch in connection with the strikes.

Delegates attending a meeting of the executive council of the Federated Chamber of Industries in East London this week called for a tough line towards workers striking over pensions.

## Wielding power

The FCI vice-president, Mr Tony Hesp, accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "wielding power for political gain".

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers would achieve.

"Where will it stop if we back down on the pensions issue?"

He was backed by Mr Alex Hamilton of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over pensions.

Mr E L Klopper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again.

He held up the sacking of air controllers in the US as an example of how to deal with a strike.

Mr Bill Hamilton, also of the Natal chamber, said that apart from the role of activists, there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired.

He said the real problem was that the issue had been insensitively handled by the Government.

## Committed to talks

Mr Brian Matthew, of the Midland Chamber, said the Government had started halfway up the ladder in introducing the proposed legislation.

He distanced himself from hardline attitudes on the issue, saying the MCI remained totally committed to negotiation.

In a statement, the general manager of Dunlop Flooring, Mr N Yeadon, said members of the workers' liaison committee approached management on Thursday and asked for employees' pension contributions to be paid out.

After the company's policy was explained to the workers — the number could not be established — they left the factory, "thereby terminating their employment with us", said Mr Yeadon.

Recruitment, including selective re-employment, would begin on Wednesday.

Some of the other firms hit by strikes this month were:

● October 1: About 1 600 workers at Car Distributors Assembly in East London walked out over the dismissal of a fellow worker who had been involved in a scuffle with a white worker.

● October 6: About 250 workers at the SA Bottling Plant in Port Elizabeth walked out for the second time in eight days over a dispute about pay.

● October 7: About 280 workers at the Epol plant in East London downed tools demanding their pension contributions be paid out to them.

● October 13: About 180 workers at Motorvia in Uitenhage stopped work and refused to return unless their union, the Transport and Workers' Union was recognised.

● October 13: About 300 workers at Imperial Cold Storage poultry factory at Aloes walked out over a wage dispute.

By C Menell

If fair labour practices were merely the "right thing," discussion on them would probably be restricted to the pulpits on Sundays. The fact is, they are good for business, and it is essential for the future safety and stability of our society that we rid ourselves of our peculiar forms of discrimination and the gross injustices flowing from them.

As businessmen, we are charged by our shareholders with the task of safeguarding, building and drawing a satisfactory return from their assets — not just this year, but for the foreseeable future.

The distinction drawn by some in our society between the hard-nosed business realist, totally dedicated to the moulding of this year's profit-and-loss account, and the "do-gooder philanthropist of social responsibilities in business," is both purblind and dangerous.

The Anglo-Vaal group, which employs more than 90 000 people in financial, industrial and mining undertakings, was built — we felt — on enlightened personnel policies. With the widespread strikes in Natal in 1973, the movement of blacks into more important jobs and the growth of black self-awareness, circumstances had changed.

In 1973, a new group policy was announced to all group chief executives in a document from the holding company Board, signed by the chairman. In December 1977, our group endorsed the Urban Foundation /Saccola code, which was then developed more specifically for our own use.

In the area of wages, our major challenges in

# Companies have to grasp the nettle

star 1/10/87

133

Fair labour practices are good for business... they are also essential for future stability and security, for, whether anyone likes it or not, black opinion will have an increasing impact on companies' decision-making in the future.

## Business's top challenge

In this series of articles, South Africa's business leaders share their thoughts on what many see as the greatest challenge facing private enterprise this decade. It is a many-headed challenge involving:

- Abolishing race discrimination;
- Creating equal opportunity;
- Intensifying training;
- Improving management/worker relations.

In the coming weeks, managing directors and chief executives will spell out how they are meeting this challenge.

the industrial companies are:

● The upgrading of wages beyond mere subsistence level to the stage where they are compatible with the maintenance of viable living standards. Our goal should not be the maintenance of minimum living standards, but equitable and comparable living standards.

● The closing of the skills gap as the initial step in our endeavour to narrow income distribution at the higher skills levels. Here I have in mind skilled operative and technical jobs on the one hand and managerial positions on the other.

On the issue of collective bargaining our major challenges are to enter mutually acceptable recognition agreements with unions, to determine settlement of disputes procedures with unions and to get on with the job of collective bargaining on conditions of employment.

Progress in the mining industry has been slow, owing mainly to prolonged negotiations between the Chamber of Mines and the trade unions.

These negotiations have centred on some of the basic principles embodied in the Code — such as equal pay for work of equal value, non-



Menell... companies should not be seen to be grasping, anti-social instruments of apartheid.

discrimination in the employment, training and advancement of all employees and the recognition and exercise of universal labour rights.

Progress has, however, been achieved in some companies, notably the upgrading of minimum wages in line with the objective of reaching common pay structures, greater uniformity in conditions of employment and the advancement of employees on the basis of skill in areas where there are no legal or union-agreement restrictions.

Whether anyone wishes it or not, black South African opinion will have a greater and greater im-

act on decision-making in our companies and country in future.

If companies are seen to be grasping, anti-social instruments of apartheid or even benignly neglectful, it could spell the doom of flourishing business in South Africa.

Let us not fool ourselves. Some black South Africans already see business in this way, and when police are called in, when informers are used among the workforce and when victimisation of labour organisers and the labour force itself occurs, we are verging on management by coercion.

A final, possibly contentious, point is that companies, however enlightened, are working within the context of laws and regulations which impinge on the implementation of our codes. Thus companies have to give serious attention to often "politically charged" matters and should not shrink back with pitiful muttering about "sticking to our last."

● Mr C Menell is deputy chairman and administrative director of Anglo-Transvaal Consolidated Investment Company Limited.

NEXT: Mr Chris Griffith, chairman of Sigma Motor Corporation, in an article specially written for The Star, writes about the need for responsibility and the major communication challenge employers face.

# Assocom, and FCI may merge

By HAROLD FRIDJHON

TWO of South Africa's largest employer organisations, the Association of Chambers of Commerce (Assocom) and the SA Federated Chambers of Industry (FCI) have recently held exploratory talks on the possibility of a merger at the national level between the two bodies.

Presidents of both organisations, Mr Issy Pinshaw of Assocom and Mr Chris du Toit of the FCI were very circumspect when asked to comment last night.

Both said that talks about a possible merger had been going on over a number of years but with no decisions having been taken. Mr Pinshaw added, however, that as a result of fresh talks the matter had been taken a little further. It would be more fully discussed by Assocom in the near future.

Mr Du Toit said that the subject had flared up again but no one had taken any positions. He gave the impression that the issue was wide open and that there were no commitments.

For many years past, leaders in both organisations have felt that the interests of industry and commerce would be better served by a single employer organisation representing the full weight of the business section of the community.

## Difference

There was some historical justification for two organisations years ago when the Assocom stance was for low tariffs, free trade and an open import policy, while the FCI stood for the encouragement of industry, protection and import control.

But that difference of attitude has long since disappeared. Both organisations are at one when it comes to the encouragement of industry so as to create job opportunities for a growing population, and of working for the real and fundamental growth of the South African economy.

The policy lines of both organisations are the same when it comes to education and training

so that the country can provide its own skilled labour force.

Both organisations have expressed their opposition to State interference in the business sector.

If the two bodies can be welded into one powerful employer body, the unified structure will be more powerful and influential, particularly in Government circles where it would represent the concerted view of private enterprise.

## Proliferation

Maintaining the two structures is costly, both in terms of money and also of the time which businessmen have to devote to chamber work. It has been suggested that the larger

business and financial groups which support both Assocom and the FCI would probably give added support to a more powerful and representative employer organisation.

There is another aspect that must be considered. In recent years there has been a proliferation of smaller business organisations which have sought to plough their own narrow furrows.

These organisations would be attracted to a strong power group which talks to Government and other authorities with one authoritative voice. In all probabilities, if the merger should eventuate it would attract wider a wider membership.

133

RDM 2/10/81

~~133~~

30

# Employers may ask for shelving of pension Bill

RD17 3/10/61

133

~~247~~

THE Government may be faced with requests by Natal employers that it delay for several years its proposed Bill "freezing" employee pension contributions.

Moves are afoot among Durban companies to ask the Government to put the Bill on ice for three to five years.

Since the Government announced it was going ahead with the Bill, employers -- particularly in Natal -- have been hit by a wave of labour unrest as black workers demand to withdraw from pension funds to escape the provisions of the Bill.

The strikes at three Hulett's sugar mills and a Sappi paper mill this week were sparked by pension protests on the part of black workers.

By STEVEN FRIEDMAN

Trade unionists have warned that the pension Bill issue is causing tensions throughout industry and have added that "workers are now beginning to question the whole manner in which pension funds are run".

The Mail's Durban correspondent reports that the Durban Chamber of Commerce is discussing a resolution calling on the Government to delay the Bill for three to five years.

He adds that this move is believed to enjoy support from major employers, including Hulett's, who are becoming increasingly concerned at the Bill's implications for labour stability.

## Examining

The Natal Chamber of Industries is also examining the pension issue in the light of the strikes.

When the Bill was released some weeks ago, management sources expected it to allay worker fears because it laid down that all pension money paid into funds until the Bill became law would not be subject to the "freezing" provision.

But since the Bill has been released, there has been a wave of strikes in protest against the Bill and some industries, such as the Transvaal clothing industry, have allowed workers to opt out of pension funds without demanding that they resign.

The Federated Chamber of Industries has called for provident funds to be exempted from the Bill and for workers to be given the choice -- in negotiation with their employers -- of opting for a pension fund covered by the Bill, or a provident fund which would not be covered by it.

The FCI is understood to be negotiating with the authorities on this suggestion.

# Big business move

Sunday Times 4/10/81 (133)

## on super-merger

• From Page 1

considerably enhanced by ... such a body."

"It was agreed that the aims and objectives of the two organisations were in substantial accord, and policy issues which in the past had been divisive had largely disappeared.

"It is the firm belief ... that any residual differences and future differences ... could be resolved domestically within a merged organisation."

An appendix to one of the reports to result from the discussions quotes votes in favour of a merger — backed by reasons — from an impressive list of business leaders.

These include Anglo American's Gavin Relly, Barlows' Mike Rosholt, Barclays' Bob Aldworth, Afrox's Peter Joubert, Nedbank Group's Gerry Muller, AECI's Ted Smale, Standard Bank's Dr Conrad Strauss, Edgars' Sidney Press, Old Mutual's Jan van der Horst and SA Breweries' Dick Goss.

Dealing with relations with the Government, the latest document notes: "In view of the expressed wish of Government to co-operate with the business

community it is important that communication (from the private sector) be effective and clear.

"There are approximately 248 organisations representing business in South Africa, which must inevitably result in conflicting and confusing messages. This is also wasteful of time and resources both from the Government side and from the side of business."

The key recommendations include:

- Assocom considers it desirable that the two organisations should be merged. ...

- The merger should be ap-

proached as a matter of urgency. ...

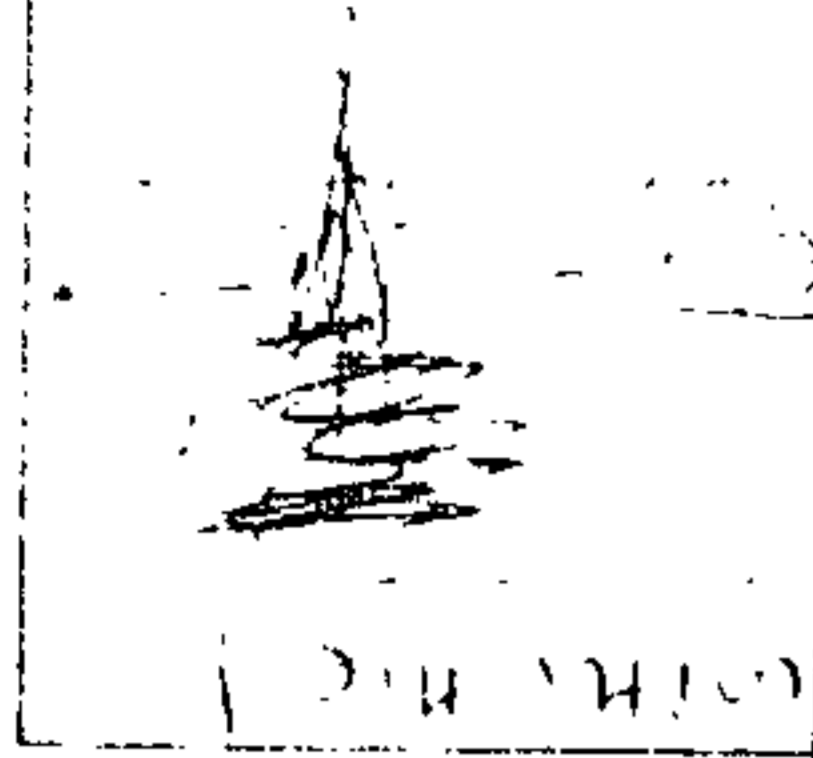
Commenting, members of the management teams at Assocom and the FCI agree that the main stumbling block is likely to be agreement on the executive hierarchy of a merged body.

As one adds, however: "Some 30% of the FCI's revenue comes from a relatively small number of corporate members and there is much the same situation at Assocom."

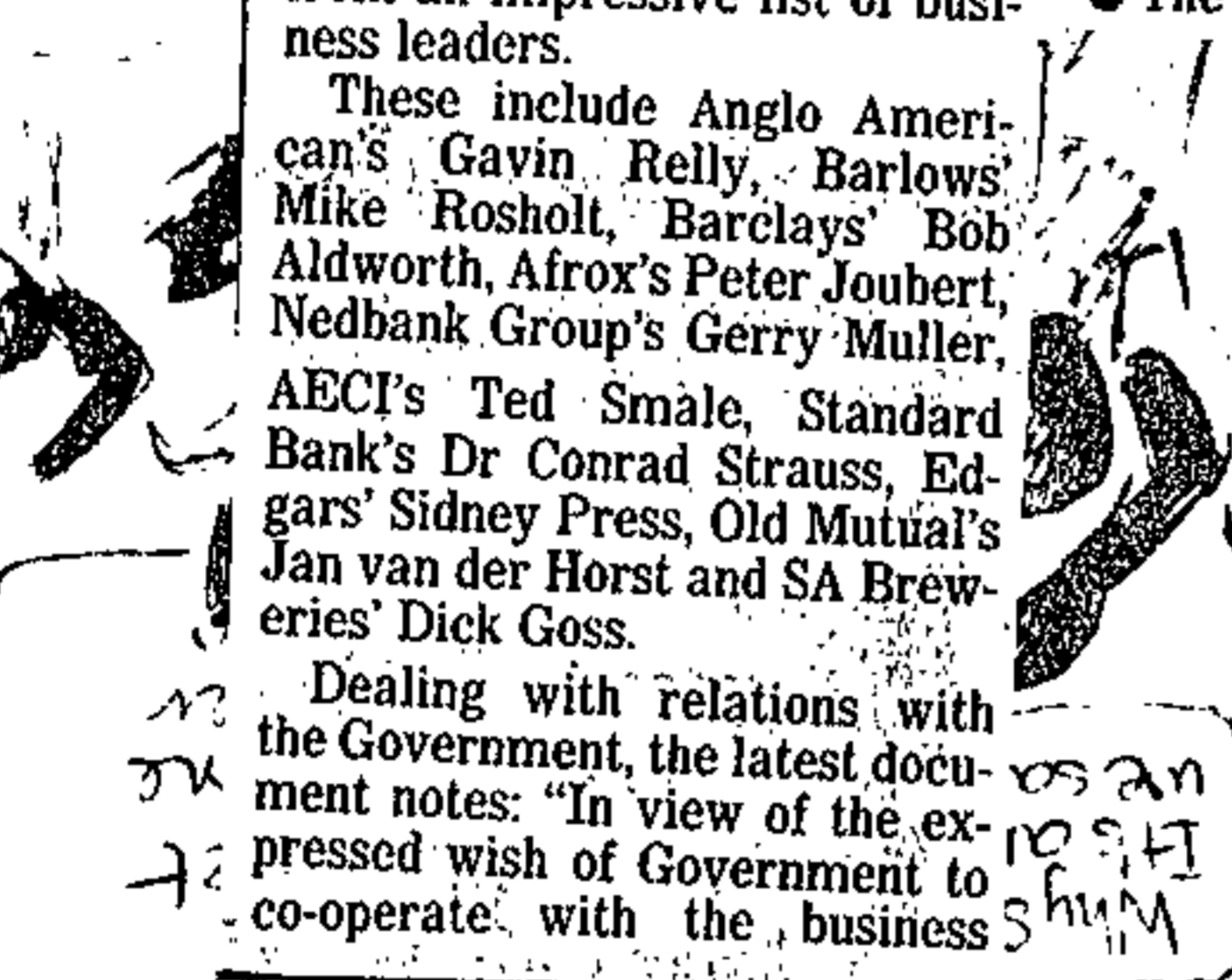
"In the final analysis, it will be up to these heavyweights to use their muscle to overcome disputes about who will hold which senior executive posts in a unified organisation."



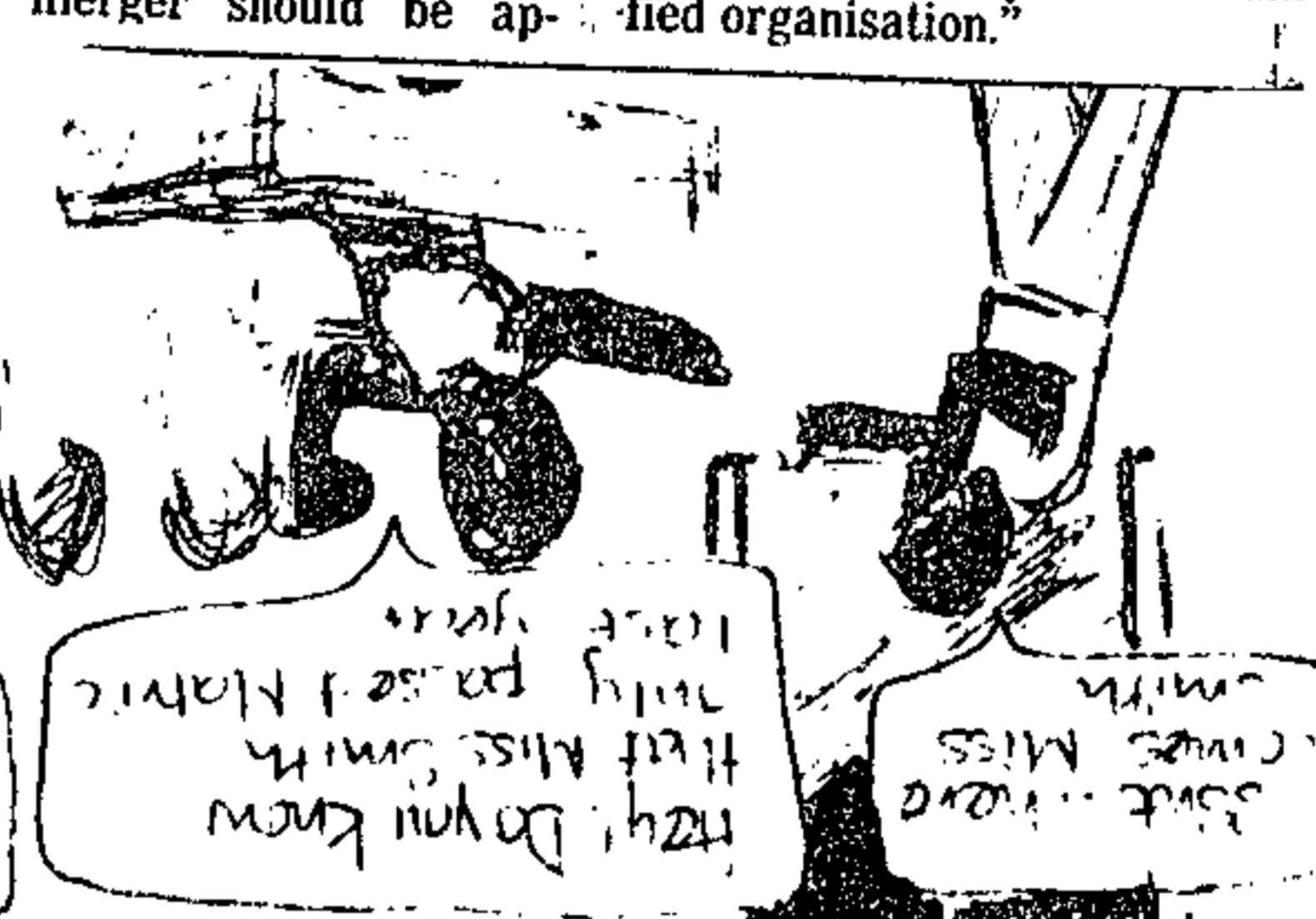
AT THE



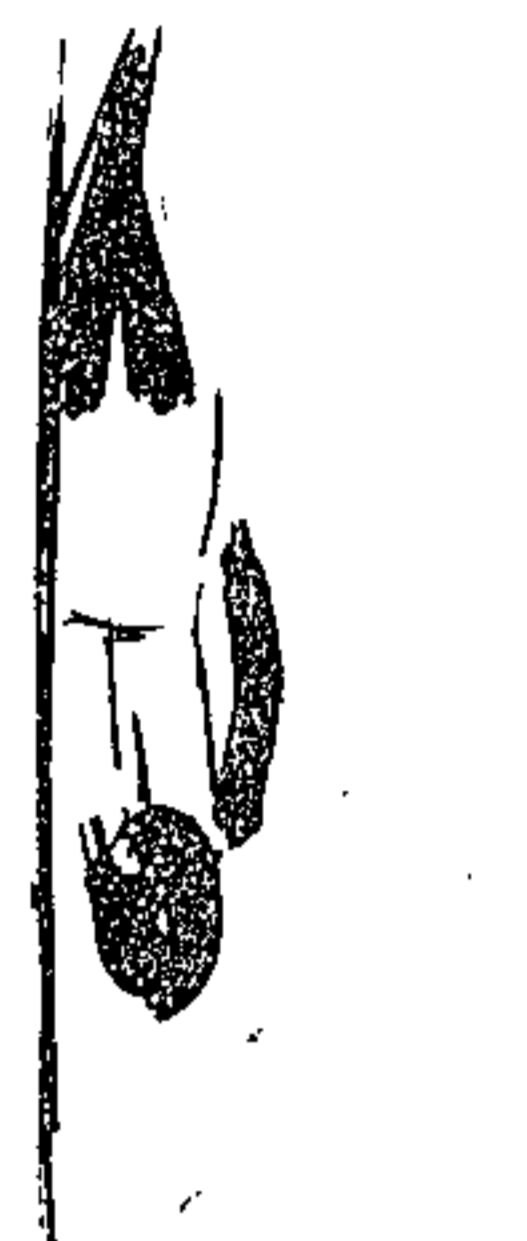
Yes! then we can decide what to do



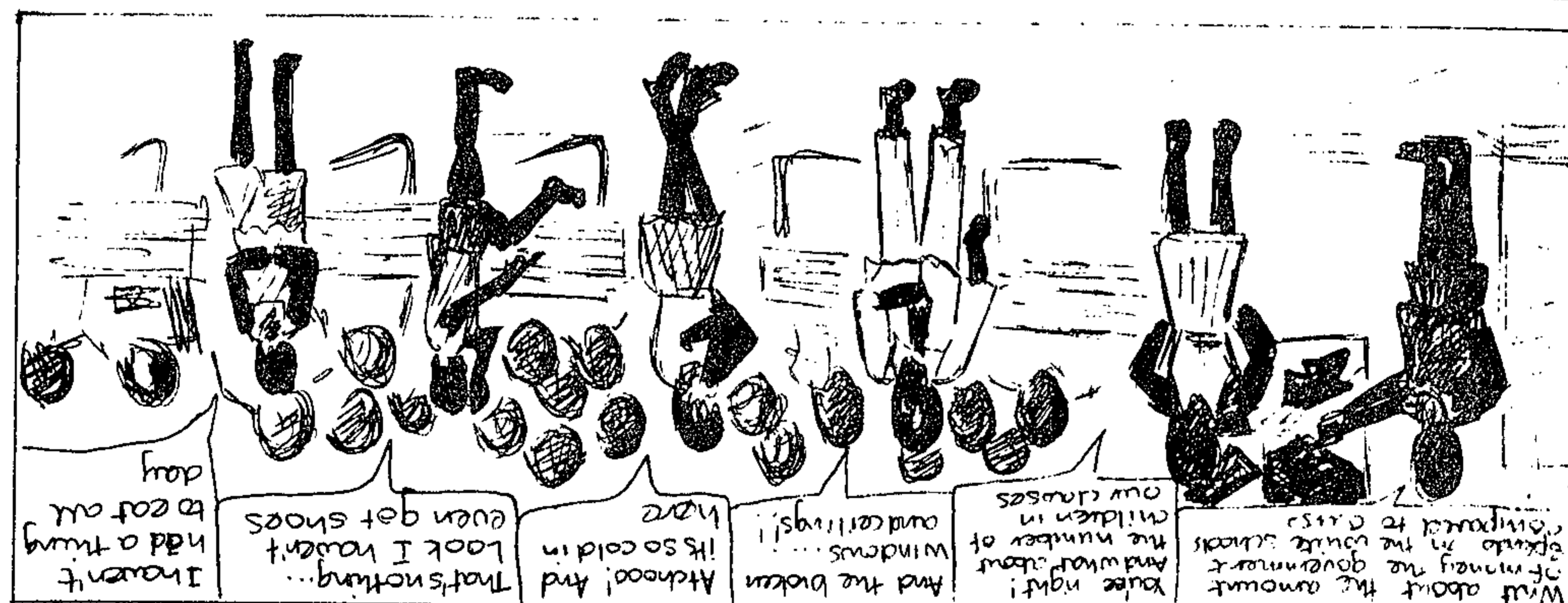
Why? It's all in the Government's wish to co-operate with the business



Why! Do you know that Miss Smith last year



But Miss Smith



I haven't had a thing to eat all day  
 That's nothing... Look I haven't even got shoes  
 At school! And it's so cold in here  
 And the broken windows... and ceilings!  
 What about the amount of money the government spends in the route schools compared to GISS  
 What about the amount of money the government spends in the route schools compared to GISS  
 And what about the number of children in our classes



Why is it that white children get use textbooks and we have to either use the books in school or not get any at all?  
 Don't you think that's unfair?  
 Let's ask the others what they think



I've had enough!  
 Enough of what?

133 7/10/81

Sunday Tribune 4/10/81

(133) (300) (186)

# Urgent talks to dispel workers' mistrust

URGENT discussions by commerce, industry and union representa-

tives in Durban this week will seek to dispel the "climate of mistrust" among black workers over Government plans to freeze pension payments till retirement age.

On Thursday more than 1 100 workers in Natal sugar industry downed tools only hours before a meeting of their Industrial Council called as a result of strikes over the same issue last month.

Three Hulets Sugar Limited mills — including the biggest at Amakhalu — were forced to close down as a result of the latest spate of strikes.

Referring to these, Ron Phillips, public relations manager for Hulets, said: "We were quite honestly surprised that this action

was taken prior to discussions everyone knew were to take place."

Workers are demanding that the money they have contributed to the pension fund be refunded immediately.

Mr Phillips said: "The last strike was resolved when the company undertook to create a trust fund to guarantee pension payments on completion of service. They went back to work when we issued a statement to this effect."

"Their trade union also told them an Industrial Council meeting would be held to discuss their response to the draft legislation. But on Thursday, a few hours before the discussions were due, everybody stopped work."

He put this down partly to "a very serious climate of mistrust."

Workers don't trust the Government or the company, and this is the problem.

On the same day Sappi's Tugela pulp and paper mill at Mandini in Zululand resumed full production when striking workers accepted a bank guarantee arranged by Sappi regarding payouts of pension money, and resumed work.

After the sugar industry's Industrial Council meeting on Thursday, chairman Bill Kullin announced the appointment of a sub-committee to deal on an urgent basis with the issue of the Preservation of Pension Rights Bill.

He also revealed that

the Council has requested urgent clarification from the Government regarding the provisions of the Bill.

The sub-committee is to meet first thing tomorrow to seek a solution to the problem and to mediate between workers' demands for the

immediate return of their money and management, who are refusing to do so.

Said Mr Kullin: "There are conflicting reports about the proposed legislation, which the council has viewed with considerable concern. Are exemptions to be granted

or not? I think it is imperative that the Government makes the position clear to workers and to industry in South Africa."

Earlier in the year certain assurances were given in a letter of intent from the Registrar of

## Strikers will return to work

Sunday Tribune 4/10/81

Tribune Correspondent

STRIKING workers at the CDA car plant in East London will return to work tomorrow after extensive negotiations between management and the workers.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the Fosattu-affiliated National Union of Motor

Assemblies and Rubber Workers, which represents many workers at CDA, said the union agreed after talks with management to call on workers to return to work tomorrow.

Talks would be concluded tomorrow morning, Union organiser Cornelius Fazzi said.

About 2 600 workers went on strike at the car plant, resulting in its closure. Management has warned that those who do not return to work face dismissal.

Financial institutions, but now there appears to have been a change of attitude.

This is causing confusion and uncertainty in the minds of people. Hence our industrial councils request for an urgent statement from the Registrar."

Also tomorrow a sub-committee of the Natal Chamber of Industries Industrial relations committee is to meet to decide what recommendations the chamber will make to the Registrar in response to the draft legislation.

Referring to the strikes, Roland Freakes of the Chamber of Industries told the Tribune: "We believe the matter is taking on such important proportions that we may

this week have to call a general meeting of members directly involved to give them an opportunity to discuss the sub-committee's recommendations."

Regarding a newspaper report quoting a spokesman for the Registrar of Financial Institutions saying he didn't expect many changes to the Bill before it was submitted, Mr Freakes said: "We hope this statement does not mean our recommendations will be received with a closed mind."

Asked if the recommendations would include a request for deferment of the legislation, Mr Freakes replied: "This is one of

several options, but I think in essence we will try to deal with this matter in such a way that workers are given a proper understanding of the concept of pension funds. This could take time.

"We would like to see it introduced with their support and backing, and not foisted upon them."

Ken Hobson, of the Durban Chamber of Commerce, told the Tribune his chamber would meet this week with employee bodies and government representatives.

Officials of the National Union of Sugar Manufacturers and Refining Employees could not be contacted for comment.

# Labour unrest: FCI star 6/10/81 gives guidelines

By Drew Forrest

The powerful Federated Chamber of Industries (FCI) has issued guidelines to its members as a short-term response to mounting labour turmoil over the Government's proposed pensions legislation.

Last Friday, about 400 workers struck at the Hulett's Felixton mill in a demand for the immediate refunding of their pension fund contributions. About 2000 workers at four Hulett's mills in Natal — Felixton, Darnall, Amatikulu and Mount Edgecombe — are now on strike over the issue.

In its guidelines, issued to various regional chambers last week, the FCI stresses that black workers see the compulsory transfer and preservation of pensions proposed in the Government's recent draft Bill as "depriving them of access to savings."

As a first response to worker unrest on the pensions issue, the FCI recommends "meaningful negotiation with employee representatives."

These representatives should be offered the "three-way choice" of:

- Remaining in the existing pension fund without being paid out.

- Resigning and reclaiming pensions contributions, with attendant loss of long-term benefits.

- Opting into a "savings fund," with similar benefits to a pension fund, but which would yield a lump-sum payment on resignation.

Companies hit by unrest should stress to workers that the draft Bill may still be amended, and that industry is negotiating with the authorities to have it changed, the Chamber recommends.

FCI sources said this week that the guidelines were intended as a bridging measure in the current pensions-related unrest.

# Call for all-race trading

Arms 6/12/81

133

THE Cape Town Chamber of Commerce wants white central business districts of cities and towns to be opened immediately to businessmen of all races.

It says so in a motion it will put before the 1981 congress of the Association of Chambers of Commerce in Durban next week.

The chamber also wants the congress to urge the Government to:

● Phase in the opening of other business areas still restricted to a particular race group, to businessmen of all races.

● Repeal laws prohibiting the use of black, coloured and Asian managers in white-owned businesses in white urban areas.

The congress, usually attended by several hundred businessmen from all parts of the country and by high-level State officials, is one of the key events in the business calendar.

Cape Town president, Mr Tony Silberberg, will present a background report which claims that only

a 'miniscule proportion' of the city's total business area is involved in an area which the Department of Community Development is thinking of opening to all population groups for business, trade or professional purposes.

That area is in central Wynberg, confined to a strip between the railway line and the Main Road, 'a less important and small

part only of the Wynberg business area.'

This, as far as Cape Town is concerned, 'can hardly be regarded as progress,' and at that rate 'it will be years before we will see trading areas of any significance being opened up for occupation by members of the various racial groups.'

The Prime Minister, Mr P W Botha, at a conference

with business leaders in 1979 had said the Government accepted in principle that certain trading areas within the group area of one population group could be opened to others.

However, the chamber cannot agree that the principles enunciated by the

(Continued on Page 3, col 3)



Story 8/10/87  
Stormy  
meeting  
133  
likely over  
pensions

Mr Naas van Staden's statement that there was no possibility of the withdrawal or undue deferment of the Preservation of Pensions Bill could cause a storm at his meeting with Natal employers.

Mr van Staden, the Registrar of Financial Institutions, is to meet the employers in Durban tomorrow to discuss the pensions issue, which has touched off six recent strikes in the province involving about 5 000 workers.

While it is not certain what line employers will take at the meeting, the Durban Chamber of Commerce last week announced that it favoured a three-year to five-year deferment of the law to educate workers on its implications. Both the Natal Chamber of Industries and the Hulets group are known to share this view.

However, in an interview with our Durban correspondent, Mr van Staden said the legislation "would go through as certainly as I am sitting on this chair." He added that it was "utter nonsense" to suggest that the Government was rethinking its plan.

#### LEGISLATION

It is understood that the Government would like to enact the legislation next year and promulgate it in January 1983.

Natal employer sources said yesterday that tomorrow's meeting is likely to be "fiery".

Mr van Staden did, however, distinguish between a "savings promise" and a "pensions promise."

This is broadly in line with the views of the Federated Chamber of Industries which has recommended to the Government that workers be allowed to choose between pension funds which would be subject to preservation and provident funds which would not.

133

X2

KENNISGEWING 772 VAN 1981

DEPARTEMENT VAN MANNEKRAG

WET OP NYWERHEIDSVERSOENING, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheids-registrateur, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Agricultural, Mining and Industrial Chemical Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria. (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.* — Agricultural, Mining and Industrial Chemical Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—7 Augustus 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Landbou-, Mynbou- en Nywerheidschemikalieënywerheid in die landdrosdistrikte Alberton, Balfour, Bethal, Bethlehem, Bloemfontein, Caledon, Coligny, De Aar, Dundee, Durban, Oos-Londen, Gordonia, Hopetown, Kempton Park, Kenhardt, King William's Town, Kroonstad, Kuilsrivier, Letaba, Lower Umfolozi, Malmesbury, Nelspruit, Newcastle, Paarl, Pietermaritzburg, Pelgrimsrus, Port Elizabeth, Randburg, Sasolburg, Schweizer-Reneke, Die Kaap, Uitenhage, Volksrust, Vryheid, Vryburg, Walvisbaai, Warrenton, Waterberg, Welkom en Wonderboom.

“Landbou-, Mynbou- en Nywerheidschemikalieënywerheid” beteken, sonder om die gewone betekenis van die uitdrukking enigszins te beperk, die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging en/of formulering en/of verspreiding van die volgende, en sluit dit ook in alle werksaamhede wat daarmee in verband staan of daaruit voortspruit: Stikstofhoudende, fosfaathoudende en kaliumdraende grondstowwe vir die vervaardiging van kunsmis, kunsmis, grondverbeteringschemikalieë, plantgroeistimuleerders en -inhibeerders, gewasbeskermingschemikalieë, saad, chloor-/alkaliprodukte en chloorderivate, waterstof, sout en ander anorganiese grondstowwe, industriële sure en anhidriede, onedele minerale, industriële polimere en elastomere insluitende PVC, poliolefin, polistireen, poliëster, polibutadiëenrubber, stireenbutadiëenrubber en poliisopreen, plastiseerders, droërs, viskositeitmodifiseerders en vullers, chemikalieë vir rubber, gistingsprodukte insluitende alkohol, polihidriese alkohol, oplosmiddels insluitende esters, ketone en eters, asyn, brandspiritus en gis, veevoer en veebyvoere, ionuitruilingshars, industriële adsorpsiemiddels, uitvlokmiddels, koaguleermiddels, disperseermiddels, flottasie-reagente insluitende versamelaars, aktiveerders, skuimpmiddels en modifiseerders, chemikalieë vir die ekstrahering van oplosmiddels, uitloogreagense, reduceermiddels vir die metallurgiese nywerheid, chemikalieë vir uitvloeielsbehandeling en watersuiwering insluitende chemikalieë vir die hersikler van water en ketelvoerreëlaars, katalisators, chemikalieë wat uit steenkool verkry is en chemiese grondstowwe.

*Posadres van applikant.*—Posbus 61204, Marshalltown, 2107.

NOTICE 772 OF 1981

DEPARTMENT OF MANPOWER

INDUSTRIAL CONCILIATION ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Agricultural, Mining and Industrial Chemical Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Agricultural, Mining and Industrial Chemical Manufacturers' Association.

*Date on which application was lodged.*—7 August 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Agricultural, Mining and Industrial Chemical Manufacturing Industry in the Magisterial Districts of Alberton, Balfour, Bethal, Bethlehem, Bloemfontein, Caledon, Coligny, De Aar, Dundee, Durban, East London, Gordonia, Hopetown, Kempton Park, Kenhardt, King William's Town, Kroonstad, Kuils River, Letaba, Lower Umfolozi, Malmesbury, Nelspruit, Newcastle, Paarl, Pietermaritzburg, Pilgrim's Rest, Port Elizabeth, Randburg, Sasolburg, Schweizer-Reneke, The Cape, Uitenhage, Volksrust, Vryheid, Vryburg, Walvis Bay, Warrenton, Waterberg, Welkom and Wonderboom.

“Agricultural, Mining and Industrial Chemical Manufacturing Industry” means, without in any way limiting the ordinary meaning of the term, the industry in which employers and employees are associated for the purpose of the manufacture and/or formulation and/or distribution of the following, and all operations and procedures incidental thereto or consequent thereon: Nitrogenous, phosphatic and potassium-bearing raw materials for fertiliser production, fertilisers, soil improvement chemicals, plant growth stimulators and inhibitors, crop protection chemicals, seeds, chlor/alkali products and chlorine derivatives, hydrogen, salt and other inorganic raw materials, industrial acids and anhydrides, base minerals, industrial polymers and elastomers including PVC, polyolefines, polystyrene, polyesters, polybutadiene rubber, styrene butadiene rubber and polyisoprene, plasticisers, driers, viscosity modifiers and fillers, rubber chemicals, fermentation products including alcohol, polyhydric alcohols, solvents including esters, ketones and ethers, vinegar, methylated spirits and yeast, animal feeds and animal feed supplements, ion exchange resins, industrial adsorbents, flocculents, coagulators, dispersants, flotation reagents including collectors, activators, frothers and modifiers, solvent extraction chemicals, leaching reagents, reductants for the metallurgical industry, chemicals for effluent treatment and water purification including chemicals for water recycling and boiler feed regulators, catalysts, coal derived chemicals and chemical raw materials.

*Postal address of applicant.*—P.O. Box 61204, Marshalltown, 2107.

## WET OP NYWERHEIDSVERSOENING, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Johannesburg Dry Cleaners' and Launderers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van werkgewersorganisasie.*—Johannesburg Dry Cleaners' and Launderers' Association.

*Datum waarop aansoek ingedien is.*—7 Augustus 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Wassery-, Droogskoonmaak- en Kleurbedryf in die landdrosdistrikte Alberton, Germiston, Kempton Park, Randburg en Roodepoort.

“Wassery-, Droogskoonmaak- en Kleurbedryf” beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die bedryf wat in bedryfsinrigtings uitgeoefen word waar artikels gewas en gestryk, skoongemaak of gekleur word volgens die bestelling van klante, en dit omvat depots waar sodanige artikels ontvang word om gewas en gestryk, skoongemaak of gekleur te word volgens die bestelling van klante, maar uitgesonderd die kleur van pelse: Met dien verstande dat die woord “klante” by die toepassing van hierdie omskrywing nie klerasievervaardigers insluit nie.

*Posadres van applikant.*—Posbus 4863, Johannesburg, 2000.

*Kantooradres van applikant.*—Greenfieldweg 32, Greenside, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(9 Oktober 1981)

## INDUSTRIAL CONCILIATION ACT, 1956

## APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Johannesburg Dry Cleaners' and Launderers' Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of employers' organisation.*—Johannesburg Dry Cleaners' and Launderers' Association.

*Date on which application was lodged.*—7 August 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Laundry, Dry Cleaning and Dyeing Trade in the Magisterial Districts of Alberton, Germiston, Kempton Park, Randburg and Roodepoort.

“Laundry, Dry Cleaning and Dyeing Trade” means, without in any way limiting the ordinary meaning of the expression, the trade carried on in establishments where articles are laundered, cleaned or dyed to the order of customers, and includes depots where such articles are received in order to be laundered, cleaned or dyed to the order of customers, but excludes the dyeing of fur pelts: Provided that, for the purposes of this definition, the term “customers” does not include clothing manufacturers.

*Postal address of applicant.*—P.O. Box 4863, Johannesburg, 2000.

*Office address of applicant.*—32 Greenfield Road, Greenside, Johannesburg. Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(9 October 1981)

58 7824

9/10/81

133

*Kantooradres van applikant.*—14de Verdieping, Andersonstraat 20, Marshalltown.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrateur.  
(9 Oktober 1981)

*Office address of applicant.*—14th Floor, 20 Anderson Street, Marshalltown.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(9 October 1981)

# Tucsa, FCI endorse De Lange report

Own Correspondent

DURBAN. — The South African education system was slammed yesterday by the general secretary of Trade Union Council of South Africa (Tucsa), Mr Arthur Grobbelaar, and by the South African Federated Chamber of Industries (FCI), both of which endorsed the De Lange commission recommendations.

Calling for an equal unitary education system in place of the present fragmented one, Mr Grobbelaar urged industrialists and trade unionists to "get cracking and do something about it".

At a seminar organized by the National Development and Management Foundation at a beachfront hotel, Mr Grobbelaar told 40 management and personnel executives on black advancement and education that: "We've got to grow up and accept in pure economic terms the need for one department of education.

"We're going to face serious difficulties in the next few years in finding suitably educated blacks to move into occupations requiring high levels of technical skills."

He related this largely to the poor level of black education in particular, but spoke of the poor quality of South African education generally.

"All groups, but particularly the blacks, must be trained and educated to avail themselves of the opportunities that are available," Mr Grobbelaar said.

He urged employers and trade unionists to help remove the most serious barrier to the advancement of blacks — racial prejudice. Calling it a "monstrous and illogical attitude", Mr Grobbelaar said prejudice could be eliminated by a process of training and education.

## Universities

"I am perturbed by the thought that universities are providing people with knowledge and wisdom of no practical purpose. They are not being used to equip people with the knowledge, know-how and skills needed for an industrial society," he said.

There should be one educational institution providing this technical training and not a number of institutions catering for the different race groups.

● The Federated Chamber of Industries said that after a year of intense consultation, the De Lange report had come forward with a new perspective on the education crisis which had been partially responsible for the crippling national skills shortage and widespread unrest.

● De Lange report 'vindicates PFP' — page 4

### Shopfloor statistics

~~76~~ ~~341~~ ~~133~~ ~~1/1~~  
An increasing number of SA companies subscribe to codes of fair employment practice. A surprising result of a recent survey of 152 such companies, employing 500 000 workers, showed that no less than 69% have no definite industrial relations policy. There was, nonetheless, no ignorance of shopfloor conditions — except in a minority of cases. The survey was conducted by FSA management consultants.

The indications are that there is some uncertainty about the appropriate response to labour developments. While the majority of companies had not formalised an industrial relations policy, 66% of the companies reported that at least some of their employees were unionised, and, according to FSA director Bernard Chalmers, "42% of companies, when approached, 'welcomed' unions."

In 1980 only 19% of the participants were approached by black unions for recruitment purposes, a figure which increased to 42% in 1981. And, also this year, 90% of the companies were prepared to deal with trade unions and were prepared to give representatives access to company premises (1980: 60%).

Recognition and registration have long been thorny issues. While 39% of participants were prepared to recognise unregistered unions which were not seeking registration, 63% were prepared to recognise those seeking registration or already provisionally registered. Of companies, 92% were prepared to recognise registered unions in 1980 whereas 95% are now prepared to do so.

Competition for membership on the factory floor has increasingly posed problems for employers. Of the sample, 15% had two or more rival unions trying to recruit members and 60% of participants indicated that they would be prepared to recognise two or more unions representing their black employees. And, 86% would run a verification exercise to determine which unions, if any, were representative of black employees.

Although many employers regard industrial councils (ICs) as the best vehicle for the determination of wages, conditions of employment, and to some extent industrial relations practice, only 50% of participants were actually party to an IC agreement. The majority of companies not party to an IC agreement are still subject to a wage determination or other wage regulating measures — indicating that a substantial number of workers still have their wages and conditions of employment regulated by forces over which they have no direct control.

Nonetheless, 54% of participants maintained that the attitude of unions representing black employees towards ICs was positive, 32% of employers adopted a neutral stance, and only 18% maintained that black unions have a negative attitude towards the IC system.

Increasing unrest on the factory floor has highlighted the necessity for workable grievance and disciplinary procedures. However, only 60% of participating companies had defined disciplinary procedures. A significant proportion of companies still had no formal means of resolving disciplinary issues in spite of the fact that almost half the strikes in SA last year were caused by disciplinary and dismissal issues.

133 Star 14/10/87

# Don't leave it to tiny minds, commerce urged

**DURBAN** — If systematic and symbolically significant reform was unlikely to emerge from the State, the business community would have to consider promoting the necessary reforms.

Mr C J Saunders, chairman of the Tongaat Group and a member of the Prime Minister's Advisory Council, said this in Durban yesterday.

Opening the 79th annual congress of the Associated Chambers of Commerce, Mr Saunders said his statement was obviously contentious.

## TINY MINDS

"Frankly, as I have no stomach for being involved in politics I should refrain from making such a suggestion. But we cannot, as leaders in industry and commerce, allow the foolish consistency of tiny minds to continually masquerade under the banner of white racial harmony.

"We must wake up and we must realise we are a developing, dynamic nations, who must soon be prepared to enter the 21st Century," he said.

The pressures for fundamental change, both within and without, were mounting steadily.

## NEUTRAL GEAR

While much change had taken place in the last decade — certainly a considerable amount of substantial as opposed to superficial change — the political, socio-economic structure presented a lack of symbolically significant change.

The Government for political reasons had often played down the significance of the changes that had been made.

In spite of Government attitudes, the challenge of change and its direction could now be identified with "a good deal more clarity and confidence" although unfortunately since the general election in April the much-publicised reform programme of the Government appeared to have been "put into neutral gear."

Without question the greatest force for change in South Africa today was

the determination among black, coloured and Indian citizens to gain freedom from racial domination.

Pursuit of this goal had already involved some violence but peaceful change remained the goal of most non-whites and the moral force of such a course, when pursued by such numbers and with such deep passion, must trouble the conscience of white society.

"There is an almost total lack of communication between whites and blacks in regard to both the ultimate shape of a new South African society and even the beginnings of a process by which to get there."

Mr Saunders said: "Blacks have their own agenda for the future and consider what is being discussed by whites to be largely irrelevant."

## RIGHT WING

A second barrier to peaceful change was the determination of a sizeable hard core of whites to maintain the status quo of white supremacy at any cost.

This group included many working-class people who were naturally fearful of black competition for jobs, much of the rural farm population, inhabitants of small towns and villagers and a good part of the police and civil service.

This group apparently felt betrayed by even the limited degree of change the present leadership had instituted, and appeared to wish to give its support wholeheartedly to the Government's right-wing opposition. — Sapa.

# Don't mix politics with business — Assocom chief

## Own Correspondent

**DURBAN** — The president of Assocom, Mr I J P. nshaw, yesterday appealed to the Government not to thwart ties between the South African business community and other southern African states.

Against a background of growing relationship problems with Zimbabwe and other black states, Mr P. nshaw said: "A clash between two countries because of differing political ideologies must not be allowed to discourage business activity between those countries."

Delivering his presidential address at the Assocom congress in Durban, Mr P. nshaw said it was recognised that the South African business community could do much in the development of other southern African states.

Whether a government supported outright capitalism or socialism, business should remain business and remain in the hands of businessmen and not politicians.

The South African Government should openly encourage trade and investment in neighbouring states, whatever their philosophies. And

Africa should show more political flexibility and economic realism in their attitudes to South Africa.

Mr P. nshaw said business leaders were not entirely happy with the pace of socio-economic change but would suspend judgment until after the Prime Minister's report-back meeting in Cape Town on November 12.

He said the authorities had levelled accusations of exploitation of consumers at certain sectors of the economy. Assocom had to admit a small minority of firms were acting irresponsibly. He warned that if these businessmen did not put their houses in order, the Government might introduce legislation to compel them to do so.

Mr P. nshaw said the urbanisation of the black population had to be recognised as a fact of life. In fact, South Africa was involved in a race against time to develop a stable black middle class in the urban areas.

In this respect the provision of black housing and the dropping of racial job barriers were impor-

# Slowdown will dominate FCI convention <sup>(133) Sp. 14/10/87</sup>

By Mervyn Harris

Concern over the cyclical slowdown in the economy and the country's ability to maintain growth over the longer term are expected to dominate proceedings at the 64th annual convention and executive council meeting of the Federated Chamber of Industries (FCI) in East London next week.

Key issues are likely to be the effect of the world recession on export prospects and gold-sales policy, the size of the import bill and the need

to develop mechanisms for solving conflicts.

The FCI president, Mr C W H du Toit, said at a Press conference that government policies of discipline and moderation, coupled with private sector entrepreneurship, formed the combination needed to find solutions to knotty problems.

These were in the interlocking social and economic areas of industrial relations, unemployment, housing, health, education, exports and decentralisation.

Dissatisfaction over the system of differentiated education, housing shortages, lack of civic amenities, long commuting distances and legislation to preserve pensions, had become cause for unrest on the factory floor.

Strikes and work stoppages, in protest against conditions which lay beyond the factory gates, attested to the demand for recognition by emergent unions.

Suggestions which delegates at FCI meetings

would put forward included:

- Specific unemployment relief measures favouring informal sector growth to supplement employment generation through industrialisation.

- Deregulation and greater private involvement in low-cost housing for all races to permit workers to make a contribution to solving their own housing needs.

- A more decentralised education system, less academic and more career-orientated.



# FICI's fears on jobless in slump to be raised

133  
14/10/81  
Financial Reporter

WIDESPREAD fears that the downturn in the economy could go too far and too deep, leading to a massive rise in unemployment, will be voiced next week at the executive council meeting of the Federated Chamber of Industries.

This was clear from an FCI Press conference in Johannesburg yesterday ahead of three-day exco meeting in East London which starts on Monday.

A statement by Mr Chris du Toit, president of the FCI, said: "With the economy in a critical phase of a cyclical slow-down delegates will be considering two primary problems:

- "The more immediate problem of how to prevent the momentum of the downturn from carrying the economy too far into recession, triggering a new round of unemployment;
- "The country's ability to keep the growth window open over the longer term."

Mr Du Toit said: "Key issues are likely to be the effect of the world recession on South Africa's exports and gold sales policy, the size of the import bill, the need to develop conflict resolution mechanisms to maintain urban and industrial peace.

"A broad consensus has developed that Government policies of discipline and moderation, coupled with private sector entrepreneurship and innovativeness form the powerful combination needed to find solutions to these problems.

"Employers are confronted by the fact that the work force is experiencing real bargaining power through the new conciliation machinery.

"Thus dissatisfaction over the system of differentiated education, housing shortages, lack of civic amenities, long commuting distances, strained health care services and legislation to preserve pensions have all become cause for unrest on the factory floor."

Mr Du Toit warned of the dangers of an "insupportable burden on the taxation system and precipitate unbridled inflation" if these issues were wrongly handled.

He said the FCI exco would discuss:  
● Specific unemployment relief measures;  
● Deregulation and the privati-

sation of low-cost housing for all races;  
● A major decentralised educational system, less academically and more career oriented.

RUM 14/10/81  
**Assocom**

## warns on exploiting firms

Financial Reporter

A WARNING the Government might act against companies which "exploit" consumers unless such practices were stopped voluntarily was made last night by Mr Issy Pinshaw, the president of the Association of Chambers of Commerce.

He was speaking at the formal opening of the Assocom annual congress in Durban.

Mr Pinshaw said: "In recent months Assocom has received complaints from the authorities to the effect that certain businesses are not making their contribution in co-operating with the Government in its fight against inflation.

"Accusations of outright exploitation have been levelled against certain sectors in the economy and Assocom regrets that it has had to agree with the authorities that a small minority of firms are not acting responsibly.

"Although I am sure that only a small minority are guilty of this it is the few bad apples that spoil the rest."

Mr Pinshaw said: "What the guilty parties fail to appreciate is that unless they put their respective houses in order Government may be compelled to force them to do so.

"This would come at a time when active steps are being taken by the authorities to deregulate business.

"Legislation is costly to enforce, has disturbing side effects and often prevents sound competition and so should be avoided as far as possible.

"Such irresponsible behaviour by a small group of businessmen unfortunately damages the image of the free enterprise system as a whole.

"I, therefore, urge such businessmen to adopt a more responsible attitude in their approach to consumers and to cease those practices which result in the cry of exploitation being made."

Mr Pinshaw said: "At the same time consumers should realise that the most effective weapon in their hands remains competition.

"It is just as much the task of the consumer to make competition work by insisting on value for money and a fair deal."

# Council Argus 14/10/81 to launch Wesgro

(133)

## Municipal Reporter

CAPE TOWN City Council is to take on the job of officially launching Wesgro, the brainchild of former Mayor Mr Louis Kreiner, to promote the economic development of the Western Cape.

The council's executive agreed yesterday that the council would act as a 'clearing house' for the legal formation of Wesgro, which is to be an incorporated association not for gain.

The committee convened by the Cape Chamber of Industries to investigate the feasibility of Wesgro had asked the council to go ahead with the formation. It was confident it would soon meet the R180 000 a year target set as the new organisation's running expenses.

## DIRECTORS

The council is to appoint Mr Kreiner and another councillor, Mr Peter Muller, as its directors to the board of Wesgro.

Any expenses for the formation of the organisation will come out of the R50 000 the council has already agreed to give annually to the new organisation.

The rest of the money will come from private enterprise through the Chamber of Commerce and Chamber of Industries and from surrounding local authorities.

The feasibility committee already has a guaranteed R140 000 a year.

# Call to drop city centre trade bar

Star 15/10/81

133

by Michael Chester,  
Financial Editor

**Durban**  
The Botha Administration came under renewed pressure today to dismantle all hurdles barring black-owned businesses from moving into city and shopping centres. The appeal to the Government to scrap the race colour bar was made at the 1981 congress of the Association of Chambers of Commerce, which was accompanied by demands for black equalisation with whites in the primary education system to university levels. It is likely that both scenes will be pursued before the scenes at private meetings between Association leaders and Cabinet ministers scheduled to start next month. Cape Town and Durban members of Commerce urged forces in motions urging the Government to scrap up white Central Business Districts to businessmen of all races without delay.

## Business Act

They also wanted the repeal of all existing legislation that prohibits the appointment of black, coloured and Asian managers in white-owned businesses in white urban areas. This was seen as an encouragement to the development of more business and managerial skills. Although the Government said it intended to end the Group Areas Act to allow access to any coloured area for business professional operations, Cape Town chamber members dismayed at the lack of real progress. It can only raise understandable questions in the minds of the non-white population groups to the Government's "restlessness," remarked a member of the issue.

## Permits

The Durban chamber argued that as a first step the Central Business Districts of larger towns and cities should be opened for mixed trading as soon as possible to open opportunities of learning to compete on equal terms with experienced white businessmen.

At the moment white employers were forced to apply for special permits to promote workers of other races to higher posts.

"It is difficult to escape the conclusion," said a Durban study, "that the Government, while accepting the principle of removing restrictions, is employing delaying tactics as far as specific action is concerned."

## Education

Assocom urged the Government to take urgent steps to provide equal educational opportunities for all race groups.

The Port Elizabeth Chamber of Commerce said in a resolution proposed today that about R720 a year was spent on education for each white child and only R72 on each black child.

In a unanimous resolution the congress backed the call for equal opportunities, urged greater emphasis on technical education through a twin-stream system and called for more consultation with the private sector in defining the needs of the future.

The Star's Political Staff reports from Cape Town that economic decentralisation could turn into one of the most important topics to be discussed at the Prime Minister's meeting with business leaders there on November 12.

Category	None	Sub A	Sub B	Sub C	Sub D	Sub E	Sub F	Sub G	Sub H	Sub I
EXC	13	11	9	3	2	5				
PRO	13	14	12	15	2	5				
CL	13	14	12	15	2	5				
BC	13	14	12	15	2	5				
SKLDMAN	13	14	12	15	2	5				
LONONMAN	13	14	12	15	2	5				
SEMI	13	14	12	15	2	5				

# Retail slowdown a challenge, says OK

12DM 15/10 RT (85) 133

CONSUMER-spending growth in South Africa will rise at a considerably slower rate this year than in 1980, with the increase in retail sales falling to about 4% from 9% last year.

Mr Meyer Kahn, managing director of OK Bazaars, said there was little doubt that business activity was on the downswing, with most economists predicting a real growth rate of between 4% and 5% this year against 8% last year.

But Mr Kahn said the slowdown was a challenge to commerce — "A downturn is a time for courage and nerve, not timidity."

The constraining factors appeared last year, but were overshadowed by the boom, and were now coming to the fore, said Mr Kahn, with inflation likely to accelerate to about 15,5% from

## JOHN MULCAHY reports from Assocom's congress in Durban

13,5% last year. With wages rising at a slower rate than they did last year, real earnings were at best stagnating now.

The boost given to overall demand in 1979 and 1980 by new jobs had been reversed this year as unemployment started to rise again. Direct tax paid by individuals was likely to rise by about 25% this year against an increase of only 7% in 1980. Statistics showed that consumers were not dipping into their savings to the extent they did in last year's boom when almost half the spending increase was financed by credit and saving. This reduced the ratio of personal savings to disposable incomes from 10,5% in 1979 to an unusually low 6,7%.

Higher interest rates had dampened consumer demand

more directly in the sense that purchases financed with credit had become considerably more expensive over the past 12 months than in the previous year. The ripples of expensive and scarce money extended beyond high-priced durables, such as cars and houses, as the decline in demand for housing affected sales of a wide range of products associated with a new home, such as garden equipment, domestic appliances and furniture.

All these factors — lower disposable incomes, tighter money and higher savings — were convincing evidence that the boom was ending, and even those sectors which were still relatively buoyant would experience a marked fall-off in business over the next few months.

In spite of these negative factors, Mr Kahn was optimistic that, barring a sustained collapse in the gold price, chances were good that the present downward phase in the business cycle would be relatively brief and mild.

"It seems most unlikely that South Africa will experience in 1982 and 1983 a recession as painful as that of the mid-seventies when the growth rate dropped to zero."

The coming downturn was likely to be felt most severely in the sale of durable goods, most of which were expensive "big-ticket" items, such as cars, large domestic appliances and furniture.

Sales of these goods rose particularly fast in the boom, with total consumer spending on durables rising by an "astronomical" 27% in real terms last year. Purchases then were encouraged by low interest rates and freely available credit.

Many households had delayed committing themselves to heavy outlays in the last downturn, and the reverse was now true. Stricter credit terms were a strong discouraging factor to potential buyers, and it was also possible to postpone purchases of durable goods for a considerable time because they normally had a relatively long life and could be kept in sound condition

by maintenance and repairs.

Sales of durable goods were likely to rise by about 10% in real terms this year, but there would be a sharp drop in 1982 and 1983 to a marginal increase of no more than 1% or 2%.

In contrast, food sales should remain steady over the next two years. After a modest rise in sales of food and other non-durables last year, their growth rate was unlikely to fall below 3% a year between 1981 and 1983.

Mr Kahn predicted that the growth in consumer spending would undergo a significant geographic shift in the next few years. Many of the large public and private investment programmes being undertaken were not in urban areas but on the platteland where employment opportunities were likely to grow faster than before.

The trends in consumer spending and in the overall economy would make the next two or three years more challenging for most companies than 1979 and 1980, starting with a marked drop in growth of sales volumes. Revenue would also be eroded by keener price cutting and a shift in sales patterns. High-margin operators could be expected to lose market share because consumers would be under extreme pressure to economise.

"In fact, pricing will remain the major marketing tool of the 1980s, and average margins on total sales are likely to narrow considerably."

On the supply side, with inflation unlikely to drop into single figures for some time, raw-material costs would continue rising sharply, and passing on the cost increases would be more difficult than it was during the boom as consumer demand would be sensitive to rising prices.

The result would be a classic squeeze between the pressures of higher costs and stagnant or falling demand. Many companies would be tempted to meet the situation by pulling in their horns, aiming for the lowest possible performance targets. Advertising budgets would be cut, promotions curtailed and expansions shelved in the belief that by surviving, the company could at least live to see the next upturn.

"We believe these arguments to be wrong, and possibly even dangerous. The lights should not be on amber during the downturn, they should be on green."

By JOHN MULCAHY

ESCOM is likely to remain South Africa's major capital spender for at least the next 10 years, making substantial demands on the domestic and foreign capital markets.

# ESCOM to remain top borrower

IN A FERSE statement Assocom yesterday confirmed that it was considering a merger with the Federated Chamber of Industries. It said: "The Assocom domestic session of congress yesterday considered the possibility and feasibility of a merger between Assocom and the Federated Chamber of Industries. Assocom agreed that the matter be investigated further jointly with the FCI with a view to formulating recommendations for submission to both organisations as soon as possible." *RD 15/10/71* *133*

Dr Joop de Loor, Director-General of Finance, in supporting a motion at the Assocom congress in Durban yesterday that the Government ensure correct priorities were accorded to State capital spending, said one of the main tasks of the capital priorities committee was to monitor Escom spending.

The motion before congress called for greater control over expenditure by State corporations, and said the Department of Finance should determine the limits to which capital programmes should be financed from revenue.

Dr De Loor said there had to be an element of self-financing of future capital spending from current revenue, and fi-

ancing was already monitored by the capital priorities committee.

He stressed that capital spending had to be divided into continuing long-term expenditure, such as on Escom, the Railways and the Post Office, and ad hoc expenditure, required by the "small spenders", Iscor and the SABC.

The Cape Town Chamber of Commerce expressed concern that neither Escom nor

Iscor was required to submit for approval annual budgets, although Escom did consult the Department of Finance on its loan proposals.

A related motion, tabled by the Pretoria chamber, and calling for the establishment of an additional private-sector consultative body to advise the Cabinet on State spending priorities, was defeated after an explanation by Dr De Loor on budgetary machinery.

Firstly, said Dr De Loor, there was the capital priorities committee, which considered major elements of long-term capital expenditure. One example was the decision to raise the coal-export ceiling, involving hundreds of millions of rands, and which was considered a high priority because of its foreign-exchange earning potential. Expenditure bottlenecks had been caused because of the conscious attempts by the

Government to reduce real capital spending, and it was reaching the stage where the State had to be more selective because of limited funds. Defence was regarded as the top priority, followed by education and housing, and requirements for the other sectors had to fall in line.

Once the inputs from the high priority long-term projects were received, they had to be matched with the current year's Budget requirements.

Mr Denis Paxton, a past president of Assocom and a member of the Economic Advisory Council, said that whatever machinery there was to monitor expenditure, it was disturbing that there were numerous bodies, from the public and private sectors, which were "trying to jump the queue".

Levies in any form were a means of circumventing budgetary capital allotments, said Mr Paxton. The Department of Community Development, in trying to borrow money from building societies, aimed to "get around" the priorities.

# Reaganomics — good and bad for SA

RDM  
SA  
15/10/81  
133

INTERNATIONAL banking considerations may play an important part in the determination of South Africa's economic fortunes.

Professor Jan Lombard, head of the department of economics at the University of Pretoria, told Assocom that gold's value depended on the need among bankers for international reserves other than key currencies, such as the dollar.

From this fact it emerged that the behaviour of the US economy and the nature of US economic policies were the major sources of the international challenges and changes facing SA business in the foreseeable future.

If applied long enough, the Reagan Administration's form of supply-side economics could technically succeed in its objectives, and this could spell good and bad news for SA business.

On the negative side, success of Reaganomics could in the short term lead to slower growth in expenditure on internationally tradeable goods, relatively high real interest rates, a strong dollar and a sluggish gold price.

These restrained conditions would be transmitted to the UK and the rest of Europe, said Professor Lombard, and would be further intensified by the uncompromising monetary policies of the UK and the German determination to avoid domestic inflation.

Such trends would put pressure on SA's balance of payments in the form of sluggish foreign exchange earnings and a drain on liquidity.

For these reasons the "foreign sector" in SA's economic accounts would over the next few years turn out to be a weak generator of domestic activity, and it could also represent a sensitive parameter of constraint on the scope of domestic fiscal and monetary policies to allow for domestic expenditure expansion. The good news about the ascendancy of US economic policies, said Professor Lombard, was that in the longer run, they policies could lead to a renewed and rapid expansion of real demand for industrial inputs, to stable prices of capital goods imports, and to more stable international currency exchange rates.

Exciting business activity could not be expected from the international economy in the short term as President Reagan's strategy had to be allowed "to have its sanitary impact" on the roots of inflation. Success of the Reagan approach would not necessarily be negative for gold, as the gold-mining industry's long-term fortunes did not depend on the failure of international economic stabilisation policies.

Although the industry had suffered from "certain unrealistic" gold-price policies of the US and the International Monetary Fund in the 1960s, Professor Lombard suggested that in the

Reagan-type scenario gold was not scheduled to be subjected to that kind of unrealistic price control.

Professor Lombard said that although the Opec oil-price increases since 1973 were not an unmixed disadvantage for SA, which as a major producer of opil from coal benefited in many ways from the change — both in commercial and strategic economics.

"It is worth a thought that Sasol, whose management in the 1950s had to almost annually plead for special fiscal support in order to break even, could in the late 1970s attract more private equity finance even from abroad than it could use for its huge new capital outlays."

It would, however, be incorrect to conclude that SA should normally gain from increases in energy prices as it was still a net fuel importer, consuming more energy than it produced. Increases in energy prices relative to the index of all other international commodity prices were still to the net disadvantage of the SA economy.

"In the 1970s South Africa did happen to gain, on balance, from the entire oil strategy, but indirectly through the effects of international balance of payments there was instability in the commodity price of gold in terms of most other currencies."

RDM 15 (10-8)

# Assocom, FCI study merger

Financial Editor

ASSOCOM is to take a serious look at the question of a merger with the Federated Chambers of Industry (FCI).

Yesterday Mr Issy Pinshaw, president of Assocom, said: "The domestic session of congress considered the feasibility of a merger between Assocom and the FCI."

"Assocom agreed that the matter be investigated with the FCI with a view to formulating recommendations to both organisations."



# Assocom plea for all-race CBDs

RDM 16/10/81 By JOHN MULCAHY

ASSOCOM issued a strong plea to the Government yesterday to open central business districts to all races. Its congress in Durban called on the Government to encourage the development of business and managerial skills among blacks, coloureds and Asians, and to open the free enterprise system to everyone.

The motion was proposed by the Cape Town and Durban chambers of commerce.

The Cape Town Chamber viewed in a serious light the lack of progress in implementing the Riekert Commission recommendations for the removal of racial barriers.

It said the report found there was a considerable difference of opinion on the desirability or otherwise of free trade areas and the three main options were maintenance of the status quo, completely free trade, or demarcated free trade areas.

The commission found that the disadvantages of the present system were the cost of resettlement to the State, dissatisfaction among traders, inconvenience to the public and the fact that only a small proportion of the community benefited by the protection of trading rights.

While the Government had accepted in principle that certain trading areas within the group area of one population group be opened to other groups, the Cape

Town chamber could not agree that these principles were being applied with the speed believed to be necessary for blacks, Asians and coloureds to take part fully in the free-enterprise system.

The Durban chamber said that for practical reasons the legal restrictions on mixed trading could only be phased out because it would be necessary to protect less-experienced trading groups, especially coloureds and blacks. This was necessary because restrictions on mixed trading had deprived these people of training opportunities and business experience over many years.

It should not be regarded as reverse discrimination, said the chamber, but as providing them with an opportunity to catch up with those members of society who had enjoyed more privileged conditions in the past.

As a first step, the central business districts of larger towns and cities should be opened for mixed trading as soon as possible, providing business opportu-

nities for coloured, Indian and black traders who believed they were capable of competing on equal terms with the rest, and at the same time providing a training ground for management.

Opening of central business districts to all races would also provide opportunities for inter-racial partnerships which were now often not practical.

"The natural aptitudes of the various race groups are frequently different and the formation of inter-racial partnerships could encourage optimum use of the natural expertise of all groups," said the Durban representative.

Assocom had raised these matters directly with the ministers of community development and of co-operation and development who confirmed that removal of restrictions was Government policy, but that they had been referred to the President's Council and no action could be taken until its report was received.

133

# Business efficiency

## show draws

## 60 exhibitors

ARGUS 16 10-81

(133)

SIXTY companies will take part in Cabex 82, the Cape Business Efficiency Exhibition in the Good Hope Centre next February, Mr Roger Haupt, the Cape Town Chamber of Commerce's exhibition manager, said today.

The chamber is joint organiser of the exhibition with the Business Equipment Association of South Africa which has more than 100 member companies and represents more than 90 percent of the business equipment industry in South Africa.

The exhibitors will spend more than R175 000 on their stands and the exhibition is expected to generate millions of rands of business for the industry, says Mr Les Wood, executive director of BEA.

The three-day exhibition from February 17 to 19 — already fully booked — will bring together millions of rands worth of business equipment ranging from typewriters, microfilm and photocopying machines to computers and word processing systems.

A series of business efficiency seminars will be held in conjunction with the exhibition. They are to be arranged by leading

technical societies involved in business efficiency.

The exhibition would be an important one for the Cape business community, the president of the Chamber of Commerce, Mr Tony Silberberg, said today.

While buyers from the large companies are able to visit exhibitions in other centres, managers of smaller businesses cannot justify the time or the expense.

### MEET NEED

Even a large company cannot transport all of the members of its staff who influence decisions on administrative systems and equipment to exhibitions held elsewhere.

The exhibition will therefore meet a need that has been growing in the Cape and important results should flow from it.

More than 300 specialists in business equipment will be on hand at the exhibition to answer questions and do demonstrations.

# Black homes bond plan is suggested by Rive

THE man in charge of the development of Soweto, former Postmaster-General Mr Louis Rive, has suggested the introduction of housing bonds on the lines of the defence bonds — but for blacks only.

At the Association of Chambers of Commerce congress in Durban yesterday, Mr Rive said it was time the red tape was cut in the formalities for providing housing for blacks.

The black man, he said, is a good saver but is not a big investor in defence bonds.

"Can we not involve ourselves in selling him housing bonds?" he asked.

He later said the bonds he had in mind would be for blacks only and could carry prizes — maybe even a house.

Mr Rive described housing as "our second front".

"I hope the Viljoen Report (on housing) will be the beginning of a new era in housing because unless we overcome our prob-

## Mail Correspondent

lems, we are in for a lot more problems in the future," he said.

Mr Rive said he believed the priority is to upgrade homes. He said there were 105 000 houses in Soweto of which 98,5% had two bedrooms. If one extra room was added it would increase the sleeping capacity by 50%.

He said 80% of blacks were prepared to upgrade their homes if they were given assistance.

When a black applied to buy a home, there were 29 steps he had to go through, all of which could cause delay or rejection.

He believed local authorities, black and white, should dictate what should be done in local

conditions.

"It cannot be done from Pretoria," he said.

Mr Rive said housing problems could not be solved unless blacks were motivated and they could be motivated if they were involved.

He believed it was not necessary for a man to have a R20 000 house straight away, but to have a R5 000 house and help him to upgrade it over the years.

On private sector involvement he said financial institutions and employers should co-operate and all types of housing should be explored, including shell and core and mini housing on serviced land.

## Efficiency

Speaking of Soweto's housing, Mr Rive said a housing bureau should be staffed by those whose watchword is efficiency and who could cut red tape. There should also be a centre where blacks could be guided into methods of upgrading and a place to buy materials for building — owned by black entrepreneurs.

Durban Chamber delegate said there was a backlog of 92 000 homes in metropolitan Durban. The chamber had calculated that if 900 units were built a year it would take 16 years to work off the waiting list. And in order to overcome the whole problem it would take 100 years.

● The congress recommended that the Viljoen Panel report be published as soon as possible, studied and implemented nationally, including non-independent black states.

# Call to open up business to all

ASSOCOM has decided to ask the Government to open white business districts to all races immediately and to phase in the opening of other business areas.

Delegates at the 79th Assocom conference in Durban also decided yesterday to ask the Government to repeal existing legislation which prohibits the use of black, coloured and Indian managers in white-owned businesses in white urban areas.

Durban businessman Mr Alec Rogoff yesterday suggested the Government had adopted "stalling tactics" over the phasing out of job reservation.

Mr Rogoff said job reservation had been removed in theory, yet businessmen could be prosecuted if they appointed black, coloured or Indian managers in white areas.

The recent South African rugby team to New Zealand had coloured people in its management, he said.

"How can we explain to our staff that their training and advancement is being held back because of their colour?"

It was difficult to escape the conclusion that the Government, while accepting the principle of removing these restrictions, was employing stalling tactics, he said. — Sapa.

## New Assocom chief inducted

MR GORDON Stuart-Reckling, of Durban, was yesterday inducted as the new president of Assocom. He takes over from Mr I J Pinshaw, of Johannesburg. — Sapa.

# Assocom: critical questions for PM

ONE could hear the ideological palpitations rumbling "between the lines" at Assocom's annual congress in Durban this week.

However gentlemanly, and protected in bureaucratic flannel, this was a congress to remember. Most un-Assocom — and quite right, too.

By Stephen Orpen

ital goods imports and even to more stable international exchange rates for currencies.

(Of course, short-term there could be slower growth in spending on goods traded internationally, relatively high real rates of interest, a strong dollar and a sluggish gold price.)

There was hope, too, in the extraordinary common sense, founded in years of hard work and painstaking forethought, from men like the Railways' Kobus Loubser, who provided a (proven) blueprint for the integration of blacks even in the most "diehard Afrikaner" organisations.

But the warnings in the opening address by usually restrained Chris Saunders, chairman of the Tongaat group and member of the PM's Economic Advisory Council, about the consequences should business (as opposed to Government) fail to hasten labour and social reforms (and should Government fail to keep pace politically) rocked delegates in their seats.

Equally, the cool appraisal by Professor Jan Lombard of the consequences of failure to redistribute the regional and racial concentration of wealth was all the more frightening because of its meticulous base.

Mr Saunders emphasised that the three key conditions for the break-up of a society, as defined by historian Toynbee, were now all present in South Africa:

- The secession and revolt of the internal proletariat (defence budget).
- The revolt of the external proletariat (United Nations, Organisation of African Unity, defence budget).

● To Page 3

## Assocom: some queries for PM

● From Page 1

● The revolt of the intelligentsia (De Lange Commission).

He lobbied frankly for acceptance of the imminent recommendations of the Buthelezi Commission, pointing out that "it is more than probable that even in Natal the black population is now close to an absolute majority".

"Whites living here must clearly understand and accept that they will have to choose between growth, with its in-built dynamic for social and political change, or artificial restrictions on growth to try to maintain the status quo."

Later, Professor Lombard

quipped that Mr Saunders had largely represented the "Victorian English and Zulu" relationship — yet his most important message was in warning not to forget the Afrikaner imperative for survival.

Professor Lombard went on to note that the gross domestic product of the South African economy is now about R60 000-million and the total population 30-million, giving a per-capita figure of R2 000.

"In fact, however, this average disguises a very skew geographic distribution — with areas like Botswana, Lesotho and Swaziland averaging less than R500 per capita. . . .

"On the other hand, in the highly industrialised Pretoria/Witwatersrand/Vereeniging area, the comparable figure would be around R3 500.

"In Natal, the per-capita income in the Durban metropolitan area is much more than 10 times higher than in KwaZulu. . . ."

Thus the PWV area produces 40% of the income of the economy using only 26% of the economically active population.

An altogether new approach (as outlined in the report of the special committee for consolidation to the Government in July?) to decentralisation and homelands and independent island states was necessary at once if the drift to the PWV and Durban/Pinetown areas was not to become an avalanche — while areas like the Eastern Cape and northern Natal withered, said Professor Lombard.

Unfortunately, what should have been the central issue — who will do all the things now apparently necessary to secure the country's future — was not addressed.

Hopefully, it will loom large at the Prime Minister's summit on November 12.

An important if tacit objective at the congress was to prepare the ground for a collected and rational case from business at the Prime Minister's critical "Carlton Revisited" summit meeting next month.

Yet the clear message from key speakers — and the overall nervous system — at the 300-strong gathering was of sharp frustration, exasperation and unease. By contrast, the feeling about the business outlook itself was sanguine. OK Bazaar's managing director, Meyer Kahn, characterised the mood with predictions of slower growth next year but a gradual recovery thereafter — and little chance of the grievous downturn of the Seventies.

Likewise, in assessing Reaganomics, Professor Jan Lombard, special adviser to the Reserve Bank felt that, if given ample time, there were favourable odds that it might produce, as intended, a combination of price stability and rapid real growth in output.

"For South African business, the good news about the ascendancy of classical economic policies in Washington is that, in the somewhat longer run, these may lead to a renewed, rapid expansion of real demand for industrial inputs, to stable prices of cap-

# Downturn in economy poser for FCI

Star 19/10/81  
133  
289

By Mervyn Harris

Delegates at the opening in East London today of the annual convention of the Federated Chamber of Industries (FCI) heard that the national economy was firmly in the grip of an export-led downturn.

The basic question was whether to permit the momentum of the cycle to carry the economy towards a low rate of growth or to sustain the pace of economic activity nearer the longer-term growth potential in the interests of income and employment creation.

## WARNING

The question was posed by the executive director of the FCI, Dr J C van Zyl, who warned in a report for consideration at the convention:

"It is necessary to ensure that, as the authorities gain control over the money supply, conditions do not become over-restrictive, precipitating recessionary conditions."

He said that the chamber emphasised the danger of using monetary instruments alone to regulate the economy.

The FCI accepted the desirability of broad and realistic monetary targets, but it opposed mechanistic application of a money rule with policy adjust-

ments keyed automatically to money-supply statistics.

The FCI would continue to monitor developments and make representations to the authorities as and when necessary.

Dr van Zyl said that the chamber had redefined its policy on industrial protection in view of the need to maintain economic momentum to create employment and, at the same time reduce inflation.

The methods of protection being granted to domestic industry was thus of considerable importance.

The removal of price control from a large number of industries was welcomed and the chamber was in the process of making representations to the government over general policy on price control.

## DISTORTIONS

"A less-satisfactory position has been reached with price control under the Marketing Act affecting a large number of food products

"Not only has price control introduced wide distortions into this sector but the adjustment mechanism in terms of which the value of capital assets is adjusted for inflation has proved ineffective.

"Equally important under these circumstances is

the policing of effective competition.

"The chamber has made a number of submissions to the Competition Board designed to align competition policy with the needs of the country, especially in the area of guidelines for acquisitions and mergers."

## WATCHING BRIEF

The FCI continued to hold a watching brief over possible unfair competition between co-operatives and the proprietary sector.

The package deal arrived at between the government and the proprietary sector as far back as 1977 had not as yet been put into effect.

At the same time the Department of Agriculture had been engaged in a major revision of the Co-operatives Act.

In the first draft of the new legislation the chamber was greatly alarmed to see a number of changes which went far beyond a consolidation of the legislation and introduced a number of principles and privileges.

## FUNDAMENTALLY

These conflicted fundamentally with the terms of the package deal as understood by the chamber.

This was a matter of deep-going concern and the FCI had pledged itself to curbing the power of co-operative societies to use their privileges.

These had been given as part of an agricultural-support programme in such a way as to disrupt activities of the proprietary sector.

# Rosy all the way for building

207  
19/10/81  
~~22~~ 133

By SUSAN DALLAS

**STRONG** demand for housing means a healthy outlook for the building industry and there should be no recession "this century, let alone in the rest of the decade".

This optimistic prospect is given in the annual report of the Building Industry Federation of South Africa (Bifsa).

It says: "With the present shortage of housing units for all race groups amounting to 400 000 and an estimated ongoing demand for an additional 180 000 units a year, the building industry is going to be hard pushed to deliver the goods."

The need for infrastructure development surrounding new housing is expected to supplement construction demand.

Companies are expected to invest vast sums of money in employee housing, reducing the role of building society finance.

The report says the allocation of bigger percentages of company profits to housing for employees will be "an industrial relations exercise to encourage worker stability".

"In due course, the Government must support its plans for Southern African stability with funds for mass housing."

Predicting a rise in the deficit on the current account of the balance of payments, Bifsa says pressure will be exerted on the gold and foreign exchange reserves, necessitating a capital inflow.

Acknowledging the sensitivity of the building industry to the money market, Bifsa is nevertheless confident that capital will be provided for housing.

A continuing growth rate of 5% a year is necessary to meet demands on the industry.

Strategic planning in all areas of Bifsa will be made from the plateau of high growth prospects.

An alarming shortage of 20 000 general workers, 6 800 skilled artisans, and 1 200 technicians as well as shortages of materials have had a debilitating effect on the building industry this year.

But productivity of workers has increased because building activity is greater now than in the boom of 1974 although labour was 15% less than then.

An extensive recruitment drive has been made in Britain to draw skilled immigrants for permanent employment, but there is no question of these people replacing dedicated South African workers.

On the premise that the industry will enjoy a continuing 5%

growth rate, by the year 2000 it will require 3 000 building management students, 15 000 technicians, 48 000 artisans and craftsmen, and 144 000 general workers.

The report says price controls in the industry are not in the national interest.

**MERVYN HARRIS REPORTS FROM THE FCI CONGRESS**

*Sta 20/10/81*  
**'Productivity should enter wage talks'** 133

Productivity should become a major element in wage bargaining between employers and unions, says Dr Jan Visser, director of the National Productivity Institute.

He told the annual convention of the Federated Chamber of Industries in East London that there should be a lot of uneasiness among businessmen over low productivity.

Productivity improved by only 2.6 percent in the year to May 1980 while

wages increased by 21 percent in the same period.

"The country is bound to suffer by such disparities between productivity and wage improvements. We cannot be competitive in export markets unless we increase our productivity," said Dr Visser.

He asked how unions could justify another claim for a 15 percent wage increase without guaranteeing an increase in productivity.

Replying to suggestions that low productivity was linked to the social and

political environment of the worker, Dr Visser put the blame for low productivity on management.

He said there was a lack of production planning and control and a shortage of skilled staff to meet production standards.

"We need hundreds of industrial engineers but we do not even have 40 students at technikons."

Dr Visser continued: "Quality must become a way of life, but while we all pay lip service to training, few do something about it."

UJET

FORE TRANSFORMATION	MAXIMUM LIMIT	MISSING CODE	CATEGORY CODE	CATEGORY NAME	CATEGORY	INTERVAL RAA
UM						LE OF
						THAN
1.0000	3.0000	MISSING	1.00000	MALE	1.00000	1.0000
1.0000	5.0000	MISSING	2.00000	FEM	2.00000	1.0000
1.0000	4.0000	MISSING	0.00000	NON	0.00000	1.0000
1.0000	4.0000	MISSING	1.00000	A-2	1.00000	1.0000
1.0000	3.0000	MISSING	2.00000	3-5	2.00000	1.0000
1.0000	2.0000	MISSING	3.00000	6-7	3.00000	1.0000
1.0000	2.0000	MISSING	4.00000	8-9	4.00000	1.0000
1.0000	4.0000	MISSING	5.00000	10	5.00000	1.0000
1.0000	4.0000	MISSING	6.00000	* 6.0000	6.00000	1.0000
1.0000	4.0000	MISSING	4.00000	EXC	4.00000	1.0000
1.0000	4.0000	MISSING	5.00000	PRO	5.00000	1.0000
1.0000	4.0000	MISSING	8.00000	CLC	8.00000	1.0000
1.0000	4.0000	MISSING	9.00000	BCT	9.00000	1.0000
1.0000	4.0000	MISSING	12.00000	SKLMN	12.00000	1.0000
1.0000	4.0000	MISSING	13.00000	LONGNMN	13.00000	1.0000
1.0000	4.0000	MISSING	14.00000	SMT	14.00000	1.0000
1.0000	4.0000	MISSING	15.00000	UNSKL	15.00000	1.0000
1.0000	4.0000	MISSING	4.00000	EXC	4.00000	1.0000
1.0000	5.0000	MISSING	5.00000	PRO	5.00000	1.0000

987



# Sharp attack on poor standards at airports

Star 20/10/31

133

The poor standard of services at airports came under sharp criticism yesterday at the FCI convention.

Delegates complained that businessmen had to use inadequate facilities and that refreshments were of poor quality.

Part of the problem was said to be that private work at airports was not put out to tender.

Mr A Heuer, of the

Transvaal chamber, called for more competition at airports.

Another delegate said that more people were arriving in the country by air but when they came off the flight they moved into a scene of disruption.

Some of the buildings and methods of transport used to ferry passengers to aircraft were out of date.

Other points raised

during discussions were

- Fuel restrictions.

- Speed restrictions and fuel saving could not be looked at on their own. A Shell report showed that only 15 percent of costs was linked to fuel and 75 percent to labour.

- High-speed transmissions of a letter from Johannesburg to Durban could now be relayed in one minute at the price of a telephone call.

## Railways still looking to a healthy surplus

South African Railways is still hoping for an estimated surplus of R6.4-million in the financial year to March in spite of sharp increases in expenditure in July and August.

Mr C P van Coller, assistant general manager, commercial S A R, told the Federated Chamber

of Industries convention that SAR had a surplus of R6.4-million in the five months from April to August.

"Although the economy is in a downward phase, we do not see this as a trend and hope to achieve a surplus.

In the previous financial year the railways had a

surplus of R44-million.

Mr van Coller said that high-rated traffic accounted for 13 percent of total volume but was responsible for 37 percent of revenue.

He said that it would take a long time to narrow the gap between high and low-rate tariffs.

# FCCI CONVENTION

## Wage hikes not matched by production?

PD 20/11/81 (133)

**EAST LONDON** — Worker productivity had risen by 2,6 per cent in the first five months of 1981 compared to 1980 whereas wages had jumped 21 per cent, according to Dr J. H. Visser, the executive director of the National Productivity Institute (NPI).

Quoting from results obtained by the NPI in the report of the productivity committee, Dr Visser said industrialists should feel uneasy at this state of affairs. He said, however, that despite this disproportionate increase in wages, manufacturers were more or less able to maintain the return in investment attained in 1980.

He pointed to several problem areas in efficiency which included lack of planning and control, maintenance, quality and quality assurance and training.

Dr Visser also called for productivity bargaining between workers and management. "How can you

justify an increase in wages of 15 to 20 per cent if there is at the same time no increase in productivity?" he asked.

Mr J. Rutowitz of the Northern Transvaal Chamber of Industries said the problem of productivity was not as bad as presented. He said one would have to deflate the wage figure to determine the real increase and make it

**Reports by  
PHILLIP  
VAN NIEKERK  
and TOM LOUW**

comparable to the productivity figure.

He said other factors which affected the comparison were the deliberate attempt at closing the wage gap and the training of black employees which led to higher wages.

"A lot of criticism of our productivity is thus not merited. We are making progress," he said.

Dr Visser agreed that progress was being made but disputed whether it was enough. "We need greater enthusiasm from industrialists," he said.

One speaker from the floor said the problems of productivity affected the country's export trade. He said South Africa was getting less competitive by the day.

Professor B. P. Botha of the University of the North said the political, economic, social and cultural environments had a determining influence on the productivity of workers.

Dr Visser said the basic difficulty in productivity was not the workers but the management. He said it was possible to find a very productive factory next to an unproductive one.

Prof. Botha applauded Dr Visser for conceding that private sector employers could be as inefficient as public sector employers.



The president of the Federated Chamber of Industries, Mr R. D. Smith (left), and the past president, Mr S. R. Back, with the vice-president, Mr Chris du Toit (centre).

## Fuel a small part of road costs

**EAST LONDON** — Delegates to the executive council meeting of the Federated Chamber of Industries here were told yesterday that it was not feasible to look at speed restrictions and fuel saving in isolation.

The chairman of the infrastructure committee, Mr R. D. Smith, pointed out that about 75 per cent

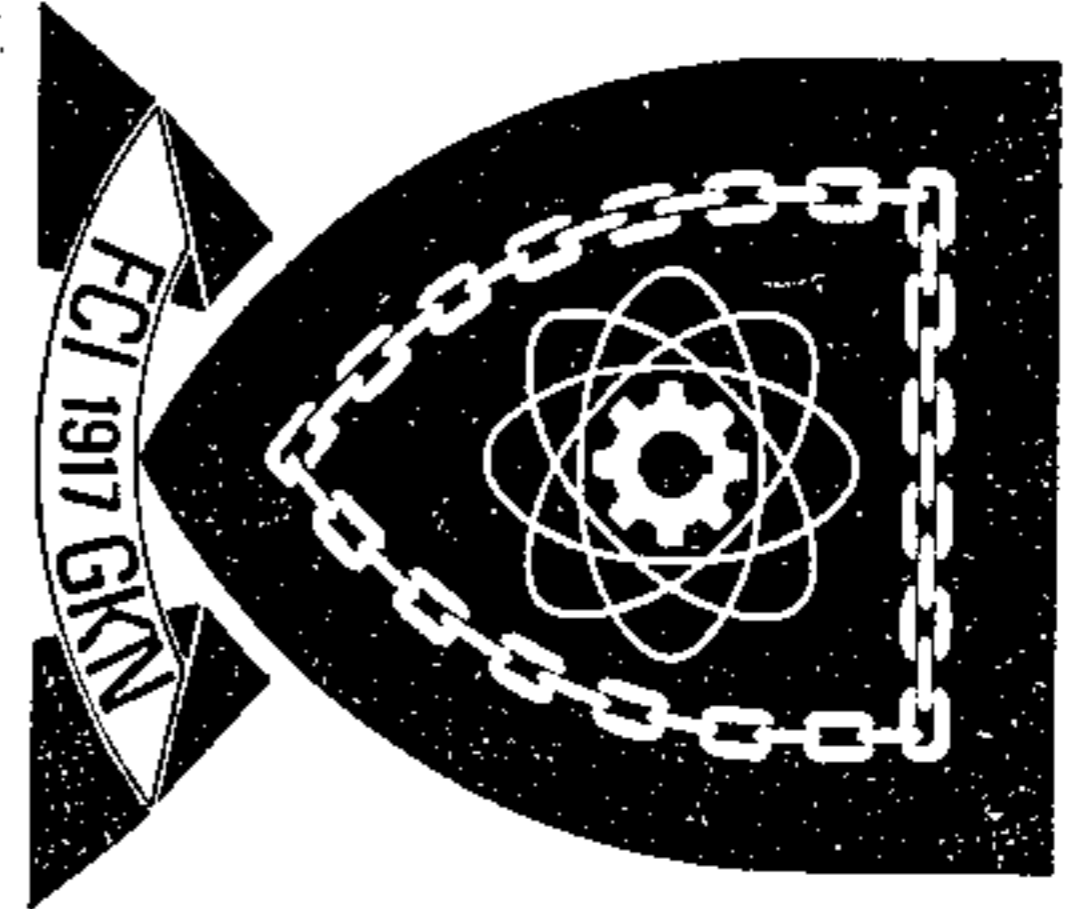
of transport costs were tied up with labour, about 15 per cent with fuel costs and about 10 per cent with safety.

Mr Smith said that over the 10 years to 1979, distance covered had more than doubled. This showed how the rising cost factor had been given second place to the gain in efficiency through using road

transport.

In discussion from the floor, one speaker suggested that instead of imposing speed restrictions, the emphasis should be on building up driving skill.

Another speaker said the imposition of speed restrictions had helped to reduce the number of accidents and had saved lives.—DDR



# Welcome to East London

It is indeed a pleasure to welcome delegates and their wives who are in East London to attend the Federated Chamber of Industries congress and convention this week.

'FCI last held a similar congress in East London 12 years ago and it is pleasing that a return visit should be made at such an interesting time in our economic and industrial development — in spite of the long gap between visits.

It is probably not widely known, but the main motivator for the foundation of the FCI was East London's Sir Charles Crewe, who became the first president in 1917 with, incidentally, Mr T. Wilcox of King William's Town on his executive.

This area therefore is of considerable historical significance to the FCI movement in South Africa. In spite of venues being gutted by fire, guest speakers withdrawing at the 11th hour and hotel accommodation being stretched to the limit, the expected attendance at tomorrow's conference, and the ban-



MR JOHN RICH, president of the Border Chamber of Industries.

quet tomorrow evening, certainly ranks high in FCI annals for these annual functions.

This must be seen as an indication of the hard work by FCI staff to ensure that such functions are topical and interesting; of the support from members of the chamber movement outside the Border region; and of the tremendous support from industry, commerce and public sector bodies locally.

On behalf of the Border Chamber of Industries it is my pleasure to welcome so many visitors to the Fighting Port and we trust that your visit here, and to the various FCI activities, will be enjoyable, interesting and worthwhile.

# FCI CONVENTION

## Two primary problems on the agenda

With the economy in a critical phase of a cyclical slow-down, delegates at this week's FCI executive council meeting in East London will be considering two primary problems: the more immediate problem of how to prevent the momentum of the downturn carrying the economy too far into recession (triggering a new round of unemployment); and the country's ability to keep the growth window open over the longer term.

Key issues are likely to be the effect of the world recession on South Africa's export prospects and gold sales policy; the size of the import bill; and the need to develop conflict resolution mechanisms to maintain urban and industrial peace.

The Chamber's main preoccupation during the year has been a search for answers to knotty problems facing the country in the inter-locking social and economic areas of industrial relations, unemployment, housing, health, education, exports and decentralisation.

The president of the FCI, Mr Chris du Toit, looks at some of the critical topics to be discussed at the FCI convention and executive council meeting in East London. The Conference started yesterday and continues today and tomorrow.

A broad consensus has developed that government policies of discipline and moderation, coupled with private sector entrepreneurship and innovativeness, form the powerful combination needed to find solutions to these problems.

Employers are confronted by the fact that the work force is experiencing real bargaining power through the new conciliation machinery.

Thus dissatisfaction over the system of differentiated education, housing shortages, lack of civic amenities, long commuting distances, strained health care services and legislation to preserve pensions have all become cause for unrest on the factory floor.

Strikes and work stoppages, in protest against

conditions which lie beyond the factory gate, attest also the demand for recognition by emergent unions.

Industry is concerned also how government is likely to react to the demand for improvement in social welfare services.

If handled wrongly, this would throw an insupportable burden on the taxation system and precipitate unbridled inflation through severe pressure on monetary policy to allow money creation at levels required to finance those activities.

Delegates at the FCI meetings are to review and ratify policy submissions to the authorities which put forward alternative answers to the intractable problems.

Key suggestions include:

- Specific unemployment relief measures favouring informal sector growth to supplement employment generation through industrialisation;
- De-regulation and the privatisation of low cost housing for all, races to permit workers to make a contribution to solving their own housing needs and introducing incentives to employers, financial institutions and property developers to enter this market;
- A more decentralised education system, less academically and more career orientated, much more responsive to the needs of the user and open to the injection of resources from the private sector;
- A less centralised

public health delivery service incorporating a combination of basic subsidisation and private contributions and therefore directed towards patients rather than institutions;

● A more effective system of regional decentralisation incentives operating in tune with market forces through non-discretionary assistance programmes, backed by development aid through the yet to be established Development Bank.

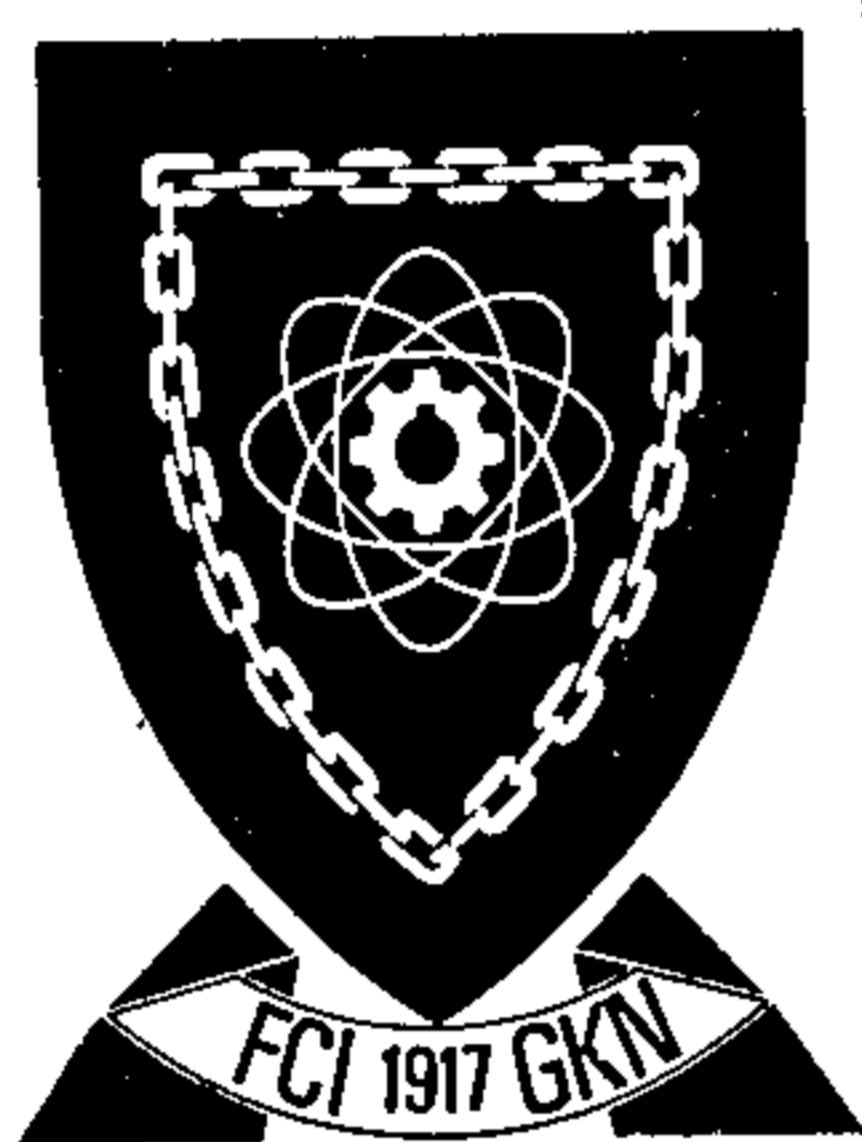
East London is also hosting a conference tomorrow on "Co-operation and Industrial Development" to be addressed, inter alia by Prof Jan Lombard, advisor to the Development Bank of Southern Africa. Dr Simon Brand, economic advisor to the Prime Minister; Dr Joep de Looij, Director-General of the Department of Finance and Mr Louis Rive, chairman of the Greater Sowet Planning Council.

The conference will be under the chairmanship of Dr Hennie Reynders of the National Manpower Commission.

DD

133

20/10/81



## FCI coat of arms

The chain denotes the links in the federal structure of the FCI; the gear in the centre denotes the turning wheels of industry; and the oblong or elliptical circles denote the paths of electrons, the revolving components of the atom which by orbiting around the gear, turn the wheels of industry — the atom denoting the basic source of primary energy as well as being indicative of the ultimate in energy.

The FCI coat-of-arms enjoys legal protection in terms of the Heraldry Act, 1962, and a certificate of registration dated April 7, 1977 has been issued.

## Today's programme

0815 — 0915	Taxation
0915 — 1015	Tariff and imports
1030 — 1245	Labour affairs
1400 — 1500	Export trade
1515 — 1730	Central economic affairs
1800	Mayoral cocktail party

## Tomorrow

Theme: Regional co-operation and industrial development, including training and low cost housing.

Conference chairman: Dr Hennie Reynders, chairman of the National Manpower Commission.

0830 — 0840: Welcome by Mr Chris du Toit, FCI president.

0840 — 0930: Keynote address: Growth prospects for the RSA in the 1980s — Dr Simon Brand, chairman of the Prime Minister's Economic Advisory Council and economic adviser to the Prime Minister.

0930 — 1020: Research results on black needs in development — Prof Laurie Schlemmer of the University of Natal and director of the Inkatha Institute.

1045 — 1130: Regional economic development — Prof Jan Lombard, adviser to the SA Reserve Bank for the Development Bank of Southern Africa.

1130 — 1215: Education and training in regional development — Prof W. L. Rautenbach of the University of Stellenbosch.

1215 — 1240: Discussion and summary: Dr Reynders

1400 — 1430: The urban and rural needs for low cost housing — Mr Louis Rive, chairman of the Greater Soweto Planning Council.

1430 — 1500: The financing of low cost housing — Dr Joep de Loor, Director General for Finance.

1500 — 1530: Discussion and summary: Dr Reynders

1530 — 1540: Votes of thanks: Mr Du Toit.

1600 — 1645: SA Federated Chamber of Industries 64th annual convention.

# Stability and growth policy mix urged

20/12/10/11

133

AN IMAGINATIVE combination of stabilisation and growth policies will be needed in the economy next year to avoid rising unemployment and falling business confidence, according to the Federated Chamber of Industries.

This view has been put forward at the FCI's executive council meeting in East London by its economic affairs committee, reports HOWARD PREECE.

The report refers to "concern over the increased industrial unrest".

It says the Government's economic strategy "is directed towards reducing the inflation rate as market forces combine with fiscal and monetary restraint measures to remove excess demand."

"The basic question which remains is whether to allow the momentum of the cycle to carry the economy towards a very low rate of growth or to attempt to sustain the pace of economic activity nearer the long-term growth potential of the country in the interests of economic strength and employment creation."

"There is broad agreement that excessive stimulation would be inappropriate in the phase of structural adjustment facing South Africa.

"On the other hand, there is a need for support measures to maintain the economic momentum in spite of the persistent world recession and international unemployment.

"There is thus a commencement of a debate on the mix of policy measures dealing with the timing of demand management support and the range of instruments to encourage structural change to effect the necessary supply-side adjustments.

"A key factor will be the rate

at which inflation can be brought down to more acceptable levels."

The FCI warns: "As the authorities gain increasing control over the money supply, care must be taken to ensure that conditions do not become overly restrictive, precipitating recessionary conditions.

"Overemphasis on monetary instruments alone to regulate the economy should be avoided.

"The FCI has accepted the desirability of broad and realistic monetary policy adjustments, but has opposed any mechanistic application of a monetary rule with policy adjustments automatically keyed to monthly or even quarterly money supply statistics."

On labour the FCI says: "It has become apparent to all that the established negotiated machinery has come under attack in the present phase of inter-union rivalry.

"There is now increased emphasis being placed by emergent unions on decentralised negotiating frameworks where the negotiating strength of the emergent union is focused.

"It is vitally important that the present phase of instability in industrial relations is traversed as rapidly as possible.

"There is a welcome emphasis placed in the report of the National Manpower Commission on the need for industrial relations training for both management and workers.

There is also a need to make broader use of international experience as a guide in the vital process of securing general agreement on the forms of negotiating structures within which disputes can be settled."

# Perks tax will add to inflation

## — FCI speaker

ARGUS 20.10.81 (133)  
Argus Correspondent

**EAST LONDON. — Employers and employees need to be made aware as early as possible of the way in which fringe benefits are to be subjected to tax.**

This was the major plea of delegates during a taxation debate at the Federated Chamber of Industries convention today.

Mr A G Bramwell, president of the Cape Chamber of Industries, said statements made by the Inland Revenue department showed the onus would be placed on employers to declare the amount of non-cash income for tax purposes.

Mr George Thoms chairman of the FCI taxation committee, said it would be naive to assume that employers would not be subjected to pressure to adjust remuneration packages in the light of the fringe benefits tax.

The tax would therefore add to wage inflation in the economy.

### WELCOMED REFORM

The FCI welcomed the tax reform measures which had been introduced by the Government, including the reduction of tax scales.

But the FCI would continue to press the authorities for further tax reform with regard to:

- Systematic steps to offset the effect of fiscal drag in the tax system so as to avoid a gradual escalation of the real tax burden as a result of inflation.

- Steps to simplify and rationalise the tax system where possible.

- Incentive systems harmonised to the market mechanism.

- Methods to offset inflation in investment allowances without discriminating arbitrarily between companies or classes of assets.

- Ensuring that after-tax yields do not discourage productive investment, confiscate savings or induce non-productive efforts to avoid tax.

### Rand today

BARCLAYS BANK rates for the rand today:

	Sell	Buy
US dollar	1,0425	1,0485
Sterling	177,4585	175,0115
Can dollar	1,2445	1,2650
Belg Franc C	38,5000	39,2000
Belg franc F	42,5000	43,0000
Swiss franc	1,9260	1,9505
French franc	5,7920	5,8655
Italian lira	1228,0000	1243,5000
Dutch guilder	2,5525	2,5845
Deutsche mark	2,3150	2,3425
Swede krone	5,7325	5,8060
Norw krone	6,1380	6,2160
Danish krone	7,4380	7,5295
Austrian schil	16,0500	16,5000
Port escudo	66,3000	67,5000
Japanese yen	240,5000	243,6500
Spain psta A	99,1000	100,4000
Aus dollar	,9100	,9225
NZ dollar	1,2575	1,2765
Zamb kwacha	,9725	,9825
Mal kwacha	,9290	,9715
Zimb dollar	,7413	,7533
Hong Kong dol	6,2195	6,2925
Indian rupee	9,3590	9,6705
Kenya shil	10,4825	10,7405
Pak rupee	10,0865	10,5115
Botswana pula	,9195	,9265
Maur rupee	10,6240	10,7500
Seych rupee	6,3120	6,3920
Greek drach	58,3000	59,5000
Sing dol	2,1680	2,1980
Irish pound	152,5180	150,4050

Mervyn Harris reports from the Federated Chamber of Industries convention in East London

Star 20/10/81

133

# FCI urges commercial stake in low-cost homes

EAST LONDON — A dynamic way around the existing impasse through which housing could become a leading sector rather than a lagging cause of social unrest has been advocated by the Federated Chamber of Industries.

It says in a report tabled at the opening of the Chamber's 64th annual convention yesterday that housing represents an outstanding example of a major mechanism through which informal employment opportunities could be encouraged.

## TARGET

Unless many jobs are created in this way there is no chance of meeting the target of about 1 000 jobs a day for the next decade or two.

The report says the country's serious backlog of low-income housing is largely because its availability has been determined in the past by the amount of finance on hand from the central budget and by land set aside by the State.

## CHANGE

The FCI has advocated a major policy change to permit the involvement of the formal commercial employers, financial institutions and property developers as well as informal private initiative in the form of "sweat equity" and local construction teams.

Within the framework of the 99-year leasehold, the resources of the State should be confined to the acquisition of suitable land and the provision of basic services.

Greater flexibility should be introduced with regard to the setting of standards and the range of housing options available, always bearing in mind the twin criteria of affordability and improvability.

The resources of the entire private sector might then be involved without loss and in the process employment, especially in the informal sector, could be greatly

encouraged, says the FCI report.

All this would make housing a national asset rather than a millstone around the neck of the taxpayer.

A similar approach of involving private initiative within a system of decentralised decision-making was advocated by the Chamber in a parallel study into the country's critical education problem.

## DISSATISFACTION

Basic education represented a serious deficiency inhibiting training advancement.

School boycotts and urban disturbances also demonstrated the dissatisfaction of black communities themselves with the educational structure of the country, says the FCI report.

Clamour for parity and for uniform levels of expenditure for white and black education threatened to impose an insupportable burden on the taxation systems.

It was therefore essential that an alternative approach be developed since the output of the educational sector in the country failed to fulfil the needs of the users of the system, including employers.

In its submissions to the De Lange Commission, the chamber advocated a more decentralised educational system with greater autonomy at local level.

## NEEDS

Such a system, it argued, would be more responsive to user needs and at the same time would encourage the injection of funds from the private sector at these levels.

The important issue of equity could be addressed by making the bulk of central government education funds available on a more uniform basis and without discrimination on racial lines.

An important segment of state fund would, however, be reserved for grants to poorer communities. As a corollary, at least some parents would in future have to contribute directly for the education of their children to a greater extent.

# Call for tough line on strikes over pensions

EV Post 21/10/81  
133 152 139 300

EAST LONDON — Delegates attending the meeting here of the executive council of the Federated Chamber of Industries have called for a tough line towards workers striking over pensions.

The FCI vice-president, Mr Tony Hesp, yesterday accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "wielding power or political gain".

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers could achieve.

"Where will it stop if we back down on the pensions issue?" he asked.

He was backed by Mr Alex Hamilton, of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over the pensions issue.

Mr E L Klopper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again.

He held up the sacking of air controllers in the United States as an example of how to deal with a strike.

Mr Bill Hamilton, of the Natal Chamber of Industries, said that apart from the role of activists there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired.

He said the real problem was that the issue had been insensitively handled by the Government.

Mr Brian Matthew, of the Midland Chamber of Industry, said the Government had started half-way up the ladder in introducing the proposed legislation. He distanced himself from hard-line attitudes on the issue, saying the MCI remained totally committed to negotiation.

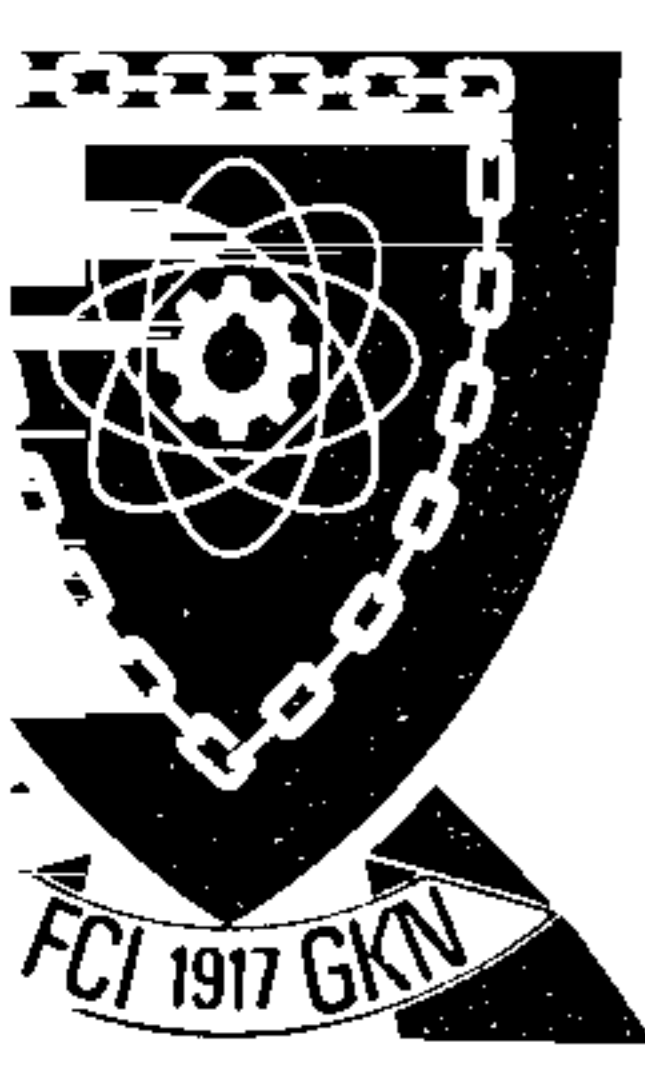
It was decided to debate the matter further before formulating a standpoint. — Sapa

● See Page 7





(133) DD 21/10/87



**FCI  
Congress**

rst  
e  
ood  
WS . . .



Delegates enjoy a chat at the FCI congress. From left: Mr D. Saunders, vice-president of the Border Chamber of Industries, Mr T. Recsei of East London, Mr I. D. du Preez, director FCI tariffs and import services, Pretoria, and Mr J. Rich, president of the Border Chamber of Industries.

# Delegate warns: tariff protection raising prices

LONDON — A pat  
back for Customs  
hoise at the Feder-  
Chamber of Indus-  
tariff and import  
tee meeting yester-  
turned out to be  
rassing

chairman of the  
ittee, Major W.  
h, praised Mr D.  
dal, Commissioner  
ustoms and Excise,  
e promptness with  
the department sub-  
audited statistics  
ports.

Geach said there  
time industrialists  
o wait a couple of  
for the statistics, but  
y received them  
two months.

soon after the com-  
at, Mr Odendal had  
ws for the indus-  
s.

regret that I have to  
to your attention  
ue to a shortage of  
particularly data  
sors, the date of de-  
of the statistics can-  
o maintained, and  
will be later delivery  
" he said.

Odendal promised  
nce the staffing posi-  
proved, deliveries  
e statistics would  
be speeded up.

said that there were  
41 subscribers to the  
tics, which "when  
nsiders the number  
tries in this coun-  
es not very many.

ver, Mr R. Freakes  
Natal Chamber of  
ries, said although  
were only 141 sub-  
ers, the statistics  
widely circulated,  
re "very important  
e industries." —

EAST LONDON — Tariff protection was pushing up the prices of locally produced goods to "unrealistic levels" in some cases.

This was claimed by the chairman of the Industrial Development Corporation, Mr A. B. van den Berg, at yesterday's Federated Chamber of Industries' Tariff and import committee report.

Mr Van den Berg said the tariff levels imposed on imported goods were leading to the prices of the same locally produced goods being raised to near the tariff level.

"It is now the rule rather than the exception that when price protection is introduced local producers increase prices rapidly

to price protection levels," he said.

Mr Van den Berg warned that the effect of such industrial protection would be eroded if industrialists allowed prices to rise to tariff levels.

He said the primary purpose of the tariff duty was to provide a market for local industrialists and thus make it easier for industrialists to plan sales.

In response Dr S. J. Kleu, chairman of the Board of Trade and Industries, said it was a serious matter of concern that internal competition could be seriously damaged by inordinate price increases.

He said the replacement of imports by locally pro-

duced goods had now reached the phase where goods requiring high capital costs, sophisticated technology and highly-skilled workers would be affected.

This, he warned, was the most dangerous phase in the trade-off between the benefits of import substitution and additional costs.

Dr Kleu said the BTI was prepared to review the protection already granted to local industry, but added there were practical problems in coping with the demands placed on the BTI to grant tariff protection for new applicants.

He said the level of existing tariffs was being eroded by a number of fac-

tors, including:

- Reduction in the effective tariff protection on final consumer goods because protection was granted to intermediate products;
- Dilution of existing tariff levels as local content increases;
- Structural changes in world trade such as subsidised exports and the formation of economic blocks.

Dr Kleu further warned industrialists that protection policy to encourage import substitution would be thwarted unless inefficient management practices were effectively dealt with. — DDR



At a cocktail party for delegates and their wives in the East London City Hall last night were: Mr S. R. Back, a past president of the FCI, Mrs Peggy Borman, Mrs T. Pistorius, and Mr Leo Borman, immediate past president.

133

DD

21/10/81

## Warning over Border's jobless

EAST LONDON — The severely critical unemployment situation on the Border was a danger that could not be ignored, Mr John Rich, chairman of the Border Chamber of Industry, told the Federated Chamber of Industries' executive council yesterday.

Addressing the Exco's debate on the economic affairs committee report, Mr Rich urged industrialists not to close their eyes to the unemployment situation.

He said it was a peculiar paradox in South Africa that there was a severe shortage of skilled labour at the same time as a critical unemployment situation.

"We in the Border Chamber see job creation as the number one priority," he said.

"In nearby Mdantsane, which is the second biggest black city in South Africa, there are 50 000 unemployed, and this is a very realistic figure," he said.

Mr Rich said that in Ciskei it was estimated that 35 per cent of those who could work were out of jobs.

He said the dangers of high unemployment could be seen in civil unrest in Europe and that it was a responsibility of industry to create jobs.

"I would like to urge you, my colleagues in industry as well as the government, to become job creation oriented," Mr Rich said. —  
DDR

# Hard line taken

## on strikes

### Over pensions

133

**EAST LONDON** — Several delegates favoured a tough line on workers striking over pensions at an FCI executive council meeting on labour affairs.

Mr Tony Hesp, the FCI vice-president, accused certain trade unions of irresponsibly using the pensions issue with the aim of wielding power for political gain. He saw a danger in the "relatively unsophisticated labour force seeing what concerted action could achieve.

"Where will it stop if we back down on the pensions issue?" he asked. He was backed up by Mr Alex Hamilton of the Natal Chamber of Industries who called for employers to stand together in resisting strikes over the pensions issue.

Mr Jaap Cilliers, the director-general of Manpower 2000 said if one eliminated the pension issue there would be another behind it which some trade unions would use as a unifying factor.

Mr E. L. Klopper of the Transvaal Chamber of Industries said when people were intent on striking they would strike again and again. He held up the sacking of air controllers in the US as an example of how to deal with a strike.

"This was a drastic action," he said, "but it was the only way to maintain industrial peace. Even if firing workers means a temporary loss it is a quicker and more lasting solution," he said.

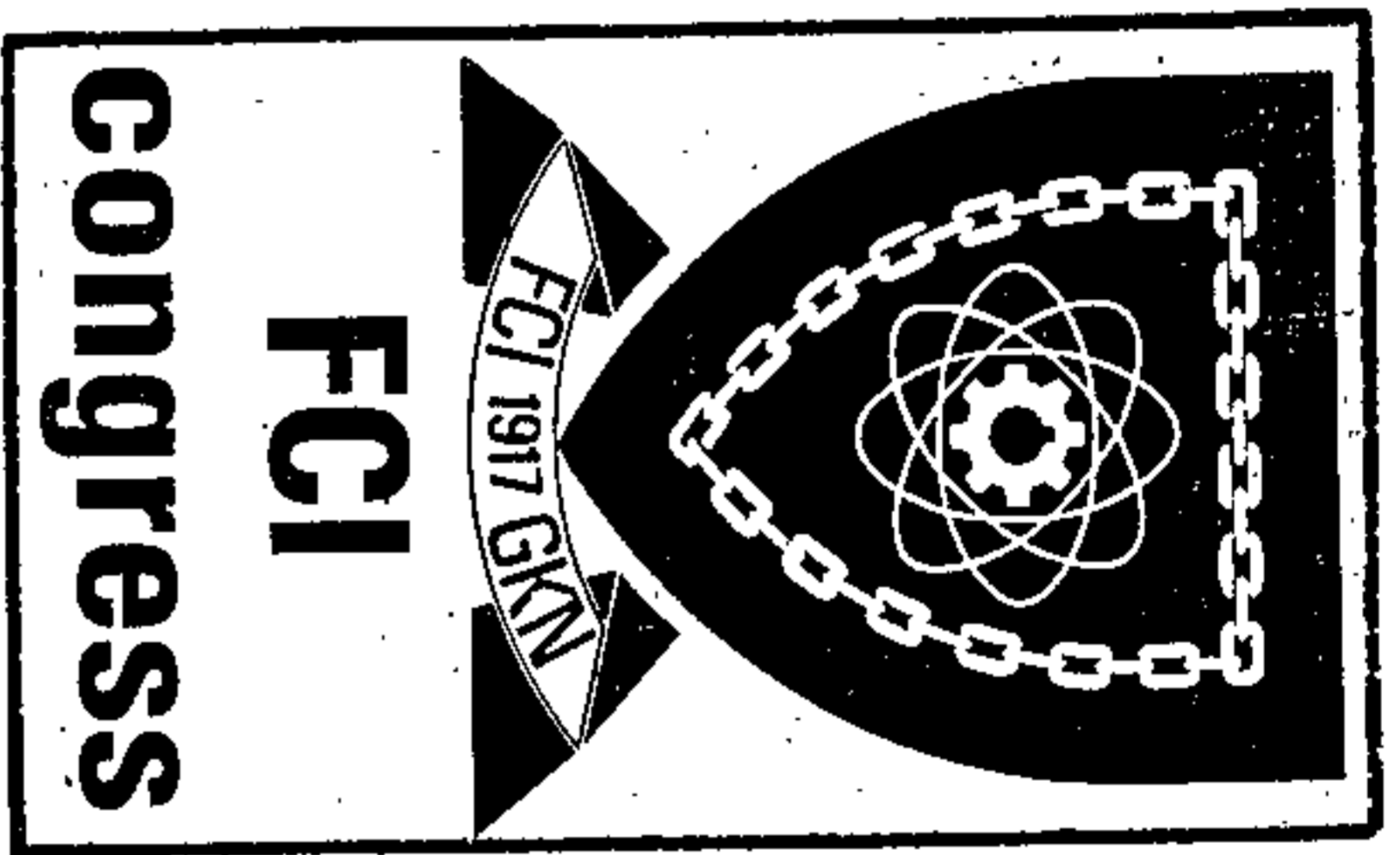
Mr Bill Hamilton of the Natal Chamber of Industries said apart from the role of activists there was a genuine feeling among workers of resistance to pension preservation. He said many workers regarded their pension contributions as savings to be used to tide them over during periods of unemployment whereas pension preservation meant they could not draw money until they retired.

He said the real problem

was that the issue had not been handled with sensitivity by the government. "It is very hard to get through to immature people — who believe their children will look after them in old age — the benefits of pension preservation."

Mr Brian Matthew of the Midlands Chamber of Industry said the government had started half-way up the ladder in introducing the proposed legislation. He distanced himself from hard-line attitudes on the issue saying the MCI remained totally committed to negotiation.

Delegates agreed that a three year delay in bringing the proposed legislation into effect would not assist employers. It was decided to debate the matter further before formulating an FCI standpoint on the legislation even if this meant going beyond the deadline of October 23 for submission to the registrar of financial institutions. — DDR.



# FCI Congress

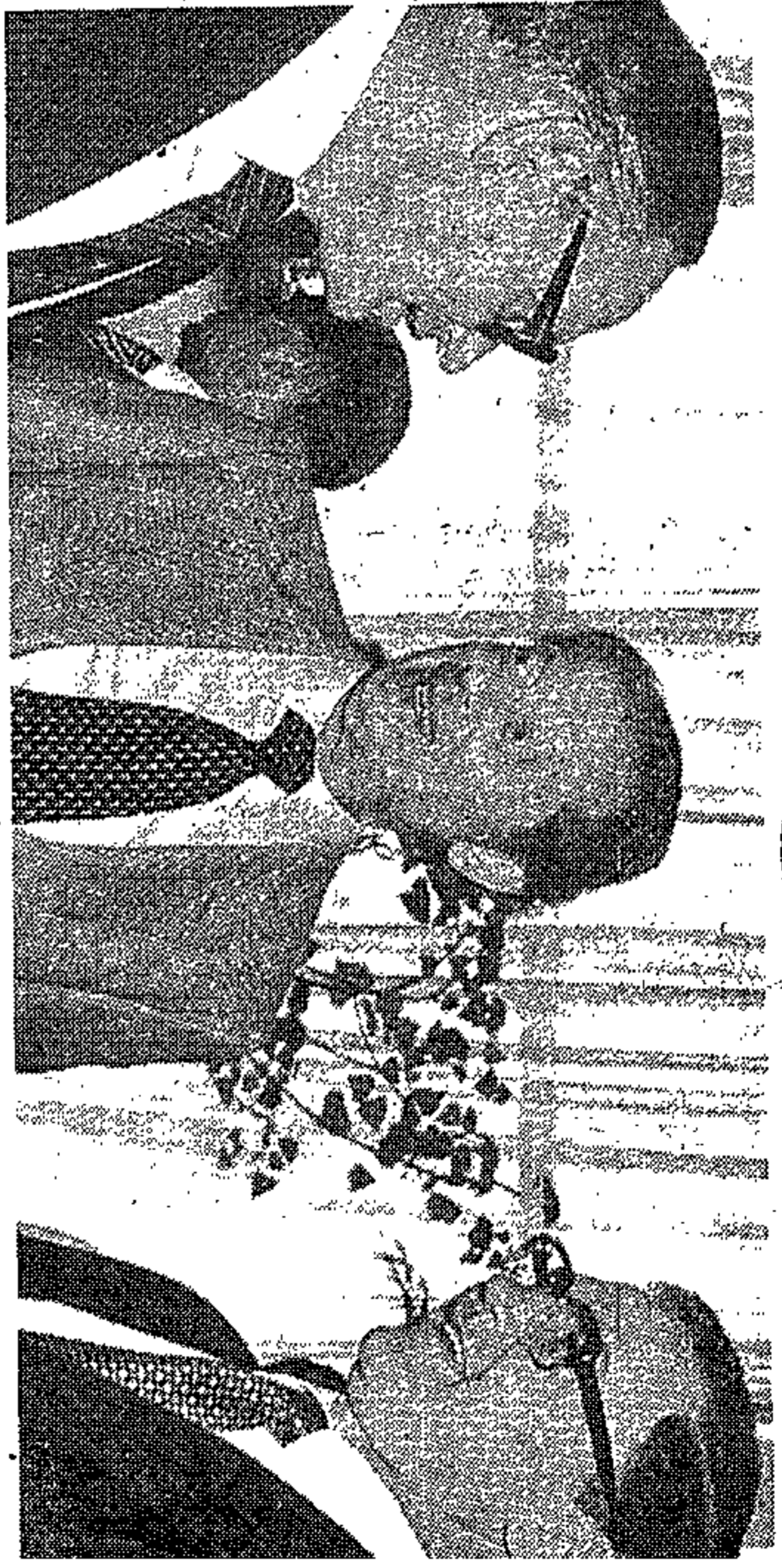
# Trade decline due to ease

133

DD 21/10/81

**EAST LONDON** — The chief economist of the Federated Chamber of Industries, Mr Hammond Tooke told the FCI convention here yesterday that there were signs that the factors which had caused an export decline were beginning to ease. He commented that industrialists "need not be so bearish about export prospects in 1982."

The convention was considering a report from the Federated Chamber's Export Trade Committee which had recorded that



At the FCI congress in East London yesterday were (from left): Prof J. Poolman of Rand Afrikaans University, Mr E. Hausmann of the Transvaal Chamber of Industries, and Dr S. Brand, economic adviser to the Prime Minister.

merchandise exports had undergone a decline in the first half of the year after more than doubling from R4 200 million in 1976 to R9 600 million in 1980.

This decline was chiefly in response to falling import demand in trading partner countries. It was accounted for mainly by a fall in export volumes and the biggest decline was a drop of nearly 35 per cent in prepared foodstuffs.

The overall decline in exports in the period was 12 and a half per cent.

The report points out that prospects for merchandise exports were largely influenced by conditions in world trade and slow growth remained a key feature of the international situation and outlook. The volume of world trade was expected to stagnate during 1981.

Trade situations had also been seriously disrupted by high interest rates and the volatility of international exchange rates.

The report made the

additional point that the decline in the value of the Rand, especially against the United States dollar had restored the competitive edge of many South African exports which had become eroded.

The new system of export incentives would help to reduce the lack of competitiveness of many South African exports. Another positive factor was a rise in price of certain commodities such as base metals. Moreover, as domestic demand moderated, there was a greater availability of production capacity within South Africa to satisfy export markets.

The report commented: "All these factors suggest that South Africa's export can be expected to show some increase again in 1982."

# Optimism in SA despite world gloom

133

DD  
2/10/81

EAST LONDON — Despite a deepening world-wide economic depression, leading South African industrialists yesterday expressed confidence that the country would "bounce" through repressive economic forces and maintain a reasonable growth rate.

However, delegates to the Federated Chamber of Industries' executive council debate on the central economic affairs committee report were warned that conditions could change rapidly.

The debate, which was the climax to two days of executive council committee reports, focused on three central questions.

These were:

Can South Africa sustain economic growth in a world recession with a high inflation rate and a worsening balance of payments deficit?

What can industry do to deal with threats to the industrial system from labour unrest, the need for increased production and the threat of urban unrest?

What can be done to maintain incentives for growth in the private sector through decentralisation, tax reform and avoiding international sanctions against South Africa?

The FCI economic adviser, Mr Arthur Hammond-Tooke, told the meeting that in the short term the Republic's economy was constrained by its own growth ceiling and in the long term by the world economy, which was likely to remain depressed.

However, he said although there was technically a down-swing in the economy, statistics showed the economy was remaining at a high level of activity.

"The economy is showing remarkable resilience," he said.

But he warned that the economy was caught in a timing problem. The

budget had been delayed for six months by the general election, and there were only six months to go to the next budget.

"The next budget will be pretty critical in guiding between the constraints of the two legs mentioned previously (the short term and long term constraints).

"We need to sustain an average growth rate of five per cent," Mr Hammond-Tooke said.

"In fact, the world is into two years of a very bad recession and will not recover much before 1985.

"If we, by the time the Minister of Finance, Mr Owen Horwood, sets his budget, still have inflation above 13 per cent and we still find signs that the economy is overheating, then there will be a very strong tendency to say let us ride out the downturn and let the economy cool off."

Strong confidence for the future was expressed by Mr Bill Hamilton of the Natal Chamber of Industry and supported by Mr Ernst Klopfer of the Transvaal Chamber.

Mr Hamilton said the present momentum of the South African economy would help "bounce" the country through the international recession, but warned of the socio-economic problems of unemployment and the shortage of skills.

"South Africa should have a reasonable future in the 1980s. We have plenty of money built up over the years, and money makes money.

"The greatest problem we face is the shortage of skills.

"I think we will bounce through this overseas recession. Sanctions is a bogey — forget sanctions. Some countries, which I will not name, who want sanctions against us have increased their trade with us."

Mr Hamilton said one area where industry needed to do more home-

work was industrial relations.

"We have got to get our industrial relations right. We have seen how something like the transferability of pensions can result in serious labour unrest.

"We must consult with our black people first before we move."

He said it was a paradox that although South Africa was unpopular internationally and there was a world-wide recession, an estimated 30 000 immigrants a year were expected from overseas.

"I think these people realise the potential of this young, vibrant country and are flocking here."

The problems of unemployment and skills shortages featured prominently in the debate.

Mr Alan Bramwell, of the Cape Chamber, said economic growth and the provision of jobs went hand in hand.

"It is essential the nation over that the rate of growth be achieved in all areas so that job opportunities can be provided all over the country," he said.

Mr I. J. Rutonitz of the Northern Transvaal Chamber pointed out that if the "bonus" effect of agricultural growth was removed, the country only had a growth rate of three per cent.

He also said that in the future government spending would have to increase to pay for improvements to roads, electricity, water and housing and to finance decentralisation of industry.

Mr J. B. Annegarn of the Transvaal Chamber warned small and medium sized companies to adopt inflation accounting procedures, or they would find themselves in liquidation as had happened overseas at an alarming rate.

He also warned companies making a lot of money that they could be put out of business by debtors, rather than creditors. — DDR

# New export incentives backed

EAST LONDON — The convention of the Federated Chamber of Industries, which is being held here, agreed yesterday to give full support to the new system of export incentives.

On a proposal by the FCI Export Trade Committee, the convention rejected proposals for an alternative scheme including an ad valorem subsidy of about 10 per cent and an export targeting system.

A report by the committee pointed out that this alternative scheme did not meet the objective of the export incentive package which was to stimulate local export industries.

The committee argued that the export targeting approach was in conflict with the fundamental market orientation of the existing export incentives system.

There was some debate on the problem of providing incentives for those industries which did not receive import tariff protection which is used as a basis for calculating the export assistance. The chairman at the afternoon session, Mr Herbert

Shield, pointed out that some industries could not make use of the incentive system because they did not have a protective tariff but received protection in other ways.

The chairman of the Board of Trade and Industries, Dr S. J. Kleu, told the

convention that the broad thrust of government policy was to get rid of the non-tariff forms of protection such as quantitative restrictions on imports, the value of which could not be calculated.

He said the intention

was to replace such devices with other protection measures such as tariffs so that the amount of protection could be calculated.

Dr Kleu said that in cases where this had been done, there had been some rationalisation within the industries concerned.

# Reveal system used to tax fringe benefits call

EAST LONDON — Delegates to the Federated Chamber of Industries Congress here yesterday called for employers and employees to be told as early as possible of the way in which fringe benefits were to be taxed.

Mr A. G. Bramwell, president of the Cape Chamber of Industries, said statements already made by Inland Revenue showed a heavy onus would be placed on employers to declare the amount of non-cash income for tax purposes.

It would be naive to assume that employers

would not be subjected to pressure to adjust remuneration packages in the light of the fringe benefits tax, Mr George Thomas, chairman of the FCI taxation committee, said. The fringe benefits tax would therefore add to wage inflation in the economy.

The FCI welcomed tax reform measures introduced by the government, including the reduction of tax scales, and said it would continue to press for further tax reform in regard to:

● Systematic steps to offset the effect of fiscal drag in the tax system so as to

avoid a gradual escalation of the real tax burden as a result of inflation;

● Steps to simplify and rationalise the tax system where this was possible;

● Incentive systems harmonised to the market mechanism;

● Methods to off-set inflation in investment allowances without discriminating arbitrarily between companies or classes of assets;

● Ensuring that after-tax yields did not discourage productive investment, confiscate savings or induce non-productive efforts to avoid tax. — DDR

## Brand: outlook could change

EAST LONDON — The present buoyant condition of the South African economy could change very rapidly, Dr Simon Brand, the economic adviser to the Prime Minister, said yesterday.

Addressing the Federated Chamber of Industries' economic affairs committee debate, Dr Brand said the short term economic outlook was "pretty good" at the moment.

"But there are signs that this will change fairly rapidly and we will not have these conditions tomorrow," he said.

Dr Brand said he did not think next year's budget would be too restrictive. He said there was a build up of pressure to increase government spending.

"The problem that we may go into is overexpenditure rather than underexpenditure," he said.

He said careful attention would have to be given to policy factors to ensure that the strong position built up in the South African economy over the years was not squandered.

Regarding the balance of payments deficit, Dr Brand said that a deficit equivalent to four per cent of the gross domestic product was within South Africa's financing capability.

Both the size of the deficit and the rate of inflation were factors which would need careful watching, he said. — DDR

DD  
21/10/81

133

# Economy may face sudden change Brand

133

BY HOWARD PREECE

EAST LONDON. — A warning that the continuing boom conditions in the economy may "change fairly rapidly" was given yesterday by Dr Simon Brand, head of economic policy at the Ministry of Finance.

He was speaking in East London at the Executive Council Meeting of the Federated Chamber of Industries. Dr Brand said: "We will not have the same buoyant conditions in the economy next year."

Dr C J de Swart of the Reserve Bank also told the FCI that the authorities had no option but to maintain a conservative policy approach to the economy. He said: "The process may not be entirely painless but a conservative policy stance is called for."

Dr Brand and Dr De Swart were speaking at the end of the FCI's main economic debate.

Several industrialists expressed the fear that economic policy might become too restrictive, leading to "overkill" and a dangerously high rise in unemployment.

The FCI's economic affairs committee said: "There is broad agreement that excessive stimulation would be inappropriate in the phase of structural adjustments facing South Africa. On the other hand, there is a need for support measures to maintain the economic momentum in spite of the persistent world recession and international unemployment."

Dr Brand said there was little risk that policy would be too restrictive. The danger lay rather the other way. After five years of tight control over State spending, pressures for increases were building up. This applied in particular to education, and low cost housing.

# Boom yields growth in productivity

EDM  
21/10/81  
133

EAST LONDON. — Manufacturers have generally recorded a big increase in their return on capital employed during the current economic boom. There have also been gains in labour productivity — but money wages have risen by vastly more, fuelling inflationary pressures.

These points were made in a detailed paper discussed at the Executive Council Meeting at East London of the FCI in a debate on productivity.

The figures in the paper were produced by the National Productivity Institute. These show that the return on investment — defined as net profit before interest and tax on capital employed — rose by 3.5% from 13.8% in 1979 to 17.3% in 1980.

The FCI says: "This increase in profitability resulted from a 4.3% productivity gain which was, however, reduced by a 0.8% cost absorption where manufacturers increased prices of their products at lower rates than the price increases of their inputs."

The FCI reckons that the return on capital this year will still be around the 17% mark. This means, with inflation in the 13% and 15% bracket over the past few years that the return on capital has moved from negative to positive in

## Financial Reporter

manufacturing.

However, Dr Jan Visser, executive director of the NPL, gave the FCI a warning on "the alarming recent trend of wages per employee".

These have been going up at an annual rate of 21.2% against extra production per worker of 2.6%. Total production in manufacturing had been boosted, however, by a 4% rise in employment, according to the figures given in the paper.

FCI leaders are concerned that the huge gap between wages and productivity will fan inflation and impair the competitiveness of South African products on international markets.

But Mr J Rutowitz of the Northern Transvaal Chamber of Industries said the problem of productivity was not as bad as it might seem. Wages would have to be deflated by price rises to be comparable with productivity figures.

Another factor which affected the comparison was the deliberate attempt at closing the wage gap and the training of black employees which led to higher wages.

The FCI concluded: "It would seem that the production per labour unit increased at a relatively lower rate during the first five months of 1981 than in 1980.

But notwithstanding disproportionate increases in wages and other costs it seems that manufacturers were able more or less to maintain the return on investment attained in 1980, indicating that there were productivity gains in the utilisation of materials input.

It nevertheless seems that the gains in productivity were more or less cancelled out by increases in costs which were not totally compensated for by increases in prices of manufactures so that no further increase occurred in the return on investment during the first five months of 1981, if compared to the same period of 1980."



# Employers should stand firm

By Marya Harris  
EAST LONDON — Employers should stand firmly together to resist strike action over the pensions issue, delegates were told at the annual convention of the Federated Chamber of Industries.

The plea was made by Mr Alex Hamilton of Natal during the debate on the preservation of pensions, which has touched off industrial unrest.

Delegates agreed that the Government had acted precipitately in introducing the legislation to preserve pensions.

But they decided that a three-year delay in bringing the legislation into effect would not assist employers.

Mr Tony Hesp, FCI

Stop 21/10/87  
Resist  
strikes  
133  
FCI told

vice-president, said many trade unions were showing an irresponsible attitude to their workers by demanding the payout of pension contributions.

Such unions were motivated by the desire to wield power for political gain.

He asked where this pressure would stop if employers capitulated.

Mr Brian Matthew, of the Midland Chamber of Industries — an area where the pension issue has caused much unrest — said that pension preservation had come as part of a package.

# Economy may face sudden change Brand

133  
By HOWARD PREECE

EAST LONDON. — A warning that the continuing boom conditions in the economy may "change fairly rapidly" was given yesterday by Dr. Simon Brand, head of economic policy at the Ministry of Finance.

He was speaking in East London at the Executive Council Meeting of the Federated Chamber of Industries. Dr Brand said: "We will not have the same buoyant conditions in the economy next year."

Dr C J de Swart of the Reserve Bank also told the FCI that the authorities had no option but to maintain a conservative policy approach to the economy. He said: "The process may not be entirely painless but a conservative policy stance is called for."

Dr Brand and Dr De Swart were speaking at the end of the FCI's main economic debate.

Several industrialists expressed the fear that economic policy might become too restrictive, leading to "overkill" and a dangerously high rise in unemployment.

The FCI's economic affairs committee said: "There is broad agreement that excessive stimulation would be inappropriate in the phase of structural adjustments facing South Africa. On the other hand, there is a need for support measures to maintain the economic momentum in spite of the persistent world recession and international unemployment."

Dr Brand said there was little risk that policy would be too restrictive. The danger lay rather the other way. After five years of tight control over State spending, pressures for increases were building up. This applied in particular to education, and low cost housing.

# FCI clash on cure for pension trouble

By HOWARD PREECE

STRONG differences of opinion among employers over the Government's proposed new pension legislation emerged at yesterday's executive council meeting of the Federated Chamber of Industries in East London.

The crunch issue is the apparent opposition by thousands of black workers to eventual compulsory preservation of pension rights and contributions.

On one hand, some industrialists argued yesterday that the pension plan had been drawn up in "ill-conceived haste" and was causing genuine anxiety among blacks.

They suggested modifying and/or postponing the legislation. The Government now intends passing the legislation next year, with full effect from 1985.

On the other hand, some employers argued the pension issue was simply being used as an excuse by militant trade unionists to create labour unrest. Concession here, it was said, would simply encourage more militancy — and would deprive employees of very real benefits.

The outcome is that at this stage the FCI does not have an agreed policy on pensions.

There was agreement, however, in the view of Mr R Ironside, chairman of the FCI's labour affairs committee and a senior executive of General Motors, that the three-year delay will not itself solve anything — the basic issue will still have to be faced.

Mr Tony Hesp, an FCI vice-president, said the attitude being taken by some trade unions was "shockingly irresponsible". They were motivated by "power and political gain" without concern for consequences.

Mr Hesp urged: "We should make our stand very clear. We cannot condone any concerted action to the detriment of our employees."

## Compromise

But Mr Roland Freaks and Mr Alex Hamilton, both of the Natal Chamber of Industries, suggested a compromise. They recommended some figure be chosen — perhaps R7 000 a year — below which the compulsory pension preservation would not apply.

Mr Freaks said that way workers would gradually get "sucked into" the system in stages and not in one move, which would be more difficult to handle.

Against that, Mr Tony Ewart, of the Transvaal Chamber of Industries, demanded the whole question of legislation be dropped pending a new look at the entire proposition.

He said the present intended legislation had been embarked on too quickly and industrialists would not be able to cope with

Mr Brian Matthew of the Midland Chamber of Industries said pension preservation should have come as part of a wider package. The first step should simply have been to make it compulsory for all firms to have pension funds.

Management and trade unions would then discuss, in each individual case, the nature of the fund. This would ensure greater acceptability and would help achieve co-operation from the trade unions.

● MERVYN HARRIS reports from East London on the Federated Chamber of Industries convention.

## Briefing

8/22/16/81

## wanted

## ON NEW tax

133

~~20~~

Employers and workers need to be made aware as early as possible of the way in which fringe benefits are to be subjected to tax.

This was the major plea of delegates at the FCI taxation committee debate.

Mr A G Bramwell, president of the Cape Chamber of Industries, stressed that statements already made by Inland Revenue showed that heavy onus will be placed on employers to declare the amount of non-cash income for tax purposes.

It would be naive to assume that employers would not be subjected to pressure to adjust remuneration packages in the light of the fringe benefits tax, said Mr George Thomas, chairman of the FCI taxation committee. The Fringe Benefits Tax would therefore add to wage inflation in the economy.

### WELCOMED

The FCI welcomes the tax-reform measures introduced by the Government, including the reduction of tax scales, and will continue to press the authorities for further tax reform in regard to:

● Systematic steps to offset the effect of fiscal drag in the tax system so as to avoid a gradual escalation of the real-tax burden as a result of inflation.

● Steps to simplify and rationalise the tax system where this is possible.

● Incentive systems harmonised to the market mechanism.

● Methods to offset inflation in investment allowances without discriminating arbitrarily between companies or classes of assets.

● Ensuring that after-tax yields do not discourage productive investment, confiscate savings or induce non-productive efforts to avoid tax.

# Profiling blacks politically aware

**EAST LONDON** — Laws such as influx control had led to an unusual politicalisation of poorer black people, Professor Lawrie Schlemmer of the University of Natal said at the FCI conference on Regional Co-operation and Industrial Development yesterday.

He also said the quality of education had become a popular obsession among blacks. Education was seen as the "touchstone of entry into the modern world."

This had led to a focused concern with education as virtually the only escape route from the position blacks occupied in society.

"This overemphasis on education is leading to an accumulated sense of failure in the population all the time."

Prof Schlemmer said while determined and vigorous educational reforms were necessary — and employers could do their bit towards this — education alone was not the panacea for all ills.

He said rural landlessness was climbing steadily and the effect of this was a profound erosion of morale and stability in the rural areas.

Prof Schlemmer felt however that the black people in South Africa had not yet developed a mass revolutionary consciousness but that this was a

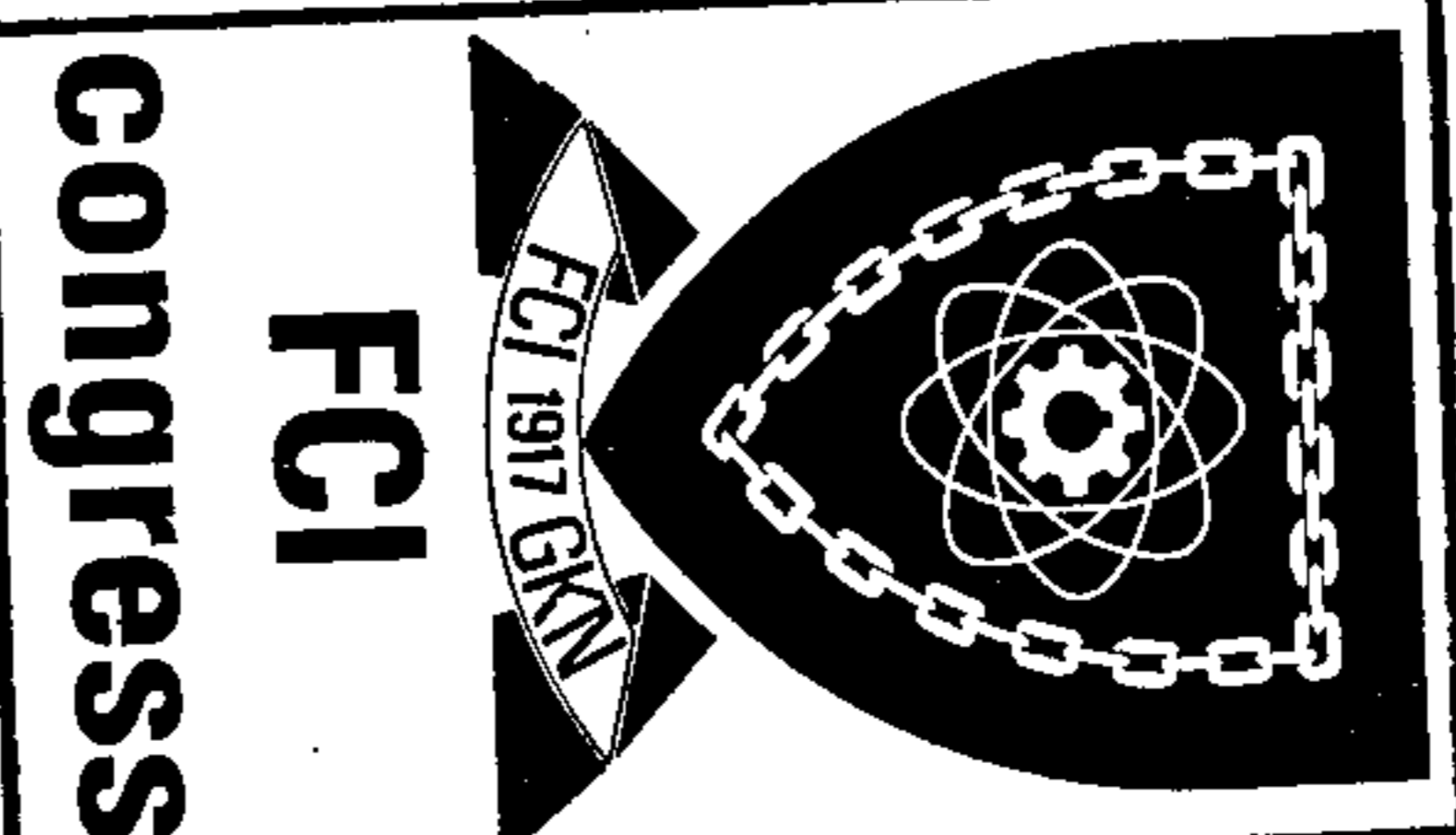
danger as the younger migrant worker was squeezed off the land without a job to replace this livelihood.

Prof Schlemmer proposed several ways in which regional development could start to satisfy black needs. He said more than mere wage employment would have to be offered if this was to happen.

He suggested that the black informal sector should be stimulated through the co-operation of the public and private sectors. Prof Schlemmer said blacks showed a surprising interest in small business capitalism and private entrepreneurship.

He said influx control should be relaxed so that self-regulating processes could start. Other alternatives to be looked at included in-service training as opposed to academic education and the need for a joint administration to serve the basic needs of black people adequately.

"There is a tremendous need for legitimate black leadership to participate," he said. — DDR  
Schlemmer at Outlook conference, page 13.



**EAST LONDON** — A peaceful transition to a federal or confederal system would be endangered if the government did not undertake a major decentralisation programme, Professor Jan Lombard, special adviser to the SA Reserve Bank said here yesterday.

Speaking at the FCI conference, Prof Lombard said there was an unequal distribution of economic activity in South Africa. He said 40 per cent of the income of the country was being produced in the PWV (Pretoria — Wit-

watersrand — Vereeniging) area where only 26 per cent of the population lived.

"If we also exclude the Durban and Cape Peninsula metropolitan areas, we find the rest of the country contains more than seven million economically active people, together producing as much as the 2,6 million in the PWV area."

"There can be very little doubt that the seven million are going to do everything in their power to migrate to the PWV and the Durban metropolitan areas."

He said these adjustments would be completely unacceptable in terms of the political philosophy of the present South African Government.

# Lombard: flow to cities dangerous

133 Take whole page

Prof Lombard said this migration would be stimulated by the demand for skilled manpower in the metropolitan areas.

He said if the convergence of people from the rural areas to the metropolitan areas was to continue, the "political adjustments and reforms which would be required would be completely unacceptable in terms of the political philosophy of the present South African Government."

He said these adjustments would be equally unpalatable to many leaders of the black states in Southern Africa.

Prof Lombard said that on this basis it was important for the government to seriously embark on a major programme of sub-regional decentralisation of economic activity.

"Unless the government undertakes such a major decentralisation programme, the entire tradition of political pluralism in South Africa will be endangered within a short time and with the dis-

appearance of the present geographic distribution of ethnic pluralism, the chances of a peaceful transition to normal participation by blacks in the political processes of the Southern African region within a confederal or federal constitutional dispensation, will also disappear."

Referring to the setting up of a Southern African development bank, Prof Lombard said it should be an institution independent of any particular government's administration.

The investments made by the bank "would necessarily have to be made not only with South Africa but also the other governments in Southern Africa which have autonomous responsibilities for the development of their areas."

This implied a "broader strategy of economic co-operation amongst governments in the region."

The bank's integrity would depend on how it would be controlled. The bank could not be or be seen to be an extension of any particular government in the region.



Major T. Brassell, Major W. Morris, Dr. Piet Cillie, Mrs. M. Marchetti and Prof Theo van Wyk at the Federated Chamber of Industries banquet in the East London City Hall last night.

# Rive: cut red tape to allow land ownership

DD  
22/10/81

133

EAST LONDON — The government would have to cut more red tape and let blacks own land before the private sector could become fully involved in imaginative financial plans to solve the country's black housing problems industrialists said yesterday.

Tackling black housing problems at the Federated Chamber of Industries convention, Mr Louis Rive, chairman of the greater Soweto planning board, called for more involvement in black housing by individuals and the private sector.

And the Director General of Finance, Dr Joop de Loor, called for more imaginative housing finance and said that unless South Africa placed a higher priority on housing at the cost of other priorities such as defence, health, social and educational services, there would still be a black housing shortage in the year 2000.

However, industrialists expressed concern over bureaucratic barriers preventing full private sector involvement and the fact that blacks were not able to own their own homes.

"Until such time as blacks can own the land they live on, all we have heard today will be retarded," Mr J. B. Annegarn of the Transvaal Chamber said.

"Too much bureaucracy is blocking us," Mr Bill Hamilton of the Natal Chamber said.

Mr Rive said the backlog in black housing far outstripped the state's ability and that the state, private sector and individuals would have to join forces.

"Unless we get inputs from the private sector as well as from the government we have no hope at all," he said.

call made at the Assocom congress in Durban last week for the introduction of housing bonds and said he was disappointed by the apparent lack of reaction to the idea.

"This should be worked out for and in consultation with them, and if properly engineered could be a most effective way in satisfying the housing needs of blacks by helping them to help themselves."

Mr Rive outlined three ways in which housing needs for blacks could be met more efficiently:

- A state housing bureau to provide basic advice and process housing applications more efficiently;
- A technical and demonstration advice building centre sponsored by private enterprise; and
- A centre where basic commodities such as door frames, windows etc could be sold cheaply to self-help builders.

He said the provision of housing for black employees was one of the most effective ways to bring stability, loyalty and greater production to industry and commerce and that housing was one of the soundest investments in the future.

Dr De Loor said that at today's prices more than R1 000 million a year of taxpayers' money would be needed to provide reasonable housing for the population over the next 10 years.

He said it would be impossible for the Department of Community Development to solve the housing problems on its own.

"It is essential that we look anew at the available sources for home financing."

Dr De Loor said that at present national housing was being financed

through budget allocations, building societies, employers and financial institutions.

"Miscellaneous financing sources represent the largest and still relatively untapped reservoir which could be used to assist in financing our housing demand. Here I specifically have in mind the pension funds and insurers."

He said last year these institutions and funds increased their assets by more than R4 400 million, which was more than their total assets only a decade ago.

"Conservatively estimated, their annual cash flow will rise to R10 000 million by the middle of this decade and to the R20 000 million level by 1989-90.

"For the decade as a whole their investment requirements will amount to nearly R100 000 million.

"It must be quite evident that the traditional investment opportunities open to insurers and pension funds will become relatively scarce and that in addition to providing substantial funding for the public sector fixed investments, they are bound to play a far greater role in the provision of new housing.

"Such involvement could be affected, for example, either by enticing available investment funds via the building societies into the housing field or via a special public body offering long term investment opportunities at market related prices.

"What is necessary, however, is that we start preparing ourselves to use new and imaginative financial instruments and channels to capture a fair share of these mammoth institutional flows to assist in the financing of our housing needs," he said. —

# Adopt new employment strategy says Brand

133

DD  
22/10/81

EAST LONDON — Dr Simon Brand, Chief of Financial Policy in the Department of Finance, said here yesterday that a more acceptable distribution of income and economic opportunities was a key factor if an economic system was to be widely accepted in a multi-ethnic society.

Dr Brand was speaking at the Federated Chamber of Industries conference on regional economic development. He said all indications pointed towards the conclusion that South Africa could still rely on the prospect of a gross domestic product growth rate averaging 5 per cent in the eighties. The question then was how growth could be expected to affect socio-political developments.

First, the Economic Development Programme for 1978-87 showed that a five per cent growth rate should and did keep unemployment in check, but it was not enough in itself to wipe out accumulated unemployment and underemployment. Even with the improvements achieved, measured unemployment was still in the 8 per cent range.

Thus, said Dr Brand, in addition to a growth strategy, an employment strategy was required.

The Economic Advisory Council and the National Manpower Commission had considered this question and had recommended emphasis on the removal of impediments to

the creation of employment, and the elimination of measures which encouraged the replacement of labour by capital.

This involved liberalising the framework of regulations affecting business and the use of labour, the adoption of market-related interest rate and wage policies, and the positive encouragement of small business development.

One element directly relevant to regional development was the importance of using capital as sparingly as possible. This meant giving priority in decentralisation to places where infrastructure was already available, rather than having to create new infrastructure.

Also necessary was to structure the incentives package so as to avoid "discriminating" against labour.

Once the growth and unemployment relationship had been sorted out, a big step would have been taken towards the second important objective, which was a more acceptable distribution of income and economic opportunities.

Dr Brand said the first thrust in the manpower field was to open up opportunities and equip people to utilise them — and these happened also to be essential conditions for achieving an adequate growth rate. Much progress had been made in re-

forms to labour legislation, although impediments in other legislation had not yet been sorted out, and increased emphasis on training.

A related fact was the widening of opportunities in the entrepreneurial and semi-entrepreneurial fields.

The second thrust regarding manpower was through movement to parity in the provision of public services such as education, housing for low-income groups, health services and other fields. Here, said Dr Brand, a crucial question was to what extent the government should accept responsibility. The danger was too big a rise in the government share of the economy, with adverse effects on employment and the generation of income. The inevitable conclusion was that programmes for parity would have to be accompanied by a reduction in the government role and the giving of a greater share to private enterprise.

He said the approach to regional development must be reconcilable with broad economic strategy.

The private sector must not be required to act in ways not reconcilable with its basic motivating forces... "I cannot see how one can have success in regional development on a basis which expects private enterprise to forsake its profit motive," Dr Brand said. — DDR.

ND 22/10/81

135

# Cillie: days of certainties over

EAST LONDON — Governments all over the world were not sticking to a fixed course but were on one that avoided disaster when it came their way, the chairman of Nasionale Pers, Dr P. J. Cillie said here last night.

He was the guest speaker at the annual banquet of the Federated Chamber of Industries.

Dr Cillie said that today's wise politicians were looking for all the help they could get to solve their increasing number of problems.

People who were anti-politicians would call it a new humility but the days of certainties and blueprints of the not too distant past were gone.

Quoting examples where long-term planning had failed, Dr Cillie said that Hitler had thought the Third Reich would last for a 1 000 years. Similar thoughts were expressed about the British Empire.

Today the word "empire" was a dirty one.

In South Africa, politicians too had dropped plans and dogmatic blueprints for race relations that were characteristic of the sixties. These had been overtaken by new realities.

Dr Cillie said he found this much more realistic. He had warned years ago about the widening gap between politicians and intellectuals but was happy to see today that politicians were more and more willing to call for group expertise.

"The problems and dangers facing us are not the problems of the government alone, but are also ours," he said.

Dr Cillie said he did not want to advocate that industrialists should invade Parliament but in times of peril, when political leaders needed expertise, they should be called. — DDR.

# Tradition of conflict cited

EAST LONDON — The labour disturbances of recent months in the Border sprang from deep tradition, the president of the Federated Chamber of Industries, Mr Chris du Toit, said last night.

Mr Du Toit was delivering his presidential address at the annual banquet of the chamber.

He said the Border area was of great significance in South Africa's history. It had been a theatre of conflict since 1779 when white migration from the south met black migration from the north. Friction between the different cultures was inevitable as was competition for land use and between agricultural systems.

Solutions were sought through partition and buffer zones. Breakdown of these solutions finally led to the northward trek to freer lands.

Mr Du Toit said the Eastern Cape was also the cradle of another major development: "Black trade unionism which dates

back to the early years of the century. The labour disturbances of recent months thus spring from deep tradition."

He said the Border region had provided some solutions as well as some problems.

Today the Border region was once again the scene of an experiment which hopefully would be a lasting solution to co-existence.

He said the Prime Minister had proposed the concept of a co-prosperity zone. This concept was based on a philosophy of co-operation and development towards mutually agreed objectives, arrived at by negotiation and also voluntary association between autonomous parties.

The entire Border community seemed to be backing this, Mr Du Toit said the racial cleavages of South Africa's society should be dominated by a synthesis of joint decision-making between governments, labour and management in the region. — DDR



Sta. 22/10/89  
~~77~~  
Concern  
~~77~~  
on high  
(73)  
imports

The prime purpose of tariff protection was to ensure an adequate market for local manufacturers and not a mechanism to increase prices of locally produced products, Mr Abie van den Berg, chairman of the Industrial Development Corporation, told the FCI.

He said during the debate on tariff and imports that the effects of industrial protection would be eroded if industrialists allowed prices to rise by the full extent of tariffs.

Concern was expressed by delegates at the excessive level of imports which had led to a serious balance-of-payments deficit.

Dr T du Plessis, Director General for Industries, Commerce and Tourism, said that if current import trends persisted the authorities would have to again investigate the need for a new import-substitution drive.

Mr Ruby Back, past president of the FCI and Cape Chamber of Industries, warned of the damage caused to industries by actions and of disruptive trade practices, especially from Far East markets.

Dr S J Klen, chairman of the Board of Trade and Industries, said that local manufacturing to substitute for imported products had entered an area of high-capital costs, large scale sophisticated technologies and high-level skills.

# Blacks go 'mad' with money

CT 22/10/81

133

Own Correspondent

PORT ELIZABETH. — The intellectual capacity of coloured people "is that of our children", Mr S E Mostert, field services manager of Old Mutual, said at the Eastern Cape and Karoo Conference of the Afrikaanse Handelsinstituut in Graaff-Reinet yesterday.

He said this in reply to a question from the floor after he had addressed the conference on personnel management and productivity.

In his speech he said some South African black workers had a "location behaviour that did not fit in with behaviour in white residential areas".

When blacks received a lot of money "they went absolutely mad and spent the whole lot", he said.

Mr Mostert, who is based at Old Mutual's head office in Pinelands, said during office parties coloured workers were told they could attend to "a certain point, but not after that".

He said that "a few years ago" when students were expelled from the University of the Western Cape after student unrest the company decided to employ some of the students with B Comm II qualifications.

"But we naturally asked the Security Police to look

matters through, in order not to have problems in future."

He said the Zimbabwean Government had demanded that the company appoint more black managers. He said this was circumvented by writing "manager" behind workers' official titles.

In Zimbabwe he once had to hand over prizes to workers. He had to kiss a white woman and wondered what he would do if a black woman had to receive a prize.

"Fortunately no black woman received a prize."

Referring to Zimbabwe, he said: "We told some of the workers to go and wash themselves with soap. But apparently we also stink to them. We also had to tell some of them that toilet paper was there to be used."

Making an alteration to his typed lecture, he said: "It shows you a white man can also make a mistake."

Responding to a question about what should be done when a male coloured employee spoke to white woman, he said: "We have a liquor licence on our premises, we show them how to behave when they take a drink ('n dop maak)."

Another delegate said his coloured employees were not addressed as mister but by their surnames.

# Continuing Worker Unrest: old age is not the only issue

"WHAT do they want — to leave us to sit with their problem for another three years?" the labour relations chief at a major company asked angrily last week.

He was reacting to the Government's decision to delay implementing its controversial pensions Bill for three years.

The Bill lays down that employee pension contributions must be "pre-served" until retirement, rather than withdrawn on leaving a job, and has prompted nationwide labour unrest.

The Government has announced that the Bill will be introduced next year but implemented in 1985. But the threat of unrest looms as large as ever.

The Bill not only continues to prompt unrest — it has brought to the fore worker grievances on broader pensions issues and is certain to lead to union demands for a direct worker say in the running of private pension funds.

Since the Government announced its decision to delay implementation, there have been more pension strikes.

The Bill was hotly debated at this week's meeting of the Federated Chamber of Industries in East London, and the one point all employers present agreed on was that the three-year delay would not help them.

And this week the Federation of SA Trade Unions released a document which indicates, not only that the Bill is still an issue, but that it has led workers to question the entire rationale behind existing pension funds.

The authorities, many businessmen, and the established unions, see the Bill as a well-meaning attempt to provide pensions while avoiding a State scheme.

Because workers will not be allowed to take their money out of pension funds when they leave jobs, they will build up a large pension without becoming "a burden on the State", they argue.

But the document indicates that black union members see it as an attempt to force on them a system which they reject and to entrench a pension system which they believe uses their money to serve the interests of others.

The recent history of the Bill has been a sign of growing black worker muscle. As with other legislation, it was introduced without consulting black workers, whom it directly affected.

But workers "voted with their feet" by demanding the refund of their pension money. Employers, in an attempt to curb unrest, job-bid for changes.

Thus the draft Bill now provides that all money paid into pension funds until it becomes law will not be affected and includes a much-criticised clause allowing for exemptions if there is a threat of serious unrest.

Then, after a rash of pension strikes in Natal some weeks ago, employers in the province suggested a three to five year delay in introducing the Bill.

After meeting Natal employers, the Regis-Cair of Financial Institutions, Mr Naas van Staden, announced the decision to go ahead but delay implementation.

This, he said, would give employees "the opportunity to become fully conversant with the benefits which preservation holds for them".

All these changes were a response to worker unrest. But the Government has stuck to the principle behind the Bill.

And that is precisely why the unrest is likely to continue.

Within a day of Mr Van Staden's announcement, the general secretary of the SA Allied Workers Union, Mr Sam Kikine, was labelling the move a "tactic" and the first in a new rash of pension strikes had broken out.

And while Natal employer bodies welcome

## NOW IT'S

# PENSION

RAT 23-10-81

## BY JOE FOSATU

DESPITE an announcement that it will not be implemented until 1985, the draft pension Bill continues to prompt unrest. There

are signs that pensions are becoming the country's most important labour issue. Labour reporter STEVEN FRIEDMAN reports.

The Government's decision, other employers were not so sure.

Some echoed the industrial relations director of a major firm who said: "Black worker suspicion of the Government may be too great for this to help."

Another industrial relations man went further. He complained that the Bill itself had been a "disaster" — "an outside factor which is destroying the relationship we have built up with our workers".

He added: "Now we have to have this hanging over us for three years."

But, although the FCI meeting indicated little faith in the delay, it indicated that business is not united on what should become of the Bill.

The FCI has been negotiating with the Government on a formula evolved by its labour affairs committee.

This suggests that provident funds be exempted from the Bill and that lower-paid workers be allowed to negotiate with employers for a provident fund (without preservation) or a pension fund (with it).

But this week's debate revealed deep differences on the issue — so much so that the FCI had to refer a policy recommendation to a special committee.

Some delegates took what one source described as the "fight them on the beaches" stand. They argued that the Bill was being jeopardised by "irresponsible" unions seeking

a pretext for strike action. "I would never advise anyone to give in would invite more militancy on other issues."

But two Natal employers proposed that workers earning below, say, R7 000 a year should be exempted.

This, they said, meant workers would be gradually "sucked in" to the scheme as wages rose and employers would have time to cope with the problem.

But many argued that the concerns about the Bill among black workers were genuine and that it had been drawn up in "ill-conceived haste".

The director of the Midland Chamber of Industries, Mr Brian Mathew, said the Bill should have forced all firms to have pension funds. The precise nature of that fund would be a matter for negotiation between management and unions.

Like the labour affairs committee, he believes that pensions are a crucial aspect of work conditions and must, therefore, be negotiated with unions.

Whatever formula to agreed on, it is unlikely that the FCI will adopt the policy of the hawk. Certainly almost all companies which experienced pension unrest do endorse the need for change in the Bill.

And an increasing number of firms — at times whole industries — are taking the view that they prefer to pay out pension money than face unrest.

"This is one issue where it's wise to give in,"

Continuing unrest will only be avoided by one of the solutions — such as Mr Mathew's — which provides for the issue to be settled by negotiation, not by employer or Government fiat.

The Bill has stirred up a hornet's nest which is likely to make pensions a major labour issue for some time to come.

Ironically, one of the Government's stated aims in introducing it was to make workers more "pension conscious".

In that, if nothing else, it has been successful — but in a way which can hardly be comforting for the Bill's supporters.

issue at a series of union meetings and thus reflects grassroots worker views.

It also indicates that the Bill has brought to the surface a range of worker grievances about the way private pension funds are run — which will increasingly lead to demands for worker participation in the running of funds.

Indeed, the document argues that workers are suspicious of the legislation because it "entrenches and extends" the existing private pension system "which they already know is not meeting their needs".

Its first point is that workers are never consulted about pension schemes — while they may have to give "token consent" before they are introduced, "they played no part in framing the rules or determining the benefits" and thus believe "that interests other than their own are being served".

This is a charge which unions make about the Bill itself.

Fosatu also complains that workers "are denied access to adequate information" about how the fund to which they belong works. Although they can request such information, requests are often blocked, it claims. This means workers don't know whether they are getting a fair deal.

And because there is no "satisfactory system of tracing and paying pensioners, many workers, especially migrants, do not ever get their pensions".

It also complains that a major bugbear is that workers must work a minimum period — up to 10 years — before they receive employer pension contributions.

For unskilled black workers this is a major obstacle because for them "retirement and dismissal are the most common forms of (job) movement". They thus "through no fault of their own" often don't work for one employer for the required period and "almost never receive management contributions".

Their pension thus operates only as a form of "enforced savings" — but at a much lower rate of interest than that offered by banks — 2% as against 8% — or the inflation rate.

The Bill, it says, comes at a time when — even before the present unrest — withdrawals from pension funds were mounting. And it suggests that the real intention is to bolster the private pension funds.

Fosatu's main objection to the Bill is that it introduces "preservation" and thus means that workers cannot take their money out when they wish.

But it adds that, while it "locks workers into" existing schemes, it does not eliminate the sources of their frustration with them, although it does attempt to deal with them.

A management contribution will be preserved — workers, says Fosatu, usually pay 6% of their wages into pension funds and the Bill provides that 7.5% will be preserved. This means a management contribution of at least 1.5%.

But the official committee which recommended the new dispensation recommended that 10% be preserved — a management contribution of at least 4%.

The interest rate is likely to be increased. But whereas the committee suggested a rate of 7% (itself still less than the bank rate), the Bill says this will be fixed by the Minister through regulations.

And Fosatu believes there is still no mechanism for ensuring that workers know how to collect their preserved "pay-outs".

# Old Mutual man sacked

Staff Reporter

THE Old Mutual has dismissed the official who made disparaging remarks about black people at a regional conference of the Afrikaanse Handelsinstituut in Graaff-Reinet on Wednesday.

Mr Franklin Sonn, president of the 17 000-member Cape Professional Teachers' Association, said yesterday that the speech and answers to questions had "deeply offended" blacks. The insurance giant's field services

manager, Mr S E Mostert, was reported as having said at the conference that the intellectual capacity of coloured people "is that of our children".

When blacks received a lot of money "they went absolutely mad and spent the whole lot," he said.

He also said that a demand by the Zimbabwean Government for the company to appoint more black managers had been circumvented by writing "manager" after workers' official

titles.

Mr Mostert was based at the company's head office in Pinetown.

In a press statement yesterday the chairman of Old Mutual, Dr J G van der Horst said: "After a meeting of senior members of the general management of Old Mutual and Mr Mostert it has been decided that Mr Mostert will forthwith leave the employment of Old Mutual."

Earlier Dr Van der Horst said the remarks Mr Mostert was reported to

have made at the conference in Graaff-Reinet were entirely without the knowledge of any of his superiors.

"They are totally rejected and repudiated by Old Mutual and in so far as they have given offence to anyone concerned Old Mutual offers its sincere apologies," he said.

Mr Sonn said Mr Mostert's statements were "the stuff which fans the flames of racial tension and violence" and he called for the company to take "appropriate action" without delay.

Star 23/10/81

133 200 152

# Sugar men to ask Govt: let us decide on pensions

Own Correspondent

DUBAN — In a dramatic turn in the Pensions Bill controversy sugar industry employers are to ask the Government to allow employers and employees to decide for themselves on pension schemes.

The Federated Chamber of Industries has said its general policy is that pensions and other forms of remuneration should be negotiated between employer and employee without interference by the State.

The Natal Chamber of Industries and the Durban Chamber of Commerce want lower paid workers excluded from the proposed legislation which, in its present form, will

"freeze" future pension contributions of all workers until they reach retirement age.

The sugar industry has been particularly hard hit by the spate of strikes in Natal arising from workers' opposition to the legislation.

Mr Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers' Association, said: "The main thrust of our comments is that there should be self-determination on pensions between the employer and the employee.

"Pension arrangements are part of the total employment package and as such should be a matter between employer and

employee — a private matter."

The Natal Chamber of Industries and the Durban Chamber of Commerce favour the exemption from the Bill's provisions of workers earning less than R7 000 a year.

This suggestion was put forward by Natal to the Federated Chamber of Industries at its meeting in East London this week and, according to a Natal delegate, was generally well received.

The FCI said after the meeting it would "consider a number of options available to harmonise conflicting interests of pension matters within its general policy that pensions and other forms of

remuneration should be negotiated between employers and employees without interference by the State."

The statement said the three-year delay in bringing the legislation into effect would not assist employers.

This was the conclusion reached at the FCI debate on the subject during which Mr Alex Hamilton of Natal urged employers to stand firm to resist strike action.

Mr Ken Hobson, general manager of the Durban Chamber of Commerce, said yesterday his chamber favoured the exemption of workers earning less than R7 000 unless they voluntarily wanted to be included.

Argus 23/10/81 (133) 23

# Employers' call on pensions

Argus Correspondent

DURBAN.—In a dramatic turn in the pensions Bill controversy, sugar industry employers are to ask the Government to allow employers and employees to decide for themselves on pension schemes.

And the Federated Chamber of Industries has said its general policy is that 'pensions and other forms of remuneration should be negotiated between employer and employee without interference from the State.'

In addition, both the Natal Chamber of Industries and the Durban Chamber of Commerce want lower paid workers excluded from the proposed legislation, which in its present form will 'freeze' future pension contributions of all workers until they reach retirement age.

Today is the official deadline for comments on the Bill to be submitted to the Registrar of Financial Institutions.

Mr Glyn Taylor, chairman of the Sugar Manu-

facturing and Refining Employers' Association, said today: 'The main thrust of our comments is that there should be self-determination on pensions between the two parties concerned, the employer and the employee.'

The Natal Chamber of Industries and the Durban Chamber of Commerce both favour the exemption from the Bill's provisions of workers earning less than R7 000 or thereabouts a year.

# Call for firm line on pension strikes

Argus 23/10/81

133 300

From Mervyn Harris

EAST LONDON. — Employers should stand firmly together to resist strike action over the pensions issue, delegates were told at the annual convention of the Federated Chamber of Industries.

Delegates agreed that the Government had acted precipitously in introducing legislation to preserve pensions. But the convention decided that a three-year delay in bringing the legislation into effect would not assist employers.

Mr Tony Hesp, vice-president of the Federated Chamber of Industries, said many trade unions were showing an irresponsible attitude to their workers by demanding the pay-out of pension contributions.

Such unions, he said, wanted power for political gain.

He asked where the pressure would stop if employers capitulated.

Mr Brian Matthew of the Midland Chamber of Industries, representing an area where the pension issue has caused much unrest, said that pension preservation had come as part of a package.

Steps that should have occurred were:

- Legislation to make membership of pension or provident fund compulsory for all workers.
- After a year of phasing-in, legislation to preserve pensions.
- Penalties in the form of exclusions from State benefits on workers who did not avail themselves of membership of private pensions scheme.

## PROVIDENT FUNDS

Mr J F Roos of the Cape Chamber of Industries said that because of their different characteristics, it was essential to maintain provident funds.

These were important in many industries, especially the clothing industry.

The FCI is to consider a number of options available to harmonise conflicting interests on pension matters within its general policy that pensions and other forms of remuneration should be negotiated between employer and employee without interference from the State.

# Mostert agrees he was justly <sup>Argus</sup> fired <sup>26/10/81</sup> (133)

MR S E 'Mossie' Mostert, the insurance executive fired this week after making disparaging remarks about blacks at a Handelsinstituut meeting in Graaff-Reinet, bears no grudge against the Old Mutual.

'Under the circumstances I would have done exactly the same, he said yesterday while clearing out his office at Old Mutual headquarters in Pinelands.

'I am very glad I had the opportunity to work for Old Mutual, and I still hold them in fond regard. I am not going away with ill feelings.'

## PROBLEMS

He said he would have preferred his remarks quoted in the full context of his speech. Its basic theme was the need to develop South Africa's full human resources.

'But it takes 10 years plus to develop middle and senior management, and there are practical problems. You have to face up to them.

'I used too straightforward terms in answering a practical question.'



# DEEP CONCENTRATION ON INDUSTRIAL PROBLEMS

S. Tribune  
25/10/81

133

Finance Editor

THE forthcoming Prime Minister's conference with businessmen in Cape Town had a restricting effect it seems on some of the discussions at this week's congress of the Federated Chamber of Industries in East London.

Some delegates, anticipating major developments at the November conference, felt it would have been better if the FCI get-together had been held after the summit.

Nevertheless some constructive arguments were presented not least of which was on the question at the centre of much labour unrest, pension preservation.

Delegates agreed that a three-year delay in bringing the legislation into effect would not assist employers.

The FCI is to consider a number of options available to harmonise conflicting interests within its general policy that pensions and other forms of remuneration should be negotiated between employer and employee without interference from the State.

It is understood the Natal members still feel

strongly that a salary cut off point of R7 000 (discussed in Tribune

Finance on October 4) should be included in proposals put forward to Government for consideration. They will put it forward individually if it is not included in the final FCI document.

Exports, and the need to explore this field more rigorously because of a projected fall off in local markets, was stressed on several occasions during the congress.

Again, too, the stern warning was given to producers not to go in and out of the market when it suited them without due consideration for the country's overall exports image.

On industrial protection it was felt the effect would be eroded if industrialists allowed prices to rise by the full extent of the tariffs.

Able Van den Berg, chairman of the Industrial Development Corporation reminded delegates that the prime purpose of tariff protection was to ensure an adequate market for the local manufacturers so as to achieve the minimum throughput required for economic production.

It was not a mechanism to increase prices of locally produced goods.

Concern was expressed at the excessive

level of imports which had led to a serious balance of payments deficit.

If current import trends persisted Government would have to investigate again the need for a new import substitution drive, the Director General of Industries, Commerce and Tourism, Dr T. Duplessis told the congress.

It was agreed that more use be made of formula duties and interim duties to give immediate relief within the existing framework of industrial protection machinery.

Dr S. J. Kleu, chairman of the Board of Trade and Industries said the BTT was, in principle, prepared to review the protection already granted local industry. It was faced however with practical problems of coping with demands placed on the board to grant tariff protection for new applicant.

The level of existing tariffs was eroded by a number of factors:

- As protection was granted to intermediate products the effective tariff protection on the final consumer goods was reduced.
- As local content increased, the existing levels of duty became diluted with the increase in value-added.
- Structural changes in world trade such as

subsidised exports and the formation of economic blocs.

Dr Kleu warned, nevertheless, that protection policy to encourage import substitution would be thwarted unless problems such as inefficient management practices were effectively dealt with.

On the other thorny issue it was suggested employers and employees needed to be made aware as early as possible of the way in which fringe benefits would be subjected to tax.

Mr A. G. Bramwell, president of the Cape chamber stressed that statements made by Inland Revenue sources so far showed that a heavy onus would be placed on employers to declare the amount of non-cash income for tax purposes.

It would be naive to assume that employers would not be subjected to pressure to adjust remuneration packages in the light of the new tax.

The FCI will continue to press for further tax reforms with regard to:

- Offsetting the effect of fiscal drag in the tax system so as to avoid a gradual escalation of the real tax burden as a result of inflation.
- Simplifying and rationalising the system where possible.

harmonised to the market mechanism.

Methods to offset inflation in investment allowances without discriminating arbitrarily between companies or classes of assets.

Ensuring that after-tax yields do not discourage productive investment, confiscate savings or induce non-productive efforts to avoid tax.

On productivity it was pointed out that the performance of the manufacturing sector had slowed during the first five months of this year.

Dr Jan Visser, executive director of the National Productivity Institute commented on the alarming recent trend of wages over employee rising by 21.2 percent against production per worker increasing by only 2.6 percent.

Some solutions were suggested. Large numbers of industrial engineers and engineering technicians would have to be trained.

South Africa needed 12 000 such technicians and has only 1 500. There was also a shortfall of 3 500 engineers.

Industrialists would have to sponsor training with bursaries and at the same time investigate more efficient methods to reduce training time by better

training time by better

# Bifsa hits out at material shortages

S Tribune 25/10/81

22/133

By Frank Jeans

The Building Industries Federation, which holds its annual congress in East London tomorrow has launched a sizzling attack on building material producers over recurring shortages.

Bombarding the cement industry in particular, the Federation warns that Building Industries Federation warns that frequently recurring shortages are creating violent reaction from the builders who, even under ideal circumstances, will be hard put to satisfy the enormous construction demands of society.

Referring to "this dreaded thrombosis" which disrupts building works, Bifsa, in its latest issue of South African Builder, says:

"Whatever excuses have been offered by material producers, ranging from the inefficiencies of the SAR to the obsolescence of their own equipment, it cannot be denied that they owe a vast debt of responsibility to the construction industry and South African citizens in return for the very handsome profits appearing in the published accounts of the corporate reports."

Emphasising the threat of serious repercussions through materials shortage leading to increased construction costs and the

"severest damage to the public, the Federation pulls no punches on the question of labour.

"A builder would be committing economic suicide if he succumbed to the temptation of retrenching workers during a period of severe shortage — and so, by not paying staff to stay on without material with which to work, the productivity of labour goes for the proverbial Burton," it says.

At the same time, work stoppage will only push up the final cost of a building contract.

"What is the point of spending R50-million on training, with no return on capital invested, when the whole concept can be negated by material producers who do enjoy a handsome guaranteed return on the capital invested and yet seem unable to come to grips with the simpler problems of strategic planning?" asks Bifsa.

Taking a tilt at the pricing structure of the producers, the Federation says: "We are told that

prices of primary materials must be raised in order to make larger profits — so that more capital can be invested to purchase plants — only to make even more profit."

Hitting at those with "monopolistic advantages" which will "allow" cement or other commodity imports, the Federation believes that in recompense for their privileged position in the economy, those "rather smug industrialists" should see it as a sociological duty to supply South Africa with primary materials over short periods of excess demand — even if it hurts a little — in return for the uncontested privilege of never being able to experience any financial loss.

Urging abolition of price control on products such as cement, Bifsa says this would attract overseas competition.

"After all — with profits being enjoyed at a rate that the present system is supporting — overseas investors should be vying with each other to join the club," it says

# Strong unions are 'good for peace' SA builders told

By SUSAN DALLAS

EAST LONDON. — Strong responsible labour unions and employers' organisations with equal bargaining weapons were necessary for social peace, Dr Wolf Dieter Lindner, a director of the Confederation of German Employers' Associations said yesterday to delegates at the annual congress of the Building Industries Federation of South Africa.

Explaining industrial relations principles in Germany, he said that successful labour negotiations depended on strong unions which were able to wield weapons such as strikes and employers who were able to "lock-out."

"We believe that the chances of social peace are higher in a system of industrial unions."

Bargaining was more successful on an industry basis than in one of craft unions.

In Germany, 42% of people in dependent employment were unionised. This union strength stemmed from the fact that under the German legal system, only labour unions and employers could fix wages and other conditions by collective agreement.

The government had no power to intervene in the negotiating process. In the case of industrial action it could only assist the

bargaining parties.

Dr Lindner said labour conflicts in the event of failed negotiations were rare in Germany.

"The unions and employers know that it is unpopular and therefore all efforts are made to reach a compromise in negotiations," he said.

The powerful weapons of strike and defensive lock-outs were balanced and this helped to keep the peace, Dr Lindner said.

During discussions at the congress it was noted that the majority of employers in the industry were small companies with inadequate managerial competence.

Mr Hugh Frost told delegates there were only 350 companies which employed more than 100 employees compared with 8 000 companies with less staff.

Mr Johan Brandt said that only 1% of all housebuilders in the southern Transvaal were "large" by the same definition of 100 employees. In fact 95% had

less than 20 skilled employees.

Thousands more were unregistered black entrepreneurs doing painting, plastering, alterations and additions to houses.

Mr Brandt said management education for these small businesses was urgently needed. Few small businessmen had the time to attend training courses.

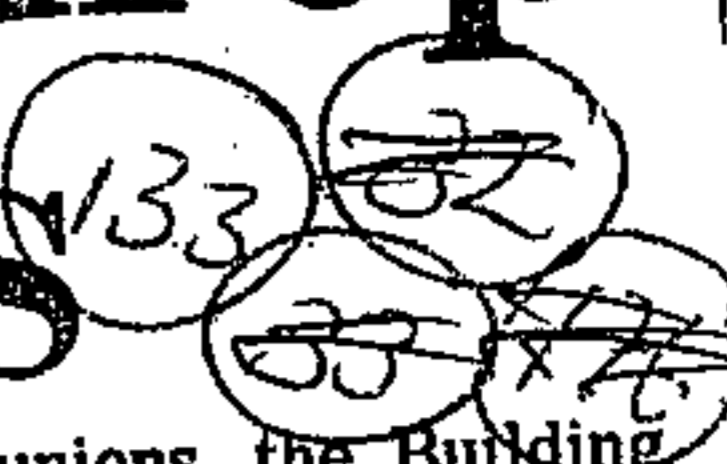
These should in future be designed to be more intensive, more accessible to the small builder and less time-consuming.

RDM 28/10/87

777 300 133

# Bifsa set to drop race barriers

RDM 29/10/89



AFTER preliminary talks with the major building trade unions, the Building Industries Federation of SA has promised a new "status-blind" labour structure.

Bifsa's new president, Mr Leon Glaser, yesterday announced a labour structure with wages linked to productivity instead of job classification.

Previously, a bricklayer received a fixed income and had little access to further training for job advancement. Now there will be no ceiling for advancement in a "colour-blind" labour field.

Bifsa's executive director, Mr Lou Davis, told the federation's congress in East London that the backlog of black skills compared with white was a national scar which the industry was committed to heal.

He said no educational standards would be required of apprentice tradesmen to make it easier for unskilled workers to enter the industry.

Talks on the new labour deal are expected to be completed by mid-November.

Mr Glaser said collective bargaining and greater worker participation were key principles in a progressive new labour relations policy to be followed by the building industry.

He outlined a plan to avoid a "management crisis" and to increase the strength of building workers' unions.

He said management depended on worker participation to face and overcome problems like recession and unemployment. The trend in labour relations in other countries was towards a greater say through works councils, unions, safety committees and even the whole worker body.

"We have got to realise we are dealing with an emerging group

who want their share of the cake. They have the same ambitions as you and I. They want to see light at the end of the tunnel and a possible road of continual upward mobility.

"I would say Bifsa's training programmes are definitely going to have the effect of extending the ladder of upward mobility. These programmes will ensure that promotion and advancement are linked to ability and effort."

Mr Glaser predicted the emergence of a contented and proud work force, "jealous and protective of their standing" if a free market of reward for effort was allowed to exist.

Bifsa's training programme meant that in three years 2 500 artisans would qualify every year, having increased their status and wages by about three times.

"We must have strong employer bodies and equally strong unions able to keep their word and able to discipline their members," he said.

A major problem faced the industry, however, to persuade emerging black unions to register, and to operate within the industrial council system when they had so long been excluded from it.

Mr Esau Ncube, industrial relations officer of LTA Construction, told delegates that effective communication with workers through liaison committees was a basic requirement for reducing industrial unrest. Literate blacks would want to join trade unions and would see them as a power-base.

# Building industry looking at new training scheme

Sta 29/10/87  
133

Trade unions and employers are discussing the final details of an agreement designed to open job opportunities in the building industry to all races.

The executive director of the Building Industries Federation of South Africa (Bifsa), Mr Lou Davis yesterday said the parties were "smoothing out the wrinkles" in the agreement, which would be negotiated in the industry's industrial council early next year.

He said the agreement would introduce a "new concept of learnership" for building workers unable to meet the educational qualifications required for normal apprenticeship.

"For historical reasons many workers — and particularly blacks — cannot be indentured as apprentices because they lack the Standard 6 or 7 level demanded of them.

"The new scheme will introduce a new stratum of training to allow these people to progress to artisan or even craftsman level over a longer time."

Mr Davis stressed that the same standards would be demanded of trainees as of apprentices.

Although one party to the building industry's industrial council, Mr Gert Beetge's White Building Workers Union, had in the past resisted black job advancement, Mr Davis praised all the unions for "their responsible attitude" to the scheme.

# Blacks 'reject pension schemes'

THE BLACK worker will not join industrial pension schemes because by tradition the old are looked after by the young, the Building Industries Federation of South Africa was told yesterday.

Mr E Neube, an industrial relations officer, was speaking at the annual congress in East London.

He said: 'The worker wants his money now and not later.'

## NOT UNDERSTOOD

Pension funds were not understood by his people.

'My father becomes my son when he is old, and you cannot break away from this tradition.'

Black workers were also losing interest in industrial liaison committees.

'They use them for one purpose only — to get more money. They do not want to waste their time, talking about transport and toilets.'

## COMPLAINTS

Mr Neube said the main complaints about the committees were that employers were reluctant to give time off to workers to report back to their men, and failure by employers to give decisions promptly.

Workers deplored blanket increases in wages. They only encouraged absenteeism.

Merit increases would reward those who were prepared to work, he said.

# 'Do something on housing'

*Sawela 30/10/81*  
*92 133*  
THE building industry - the country's third biggest employer of labour - would have to do something about its employees' living conditions and not wait for the Government to provide housing, the new president of the Building Industries Federation of South Africa said yesterday.

Addressing Bifsa's congress in East London, Mr L S Glaser said the question of housing was at the root of many of the industry's problems.

"The time has long passed when we can afford to sit back and wait for Government to provide relief. If we want a contented

workforce, we are going to have to do something about the appalling conditions in which some of our workforce are expected to live and still turn out a decent day's work."

Mr Glaser said South Africa had its own particular problems caused by current legislation and the varying cultural heritages of blacks.

"We have influx control regulations and legislation which, necessary though they may be, give rise to all sorts of problems and imbalances stemming from the unnatural way of life they cause, together with the financial implications.

"For instance, a general worker - who is the lowest paid employee - in fact has

the added expense of running two houses.

"On the cultural side you have the fact that a man who is only allowed into the urban areas on contract finds himself with pension fund deductions he had no hope of ever collecting and, in any event - as he may only be there for a comparatively short period - much prefers his own tribal or cultural system where his children will look after him in his old age.

"He wants his money now and not in 30 or 40 years' time," Mr Glaser said.

These problems were important to labour relations in that they affected the quality of working life. - Sapa.

Seifsa  
RDM 3/11/81  
releases

guide on  
unions

By STEVEN FRIEDMAN

NEW labour guidelines have been released by the giant Steel and Engineering Industries Federation (Seifsa).

The federation, which employs about 450 000 people, has also reaffirmed its opposition to negotiating with unions not on an industrial council.

The guidelines also advise employers to grant facilities more readily to unions which join councils. At the same time, however, the federation still wants changes in the council system and is opening talks with both sets of unions.

The new guidelines soften controversial ones released in 1979 by opening the way for employers to grant some facilities to unregistered unions and to recognise shop stewards.

The moves were announced yesterday at a Johannesburg Press conference by federation director Mr Sam van Coller and leading metal industry employers.

The 1979 guidelines rejected employer facilities for unregistered unions and any union recognition in individual companies. They also wanted all bargaining to go through industrial councils.

Students also suggest available for discussion

6. One major problem at the Pre-University course content time restricted the extent of discussion

Some students suggest be available immediately hall itself, to answer

7. As regards the student lectures had been value lay. All felt up by further instruction year; and that hand course would be of

As one student forced

"The emphasis have to do. 'how'. Where 'doing' their

8. Among the "lesser" content lectures. expressed. Some in the nature of a syllabus, others that not enough detail was given.

A justifiable complaint was that in the case of some departments the supply of handouts ran out; students also felt that the handouts should contain not only course outlines, but more general information about the department and what is expected of the student.

9. One of the sections containing the largest number of replies was that of "additional comments". All of these stated that the Pre-University course as organised was worthwhile and represented the best use of time and resources.

Some added the suggestions however, that as most students attended a few lectures on course content each day, the rest of their time might be usefully organised.

10. Improvements to the Pre-University course for 1981, taking students' comments into consideration will be incorporated into the design of the 1981 course to be submitted for Faculty's approval at a later date.

11. In conclusion, I would like to quote one student's comment:

"I don't know what you're worried about. The pre-University Course is as good or as bad as the students who go to it."

more time should be made

availability of staff during only the lecturer giving that limited period of which could be asked and place.

of a department should preferably in the lecture provide additional information.

students as a whole felt those opinion varied as to where such lectures should be followed level during the academic during the Pre-University

how much you will ed in discovering 1 'do' all the

significant concerned the course ble differences in the opinions itent lectures were too much

Associate Professor Marcelle Kooy  
Student Adviser : Faculty of Arts

15 July 1980.



# Big employer body sets out labour rules

STAR  
3/11/81

133

By Drew Forrest

New labour relations guidelines have been issued to member companies by South Africa's largest employer body outside mining, the powerful Steel and Engineering Industries Federation of SA (Seifsa).

The guidelines supersede those released in 1979 and represent a significant relaxation in Seifsa's stance on the unionisation of the metal industries' 300 000 black workers.

## SUPPORT

They envisage a limited form of recognition for representative black unions outside the metal industries' industrial council.

Seifsa's standpoint, however, is still that negotiations on wages and working conditions should continue under the umbrella of the industrial council, the official bargaining forum which many black unions reject.

Introducing the guidelines the Seifsa executive director, Mr Sam van Col-

ler, said they "expressed continued support for the industrial council."

But changed circumstances, and particularly the redefinition of "employee" in law to cover blacks, meant that the industrial council would have to be adapted.

This would be achieved by "ongoing discussions" with the established unions on the council. Discussions were also being held with unions outside it in an effort to secure their participation.

The guidelines break new ground by recommending certain plant level facilities for unions. These would be "freely granted" to union parties to the industrial council, and could be "points of negotiation" with unions outside it.

## ACCESS

They include recruiting access, access for union officials to shop stewards and access to company notice boards.

Also recommended in the guidelines are certain industrial relations proce-

dures at plant level which should have the support of line management, employees and all representative unions.

They include:

- Procedures for the accreditation of shop stewards, elected by secret ballot, and "included in the normal communications procedures of the company."

- Grievance and disciplinary procedures: Although model procedures are annexed to the guidelines, Mr van Coller stressed this would be an area of negotiation.

Companies wishing to negotiate on wages outside the industrial council are warned in the guidelines that they are "in effect establishing an alternative bargaining arrangement" to the council.

Observers consider it highly significant, however, that the guidelines do not expressly rule out wage bargaining outside the industrial council structure as with the 1979 policy.

RDM  
4/11/81  
123  
124  
125

# Unions wary of Seifsa's labour guides

By STEVEN FRIEDMAN

NEW labour guidelines announced this week by the Steel and Engineering Industries Federation showed a change in "style, not substance", unions who have refused to join industrial councils said yesterday.

None of the unions who have refused to join the councils would comment officially on the new guidelines yesterday. They said they wanted to study them and refer them back to their members before commenting publicly.

However, one prominent unionist said that, at first glance, the new guidelines seemed to be an indication that Seifsa had "changed its tone in dealing with unions who refuse to go on to councils".

He added: "This will obviously help. But the substance — Seifsa's insistence on the council system — remains unchanged."

Another unionist also acknowledged that the guidelines represented a shift but said: "The real issue is our demand to bargain on wages and work conditions outside the council system and Seifsa has not changed its stand on that."

Both said they did not believe the new guidelines would persuade unions to change their minds about serving on the councils, but said they could assist in creating "a more open labour atmosphere" in the metal industries.

The new guidelines reaffirm Seifsa's opposition to any bargaining on wages and work conditions outside the official industrial council system.

## Facilities

They also recommend that employers grant facilities to unions who serve on councils more easily than to those who don't.

However, Seifsa has restated its commitment to changes in the industrial council system, and is to hold talks on possible changes both with those unions who serve on councils and those who have refused.

The new guidelines also recommend changes in attitude to those unions who refuse to serve on industrial councils.

Employers are advised to hold talks with these unions and establish whether they are representative (although not by means of a referendum, which Seifsa says is "not a test of representativeness").

If they are, the possibility is left open that employers will ne-

gotiate with these unions on the granting of some of the facilities which will be extended to unions who serve on councils.

The guidelines also alter Seifsa's policy in recommending that employers recognise and deal with the shop stewards of unions who are on the councils — although not that they negotiate with them on pay and work conditions.

# Seifsa firm against 'unofficial' union talks

CALC Times

5/11/81

133

BL

## Own Correspondent

JOHANNESBURG. — The giant Steel and Engineering Industries Federation, whose members employ about 450 000 workers, has released new labour guidelines which reaffirm Seifsa's opposition to any negotiations with trade unions on wages and work conditions outside the official industrial council system.

The guidelines also advise employers to grant facilities more readily to unions who agree to join councils than to those who don't.

But at the same time Seifsa repeated its support for changes in the council system and announced it was beginning discussions with both those unions on the councils and those who have refused to join on possible changes.

And the new guidelines soften controversial guidelines released by Seifsa in 1979 by opening the way for employers to grant some facilities to unregistered unions and to recognize union shop stewards in their factories.

These moves were announced yesterday at a press conference in Johannesburg addressed by Seifsa director, Mr Sam van Coller, and leading metal employers.

Seifsa's 1979 guidelines rejected any employer facilities for unregistered unions and any form of union recognition in individual companies. They also advocated channeling all bargaining through industrial councils.

## Opposition

Seifsa has now revised its guidelines in the light of continued opposition to joining councils by many black unions.

Mr Van Coller yesterday reiterated Seifsa's support for the council system. He said it provided a system of self-government in which black workers could participate in "making the laws" for an entire industry and spelled out other benefits which, he argued, it held for unions.

The new guidelines thus oppose any bargaining between unions and individual employers on matters covered by the industrial council's agreement.

However, he stressed that Seifsa was committed to bargaining with representative unions and hoped to persuade the nine unions cur-

rently recruiting metal workers outside the council system to join the council.

For this reason, it had decided to initiate meetings with all unions on the council as well as with those who had not joined.

"We want to discover exactly what our differences are and what common ground we can find. This will obviously be a lengthy process and we do not expect the talks to be over quickly," Mr Van Coller said.

He said Seifsa did not want to prejudge the talks by spelling out the sort of changes it would like to see, but said it would favour changes to council dispute procedures and ensuring that all races helped to administer agreements.

Mr Van Coller also released Seifsa's amended guidelines.

These advise employers to grant unions who have agreed to serve on councils "stop order" facilities; access to workers for recruitment purposes; access by officials to shop stewards and access to company notice boards for union announcements.

They also urge companies to set up company-level labour procedures by recognizing union shop stewards and bargaining with them on issues not covered by the councils, such as dismissals.

## Proof

On unregistered unions and those who refuse to join councils, the guidelines suggest that employers request certain information from these unions and then seek proof of their representativeness.

But it strongly opposes the holding of referenda to test union support saying that this "is not a test of representativeness".

It advises employers to consider whether these unions have been recognized by other companies and whether it has a record of labour unrest.

The facilities granted to unions on the council should not be automatically granted to these unions, but should be "points of negotiation" between them and management.

The guidelines also warn employers who sign agreements with such unions that they are "in effect establishing an alternative" to the industrial council but will still be covered by its agreement.

133 DD. 6/11/81

# Scrap pension bill — FCI

JOHANNESBURG — The growing controversy over the government's proposed pensions legislation took a dramatic turn yesterday when the influential Federated Chamber of Industries called for the Bill to be scrapped.

It is understood that the FCI's call has the support of at least some senior government men.

The FCI says it believes that reforms in the private pension industry can best be achieved by negotiation between workers and employers. It says that the controversy over the Bill has led to worker demands

for improvements in pension funds which are certain to produce reform.

The Bill, which says employees may not withdraw pension contributions when they leave jobs, has caused nationwide unrest and the government recently announced that its implementation was being postponed for three years.

But neither employers nor unions saw this as a solution and a recent FCI meeting was divided over what approach to take to the Bill.

In a statement issued yesterday, the chairman of

the FCI's labour affairs committee, Mr Rod Ironside, said: "To defuse and normalise the industrial relations situation, the proposed legislation on the preservation of pensions must be withdrawn and a fresh start made."

Mr Ironside said that the "essential reform of pensions" which the Bill seeks to bring about "can safely be left to negotiation" and to competition between pension funds.

The FCI says it still supports the concept of preservation of pensions, but believes this "should not be accomplished by leg-

islation enforcing preservation for all."

Mr Ironside added that private pension reform could be helped by the development of a code of pensions practice through negotiation between employers, employees and managers of pension funds.

It could also be "supported and encouraged by various indirect government measures such as tax incentives." Other measures could allow the "reinstatement of lost service and support contributions." — DDC.

# AECI urges response to the unregistered

STAR 7/11/81

# Liaison committee system 'a failure'

Industrial councils will have to respond to the growing demands of unregistered trade unions.

This was the view of Mr W J Botha, group industrial manager for AECI, at a labour relations seminar held in Johannesburg this week.

A growing number of black trade unions were not represented on industrial councils, Mr Botha said.

He cited the recent example of the Steel Engineering Industries Federation of SA which announced on Monday that the organisation would hold informal talks with unions not represented on the council but active in the industry.

Such moves could eventually lead to the disappearance of the industrial

A one-day seminar on labour relations was held in Johannesburg this week.

A wide range of subjects were covered by industrial relations officials, unionists and labour lawyers. TONY DAVIS reports on a few of the speakers. . . .

council system, Mr Botha warned.

There were a number of reasons why some trade unions rejected the council system. These were:

- ⊙ The councils covered black workers only from 1979 when the definition of "employee" was extended in labour legislation.
- ⊙ The councils were seen as unrepresentative because only a portion of the workforce was represented on them.
- ⊙ Councils were thought

to represent mainly skilled workers and not general industry workers.

⊙ The councils were seen as too large and bureaucratic.

⊙ Unions had to be registered to belong to councils and a number of "independent" unions had rejected registration.

Mr Botha said industrial councils had served industries well, but employers had to watch for the growth of bureaucracy in the system and lack of contact with workers.

Liaison committees and works committees introduced as an alternative to trade unions had failed dismally, the industrial relations manager of Henred Fruehauf, Mr Brian Allen, said at a labour relations seminar this week.

Mr Allen said organised labour was a function of industrialisation and could not be legislated away.

The committees were imposed from above and were not recognised by workers.

Where managements still resisted trade unions the committees were sometimes taken over by union shop stewards.

Mr Allen added that the old committee system was legislated away on November 1 by the new Labour Relations Act which repealed the earlier Act.

"The Act is silent on the subject of works committees and one can only wonder what will happen to those in existence."

"My guess is that they won't go away but will continue to operate as points of entry for unions where employers have resisted trade union incursion."

⊙ Labour lawyer Mr Halton Cheedle and the general secretary of the SA Electrical Workers Union, Mr Ben Nicholson, also addressed the seminar.

## Recognition 'a wedge for future demands'

Once recognition was accorded to a trade union it was foolish to believe that the union would limit itself to its initial demands.

Industrial relations consultant Mr Andrew Levy told delegates at the labour relations seminar that recognition was a giving away of the right of a company to manage in certain areas.

A recognition agreement was a "wedge" which would increase in time, he said.

In a "good" agreement unions were bound to help in strikes outside the terms of an agreement.

Recent disputes showed some unions had lost control of their workers.

## Labour deals: the spirit counts most

The spirit of an agreement between management and union is more important than its mechanics.

This was the view expressed by Ford's industrial relations director, Mr Fred Ferreira, at a one-day labour relations seminar.

He said it was essential that management should not try to "second guess" a union and that management should have the right to withdraw from an agreement.

Mr Ferreira said the emergence of "sympathy strikes" was a new feature of labour unrest. There were four reasons for disputes over union-company agreements: ignorance, differences in interpretation, employer error and the union "flexing its muscles."

# Govt told: new bill on pensions a must

JOHANNESBURG — Despite the "worrying issue" of finding a solution to labour and industrial issues, legislation for the preservation of pension rights should be regarded as vital to ensure that communication between workers and management on this matter was based on a solid foundation, Mr R. C. Lloyd, outgoing chairman of the Life Offices Association (LOA) said here yesterday.

He hoped that the recent announcement of the withdrawal of the bill, pending discussion with interested parties, did not mean that the need for producing a revised and acceptable bill would not be regarded as urgent.

In his farewell address to the association, Mr Lloyd said it would be agreed that among current issues affecting the life assurance industry, the preservation of pension rights deserved the highest priority.

"I think it is important to keep in mind clearly why we of the LOA are strongly supporting the preservation of pension rights. It is

simply that without an effective system of preservation of pension rights, we will end up with a national pension scheme with consequences that do not need to be enumerated.

"But if we water down the preservation system too much, the consequence will be inadequate pensions and the pressure for a national pension scheme will then become irresistible. So the emphasis must be on having an effective system."

Mr Lloyd said that the main concern of the LOA in dealing with the technical, legal and administrative matters associated with the implementation of pensions had been to advocate that, as far as possible, there should be a greater degree of administrative policy, and that matters extraneous to the principle of preservation should be put aside.

Also that the proposals that would finally be adopted "must blend with, and not revolutionise, the basis on which pension provision has been made."

"But the more worrying issue is the need to find a

solution to the labour and industrial issues that gave rise to the decision to defer the implementation of the legislation until three years after its inactment.

"It should be accepted that it is vital to have legislation next year or as soon as possible thereafter — otherwise communication between workers and management will not be based on a solid foundation.

"There must be no continuing uncertainty on the form the preservation legislation is to take.

"However, we must not make the facile assumption that the troubles that have arisen have all been due to misunderstanding and that all that is needed is to explain matters and all will be well. The workers among whom most of the trouble has arisen have certain clear priorities among their different needs.

"While they want pensions, this is seen as remote, but the need to have money to tide them over when unemployed is a real and urgent need." Mr Lloyd said. — SAPA.

# Appeal by wool union dismissed

DD 11/11/81

133

2. D

BLOEMFONTEIN — The Appeal Court here yesterday dismissed with costs the appeal of the Sheep and Wool Producers' Union of South Africa and of its secretary, Mr Daniel Jacobus du Plessis, of Craddock, against a judgment which rejected an application by them in regard to the wool-marketing scheme in South Africa.

On October 18, 1979, in the Transvaal Supreme Court, Mr Justice F. S. Steyn and Mr Justice D. A. Melamet dismissed with costs an application that the Minister of Agriculture should be ordered to reconsider the method of wool-marketing in South Africa; that the Wool Board should be authorised to market the wool of the union's members according to a floor price system; that certain benefits paid for the union's members to the National Woolgrowers' Association of South Africa should in future be paid to the union; and that members of the union should be favourably considered for nomination to the Wool Board.

The matter arose over a dispute about the validity of Proclamation R155 of 1972, which introduced the controversial pool system for marketing wool. The Sheep and Wool Producers' Union was formed in 1976 by wool producers strongly opposed to the method.

Yesterday, Mr Justice Joubert, with the concurrence of Mr Justice Rable, Mr Justice Cillie, Mr Justice Viljoen and Mr Justice Botha (acting judge of appeal) emphasised that this case was not concerned with the merits of either the floor or pool systems.

It had been argued for the union and Mr Du Plessis that the wool scheme was invalid because the minister had not complied with the provisions of Section 12 (1) (B) of the Marketing Act, namely to convince himself that the wool scheme would be in

the interests of the wool producers when he recommended the proposed scheme to the State President for approval in 1972.

The judge said that neither in their founding, nor replying affidavits had the appellants stated facts from which it could be deduced that the minister had neglected to convince himself as required by section 12 (1) (B). Similarly, they neglected to give facts from which it could be deduced that the minister had deliberately neglected to comply with the provision of the section.

It was acknowledged legal practice when an application was made by notice of motion, as had been the case here, that an applicant in his founding affidavit must set out facts to form a cause of action for the desired legal assistance, so that the respondent could deal with the alleged facts in his answering affidavit.

Mr Justice Joubert said that in the present case the union and Mr Du Plessis had neglected to make out a cause of "action in their founding affidavit for Proclamation R155 to be set aside, as sought in their main prayer". There was also another stumbling block — the failure to bring the application for setting aside the proclamation within a reasonable time.

It had been argued that a written request to the minister on May 17, 1978, contained a written proposal for a change in the wool marketing system.

Mr Justice Joubert said that nowhere in this request could he find any proposal for the scheme to be changed, nor, in the four prayers which concluded the application, could he read in any request for such a change.

There was no statutory duty for the minister to deal with the application and the appellants were thus not entitled to the legal aid sought in their alternative prayers. — SAPA.

# Key union rejects Seifsa's guidelines

By STEVEN FRIEDMAN

MAJOR new labour guidelines issued by the powerful Steel and Engineering Industries Federation (Seifsa) were "unacceptable" because of their emphasis on bargaining through the industrial council system, a key unregistered union said yesterday.

In a statement issued yesterday, the General Workers Union (GWU) became the first union in the metal industry operating outside the industrial council system to comment formally on the new guidelines.

The GWU occupies a unique position in the metal industries because it is the only union to have signed formal recognition agreements with metal employers which provide for bargaining, wages and work conditions outside the council system.

## Changes

Seifsa recently announced guidelines to make it easier for employers to deal with unions not on industrial councils and to consult with unions at factory level.

But the guidelines repeat Seifsa's view that wages and work conditions should be bargained at industrial councils only. Seifsa has, however, committed itself to changes in the metal industrial council in consultation with unions.

The guidelines cover 8 500 employers and 440 000 workers.

In its statement, the GWU said it welcomed "the conciliatory tone of the new guidelines and Seifsa's new-found commitment to freedom of association".

## Talks

But it said it had "frequently underlined our commitment to shop-floor negotiation"

The new guidelines' "allegiance to national industry-wide bargaining in the steel industry is unacceptable to this union".

The GWU said it was "not in principle opposed to multi-plant bargaining as long as it facilitated a process of direct negotiation between elected worker representatives and management".

But the union said it believed "bargaining in the steel industrial council hinders this direct participation in the bargaining process by virtue of the size of the council and its highly bureaucratic structures".

Seifsa is scheduled to meet the GWU to discuss its attitudes to industrial councils as part of a programme of talks with all unions operating in the metal industry.

12/4/81

RDM

133



# Labour guidelines fall short, says black union

STAR  
12/11/81

133  
~~134~~  
~~135~~

By Drew Forrest

The new labour relations guidelines of the giant Steel and Engineering Industries Federation of SA have drawn both praise

and sharp criticism from South Africa's fastest growing black metal union.

The Metal and Allied Workers Union rejects the metal industries' indus-

trial council — which is strongly supported by Seifsa — and the union's response to the guidelines has been eagerly awaited.

In a statement yesterday, Mawu said Seifsa had shown "a new realism" and "a new willingness to negotiate with representative unions, whether or not they are party to the industrial council."

In certain crucial respects, however, the guidelines "fell far short of what is required by workers."

Mawu takes issue with a Seifsa recommendation that certain in-company facilities — including recruiting access and access for union officials to shop stewards — should be readily granted to unions party to the industrial council, while remaining "points for negotiation" for those outside it.

The second major shortcoming of the guidelines, Mawu says, is the failure to recognise the need for in-plant bargaining on wages and working conditions — a "central demand of workers."

# Zac urges bosses to work for reform

(133) AD 12/11/81  
By STEVEN FRIEDMAN

LABOUR relations in the next decade would be "extremely difficult" because black workers would make "deliberate use" of the industrial relations system to gain social and political aims, Anglo American's executive director, Dr Zac de Beer, warned yesterday.

Arguing that "the sins of the politicians are going to be visited on management," Dr De Beer urged managers to work for political reform and the improvement of black social conditions, and to avoid firing workers who struck.

He said conditions under which urban blacks lived were "almost entirely typical of a communist state, in that bureaucrats control almost every facet of their lives".

Dr De Beer was speaking in Pretoria at a private conference on industrial relations on the eve of today's meeting between the Prime Minister and businessmen, where fears may be raised that lack of progress towards political change may lead to increased labour unrest.

He stressed that only progress towards political change could relieve the pressure businessmen would experience in the factories.

In his address, Dr De Beer said "resentments engendered by the discriminatory conditions under which our workers live ... are bound to make them question the system under which they live."

Business continually told blacks it was the political system, rather than the economic system, "which is responsible for what is bad in the life of the urban black man", he said.

"Our argument is in fact correct, but we do not win." Many young blacks saw "P W Botha and H F Oppenheimer as partners in operating the system".

Voteless people were not incapable of political action and "people who are not allowed to find political expression through the franchise will try to find it in other, often less desirable, ways".



**DR ZAC DE BEER**  
call for progress

While most of the world's population did not have political rights, the situation was unique in South Africa because one-fifth of the population, the whites, did have the vote "and use it most ostentatiously".

Demand from blacks for a universal franchise "can only grow in intensity," Dr De Beer said.

Looking at the labour implications, Dr De Beer said the use of the labour relations system by blacks to pursue political goals was "absolutely inevitable" and this had "the most alarming consequences for us managers".

He asked what would happen if managers met "reasonable claims" by workers but they continued to strike.

## Sympathise

Managers' patience would be tested and they would tend to say "this is a political agitation and it is beyond my powers to deal with it. I am going to call the police and fire the strikers".

It was "hard not to sympathise" with these employers.

But he added: "What good will it do to shareholders to have

7. Die volgende gedeeltes van die plaas Kleinplaasie 259, afdeling Uniondale (ook bekend as Edmonton):

- (a) Gedeelte 8, groot 1,0449 hektaar.
- (b) Gedeelte 9, groot 1,0989 hektaar.
- (c) Gedeelte 10, groot 1,2428 hektaar.
- (d) Gedeelte 17, groot 1 784 vierkante meter.
- (e) Gedeelte 19, groot 1 635 vierkante meter.
- (f) Gedeelte 24, groot 1 487 vierkante meter.
- (g) Gedeelte 25, groot 1 742 vierkante meter.
- (h) Gedeelte 27, groot 5 235 vierkante meter.
- (i) Gedeelte 29, groot 2 231 vierkante meter.

13-20-27

(13 November 1981)

7. The following portions of the farm Kleinplaasie 259, Division of Uniondale (also known as Edmonton):

- (a) Portion 8, in extent 1,0449 hectares.
- (b) Portion 9, in extent 1,0989 hectares.
- (c) Portion 10, in extent 1,2428 hectares.
- (d) Portion 17, in extent 1 784 square metres.
- (e) Portion 19, in extent 1 635 square metres.
- (f) Portion 24, in extent 1 487 square metres.
- (g) Portion 25, in extent 1 742 square metres.
- (h) Portion 27, in extent 5 235 square metres.
- (i) Portion 29, in extent 2 231 square metres.

13-20-27

(13 November 1981)

KENNISGEWING 865 VAN 1981  
DEPARTEMENT VAN MANNEKRAG  
WET OP NYWERHEIDSVERSOENING, 1956  
AANSOEK OM REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van hogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Road Passenger Transport Employers' Association (Southern and Eastern Cape). Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Road Passenger Transport Employers' Association (Southern and Eastern Cape).

*Datum waarop aansoek ingedien is.*—2 Junie 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Padpassasiersvervoerbedryf in die landdrostrikte Albany, George, Humansdorp, Knysna, Mosselbaai, Oudtshoorn, Port Elizabeth en Uitenhage.

“Padpassasiersvervoerbedryf” of beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is om 'n persoon op persone teen beloning per openbare pad te vervoer deur middel van 'n voertuig (uitgesonderd 'n voertuig wat deur die Suid-Afrikaanse Spoorweë beheer word) wat ontwerp is vir aandrywing op 'n ander manier as deur middel van mense- of dierekrag en wat ontwerp is vir die vervoer van meer as agt persone, benewens die drywer van sodanige voertuig.

*Posadres van applikant.*—Posbus 2221, Port Elizabeth, 6056.

*Kantooradres van applikant.*—Eerste Verdieping, S.A. Wolraadgebou, Grahamstownweg, Noordeinde.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die

NOTICE 865 OF 1981

DEPARTMENT OF MANPOWER  
INDUSTRIAL CONCILIATION ACT, 1956  
APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Road Passenger Transport Employers' Association (Southern and Eastern Cape). Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

*Name of employers' organisation.*—Road Passenger Transport Employers' Association (Southern and Eastern Cape).

*Date on which application was lodged.*—2 June 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Road Passenger Transport Industry in the Magisterial Districts of Albany, George, Humansdorp, Knysna, Mossel Bay, Oudtshoorn, Port Elizabeth and Uitenhage.

“Road Passenger Transport Industry” means the industry in which employers and employees are associated for the purpose of transporting for reward over any public road any person or persons by means of any vehicle (other than a vehicle controlled by the South African Railways) designed for propulsion otherwise than by human or animal power, designed to carry more than eight persons in addition to the driver of such vehicle.

*Postal address of applicant.*—P.O. Box 2221, Port Elizabeth, 6056.

*Office address of applicant.*—First Floor, S.A. Wool Board Buildings, Grahamstown Road, North End.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the

259,

datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(13 November 1981)

date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(13 November 1981)

-27

KENNISGEWING 866 VAN 1981

DEPARTEMENT VAN GESONDHEID, WELSYN EN PENSIOENE

GEMAGTIGDE INRIGTINGS KRAGTENS DIE WET OP ANATOMIESE SKENKINGS EN NADOODSE ONDERSOEKE, 1970 (WET 24 VAN 1970)

Hierby word vir algemene inligting bekendgemaak dat die Minister van Gesondheid, Welsyn en Pensioene, kragtens artikel 1 van die Wet op Anatomiese Skenkings en Nadoodse Ondersoeke 1970 (Wet 24 van 1970), die volgende inrigting as 'n gemagtigde inrigting goedgekeur het:

Die Universiteit van Durban-Westville, Privaatsak X54001, Durban, 4000.

(13 November 1981)

NOTICE 866 OF 1981

DEPARTMENT OF HEALTH, WELFARE AND PENSIONS

AUTHORISED INSTITUTIONS IN TERMS OF THE ANATOMICAL DONATIONS AND POST-MORTEM EXAMINATIONS ACT, 1970 (ACT 24 OF 1970)

It is hereby notified for general information that the Minister of Health, Welfare and Pensions, in terms of section 1 of the Anatomical Donations and Post-Mortem Examinations Act, 1970 (Act 24 of 1970), has approved the following institution as an authorised institution:

University of Durban-Westville, Private Bag X54001, Durban, 4000.

(13 November 1981)

ris-  
ve-  
ra-  
om  
ion  
ion

to  
ing  
ver  
ss:  
the

ger  
ern

31.

is  
ns-  
ny,  
rn,

us-  
the  
any  
n a  
ned  
ver,  
the

liz-

ool

sec-

isa-  
ub-  
the

KENNISGEWING 867 VAN 1981

DEPARTEMENT VAN GESONDHEID, WELSYN EN PENSIOENE

WYSIGING VAN DIE REGULASIES BETREFFENDE ANATOMIESE SKENKINGS EN NADOODSE ONDERSOEKE

Hierby word vir algemene inligting bekendgemaak dat die Minister van Gesondheid, Welsyn en Pensioene, kragtens die bevoegdheid hom verleen by artikel 13 (1) (dA) van die Wet op Anatomiese Skenkings en Nadoodse Ondersoeke, 1970 (Wet 24 van 1970), voornemens is om die regulasies uitgevaardig by Goewermentskennisgewing R. 889 van 24 Mei 1974, soos gewysig, verder te wysig deur die voorgeskrewe weefsel, die voorgeskrewe gemagtigde inrigting en die voorgeskrewe doel vermeld in die Bylae hiervan, in onderskeidelik kolom I, kolom II en kolom III van Bylae II in te voeg.

Belanghebbendes word hierby versoek om binne drie maande na die datum van hierdie kennisgewing gemotiveerde kommentaar in te dien by die Direkteur-generaal: Gesondheid, Welsyn en Pensioene, Privaatsak X63, Pretoria, 0001 (vir aandag: mnr. E. Cronjé).

BYLAE

Kolom I	Kolom II	Kolom III
Voorgeskrewe weefsel	Voorgeskrewe gemagtigde inrigting	Voorgeskrewe doel
Beenmurg .....	Groote Schuurhospitaal	Navorsing en oorplanting.

(13 November 1981)

NOTICE 867 OF 1981

DEPARTMENT OF HEALTH, WELFARE AND PENSIONS

AMENDMENT OF THE ANATOMICAL DONATIONS AND POST-MORTEM EXAMINATIONS REGULATIONS

It is hereby notified for general information that the Minister of Health, Welfare and Pensions, in the exercise of the powers vested in him by section 13 (1) (dA) of the Anatomical Donations and Post-Mortem Examinations Act, 1970 (Act 24 of 1970), intends further to amend the regulations promulgated under Government Notice R. 889 of 24 May 1974, as amended, by inserting the prescribed tissue, the prescribed authorised institution and the prescribed purpose set out in the Schedule hereto in column I, column II and column III, respectively, of Schedule II.

Interested parties are hereby invited to submit substantiated comments to the Director-General: Health, Welfare and Pensions, Private Bag X63, Pretoria, 0001 (for attention: Mr E. Cronjé), within 3 months of the date of this notice.

SCHEDULE

Column I	Column II	Column III
Prescribed tissue	Prescribed authorised institution	Prescribed purpose
Bone marrow .....	Groote Schuur Hospital	Research and transplantation.

(13 November 1981)

KENNISGEWING 882 VAN 1981  
DEPARTEMENT VAN STATISTIEK

Die Sekretaris van Statistiek maak vir algemene inligting bekend dat die Verbruikersprysindeks vir September 1981 soos volg is:

VERBRUIKERSPRYSINKES, ALLE ITEMS

Gebied	Indeks
	Basis 1975 = 100
1. Kaapstad.....	206,1
2. Port Elizabeth.....	205,2
3. Oos-Londen.....	204,1
4. Kimberley.....	204,9
5. Pietermaritzburg.....	207,9
6. Durban.....	209,2
7. Pretoria.....	207,2
8. Witwatersrand.....	215,9
9. Klerksdorp.....	209,9
10. Vaaldriehoek.....	214,8
11. O.V.S. goudvelde.....	220,6
12. Bloemfontein.....	207,0
Beswaarde gemiddelde van die twaalf gebiede.....	211,3

*Verduidelikende opmerkings*

Die Verbruikersprysindekse laat nie tussenstedelike vergelyking van pryspeile of lewenskoste toe nie. Die indekse toon nie of dit duurder is om in een stad as in 'n ander te woon nie. Die indekse toon vir elke stedelike gebied onafhanklik, prysveranderinge wat van tyd tot tyd plaasgevind het.

*Nota.*—Moes in die uitgawe van 6 November 1981 verskyn het.

(13 November 1981)

KENNISGEWING 883 VAN 1981  
DEPARTEMENT VAN MANNEKRAG  
WET OP ARBEIDSVERHOUDINGE, 1956  
AANSOEK OM REGISTRASIE VAN 'N  
WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die Suid-Afrikaanse Vereniging van Padvervoerkonsultante. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 449, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

*Naam van werkgewersorganisasie.*—Suid-Afrikaanse Vereniging van Padvervoerkonsultante.

*Datum waarop aansoek ingedien is.*—24 Augustus 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers wat betrokke is by die Professionele Praktiserende Padvervoerkonsultantonderneming in die Republiek van Suid-Afrika.

NOTICE 882 OF 1981

DEPARTMENT OF STATISTICS

The Secretary for Statistics notifies for general information that the Consumer Price Index for September 1981 is as follows

CONSUMER PRICE INDEX, ALL ITEMS

Area	Index
	Base 1975 = 100
1. Cape Town.....	206,1
2. Port Elizabeth.....	205,2
3. East London.....	204,1
4. Kimberley.....	204,9
5. Pietermaritzburg.....	207,9
6. Durban.....	209,2
7. Pretoria.....	207,2
8. Witwatersrand.....	215,9
9. Klerksdorp.....	209,9
10. Vaal Triangle.....	214,8
11. O.F.S. Goldfields.....	220,6
12. Bloemfontein.....	207,0
Weighted average of the twelve areas.....	211,3

*Explanatory notes*

The Consumer Price Indexes do not permit of inter-urban comparisons of price levels or living costs. They do not indicate whether it is more expensive to live in one city than in another. They indicate for each urban area, independently, the price changes which have taken place from time to time.

*Note.*—Should have appeared in issue of 6 November 1981.

(13 November 1981)

NOTICE 883 OF 1981

DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF AN  
EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as an employers' organisation has been received from the Suid-Afrikaanse Vereniging van Padvervoerkonsultante. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Manpower Buildings, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABEL

*Name of employers' organisation.*—Suid-Afrikaanse Vereniging van Padvervoerkonsultante.

*Date on which application was lodged.*—24 Augustus 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Professional Practising Road Transport Consultants Undertaking in the Republic of South Africa.



“Professionele Praktiserende Padvervoerkonsultant-onderneming” beteken die onderneming waarin werkgewers en werknemers met mekaar geassosieer is met die doel om aktief en primêr betrokke te wees met die verskaffing van advies aan die publiek met betrekking tot—

(a) die bepalings, implikasies en toepassing van die Padvervoerwet, 1977 (Wet 74 van 1977), en regulasies of Goewermentskennisgewings daarkragtens gepromulgeer en/of gepubliseer en verwante aangeleenthede

(b) die indiening van aansoeke, besware en/of appêlle ingevolge die voormelde wetgewing; en

(c) die verskyning voor padvervoerrade en die Nasionale Vervoerkommissie.

*Posadres van applikant.*—Posbus 6250, Johannesburg, 2000.

*Kantooradres van applikant.*—15de Verdieping, Nedbankgebou, Endstraat 120, Doornfontein, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(13 November 1981)

KENNISGEWING 884 VAN 1981

LAER-SPEKBOOM-BESPROEINGSRAAD, DISTRIK LYDENBURG, TRANSVAAL.—TOEWYSING VAN WERKSAAMHEDE, BEVOEGDHEDE EN PLIGTE

Kragtens die bevoegdheid my verleen by Goewermentskennisgewing 1311 van 30 Julie 1976, wys ek, Roeland Pieter Perold, in my hoedanigheid van Assistent-direkteur in die Departement van Omgewingsake, hierby die werksaamhede, bevoegdhede en pligte soos omskryf in artikel 89 (1) (j) van die Waterwet, 1956 (Wet 54 van 1956), aan die Laer-Spekboom-besproeiingsraad toe.

R. P. PEROLD, Assistent-direkteur, Departement van Omgewingsake.  
(13 November 1981)

KENNISGEWING 885 VAN 1981

UITNOOD-BESPROEINGSDISTRIK.—KIESERSLYS

Die kieserslys vir die Uitnood-besproeiingsdistrik, afdeling Robertson, Kaapprovinsie, soos opgestel deur die Direkteur-generaal van Omgewingsake ingevolge artikel 83 van die Waterwet, 1956 (Wet 54 van 1956), word hieronder gepubliseer.

Mnr. Hans Rudolph Aab, Eerste Ingenieur van die Departement van Omgewingsake, is ingevolge artikel 84 van genoemde Wet aangestel as kiesbeampte vir die verkiesing van lede van die Besproeiingsraad vir die Uitnood-besproeiingsdistrik. 'n Nominasievergadering vir die verkiesing van vyf sodanige lede sal om 10h30 op 15 Desember 1981 aan huis van mnr. Walti Marais, Koningsrivier, Robertson, gehou word.

“Professional Practising Road Transport Consultants Undertaking” means the undertaking in which employers and employees are associated for the purpose of being actively and primarily engaged in advising members of the public in regard to—

(a) the provisions, implications and application of the Road Transportation Act, 1977 (Act 74 of 1977), and regulations or Government notices promulgated and/or published thereunder and related matters;

(b) the lodgment of applications, objections and/or appeals in terms of the above legislation; and

(c) the appearance before road transportation boards and the National Transport Commission.

*Postal address of applicant.*—P.O. Box 6250, Johannesburg, 2000.

*Office address of applicant.*—15th Floor, Nedbank Buildings, 120 End Street, Doornfontein, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(13 November 1981)

NOTICE 884 OF 1981

LOWER SPEKBOOM IRRIGATION BOARD, DISTRICT OF LYDENBURG, TRANSVAAL.—ASSIGNMENT OF FUNCTIONS, POWERS AND DUTIES

Under and by virtue of the powers delegated to me by Government Notice 1311 of 30 July 1976, I, Roeland Pieter Perold, in my capacity as Assistant Director in the Department of Environment Affairs, hereby assign to the Lower Spekboom Irrigation Board the functions, powers and duties as defined in section 89 (1) (j) of the Water Act, 1956 (Act 54 of 1956).

R. P. PEROLD, Assistent Director, Department of Environment Affairs.  
(13 November 1981)

NOTICE 885 OF 1981

UITNOOD IRRIGATION DISTRICT.—VOTERS' ROLL

The voters' roll for the Uitnood Irrigation District in the Division of Robertson, Cape Province, as prepared by the Director-General of Environment Affairs in terms of section 83 of the Water Act, 1956 (Act 54 of 1956), is published below.

Mr Hans Rudolph Aab, Principal Engineer of the Department of Environment Affairs, has, in terms of section 84 of the said Act, been appointed returning officer for the election of members of the Irrigation Board for the Uitnood Irrigation District. A nomination meeting for the election of five such members will be held at 10h30 on 15 December 1981 at the house of Mr Walti Marais, Koningsrivier, Robertson.

*Please make me a copy - Strauss*

# Telling workers about their benefits

BY SELLO RABOTHATA

**A NEW company specialising in employee benefit communication and labour relations was launched yesterday.**

Employee Communication Services Limited, a division of Prime Forbes Federale, offers employers a systematised, comprehensive programme to inform employees on a continuous basis about the value of their benefits in relation to their full employment package.

A spokesman said the company's approach differed radically from the rather impersonal, ad hoc methods used so far.

Programmes must be tailored to an employer's individual needs in respect of his employees and should have the long-term aim of improving the industrial relations climate.

The recent spate of pension-related strikes was symptomatic of a deep-seated uneasiness among workers about the workings of pension funds," he said. "No one could claim that he had an overnight solution to the problem. Employees had to embark immediately on a communication programme to avoid further unrest in the

legal complexities of pension fund rules; benefits at a glance.

Extended internal communication within the company to ensure a continuous flow of information to employees about their benefits and any improvements or changes.

Audio-visual presentations, pre-packaged or personally presented showing the effects of benefits in work and retirement situations. These will explain the workings of pension funds and other benefit schemes and, topically, the effects of the proposed legislation on pre-

preservation of pension rights. The managing director of the company, Mr David Strauss, said: "Strikes, industrial unrest, union protest, demands for refunds of pension contributions—it would seem that the crisis in industrial relations in South Africa reached its peak just prior to the dropping of the proposed legislation on preservation of pension rights.

"For some years now dissatisfaction has been building up among employees over their conditions of service and in particular over the be-

nefits employers provide them; not because of the quality of benefits, but because employees do not appreciate their value and no one has explained to them clearly the huge commitment employers are making to secure their welfare.

"Labour turnover in the country is unnecessarily high. Considerable sums of money are spent each year in recruitment, advertising for staff, payment to employment agencies and also on training and retraining when staff are replaced. Many employees change jobs without realising what they are giving up—pensions, death and disability benefits, for example."

He said these were some of the reasons why the new company has been launched. It will produce comprehensive, systematised programmes to assist the employer to get his message across. Although the pensions Bill is dead and the immediate problem defused, the company would use communications to avoid industrial unrest and create, for the future, a stable industrial relations climate.

future. Communication to all categories of employees in the country's diverse society demands a non-standardised, multi-lingual approach. Services provided by the company are:

- Personalised annual benefit statements which tell the employee the value of his benefits in rands and cents. These can include every benefit an employer provides.
- Benefit booklets featuring more details but avoiding the



**STRAUSS: Aims at improving labour relations.**

SOWETAN 16/11/87

# Mawu hits out at guidelines

By SELLO RABOTHATA

THE new Steel and Engineering Industries Federation of South Africa (SEIFSA) labour guidelines have come under fire from two Federation of South African Trade Union (Fosatu) affiliates because of their stress on Industrial Council bargaining.

A statement released by the Metal and Allied Workers' Union (Mawu) said: "The new SEIFSA guidelines on industrial relations at company level represents for the first time an attempt to come to terms with the existence of the new trade unions. However certain crucial aspects in the guidelines fall far short of what is required by workers.

"The guidelines show a new willingness on the part of SEIFSA to negotiate with representative unions whether or not they are party to the Industrial Council, and accept the need to acknowledge trade union involvement, in issues at the plant level. (Unfortunately SEIFSA is still discriminating against unions which are not party to the council in granting facilities to union shop stewards and officials.)

"Facilities needed are:

- Recognition of shop stewards;
- Inplant election of shop stewards;
- Time off for training, and
- Access by union officials to company premises.

"These have been major points for which MAWU and other independent unions have struggled for over eight years."

Mawu also said these facilities would be granted automatically to all unions which are party to the council, but the remaining issue for negotiations with non-party unions.

"This is clearly an attempt to seduce the reluctant unions into the industrial council — but it is also an attempt to placate and keep alive unions which have been having difficulty in holding

on to their membership in the stage of competition from Mawu and other independent unions.

"Mawu has found this response recently from almost all employers the criteria of representation are not applied to unions in the council and employers are insisting on granting to these unions facilities won by Mawu although these unions usually have very few members in plant. Mawu is therefore being put in the anomalous position of negotiating rights for unions which have previously never asked for them and which never struggled for these rights."



**Bouquets and brickbats have greeted the new industrial relations guidelines of the Steel and Engineering Industries of South Africa. DREW FORREST reports.**

# Emergent unions have reservations on new guidelines

The Steel and Engineering Industries Federation of South Africa (Seifsa) has not been particularly noted for its sympathetic attitude to black trade unions in the giant metal industries.

Less than a decade ago the director of Seifsa — South Africa's largest non-mining employer body — told the Press: "There will be no, and you can underscore no, negotiations with African unions in this industry."

When in 1979 Seifsa responded to the Wiehahn reforms by releasing labour relations guidelines to its 8 000 or so member employers, established metal unionists slammed the organisation for "doing everything in its power to delay the unionisation of African workers."

In that controversial document, Seifsa recommended:

● No "in company" bargaining on matters covered by the metal industries industrial council, the central bargaining forum in which Seifsa and registered unions reach agreements on minimum wages and conditions for the 400 000 workers in the industries.

● No recognition of unions unless they are registered and members of the industrial council.

● No access at company level for unions "purporting to represent African workers."

In the intervening two years, the Seifsa stance has been outstripped by events.

Most independent black unions have spurned the industrial council as "unrepresentative," "too big" and "bureaucratic in its structures."

Disputes have multiplied over their demand for plant-based bargaining.

Two weeks ago Seifsa issued new guidelines which unions and progressive employers acknowledge as a "step forward."

The guidelines break new ground by recommending certain facilities for unions at company



One of the estimated 300 000 black metal workers covered by Seifsa. Will the new industrial relations structures meet with her approval?

level — including recruiting access and access for officials to shop stewards.

In the case of all representative unions they provide for shop steward recognition, time off for shop steward training and negotiation on such issues as grievances, dismissals and other disciplinary measures.

Employers are warned against hindering workers from joining the union of their choice whether registered or not.

While paying tribute to their "new-found realism" and "conciliatory tone" the emergent black unions have reservations on certain aspects of the guidelines.

One complaint is that they still shore up unrepresentative unions by recommending that company-level facilities should be "readily" granted to unions on the council while retaining "points for negotiation"

for those not party to it.

The argument is that council membership is no guarantee of strength in a particular plant.

But there has been uniform flak on one issue — Seifsa's continued allegiance to the industrial council and evident bias against plant-level bargaining which bypasses it.

In statements last week the unregistered General Workers Union and the Metal and Allied Workers Union voiced this complaint.

Their reaction may have been premature.

Seifsa's new director, Mr Sam van Coller, emphasised that the guidelines should not be seen as a "blueprint" while other sources describe them as "a negotiating stance."

Introducing the guidelines Mr van Coller said the industrial council would be reshaped to make it more acceptable

to black workers after consultation with unions party to the council and those currently outside it.

It seems certain that the council's dispute resolving machinery — accused of being too cumbersome to be of use to black workers — will be beefed up.

Established metal unions have proposed the formation of a permanent "fire-fighting" council committee with powers to intervene swiftly in disputes.

Also on the cards is the decentralisation of bargaining on the metal industries' main agreement to provide for negotiations by region and industrial sector.

The emergent unions have complained that the annual talks on the main agreement — attended by about 300 delegates — are too big and unrepresentative — and argue that some sectors can pay better than others.

On the key issue of plant-level wage bargaining it seems certain that Seifsa will give further ground.

According to sources the Seifsa industrial relations committee is unanimously in favour of a second, company-level tier of bargaining through the extension of the existing "house agreement" principle.

Unions on the council are currently able to reach house agreements with individual companies by exemption from the council, which then retains its authority to enforce the accord.

Certainly the established unions, which Seifsa is keen to accommodate, would never accept the holus-bolus recognition of black worker bodies which spurn council membership.



The outgoing president of the Border Chamber of Industries, Mr John Rich (left), receives a gift from the newly-elected president, Mr David Saunders, at last night's annual meeting. The gift was presented to Mr Rich as a mark of esteem for the work he has done for the chamber.

## Rich: incentives are new hope for Border

EAST LONDON — A feeling of optimism and hope for the Border region could be conveyed for the first time in years due to the announcement of the new incentive package by the Prime Minister, the outgoing president of the Border Chamber of Industries, Mr John Rich, said here last night.

Mr Rich was delivering his presidential address at the annual meeting of the chamber. He said that the strident cries for more incentives to boost the area appeared not only to have been heeded, but also to have elicited some action.

The Prime Minister in his keynote address on November 12 in Cape Town put forward a new concept for regional development and industrial decentralisation.

Mr Rich said that the Border region with Ciskei, Southern Transkei, Port Elizabeth and Uitenhage fell into area D of the proposals and it could be expected that each of these areas would have different viewpoints with respect to the proposed incentives.

There appeared to be one or two grey areas contained in the proposals particularly with the ap-

plication of the so-called additional wage incentive which for the Border region would be R100 per worker.

Mr Rich said that at first glance it was apparent that the proposed incentives appeared to be much more favourable than the old package.

"These incentives therefore give the Border, Ciskei and Transkei region a better product to sell to industry. Both Ciskei and Transkei have the salesmen to promote the product through their development corporations.

"East London regrettably does not have such people and despite the activities of your executive over the past five years, along with representatives from other local bodies and the city council to obtain a better deal for the region, I believe there is no way we can sit back and relax. In fact, our work has only started," Mr Rich said.

Regarding the critical shortage of housing for all races here, Mr Rich said this prevailed in other areas as well.

He said the members should attune themselves to the fact that as indus-

trialists they would have a more active role to play in assisting their employees to own their own homes.

He again referred to the Prime Minister's Cape Town speech in which Mr Botha said that as the state lacked finance to carry the full burden of housing, the private sector and the individual would have to play a far more active role in the planning, erection and financing of lower cost housing.

Mr Rich said the situation in the Border area was somewhat complicated because from December 4, most of the employees would be living in an independent national state outside South Africa.

Companies in South Africa could not own property in the Ciskei and could thus not build houses and rent them with a view to selling them to black employees.

"If the Prime Minister is asking for the private sector to become more involved in housing in this particular region, we must make every endeavour to ensure that the restrictions and hindrances to industry that exist now are overcome as soon as possible," Mr Rich said. — DDR.

DD 20/11/81

(44) (133)

# Joint SA Ciskei farmer boards may be set up

**EAST LONDON** — Informal co-operation committees consisting of community leaders of the farming community in South Africa and the Ciskei might be established soon.

The National Party MP for East London City, Mr P. de Pontes, said that following a request for the establishment of such committees by the Minister of Foreign Affairs, Mr P. Botha, to Border MPs, he had consulted with farming community leaders along the Ciskei border and found there was considerable interest.

He said the purpose was to establish committees on both sides of the border. Mr De Pontes said he had consulted Major-General Charles Sebe, the Director General of State Security in the Ciskei, who had indicated that the Ciskei Government was interested. Mr De Pontes said as soon as the Ciskei independence celebrations were over, the matter

would be formally discussed with the Ciskei Government.

He said committees would promote co-operation between the different groups and also solve points of difference.

Mr De Pontes said the Department of Foreign Affairs had already discussed the matter with Transkei and the farmers along the Transkei border.

Meanwhile, a group of 10 parliamentarians, representing the National Party, the New Republic Party and the Progressive Federal Party, leave on a tour of various independent states, including Transkei, today.

Mr De Pontes, who will also be on the tour, said it had been organised by the Department of the Interior and each party had selected their representatives.

He said the purpose of the tour was to promote interstate co-operation. Mr De Pontes said the con-

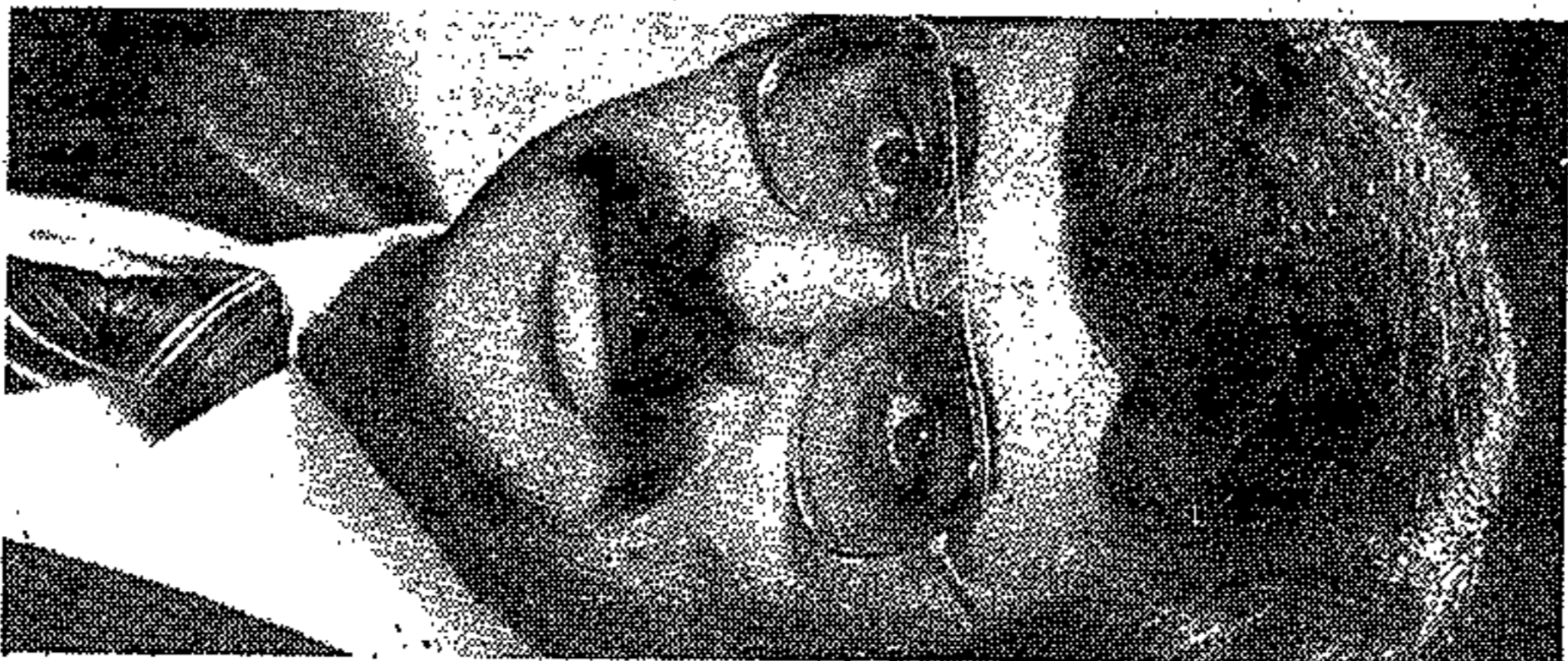
sultations could only be fruitful in the light of East London's unique position, situated between two independent states.

Mr De Pontes said that the group would leave Johannesburg for Windhoek today, where they would have consultations with the Administrator-General, Mr Danie Hough.

From there they would go to Walvis Bay, where they would have consultations with businessmen and the Director-General of Walvis Bay, Mr Vosloo.

On November 23, the group will go to Umtata, where they will have consultations with the Prime Minister, Chief George Matanzima and the Minister of Foreign Affairs, Commerce and Tourism, Mr M. Lujabe.

The group will also visit several agricultural schemes in Transkei including the Neora Irrigation Scheme. They will then leave for Bophuthatswana and Venda.



MR DE PONTES

00 20/11/81

1450 109 133

# Rich urges unions, Ciskei to seek peace

EAST LONDON — The outgoing president of the Border Chamber of Industries, Mr John Rich, yesterday made an urgent appeal to the Ciskei Government and the trade unions in the region to try to avoid confrontation.

Mr Rich was delivering his presidential address at the 60th annual meeting of the Border Chamber of Industries.

He said Ciskeian Independence, only a few weeks away, had been preceded regrettably by reported confrontations between the Ciskei authorities and the various unions of this region.

"This is a touchy matter that is laced with political overtones and that regrettably can lead to a deterioration in industrial relations in the workplace," Mr Rich said.

"As employers we should not get involved in politics, but if politics gets involved with us we will find ourselves with a rather difficult situation to handle.

"Industrial peace is what this region urgently requires. There is no doubt that industrialists in other areas of South Africa cannot be lured to this region by an attractive package of incentives if at the same time they can only see a future of disharmony if their factories are located here.

"The creation of jobs in this region still must be the number one priority and this has been recognised as such by the government in terms of its categorising this area as being the region in greatest need of development," he said.

Mr Rich said he therefore wanted to make an urgent appeal to the Ciskeian authorities and the unions to consider that for the Ciskei and Border region to grow and develop, for industries to establish here and for new jobs to be offered to people who currently have no source of income, industrial peace was a prerequisite and confrontation should be avoided.

The new president of the chamber, Mr David Saunders, also appealed to the Ciskei Government and the trade unions to strive for industrial peace in the area.

The trade unions had a great responsibility in trying to achieve industrial peace, he said. — DDR

New optimism,  
page 2.

## BL workers to continue strike

BIRMINGHAM — More than 2000 workers voted yesterday to continue a strike over rest breaks which is costing the British Leyland motor company nearly R8,5 million a day in lost production.

Meanwhile Ford workers are threatening an all-out strike at the company's 24 British plants next week unless they received a bigger increase than the 4,5 per cent offered them. — SAPA-RNS-AP.

MDANTSANE — The new president of the Border Chamber of Industries, Mr Dave Saunders should be the last man to call for harmony between workers and the Ciskei, an official of the General Worker's Union, Mr M. Wayini said at a funeral here.

Mr Wayini was speaking at the funeral of Miss Deliswa Roxiso, a member of the South African Allied Worker's Union who died during a shooting at the main bus terminal here two week ago.

"I am surprised Mr Saunders, who was my employer at Raylite Batteries, who could have ended disharmony there when he had differences with his employees, should now see fit to suggest there should be harmony between unions and the Cis-

DD 73/11/8  
133  
16/145A

# Saunders' call hollow says union official

kei," Mr Wayini said.

Telephoned at his home last night, Mr Saunders said: "I don't want to enter any debate but I do think that any call for peace is worth considering."

Another speaker at the funeral, the deputy chairman of the East London Branch of Saawu Mr G Shiba, said that although unions were going through a hard time, as evidenced by events like the death of Miss Roxiso, they were assured of victory in the end.

Mr Shiba said the Ciskei was opposed to workers' endeavours to improve their lot.

"Speak to any employer

about wages during the day and Ciskei men will visit you the same night to tell you you have been disturbing industrial peace in the Ciskei," he said.

This was a clear indication that the Ciskei did not want workers to stand up for the improvement of their lot.

Miss Roxiso had died for a cause that would certainly survive — peace.

Mr Shiba said that according to the logic followed by the Ciskei Government saying "no" to employers was inviting trouble.

"But we shall march forward peacefully and anyone who wants to destroy

Saawu by cruel means is going to fail.

He said Saawu was an organisation of peace and love. It was there for the upliftment of workers of all races who needed its assistance.

"Anyone who says Saawu is an offshoot of a banned organisation is barking up the wrong tree.

"We are not fighting whites. We fight malpractices by both blacks and whites and we shall do so as workers."

He said the head of the Ciskei Central Intelligence Services, Major General Charles Sebe, had said he was a trade unionist.

"I ask you which trade unionist locks up other trade unionists? Our rights are not with the CCIS. They are at the factories".

Mr Shiba appealed to the unemployed not to go to CCIS offices to apply for jobs at Dunlop Flooring.

"If you do that while Dunlop workers are fighting for their rights, you are stabbing them from behind," he said. — DDR.



## KENNISGEWING 754 VAN 1981

DEPARTEMENT VAN GEMEENSKAPS-  
ONTWIKKELING

## AGRÉMENT-RAAD VAN SUID-AFRIKA

(Goedkeuring van nuwe boustelsels en -produkte)

Kennis word hierby gegee dat die Agrément-raad van Suid-Afrika 'n verandering aan 'n sertifikaathouer se lys van geregistreerde lisensiehouers wat sy gesertifiseerde produk mag vervaardig/monteer/aanwend/oprig, soos omskryf en gespesifiseer in die toepaslike sertifikaat, geregistreer het, soos uiteengesit in die aangehegte Bylae.

## BYLAE

## AGRÉMENT-RAAD VAN SUID-AFRIKA

## BYVOEGINGS

*Sertifikaathouer.*—Gypsum Industries Beperk.

*Nommer en titel van sertifikaat waarvoor lisensie uitgereik is.*—No. 79/71, Gypsum Industries se Baksteenvoerwerkhoustelsel.

*Naam van lisensiehouer.*—David Beckett Building Services (Edms.) Bpk., Posbus 68886, Bryanston, 2021.

*Sertifikaathouer.*—Gypsum Industries Beperk.

*Nommer en titel van sertifikaat waarvoor lisensie uitgereik is.*—No. 79/74, Gypsum Industries se Rhinoschildhoustelsel.

*Naam van lisensiehouer.*—David Beckett Building Services (Edms.) Bpk., Posbus 68886, Bryanston, 2021.

*Naam van lisensiehouer.*—Lumberloc, Emeraldsingel 34, Vishoek, 7975.

## BYVOEGING

*Sertifikaathouer.*—Van Leer Suid-Afrika (Edms.) Bpk.

*Nommer en titel van sertifikaat waarvoor lisensie uitgereik is.*—No. 81/87, Trident-baddens.

*Naam van lisensiehouer.*—Matsete (Edms.) Bpk., in samewerking met Basotho Enterprises Development Corporation (Edms.) Bpk., Maseru.

## SKRAPPING

*Sertifikaathouer.*—Gypsum Industries Beperk.

*Nommer en titel van sertifikaat waarvoor lisensie uitgereik was.*—No. 79/74, Gypsum Industries se Rhinoschildhoustelsel.

*Naam van geskrapde lisensiehouer.*—Technashield Construction (Edms.) Beperk, Stanhopeweg 42, Malvern-Oos, Germiston, 1401.

(25 September 1981)

## NOTICE 754 OF 1981

DEPARTMENT OF COMMUNITY  
DEVELOPMENT

## AGRÉMENT BOARD OF SOUTH AFRICA

(Approval of new building systems and products)

Notice is given hereby that the Agrément Board of South Africa has registered a change in a certificate holder's list of licensees who may manufacture/assemble/apply/erect the certificated product described and specified in the relevant certificate, as detailed in the Schedule hereto.

## SCHEDULE

## AGRÉMENT BOARD OF SOUTH AFRICA

## ADDITIONS

*Certificate holder.*—Gypsum Industries Limited.

*Number and title of certificate for which licence has been issued.*—No. 79/71, Gypsum Industries Brick Veneer Building System

*Name of licensee.*—David Beckett Building Services (Pty) Ltd, P.O. Box 68886, Bryanston, 2021.

*Certificate holder.*—Gypsum Industries Limited.

*Number and title of certificate for which licence has been issued.*—No. 79/74, Gypsum Industries Rhinoshield Building System.

*Name of licensee.*—David Beckett Building Services (Pty) Ltd, P.O. Box 68886, Bryanston, 2021.

*Name of licensee.*—Lumberloc, 34 Emerald Crescent, Fish Hoek, 7975.

## ADDITION

*Certificate holder.*—Van Leer South Africa (Pty) Ltd.

*Number and title of certificate for which licence has been issued.*—No. 81/87, Trident Baths.

*Name of licensee.*—Matsete (Pty) Ltd, in collaboration with Basotho Enterprises Development Corporation (Pty) Ltd, Maseru.

## DELETION

*Certificate holder.*—Gypsum Industries Limited.

*Number and title of certificate for which licence was issued.*—No. 79/74, Gypsum Industries Rhinoshield Building System.

*Name of cancelled licensee.*—Technashield Construction (Pty) Limited, 42 Stanhope Road, Malvern East, Germiston, 1401.

(25 September 1981)

## KENNISGEWING 755 VAN 1981

## DEPARTEMENT VAN MANNEKRAG

## WET OP NYWERHEIDSVERSOENING, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N WERKGEWERSORGANISASIE

Ek, Mattheus Willem Johannes le Roux, Nywerheidsregistrator, maak ingevolge artikel 4 (2), soos toegepas by artikel 7 (5), van bogenoemde Wet, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transvaal Chemical Manufacturers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

## NOTICE 755 OF 1981

## DEPARTMENT OF MANPOWER

## INDUSTRIAL CONCILIATION ACT, 1956

## APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, Mattheus Willem Johannes le Roux, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the above-mentioned Act, give notice that an application for the variation of its scope of registration has been received from the Transvaal Chemical Manufacturers' Association. Particulars of the application are reflected in the subjoined table.

133

25/9/81

we  
he  
Jol  
en  
ges

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar schriftelik by my in te dien, p/a die Departement van Mannekrag, Ommevallegebou 449, Schoemastraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

## TABEL

*Naam van werkgewersorganisasie.*—Transvaal Chemical Manufacturers' Association.

*Datum waarop aansoek ingedien is.*—25 Junie 1981.

*Belange en gebied ten opsigte waarvan aansoek gedoen word.*—Werkgewers betrokke by die Chemikalieënywerheid in die provinsie Transvaal en in die landdroststrik Sasolburg.

“Chemikalieënywerheid” beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die doel van die vervaardiging en/of bereiding en/of skeiding en/of menging en/of verbinding en/of raffinering en/of sintetisering en/of verpakking en/of bottelering en/of vuling en/of toedraai en/of verspreiding (uitgesonderd groot-handel- en kleinhandelsverspreiding) en/of alle werksaamhede en prosedures wat gepaard gaan met en/of voortspruit uit een of meer van die volgende:

Chemiese produkte vir motorvoertuie; smeermiddels en mineraalolies; kantoorgom; skryfink en/of ander inksorte; politoer; antiseptiese middels; ontsmettingsmiddels en ander biodesodors; skuurpoeiers; reinigingsmiddels; bleikmiddels; natuurlike en/of sintetiese geurmiddels; reukmiddels; sappe; konsentrate; gas; skoonheidsmiddels; medisinale en veeartsenymiddels; farmaseutiese preparate; farmaseutiese galenikale; toiletpreparate; chemiese preparate vir die Skoel- en Loosnywerheid; verf; stopverf; stryksels; beits; lakvernis; emalje; oppervlakbedekkings; blikbedekkings; isolasiebedekkings; verfvervyderaars; verdunner; oplosmiddels en ghriesoplosmiddels; mediese gasse; nywerheidsgasse; koolstofdoksied; insekdoders; plaagdoders; onkruidodders; swamdoders; misstowwe; kalsiumkarbid; gekalsineerde produkte; sure; basisse; soute; alkalieë; bitumen; teer; koolwaterstofbrandstof; koolwaterstofwas; derivate en residu's; houtpreserveermiddels; padoppervlakmateriaal, aardalkali's; oksides; pigmente; bindmiddels; kleurstowwe; kleefmiddels; gom; gelatien; dierele en/of plantaardige olies en ekstrakte; kryt en vetkryt; skietbenodigdhede; handreinigingspreparate; vrymengsels en bruinoormiddels; epoksi- en ander poeierbedekkings; voegmengsels; distemperstowwe; haarversorgingsmiddels; chemikalieë vir die papiernywerheid, waaronder planeersel en verwerkingshulpmiddels; industriële en huishoudelike reinigers en reinigers vir inrigtings; waterbehandelingschemikalieë; roeswerende bedekkings; metaalbehandelingschemikalieë; brandbestrydingschemikalieë; nie-vernielende toetschemikalieë; galvaniseerchemikalieë; teken- en stempelemiddels; vervoerkettingsmeermiddel; emuljeermiddels; vloerafwerkings, waaronder polimeervloerbedekkings en -verseëlaars; swembakchemikalieë; materiaalsgaamkammiddels; seep; reinigingsmiddels, waaronder skoonsmaak- en wasgoedreinigingsmiddels, vlok-middels; stofonderdrukkers; afdoelers; skuimonderdrukkers; brandstofbymiddels; vasgoltmiddels; essensieel olies en mengsels daarvan; aromatiese chemikalieë; verseëlaars en degtingsmengsels; lateksprodukte; dierevoed; el en voedingbymiddels; sintetiese rubber; sintetiese plastiek; sintetiese hars; organiese en/of anorganiese industriële en/of algemene chemikalieë en/of mengsels daarvan.

*Belange en gebied ten opsigte waarvan registrasie gehou word.*—Werkgewers betrokke by die Chemikalieënywerheid in die landdrostdistrikte Benoni, Boksborg, Germiston, Johannesburg, Krugersdorp, Pretoria, Roodepoort, Springs en Witbank, soos daardie gebiede op 10 Junie 1955 saamgestel was.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 449 Compensation House, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of employers' organisation.*—Transvaal Chemical Manufacturers' Association.

*Date on which application was lodged.*—25 June 1981.

*Interests and area in respect of which application is made.*—Employers engaged in the Chemical Manufacturing Industry in the Province of the Transvaal and in the Magisterial District of Sasolburg.

“Chemical Manufacturing Industry” means the industry in which employers and employees are associated for the purposes of manufacturing and/or preparing and/or separating and/or mixing and/or compounding and/or refining and/or synthesising and/or packing and/or bottling and/or filling and/or wrapping and/or distributing (other than wholesale and retail distributing) and/or all operations and procedures incidental and/or consequent thereto, of any one or more of the following:

Automotive chemical products; lubricants and mineral oils; office paste; writing and/or other inks; polishes; antiseptics; disinfectants and other biocides; scouring powders; cleansing agents; bleaching agents; natural and/or synthetic flavourings; odoriferous compounds; juices; concentrates; yeasts; cosmetic products; medicinal and veterinary products; pharmaceutical preparations; pharmaceutical galenicals; toilet preparations; chemical preparations for the Footwear and Tanning Industry; paints; putties; fillers; stains; lacquers; enamels; surface coatings; can coatings; insulating coatings; paint removers; thinners; solvents and solvent degreasers; medical gases; industrial gases; carbon dioxide; insecticides; pesticides; herbicides; fungicides; fertilisers; calcium carbide; calcined products; acids; bases; salts; alkalis; bitumen; tar; hydrocarbon fuels; hydrocarbon waxes; derivatives and residues; wood preservatives; road surfacing materials; earths; oxides; pigments; mordants; dyes; adhesives; glues; gelatines; animal and/or vegetable oils and extracts; chalks and crayons; blasting requisites; hand-cleaning preparations; rubbing and burnishing compounds; epoxy and other powder coatings; jointing compounds; distempers; hair care products; chemicals for the paper industry; including sizes and process aids; industrial, institutional and household cleaners; water treatment chemicals; corrosion protective coatings; metal treatment chemicals; fire fighting chemicals; non-destructive testing chemicals; electroplating chemicals; drawing and stamping lubricants; conveyor chain lubricants; emulsifiers; floor dressings, including polymer floor coating and sealers; swimming pool chemicals; fabric softeners; soaps; detergents; including dry cleaning and laundry detergents; flocculants; dust suppressants; algicides; foam suppressants; fuel additives; permanent waving solutions; essential oils and mixtures thereof; aromatic chemicals; sealants and sealing compounds; latex products; animal feeds and feed additives; synthetic rubbers; synthetic plastics; synthetic resins; organic and/or inorganic industrial and/or general chemicals and/or mixtures thereof.

*Interests and area in respect of which registration is held.*—Employers engaged in the Chemical Manufacturing Industry in the Magisterial Districts of Benoni, Boksborg, Germiston, Johannesburg, Krugersdorp, Pretoria, Roodepoort, Springs and Witbank, as those areas were constituted as at 10 June 1955.

"Chemikalieënywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die doel van die vervaardiging van chemikalieë vir motorvoertuie; kantoorgom; skryfink; politoer; ontsmettingsmiddels; skuurpoer; misstowwe; geurmiddels; skoonheidsmiddels; medisinalemiddels; toiletpreparate; spuitmiddels; chemiese preparate vir die Stewel- en Skoelooiwyerheid; verf; verfvervyderaars, verdunner; lakvernis, emalje; insek-doders; farmaseutiese preparate; koolsuurgas; gekalsineerde magnesiet; farmaseutiese galenikale; ontsmettingsmiddels; reinigingsmiddels; sure; bitumen; industriële en algemene chemikalieë.

*Posadres van applikant.*—Posbus 4581, Johannesburg, 2000.

*Kantooradres van applikant.*—Agtste Verdieping, Alliedgebou, hoek van Bree- en Rissikstraat, Johannesburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.  
(25 September 1981)

#### KENNISGEWING 756 VAN 1981

DEPARTEMENT VAN POS- EN  
TELEKOMMUNIKASIEWESE

#### HERSIENE VERKOOPPRYS VAN 'N INTER- NASIONALE ANTWOORDKOEPPON

Ek, Barend Mattheus de Klerk, waarnemende Posmeester-generaal, handelende kragtens artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), wysig hiermee die verkoopprijs van 'n internasionale antwoordkoeppon ooreenkomstig onderstaande Bylae.

Hierdie wysiging word kragtens 'n algemene magtiging van die Ministersraad van Suidwes-Afrika ook ten opsigte van daardie gebied gedoen en is in genoemde gebied van toepassing.

B. M. DE KLERK, Wnd. Posmeester-generaal.

#### BYLAE

Die verkoopprijs van 'n internasionale antwoordkoeppon soos afgekondig by Goewermentskennisgewing 730 van 31 Oktober 1975 word met ingang van 1 Oktober 1981 verander in 55c.

(25 September 1981)

"Chemical Manufacturing Industry" means the industry in which employers and employees are associated for the purpose of manufacturing automotive chemicals, motor paste; writing inks; polishes; disinfectants; soap powder; fertilisers; flavouring essences; cosmetic preparations; medicinal products; toilet preparations; sprays; chemicals for the Boot and Shoe Tanning Industry; paints; paint removers; thinners; lacquers; insecticides; pharmaceutical preparations; carbon dioxide gas; calcined magnesite; pharmaceutical galenicals; septic; cleansing agents; acids; bitumen; industrial and general chemicals.

*Postal address of applicant.*—P.O. Box 4581, Johannesburg, 2000.

*Office address of applicant.*—Eighth Floor, Allied Buildings, corner of Bree and Rissik Streets, Johannesburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.  
(25 September 1981)

#### NOTICE 756 OF 1981

DEPARTMENT OF POSTS AND  
TELECOMMUNICATIONS

#### REVISED SELLING PRICE OF AN INTERNATIONAL REPLY COUPON

I, Barend Mattheus de Klerk, acting Postmaster General, acting under section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), hereby amend the selling price of an international reply coupon in accordance with the Schedule below.

Under a general authority by the Council of Ministers of South West Africa this amendment is being effected also in respect of that territory and applies in the said territory.

B. M. DE KLERK, Actg Postmaster General.

#### SCHEDULE

The selling price of an international reply coupon as published in Government Notice 730 of 31 October 1975 is changed to 55c with effect from 1 October 1981.  
(25 September 1981)

Koop Nasionale Spaarsertifikate

Buy National Savings Certificates



says his union does not have any strong opinions about ICs, but wants further information about how they work before it makes up its mind.

Isabel Shongwe, general secretary of the Transport and General Workers' Union, an affiliate of the Federation of SA Trade Unions (Fosatu), makes it clear that she views the new organisation with suspicion. She emphasises her union's desire to negotiate at company level and its dislike of ICs. "We need to have a thorough explanation of what the employers want to do," she says.

*pressing rule*

## TRANSPORT 333 133 **Employers organise**

Transvaal, Natal and State and Natal bus company owners, whose fleets carry nearly 2m people daily, have formed an association for collective bargaining with trade unions in their industry.

Employers from about 60 magisterial districts met this week to form the SA Bus Employers' Association. They hope to create an industrial council (IC) for the industry through which they can negotiate wages and working conditions with the nearly 12 000 people they employ.

Once the association has been registered, it will attempt to discuss points of agreement with trade unions and take a close look at issues such as pay, fringe benefits and the standardisation of job definitions.

Some employers are aware of the reluctance of emerging black unions, which place great emphasis on plant-level bargaining, to join ICs. Dr Gerrie Prinsloo, executive director of the Southern African Bus Operators' Association (Saboa), concedes that there has been a great deal of criticism of ICs in the past.

"I personally believe that the structure is sound, but that people have not utilised it to its fullest extent." Although he supports the IC system, Prinsloo believes there are matters which can be dealt with only at company level.

Michael Mohatla, general secretary of the Transport and Allied Workers' Union, an affiliate of the Council of Unions of SA (Cusa), declines to comment on the new employers' organisation at this stage. He

X2

m of  
m of  
m of  
Divi-  
250,  
-20-27  
PUB-  
ATED  
e group  
f Mount  
odule to  
Gazette  
in terms  
ct, 1966  
the list  
epresen-  
Saniam  
t and all  
and any  
to lodge  
ting, any  
promot-  
therefor,  
of.  
partment  
45,  
OF 1976)  
ST  
(2) of the  
the Regis-  
n that the  
respective  
spective  
the variety  
said Act.  
nent.

BYLAFSCHEDULE

Botaniese en populêre naam Botanical and popular name	Byvoegings Additions	Strappings Deletions	Wysings Amendments
<i>Brassica Oleracea L. var. Capitata</i> (Hoopkool/Cabbage)	Moonshot .....	—	—
<i>Lupinus Albus L.</i> (Witluysen/Wilt; lupin)	Patterson .....	—	—
<i>Sorghum Bicolor Moench</i> (Guansorghum/Grain sorghum)	—	DC 29, DC 72, DC 109, DC 140, DC 176, G 490, G 516 Pr, G 577, C 634, Grain Master, NK 135, HK 145, NK 150, NK 300 A	—
<i>Zea Mays L.</i> (Mielie—wit/Maize—white)	RS 5205 .....	ASA 22, ASA 24, FBS 6180 (-ASA 20), FBS 6181 (-ASA 21) REGOP 75 G, REGOP 99E, REGOP 300 E, SABI 93, SABI 97	—
<i>Zea Mays L.</i> (Mielie—geel/Maize—yellow)	—	ASA 40, ASA 69, ASA 69, FBS 4697, FBS 6202, FBS 6203, FBS 6204, FBS 6205, SABI 96, SABI 99, SABI 995	CG 5200 na/to CG 4905

(27 November 1981)

KENNISGEWING 913 VAN 1981  
DEPARTEMENT VAN MANNKRAAG  
WET OP AARBEIDSMETINGSRECHTINGE, 1956

NOTICE 913 OF 1981  
DEPARTMENT OF MANPOWER  
LABOUR RELATIONS ACT, 1956

133

27/11/81

88 7936

AANSOEK OM VERANDERING VAN DIE REGISTRA-  
SIEFUNKTE VAN 'N VERREKENINGSGEGORGANISASIE

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF AN EMPLOYERS' ORGANISA-  
TION

Ek, Matthous Willem Johannes le Roux, Nwerkerheids-  
registrator, maak ingevolge artikel 4 (2) soos ingevoeg by  
artikel 7 (5) van die boverwante Wet, hierby bekend dat 'n  
aansoek om die verandering van sy registrasie funksie ont-  
vang is van die Dairy Industry Employers' Organisation.  
Partikulêre van die aansoek word in onderstaande tabel  
verstrekt.

I, Matthous Willem Johannes le Roux, Industrial Regis-  
trator, do hereby, in terms of section 4 (2) as applied by  
section 7 (5) of the above-mentioned Act, give notice that  
an application for the variation of its scope of registration  
has been received from the Dairy Industry Employers'  
Organisation. Particulars of the application are reflected in  
the subjoined table.

Enige geregistreerde werkgewersorganisasie wat teen die  
aansoek beswaar maak, word versoek om binne een maand  
na die datum van publikasie van hierdie kennisgewing sy  
beswaar skriftelik by my in te dien, p/a die Departement van  
Mannekrag, Mannekraggebou 449, Schoemanstraat 215,  
Pretoria (posadres: Private Bag X117, Pretoria, 0001).

Any registered employers' organisation which objects to  
the application is invited to lodge its objection in writing  
with me, c/o the Department of Manpower Utilisation, 449  
Manpower Buildings, 215 Schoeman Street, Pretoria (pos-  
tal address: Private Bag X117, Pretoria, 0001), within one  
month of the date of publication of this notice.

TABEL

TABLE

*Naam van werkgewersorganisasie.*—Dairy Industry  
Employers' Organisation.

*Name of employers' organisation.*—Dairy Industry  
Employers' Organisation.

*Datum waarop aansoek ingedien is.*—7 Oktober 1981.

*Date on which application was lodged.*—7 October 1981.

*Rekings- en gebied ten opsigte waarvan aansoek gedoen  
word.*—Werkgewers betrokke by die Suivelnwerkerheid in  
die Republiek van Suid-Afrika.

*Interests and area in respect of which application is  
made.*—Employers engaged in the Dairy Industry in the  
Republic of South Africa.

“Suivelnwerkerheid” beteken die nwerkerheid waarin  
werkgewers en werknemers met mekaar geassosieer is,  
vir—

“Dairy Industry” means the industry in which employers  
and employees are associated for—

- (a) die vervaardiging van botter, kaas, verwerkte kaas  
en/of enige neyeprodukte wat daarmee in verband staan;
- (b) die vervaardiging, verpakking, droging, verpoei-  
ring, preserving, konsentrasie en/of innmaak van—
  - (i) melk of produkte waarvan melk of 'n melkderivaat  
die hoofbestanddeel vorm;
  - (ii) baba- en/of siekevoedsel waarvan melk of 'n melk-  
derivaat die hoofbestanddeel vorm;
- en omvat alle werksaamhede wat met enige van voor-  
melde bedrywighede in verband staan of daaruit voort-  
spruit;
- (c) die verwerking, verkoop en/of verspreiding van—
  - (i) varsmelk; en
  - (ii) enige van of al die produkte wat in die omskrywing  
van suivelprodukte ingesluit is, indien die verwerking,  
verkoop of verspreiding daarvan saam met die verwer-  
king, verkoop of verspreiding van varsmelk geskied;

- (a) the manufacture of butter, cheese, processed cheese  
and/or any by-products incidental thereto;
- (b) the manufacture, packing, drying, powdering, pre-  
serving, concentrating and/or canning of—
  - (i) milk or products of which milk or a milk derivative  
is the principal component;
  - (ii) infant or invalid food of which milk or a milk  
derivative is the principal component;
- and includes all activities incidental to or consequent on  
any of the aforesaid activities;
- (c) the processing, sale and/or distribution of—
  - (i) fresh milk; and
  - (ii) any or all of the products included in the definition  
of dairy produce if the processing, sale or distribution  
thereof is in association with the processing, sale or dis-  
tribution of fresh milk;

en omvat alle werksaamhede wat daarmee in verband staan, maar omvat nie die verkoop van oortollige melk, karringmelk, afgeroomde melk of afgeskeide melk aan melkvervaardigers deur fabriek wat suiwelprodukte vervaardig maar wat gewoonlik nie melk verkoop nie; en ook nie handeldrywipheids nie;

(d) die vervoer van melk deur middel van motorvervoer ongeag of sodanige vervoer vir buig of vir verpoeding gebruik word, waar die vervoer as 'n afsonderlike onderneming bedryf word, uitsondering handeldrywipheids; en omvat alle werk saam met in verband staande met of voortvloeiend uit enige van bogenoemde aktiwiteite;

(e) die vervaardiging, verkoop en/of verspreiding van roomys, sorbet en/of bevrore banket

"Suiwelprodukte" beteken, sonder om die gewone betekenis van die uitdrukking te benaak, room, botter, kaas, karringmelk, afgeroomde melk, afgeskeide melk, aangepaste melk (met inbegrip van jogurt), suurmilk, pasteuriseerde melk, ultrahottemperatuurmelk (UHT-melk), maaskaas, roomys, sorbet, bevrore banket en alle ander produkte wat hoofsaaklik uit melk bestaan.

*Posadres van applikant.*—Posbus 14624, Verwoerdburg, 0140.

*Kantooradres van applikant.*—Verwoerdburgsentrum 7, Cantonmentsweg, Verwoerdburg.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende werkgewersorganisasie verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

M. W. J. LE ROUX, Nywerheidsregistrator.

(27 November 1981)

#### KENNISGEWING 915 VAN 1981

#### DIE INSTITUUT VAN SUID-AFRIKAANSE ARGITEKTE

#### WYSIGING VAN GRONDWET EN REÛLS

Kennisgewing 232 van 27 Maart 1981 word hierby soos volg gewysig:

Paragraaf 8.2.2 word deur die volgende paragraaf vervang:

8.2.2 *Afgetrede lid.*—Iemand wat 'n gewone lid is en nie meer aktief verbind is in die argiteksprofessie, of as 'n werknemer of as 'n praktisyn nie en wat versoek het om na die afgetrede klas oorgeplaas te word om rede dat—

8.2.2.1 hy die uittredingsouderdom bereik het; of

8.2.2.2 hy die aard van sy werk of besigheid verander het van dié van argitek of argitekspraktik na 'n tipe van werk of besigheid buite die veld van argitektuur; of

8.2.2.3 hy nie in staat is om sy werk as argitek of sy argitekspraktik voort te sit nie as gevolg van swak gesondheid of 'n ander rede wat vir die Nasionale Bestuur aanvaarbaar is:

Met dien verstande dat as 'n lid ophou om gewoonlik in die Republiek woonagtig te wees en hy nie 'n aandeel behou in 'n argitekspraktik in die Republiek nie, hy mag versoek om oorgeplaas te word na die afgetrede klas.

(27 November 1980)

and includes all activities incidental thereto, but does not include the sale of surplus milk, buttermilk, skimmed milk or separated milk to milk distributors by factories at which dairy produce is manufactured but from which milk is not ordinarily sold; and neither does it include farming operations;

(d) the transportation of milk by means of motor transport, whether or not such transportation is performed for hire or reward, where such transportation is conducted as a separate undertaking, excluding farming operations; and includes all operations incidental to or consequent on any of the aforesaid activities;

(e) the manufacture, sale and/or distribution of ice-cream, sorbet and/or frozen confectionery.

"Dairy produce" means, without limiting the ordinary meaning of the expression, cream, butter, cheese, buttermilk, skimmed milk, separated milk, cultured milk (including yogurt), sour milk, sterilised milk, ultra high temperature milk (UHT milk), cottage cheese, ice-cream, sorbet, frozen confectionery and all other products consisting mainly of milk.

*Postal address of applicant.*—P.O. Box 14624, Verwoerdburg, 0140.

*Office address of applicant.*—7 Verwoerdburg Centre, Cantonments Road, Verwoerdburg.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

(a) The representativeness of any employers' organisation which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

M. W. J. LE ROUX, Industrial Registrar.

(27 November 1981)

#### NOTICE 915 OF 1981

#### THE INSTITUTION OF SOUTH AFRICAN ARCHITECTS

#### AMENDMENT OF CONSTITUTION AND RULES

Notice 232 dated 27 March 1981 is hereby amended as follows:

The following paragraph is substituted for paragraph 8.2.2:

8.2.2 *Retired member.*—Any ordinary member who is no longer engaged in the profession of architecture either as an employee or a practitioner and who has requested that he be placed in the retired category by reason of his—

8.2.2.1 having reached retirement age; or

8.2.2.2 having changed the nature of his employment or business from that of architect or architectural practice to an employment or business outside the field of architecture; or

8.2.2.3 not being able to continue his employment as an architect or the practice of architecture due to ill health or other reason acceptable to the National Board;

Provided that if a member should cease to be ordinarily resident in the Republic and he does not retain a share in an architectural practice in the Republic, he may request to be placed in the retired category.

(27 November 1981)

FM 4/12/81

~~SECRET~~

**33** **POWER MERGER**

The recently established Transport Foundation (TF) has merged with the National Foundation for the Advancement of the Arts and Sciences (NFAAS) to form a new organization for the promotion and advancement of culture and the arts.

The merger was announced by the TF and NFAAS in a joint press release. The new organization will be known as the National Foundation for the Advancement of the Arts and Sciences (NFAAS). The merger is a result of a long process of negotiation and a well-developed relationship.

A public opinion poll of the new foundation says that while it will also provide a platform on program issues, it will continue to provide the primary work of the program on issues of the arts.

In addition, the new foundation will be active in a number of other areas. All of the following in the past have been the focus of the foundation's activities: the arts, the independent press, and the independent press.

Officials of the two organizations are now dealing with practical aspects of the merger process.

By Tony Davis  
Labour Reporter

Employers will have to live with the fact that there will be parallel negotiations with trade unions at both industry level and shopfloor level.

This was the view of Barlow Rand's executive director of industrial relations, Mr Reinald Hofmeyr, at a recent Anglo American conference on industrial relations held in Johannesburg.

Mr Hofmeyr said the ideal situation for negotiations was for employer bodies, employee representatives and registered non-racial unions to meet at industry or national level, and to hold supplementary negotiations on domestic issues at plant level through works councils.

However the ideal was not always possible as many of the strongest and fastest-growing unions rejected registration and truly non-racial unions had made little impact to date, he said.

Unions also rejected the present industrial council system, the proposed works councils had not been fully detailed, and there existed the possibility that the councils could suffer the same fate as works and liaison committees.

Barlow Rand, the country's largest industrial

employer body, had issued labour relations guidelines to member-companies on subjects such as workers' freedom of choice and association, managers' neutral positions towards different unions, and recognition agreements with unions which had sufficient representative support among workers.

Barlow Rand would recognise a trade union which was sufficiently representative regardless of whether it was registered or unregistered.

This stand had been criticised by other employers, Mr Hofmeyr said, but Barlow Rand believed it was "a realistic stance in the present circumstances."

"We appreciate the problems that can arise through parallel negotiation at shopfloor and industry level, but believe this is not necessarily fatal and is in fact something which South African employers will have to learn to live with."

He said that in the past Barlow Rand had supported labour structures established by the Government for negotiations — works or liaison committees—and know by hindsight that this was a mistake.

Workers had rejected these committees and Mr Hofmeyr cited various negotiations with trade unions.

**Barlows predicts parallel union talks**

# Despite code, 'nothings' has changed?

133) Sowetan 30/12/81

THE RECENTLY published English translation of a German report on employment conditions in South Africa brings to mind the famous 'adapt or die' speech when Prime Minister P W Botha came to power.

BY JOSHUA RABOROKO

The Premier promised to introduce reforms and bring about change in the country, including scrapping some of the discriminatory laws.

There were high hopes among blacks and white liberals that change would come to South Africa. The hopes became even higher when the Prime Minister and some of his cabinet visited the sprawling slum of Soweto and other areas, including homelands.

The research report makes disturbing reading: 12 firms of German parentage have not fulfilled the European Economic Community code of conduct recommendations. And 11 have not even seriously considered them.

Reports on employment conditions for workers in foreign or multinational firms in South Africa which have until now been made available to the public were based mainly on statements of management.

Very little note has been taken of independent statements by workers on how they experience the employment conditions in the firms and their relationships with management.

The EEC code of conduct was passed by the Council of Ministers in 1977 and stipulates six rules which European entrepreneurs must

adhere to in relations with black workers.

They were formed after discussions on whether to implement sanctions against South Africa were on the agendas of international conferences and at the United Nations following the uprisings in Soweto in 1976.

For a short time after the uprisings the shock waves could even be felt in Europe and the United States.

The code's intentions for South African firms were designed to act as an instrument of peaceful change.

- The code stipulates:
  - Encouragement of collective bargaining with black workers and recognition of trade unions,
  - Desegregation at workplaces, in canteens and sport activities and training,
  - Improved fringe benefits, specific policies to improve terms of employment,
  - Suitable training schemes to promote black advancement from inferior jobs and to achieve non-racial placement and promotion policy,
  - Concern with living conditions of employees and
  - Contributing to ensuring freedom of movement for black workers and their families.

The 112-page research report draws attention to discrepancies in management and worker attitudes towards the code for foreign firms operating in South Africa.

Made available by the South African Council of Churches, the report shows a gap between management and workers in 12 German firms operating in South Africa.

The report stems from a survey which investigates whether firms were actually following the code to the letter and whether it is applicable in trying to bring peaceful change in South Africa.

Several people employed by German firms which have investments in South Africa were interviewed on their working conditions and relationship with the management.

They include workers from Siemens, BMW, Klockner, Bosch and Hoechst, and also ministers of religion and trade unionists.

The report says that anyone who put serious hope in the code for bringing about fundamental change should consider the fact that since its implementation it has not been adhered to by most

companies.

QUIT: Workers who resigned from their jobs after rejecting management's offer to employ some of them on selective basis.

"And those who invest in this country ought to know that it is a moral question. They invest in this the most vicious system since National Socialism."

A white priest, according to the report, says: "The West made apartheid possible from the beginning. It is just as responsible for apartheid as South Africa itself."

"The question is whether people in the West are liberated enough to take responsibility for the fact that what they have supported in South Africa is a brutal, unjust system."

"So, liberation in South Africa can only come when liberation comes in Germany, Great Britain and in the USA. They, the people there, must stop accepting dehumanisation, because it supports their interests that the situation in South Africa is as it is."

Blacks in South Africa were still in "desperate conditions" as no changes have been implemented in the past three years, the report says.

Political oppression in the last three years has increased. Most foreign firms are more deeply involved in the total strategy of apartheid than ever before.

"And none of the firms have fulfilled the regulations of the code up to now."

There was no doubt that the bitterness and resignation of the black population is almost beyond description. As a result many blacks have resorted to armed struggle as the only alternative means of bringing about change in South Africa.

"This is the context in which one should understand the call for sanctions — as

probably the last chance of change without armed struggle or an all-out civic war."

The report says there was substantial reason for growing concern among thousands of black workers about their plight and working conditions at German firms.

It says about 33 000 black workers who are employed by German firms should profit from the presence of German investors in the apartheid state.

"Their life should be better as a result, because of more money, more freedom for trade unions, better promotion chances and at last 'white tableclothes' on the canteen tables for them."

A worker from Siemens said in one interview: "I am in favour of stopping investment here. That would have a massive effect on the

white South Africans.

"Their military power, which depends on economic stability would be hit quickly. And if I lost a job — what is my situation now? That wouldn't make any difference."

"Sometimes we have nothing to eat, sometimes we're full — that's the situation today. But if I knew that I would have to go hungry for most of the time for four years, but that at the end of it we would achieve what we are fighting for, I myself would be ready to make sacrifices."

Bishop Desmond Tutu says in the report: "The South African Government seems to have declared war on blacks. One has to tell the world then. And one has to say that this is also a threat to world peace."

"And those who invest in this country ought to know that it is a moral question."