

INDUSTRIAL RELATIONS - WORKERS' Org.

AFRICAN UNIONS

1975 - 77

Startling

Oct/Nov 1976

African

unions

African unions affiliated to Tucsasa stand out head and shoulders above all other African unions in the number of paid-up members, which is the only true yardstick of a union's strength.

This emerges from statistics compiled by Mr John Lewsen who did research into African unions as a project towards obtaining an MBA degree.

A study of Mr Lewsen's statistics, which are published on Page 6 of this issue of Labour Mirror shows that:

- Of 27 unregistered trade unions, only six have fully paid up memberships — and four of these six are Tucsasa's four African trade union affiliates;
- Three of the 27 trade unions listed have less than 20 per cent of their members paid up, while 15 (more than half of the unions) have 50 per cent or less of their members paid up;
- One trade union has a signed up membership of 40 000 but only 17 per cent or 6 800 of these 40 000 signed up members are paid up members;
- This compares, for example, with the National Union of Clothing Workers, a Tucsasa union, which has 23 000 members — ALL of whom are fully paid up;

The comparative number of fulltime paid officials in different unions is also quite startling, with relatively small unions having a surprising number of fulltime paid officials compared with other unions.

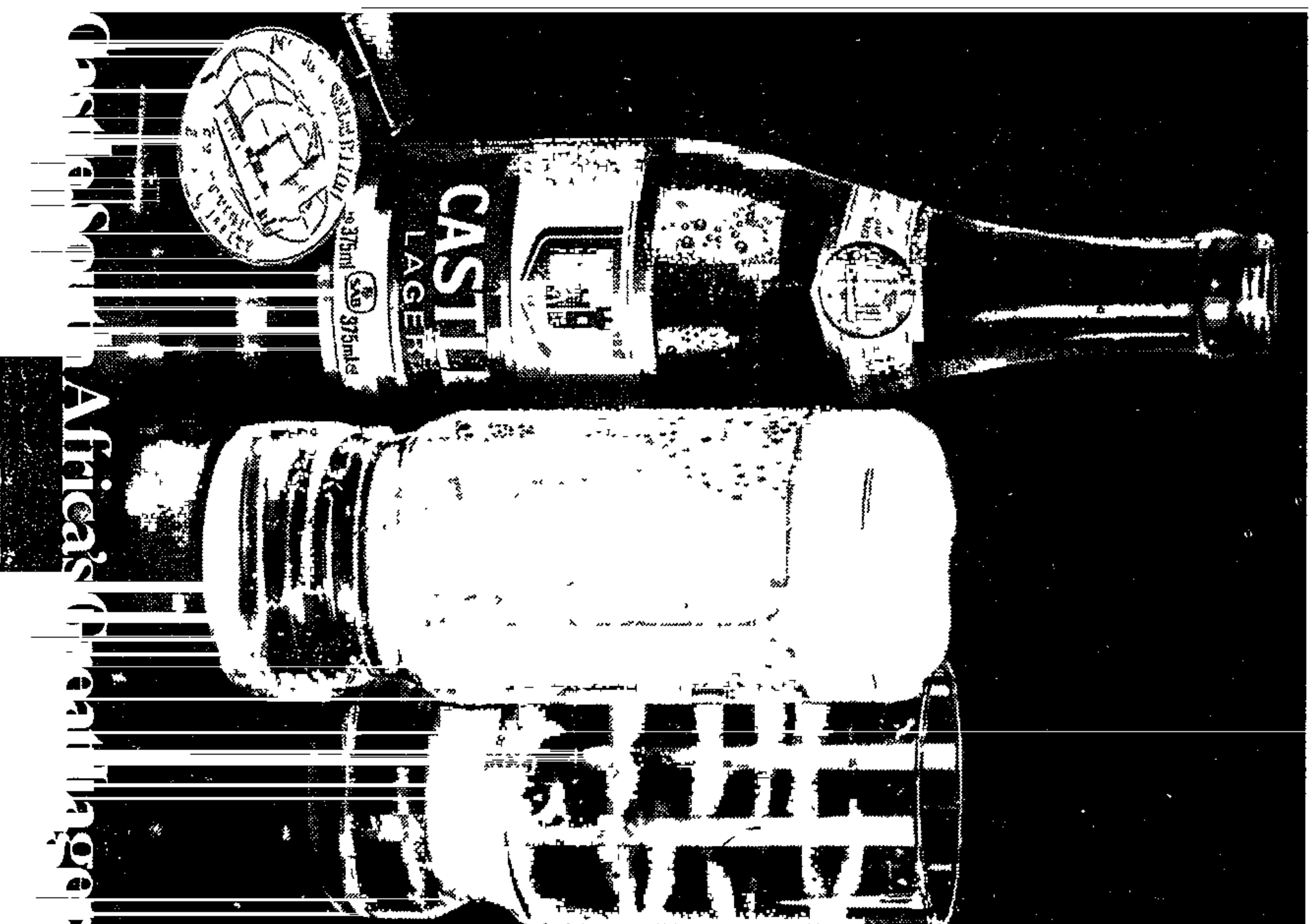
The table on Page 6 shows for example that:

- Whereas the National Union of Clothing Workers has five fulltime paid officials for its 23 000 paid up members, two other unions have five fulltime paid officials for only 1 000 paid up members!
- The union with the most fulltime paid officials — seven in all — has only 2000 paid up members!

Tucsasa
Oct/Nov Labour Mirror
facts on

Great care in the brewing
comes through in the beer.

139



Africa's Great Lager

New Black union will add to confusion

Star 23/10/75

Labour Reporter

The birth of a new Black trade union in Johannesburg could compound existing complications on the Black trade union front and add to the confusion among employers and Black workers.

That is the opinion of some observers after the announcement that the Industrial Aid Society, a workers' education body in Johannesburg, had set up a branch of the Durban-based Metal and Allied Workers' Union.

The Johannesburg branch was established on Saturday with a membership of 1 050. Three quarters of this figure represented members of the Industrial Aid Society who were transferred to the branch. About 150 members were recruited last week, said Mr Gavin Andersson, the acting secretary of the branch.

The new development means that:

● There are now two worker education bodies in Johannesburg which have helped to launch trade unions.

● Two different Black trade unions are now operating in the metal and engineering industries on the Rand.

● For the first time one of the five Durban-based Black unions united under the Trade Union Advisory and Co-ordinating Council has become involved in the Black labour movement in the Transvaal.

CONFLICT

"It's inevitable that there will be conflict between the groups concerned," commented Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa.

- (1) 134
- (2) 135
- (3) 138
- (4) 139
- (5) 141

ROM 24/1/75

We're not connected, says IAS

Staff Reporter

THE Industrial Aid Society, which on Friday was mentioned in the trial of Mrs Breyten Breytenbach, said yesterday it wishes to point out that neither Mr Norman Lewis nor Mr Glenn Moss, who is also in detention, had been associated with the IAS for a considerable length of time prior to their detentions.

In a Press statement the IAS said: "Mr Lewis withdrew from the IAS at the end of 1974. From that time the IAS has had no contact with him. At no time did we have any knowledge of Mr Lewis' motivations for joining the IAS nor of any of his other affiliations.

"Mr Moss was expelled from the IAS in July 1975. This expulsion was the result of his general refusal to account to the IAS executive for his activities as its administrative organiser during the four months that he held office.

"Mr Moss also wished to see the formation of a transport and general trade union. The IAS opposed this because, among other reasons, it disagreed with the way in which he conceived of the emergence and operation of this union.

"Mr Lewis' evidence also raises the question of Nusas' association with the IAS.

"In the months of its foundation, the IAS received a donation from Nusas, and was also assisted by some student volunteers under the direction of a steering committee of Black workers.

"After that very early period, contact with students progressively diminished and culminated in the severing of all relations."

FOOTNOTE: In the Rand Daily Mail's report on Saturday on Mr Lewis' evidence, he was quoted as saying that he had qualms about the security of the organisation.

This reference, of course, related to his alleged involvement with Atlas — the White wing of the banned African National Congress which Mr Breytenbach is alleged to have formed — and not the Industrial Aid Society.

1. 139

2. 297

3. 312 Feb 1975

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7 (137)

Black Press body closes ranks

7/8/76
Weekend Argus Reporter

MOST of South Africa's Black journalists have spurned attempts by the country's only registered journalist trade union, the South African Society of Journalists (SASJ), to give up its trade union status and open its doors to all Black journalists

That much became clear this week at the annual conference of the Union of Black Journalists (UBJ) held in Soweto at which Black journalists from all parts of the country reiterated their rejection of multi-racial unions and reaffirmed the closing of their ranks to Whites

And UBJ's president, Mr Joe Thloloe, inspired by the strengthening of his union's position following the backing received from the Free State, Eastern Cape, Natal and the Western Cape, announced after the conference

"There's definitely no chance of us joining the SASJ if they deregister"

The SASJ's president, Mr John Hobday, said this week

"We will be very disappointed if Blacks decide not to join us if we become non-racial"

The SASJ, the country's only official journalist trade union, recently polled its members on whether or not the society should become a non-racial union, which would mean deregistering as a trade union

Although Coloured and Indian journalists can join the society — some are, in fact, members already — the country's trade union laws prohibit Africans from joining

(1) 135
(2) 139

than voting, paid-up membership would have to approve such a move. The SASJ's ballot was supported by 61% of paid-up membership.

Some members saw the ballot as an issue of de-registration, and argue that the failure to obtain support from 67% of the society's total membership means that the move has failed. SASJ President Jon Hobday, however, tells the *FM* that, as far as he is concerned, the ballot was a test of opinion only. The Society now has a mandate to become non-racial, and the next step towards this end will be discussed at an executive meeting on September 14.

Now that the two-thirds majority has not been obtained, at least four members of the SASJ's 8-man executive are planning to resign taking at least 50% of the general membership with them. Their intention is to form a non-racial union which, they hope, will ultimately replace the SASJ.

One problem could arise from the attitude of the unregistered Union of Black Journalists (UBJ). It has often expressed suspicion of White journalists' motives and has adopted a "wait and see" attitude to attempts to form a non-racial union. It also argues that Black journalists have specific interests, different from those of Whites and feels that these would be ignored if the relatively small number of Blacks (about 100) was "swamped" in a non-racial union. At its last congress the UBJ rejected all contact with the SASJ.

As a result of repeated delays in the SASJ's move toward non-racialism, Black journalists argue that the Society is not prepared to make the sacrifices necessary to get a non-racial union off the ground.

NOT CHECKED

JOURNALISTS *F.M 27/8/76* Black-White split

The first Tucsa-affiliated union to consider opening its membership to all races has voted overwhelmingly in support of non-racialism — but it is unlikely that the SA Society of Journalists will, in fact, become a non-racial society.

The SASJ is one of the smallest unions, with a membership of about 700. It is also one of the few unions in SA



White journalists . . . many obstacles to non-racialism

catering for professionals. A non-racial union would forego the benefits of registration under the Industrial Conciliation Act. Of the 75% of members who voted, 82% supported the principle of non-racialism. But in terms of the SASJ's constitution, two-thirds of total, rather

Tucsa's major memo to the Minister of I

SWEEPING

August 1976 Labour Mirror

Legal charter wanted for all domestic workers . . .

One of the most important things sought by Tucsa in its memorandum to the Minister of Labour is a legal charter to regulate the conditions of work and provide protection for South Africa's tens of thousands of domestic workers.

Specifically, Tucsa has urged that the Minister introduce a law called the "Domestic Servants and Household Staff Act" which would provide for minimum standards of employment.

The memorandum says the proposed Act should cover, among other things:

- Conclusion and terms of contracts of employment
- Remuneration
- Hours of work and overtime pay
- Time off and remuneration for work on public holidays
- Protection of young persons
- Responsibility for welfare
- Leave with pay
- Inability to perform duties
- Termination of employment
- Time off to look for other employment
- Special remuneration
- Certificate of service
- Casual workers
- Penalties
- Administration and appeals

The above list of subjects is modelled on legislation in Austria, a copy of which Tucsa sent to the Minister together with its memorandum

The idea is that it could be used as a guide in drawing up similar legislation for this country.

"There will no doubt be other matters that will have to be provided for, and these would no doubt emerge with a more detailed analysis of the problem," the memorandum says.

"We can only emphasise at this stage that if South Africa is to move forward in an orderly manner in making the evolutionary changes that are required to meet with new situations and developments, serious consideration ought to be given to this proposal.

"We in the labour movement believe that some form of minimum conditions of employment are needed for domestic and household workers and this is, to our mind, the most effective way that we can propose of tackling the problem."

Although proposals have been made in the past that the wage Act be amended to cater for domestic workers, Tucsa believes this would be difficult.

One of the main obstacles is that the Wage Board has to consider the "payability" of the industry or trade concerned, and it would be a difficult task to establish the "payability" of the domestic employer, who does not operate his home for a profit and whose income may range from very wealthy to very poor.

. . . as well as a new deal for farm workers

About 1,5-million Black farm workers need to be brought under the Wage Act so that their wages and other conditions of employment can be regulated.

In making this submission to the Minister of Labour, Tucsa's specialist committee emphasises that farm workers form a very big section of the labour force.

"It is estimated that some 1,5-million workers were employed in agriculture — including those employed by Bantu employers — in 1971/72, their total wage bill amounting to some R231-million," the memorandum to Mr Botha says.

"We also wish to point to the fact that Chief Lucas Mangope, the Chief Minister of BophutaTswana, recently expressed grave concern about the treatment of his people by the White farmers in the Republic, and stated that he wanted a commission of inquiry to be appointed to look into their working conditions.

"Tucsa considers this a most reasonable request.

"The above proposal is made by Tucsa even though it is aware of the admirable efforts being made by the South African Agricultural Union to improve employment conditions of farm workers."

The memorandum said Tucsa felt that just as the State chose to take the initiative in raising minimum wages in manufacturing and commerce through the machinery of the Wage Act because of the tardiness of many employers, so too the State should give itself powers to take the initiative in setting civilised and reasonable standards for the vast agricultural community

It pointed out that the necessity for a start to be made by the Government in providing statutory protection for farm workers was highlighted by attacks on the agricultural sector not only from critics abroad but also by growing pressure within South Africa itself

"We therefore earnestly suggest that the time is long overdue for the proposed extension of the scope of the Wage Act to be put into effect."

Tucsa has sent a major 3500-word memorandum to the Minister of Labour Mr. S.P. Botha proposing sweeping new measures to protect domestic servants and farm workers, and to establish a national minimum wage for workers in commerce and industry.

The memorandum also asks for trade union

Let workers sit on Wage Board

In addition to speeding up the work of the Wage Board, Tucsa has asked the Minister of Labour to appoint trade unionists to the board.

The memorandum to the Minister of Labour from Tucsa's specialist committee says trade union representation on the Wage Board would:

- Give employees an opportunity of participating in the decisions of the board.
- Enhance the decisions of the board by making the workers partly responsible for its decisions.
- Extend the principle on which the Industrial Tribunal operates, in terms of which the employees and the trade unions each have a nominated representative, to the Wage Board system.

The memorandum says there are numerous other examples of statutory bodies and boards which are concerned, directly or indirectly, with workers' interests, where trade union representatives participate as a necessary element

They do so because, among other things, it is recognised that their participation and influence helps the work of these boards and enhances their decisions and recommendations, as well as making their decisions more acceptable to work people

Among these bodies are the Workmen's Compensation Board, the Apprenticeship Board, the National Productivity Advisory Council, and the Economic Advisory Council to the Prime Minister

"It is Tucsa's belief that innovations within the labour relations field are regularly being introduced and that the changes now proposed by us can be of tremendous benefit," the memorandum says

about



calling for . . .

CHANGES

representation on the Wage Board and for the Wage Act to include a definition of what constitutes "civilized standards of life" so that wages can be fixed to enable people to meet this standard.

The main points in the memorandum, which was drawn up by a specialist committee of Tucsas, are set out on these two pages.

National minimum wage sought in commerce and industry

The establishment of a uniform national minimum wage for commerce and industry is the next logical step in the evolution of South Africa's industrial legislation, Tucsas's specialist committee has said in its special memorandum to the Minister of Labour.

It concedes that such a minimum wage may have to be confined in the initial period to the major urban areas of South Africa.

The memorandum says: "Frequent calls have been made by TUCSA and other organised groups for the establishment in South Africa of a national minimum wage.

"The desirability of the Government moving towards this goal is prompted not only by the need for all workers to have some form of minimum wage protection (in itself a very strong reason for doing so) but also by the current trends abroad which point to this method of worker-protection as being the next logical step in the evolution of a civilised labour structure and policy for an industrially developed nation.

and easily understood by both employers and workers.

"It would also eliminate the unfairness of certain sections of the work force being permitted to fall dangerously behind the wage and living standards of similar classes employed in the same area.

"It will mean the Government, employers and employees will be able to control and improve conditions at the lowest end of the income scale through a single set of analysis and calculations, rather than relying on the present incomplete and patchwork approach to this vital problem."

'Civilized' wages must be made law

Tucsas wants the Wage Act to be changed to include a definition of the phrase "civilized standards of living" so that wages can be fixed to enable people to earn a living which will provide for such a standard.

In its memorandum to the Minister of Labour, Tucsas's specialist committee points out that the Wage Act says the Wage Board must consider, when fixing wages and conditions of employment, the cost of living in an area.

In doing so it is obliged in terms of Section 5(b) of the Act to fix wages that will enable employees "to support themselves in accordance with civilized standards of life"

But, the memorandum points out, the Act does not define "civilized standards of life."

Tucsas goes on to suggest the Act be amended to include the following.

"For the purpose of this sub-section, 'civilized standards' shall mean such level of income as will enable an employee and his dependents to secure food, shelter, wearing apparel, transportation, medical services and medicines, education, reading and writing matter, savings for old age, insurance on life and property, entertainment and holidays"

The memorandum says the proposal is made "in the sincere belief that just as the payability of industry is considered to be a necessary criterion, so also a clear criterion must be established for the determination of wages.

"We have reached a point in South Africa today where we can no longer afford not to pay employees according to recognised minimum standards for civilised living

"Mere existence is not enough"

Progress

"In making this proposal, TUCSA is fully mindful of the fact that considerable progress has already been made in the general direction towards this goal, in that the Wage board and the various Industrial Councils have been setting a minimum wage rate for workers of all classes in many areas. These wage rates differ, however, as between the various centres, and, furthermore, do not cover all the unskilled workers in the metropolitan areas.

"The existing wage-fixing instruments are, nevertheless, such as to provide a sound foundation on which to build the proposed new structure for a national minimum wage for commerce and industry, albeit restricted to the principal areas first.

Logical

"The establishment of a uniform national minimum wage relative to the principal urban areas, for all workers in commerce and industry, is the next logical step in the evolution of the industrial legislation of South Africa.

"It is to be noted that not only is organised labour keen to have a national minimum wage of this kind established, but some employers, too, have complained from time to time to the Wage Board that certain groups of workers are not covered by any minimum wage legislation in the metropolitan areas, and they regard such exclusions as being detrimental to the industrialists as much as to the workers.

Positive

"One of the positive aspects of the prescription of minimum standards for workers is that it creates conditions of fairer competition as between employers. No civilised employer in this age and time is prepared to see competition being conducted between entrepreneurs at the expense of the persons who work for them.

"Those who may argue that to provide a national minimum wage is too big a move, should consider the fact that many large industries already have minimum wage standards on a national scale. This system has worked effectively for many years

"Furthermore, the benefit to the Country's labour relations structure would be of tremendous significance, because it would establish a single standard which can be policed

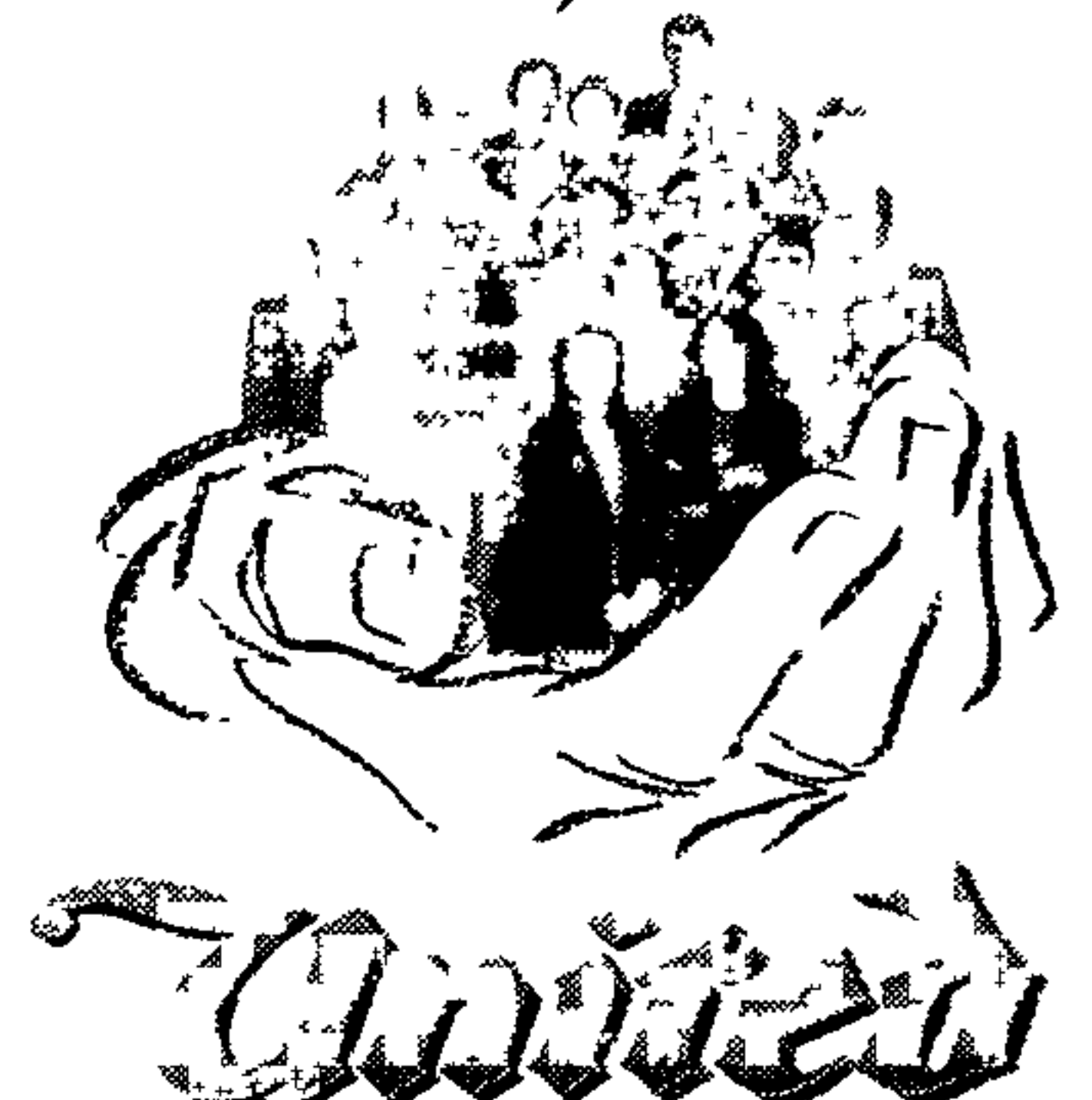


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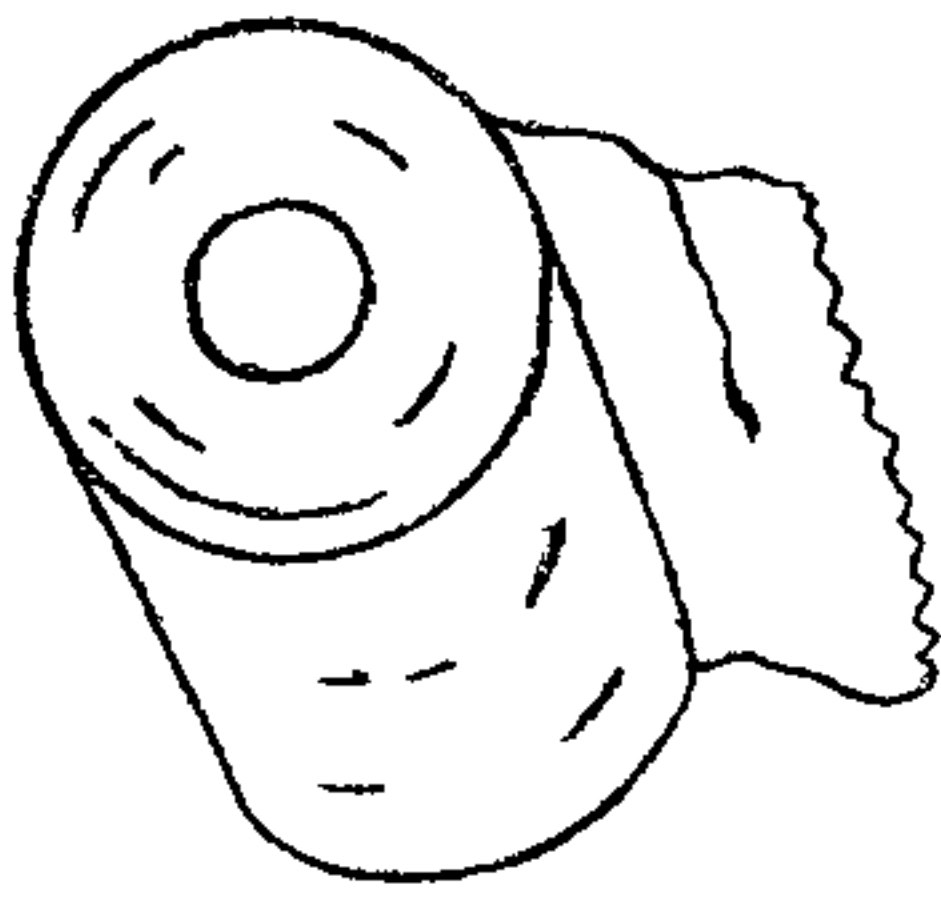
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Don't get bogged down by price alone!



The price of an item may not rise — but don't be deceived, because you may still be taken for a ride.

The Rosebank, Johannesburg, branch of the Housewives' League reports that constant prices can be very deceptive.

In a recent report to members it mentions that tinned vegetables, such as sweetcorn, peas and baked beans, rose very little in price in a period of nine months up to the middle of this year.

"But their mass has been reduced from 439 grams to 410 grams, except for IXL brand."

The League wonders whether the manufacturers have any reason for not metricating tins to a round figure

of, say, 400 grams

"Perhaps the housewife would notice," is the comment

Another item which ostensibly did not rise much in price but which now gives less value for money is the single-ply toilet roll.

Says the Housewives' League "The price has not risen much but the number of sheets in a roll has been reduced from 450 to 400 or even 350, and the cardboard roll is now bigger.

"Manufacturers blazon NEW BIGGER PACK on an article which has increased in price by five per cent — but are remarkably silent about a decrease of 22 per cent!"

*August 76
Labour Mirror*

Growls from Govt over

Some ominous noises, containing implied rather than direct threats, have been made by the Department of Labour over the affiliation of Black unions once again to Tucsa.

These noises have come in the form of letters from the Secretary for Labour, Mr Ben Lindeque, first seeking details of Tucsa's affiliated African unions and then suggesting that Black affiliates are not compatible with the terms of the Industrial Conciliation Act under which Tucsa is registered.

Tucsa has replied rejecting the Secretary for Labour's contention.

In his correspondence, Mr Lindeque has argued that a Black trade union is not a trade union in terms of the Industrial Conciliation Act which specifically excludes Africans from the definition of "employee" in the Act.

"It would appear, therefore, that your Council has acted contrary to the provisions of its constitution by admitting unions consisting of Black persons to membership", Mr Lindeque wrote.

Tucsa has replied pointing out that:

- Its constitution has been legally altered to permit membership of any union it deems to be a "bone fide" or genuine trade union, irrespective of its racial composition, and therefore it is not acting in contravention of its constitution in admitting bone fide Black unions;

- The Act allows, with the permission of the Minister of Labour, for registration of any federation (such as Tucsa) consisting "wholly or partly of registered employers' organisations or trade unions or a federation of such trade unions."

Tucsa contends that the words "wholly or partly" adequately describes its membership of both registered and unregistered (Black) unions, and therefore it has not acted incorrectly in admitting Black unions.

- The Act merely states that the Minister "may" withhold approval of registration of any federation whose membership includes Blacks.

In view of this, Tucsa contends that "no specific prohibitions exist anywhere in Section 80 of the Industrial Conciliation Act regarding the admission of Bantu organisations to membership of federations of trade unions."

Tucsa's

Black

unions

Tax — Confed backs Tucsa

At last year's Tucsa conference, a resolution was unanimously adopted calling on the Minister of Finance, Senator Horwood, to amend the Income Tax Act to provide for separate taxation of married couples.

This matter is still being strenuously pursued with the Department of Finance and Tucsa is happy to say that the South African Confederation of Labour is supporting Tucsa's stand and is making the appropriate representations directly to the Minister of Finance.

Link with Consumer Union

Tucsa has become an affiliated member of the South African National Consumer Union, and invites members who experience problems as consumers, or who would like an investigation to be undertaken on behalf of consumers in general, to contact Tucsa or their local consumer union branch who will endeavour to have the matter pursued on their behalf.

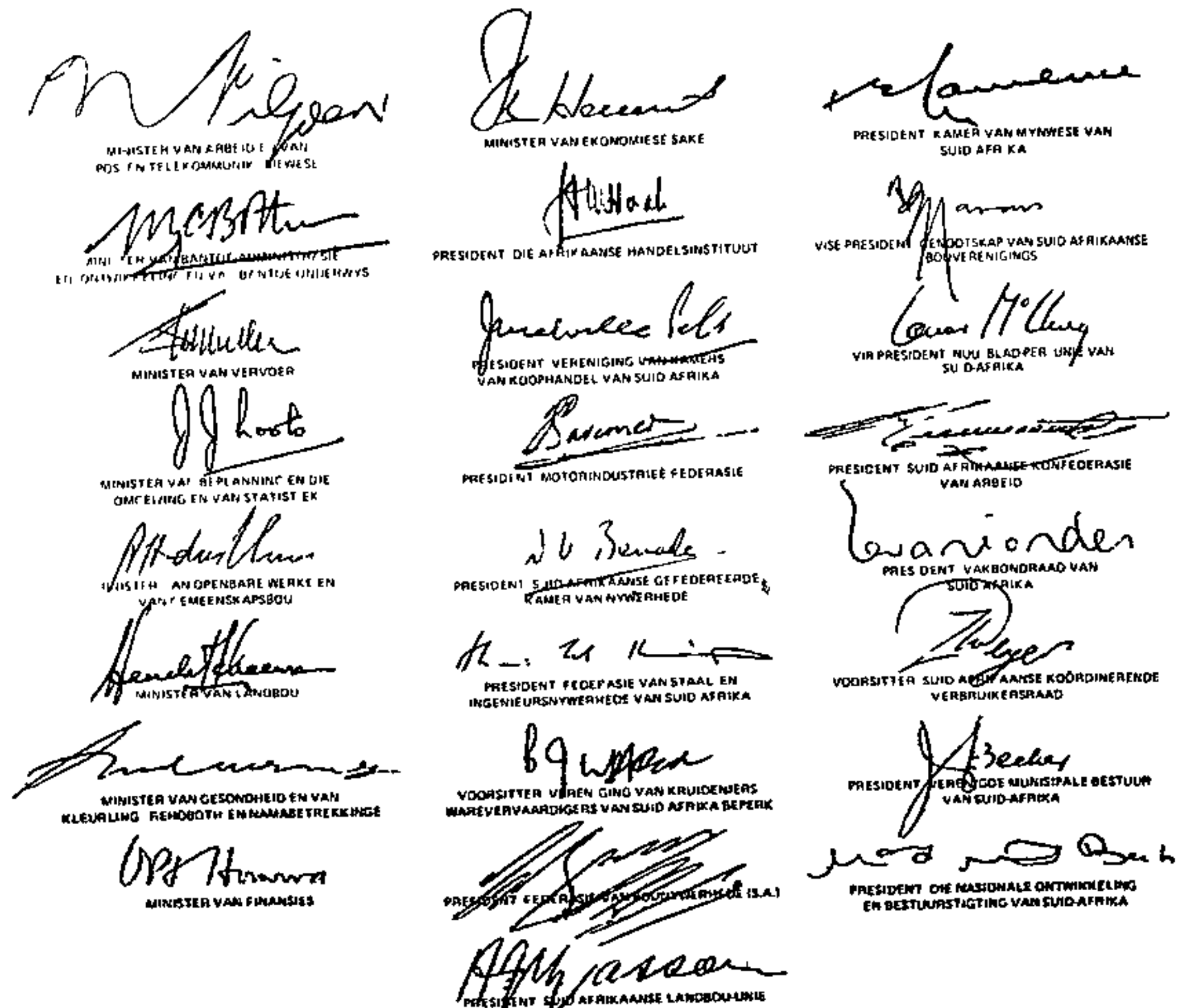
Pensions for domestics

It is possible for private employers of domestic servants, to participate in retirement and life assurance plans for their employees' benefit.

African Pension Trustees, Box 8631, Johannesburg, advises that it has such schemes and can furnish the details.

Such a plan could be a boon to employers who worry about security for their employees approaching retiring age. Most private employers may find it difficult to pay out a substantial sum at a time when they may be nearing retirement themselves and their financial situation is about to become circumscribed.

Waarom styg pryse nog as hulle geteken het om inflasie te bekamp?



Op 7 Oktober 1975 het hardse vyf-en-twintig persone belowe om inflasie te beveg. Hulle het dit gedurende 'n aantal praktiese ondervennings - wat deur die staat en die privaat sektor uitgevoer moet word - te onderteken. En hulle het naregtig gegetrek. Hierdie dokument is nou as die Manifest bekend. Daarom het ons almal - ook - belowe om doeltreffend in die dag-tot-dag-lewe en-werk te verhoeg en verhoeging te vermind.

Vasbyt. Leef u beloftes na.



Small print at the bottom of the page containing publication details and contact information for the Labour Mirror.

British Leyland rejects SA union

LONDON. — British Leyland said here yesterday they would not recognize a Black trade union in its South African subsidiary because by doing so they would jeopardize the company's contract in the Republic.

This was made clear in a statement to leading British trade unions who had asked Leyland to explain their position on Black South African unions.

The Secretary of State for Industry, Mr Eric Varley, had also asked the company what progress was being made on negotiating rights for the unions.

A Leyland spokesman told Sapa "If we were in fact to recognize unilaterally an African union we believe it would place the contract of Leyland South Africa in jeopardy because we would be acting contrary to government policy."

He added "We would become isolated in South Africa as the one company

that was recognizing an African trade union. All we can do at the moment is express our sympathy with the concept of African negotiating rights."

The union concerned is the Metal and Allied Workers Union.

Among Leyland's 4 500 employees in the Republic, 800 are Black, about 2 000 are Coloured and the rest are White.

"For the time being Leyland must rely for African representation on a system of democratically elected liaison committees, which experience, we hope earnestly, will contribute to the evolution of an effective African union movement as soon as possible," the

spokesman said.

In a letter to the Transport and General Workers' Union and the Amalgamated Union of Engineering Workers, Leyland said "We are basically well disposed towards the concept of negotiating rights of African unions but the current scene in South Africa makes it simply inappropriate for us to do anything on a unilateral basis." — Sapa

Two die from burns

FICKSBURG — Two firefighters died here on Monday as a result of burns received during a veld fire in the district.

(1) 61
(2) 139

(1) 61
(2) 192
(3) 139

FIN. MAIL 29/10/76
LEYLAND DEPUTATION
Coming or not?

The right hand of Leyland does not appear to know what the left hand is doing. Confusion reigns over British Leyland's proposed deputation to SA to examine the company's labour policies, in particular the recognition of the unregistered Metal and Allied Workers Union (MAWU) (*FM* last week)

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Leyland SA claims it knows of no deputation. "We would obviously be the first to know if they were coming," says PRO Arné Pitlo, "and we have heard nothing. The only visit expected in the next few weeks is that of the group's international personnel director, who visits SA periodically to review Leyland's labour policies"

Leyland UK, however, tells the *FM*'s London man that a deputation will indeed visit SA. No definite date has been set, but it will be before Christmas — probably in November. The deputation, say Leyland men in the UK, will probably "confirm existing policies" — in other words, recommend continued refusal to talk to African unions.

It will keep a low profile "It's mainly for our own information," say Leyland executives in the UK. They readily concede that the deputation is the result of pressure by the British TUC, which has threatened action against the firm if MAWU is not recognised.

Spokesmen for MAWU remain unimpressed "What can this deputation achieve if it is not even going to announce its date of arrival, as seems likely", asks the union. "We still hope that the deputation will see us and discuss our point of view on the issue"

Meanwhile, MAWU still feels strongly about Leyland's decision to close down its Mobeni plant and move to Elsie's River. "We know that Leyland has found the Mobeni plant inconvenient to run," says general secretary Alpheus Mthethwa, "but this problem has been with them for some time" The union says Leyland was originally planning to build a new plant at Pinetown, but changed its mind.

The date for the Mobeni plant's close down has been set at December 15, but rumour is rife among workers in Durban that the move will actually be made before then. Leyland denies this.

Leyland SA also denies that its decision to move to the Cape was prompted by anything but normal economic reasons. Nor did Leyland ever consider a Pinetown plant. "One of the many advantages of moving to the Cape is that we will not have to rely on two ports and will not duplicate many of our manufacturing activities. This would hardly be achieved by moving to Pinetown", says Pitlo.

(1) 135
(2) 139

As Africans continue to press for trade union rights, employers will have to adapt. So too will registered trade unions

Parallelism = paternalism

FIN. MAIL
19/11/76

When is a trade union not a trade union? When it's a "parallel" union for Africans, administered and sometimes even controlled by a registered union

In the past few weeks, the *FM* has come across allegations that some unregistered parallel unions on the Reef are being manipulated by registered unions, or in fact exist only on paper. In addition some African workers are suspicious about the deduction of their union "dues" from pay-packets

"Parallel" unionism became an issue in 1973, when Tucsa resolved that its affiliated unions should set up "parallel" African unions in their respective industries, supervised by their registered counterparts, in order to ensure that they remained "responsible"

Six such unions were then in existence, five more have been formed since. The registered unions see "parallelism" as an experiment in racial partnership. However, officials of the 16 independent Afri-

can unions are not so sure

They point to the inherent conflict of interest between Black and White workers — registered unions who are supposed to assist the parallel unions also



Steve (above) and Anna Scheepers. heated denials

often practice some form of job reservation against African workers. Independent unionists also see "parallelism" as an attempt to eventually supplant the independent unions.

Disillusionment about parallel unions first surfaced at the recent Tucsa conference. Johannes Mathe, a delegate of the (African) National Union of Clothing Workers (NUCW), charged the Tucsa-affiliated African Leather Workers' Union with being a "paper union", without shop stewards, elected treasurer or secretary, or real member participation.

The leather union, as well as the African Trunk and Box and Glass Workers' Unions, are run by Tucsa veteran Steve Scheepers. Since Mathe's allegations, workers in leather factories have reported that they are subject to compulsory deduction of dues from their pay packets, but have never actually joined the union. Nor are there regular union meetings. There are no shop stewards, they say, and complaints are referred to Coloured shop stewards in the registered union.

Union president Sam Lekeba was reluctant to talk about the union ("please discuss it with Mr Scheepers"). Scheepers dismisses the allegations as "rubbish". He says he has held widely advertised union meetings on Saturday mornings, "but few turn up. Coloured shop stewards only take up complaints when Bantu shop stewards are too lazy to come in here, which happens often — but they're quickly here when their shop stewards' commission is paid out."

Leather workers interviewed by the *FM* say, however, that they have been paying union dues since the 1950s, but that no union existed until 1974. The dues are now 50c a month, and only two meetings have been notified since the union was formed. Most had never agreed to join the union "because we

have no say in it". However, when one worker complained of "taxation without representation", he was told that African workers were lucky to be receiving benefits through the registered union

When he complained about paying the union dues, he was told that he could be thrown out of the industry if he didn't — because he would be "getting the benefits without contributing towards them"

The workers concerned had never heard of their putative president, Lekeba. They also said they rarely went into union offices because "we are treated like lepers there".

Office bearers are elected every three years, Scheepers claims, and printed ballot papers are distributed to all members. Leather workers deny receiving any ballot forms. The union dues finance not

The African union's negotiating ability is still not up to standard

only administration costs but provident benefits too. He negotiates personally on behalf of the African union at the industrial council and has secured large increases for them, he says

Asked if he felt African workers should not be trained to negotiate on their own behalf, Scheepers said this could create racial friction

There is no record of Scheepers' African Glass Workers' Union in Tucsa's trade union directory, and officials of the independent (African) Glass and Allied Workers' Union claim no such union exists. They say Scheepers did not know the names of the union's executive and, when asked to produce the union's constitution, produced the registered union's constitution.

Scheepers denies this. "The Union existed in 1962 and I haven't dissolved it. It has a perfectly good constitution and will rejoin Tucsa next year"

Asked by the *FM* for the name of the union's president, Scheepers said he had retired and "I will have to get another one elected". This would only happen next year as, "I have too many meetings before Christmas"

Mathe also levelled allegations at his own union, the NUCW, founded in the 1920s with the assistance of Senator Anna Scheepers' registered Garment Workers' Union. He told Tucsa the NUCW delegation had not itself decided who to vote on to Tucsa's executive, but that union general secretary Lucy Mvubelo "runs to consult Senator Scheepers and then casts our votes"

Scheepers flatly denies this and says she does not interfere in NUCW affairs.

Mathe and other union sources also charge that Scheepers threatened the NUCW with eviction from Garment Centre, the building it shares with the

registered union, if it did not join Tucsa. NUCW joined Tucsa early this year

They also claim that Scheepers virtually vetoes NUCW decisions if she does not approve of them. "She calls the executive in and lectures them like grade school children and then tells them to go back and reconsider. Usually they do," says one observer

Scheepers denies this. "I only intervene in the affairs of the NUCW when asked to address their meetings or report back on negotiations" She adds that White garment workers have taken voluntary salary cuts in order to bridge the industry's wage gap. Her union still negotiates for the NUCW, despite the fact that it has been under the registered union's tutelage for about 50 years

"To tell you the truth, the African union's negotiating ability is still not up to standard"

The African leather union is not the only case where there is confusion over deductions from pay-packets. Several registered unions in the transport industry have set up a parallel African Transport Workers' Union. Officials of the independent rival Transport and Allied Workers' Union say, however, that a worker at one transport company complained to them about an amount of 60c for union "dues" on his pay slip

The money was added on to his pay and then deducted. When he questioned this he was told he was fortunate that the company was paying his dues for him. He has, however, never joined the union

Questioned by the *FM*, Arthur Hammon, secretary of the Coloured and Asian Transport Workers' Union and organiser for the parallel union, said a stop order system existed at this company only. Workers at the company had attended a union meeting and "all who attended voted to join". If the worker had not joined, he must have arrived at the firm subsequently or have missed the meeting. The union fee was 30c, not 60c

A spokesman for the company confirms that these deductions are made automatically. He says the amount is 30c

The worker concerned said he had never been invited to union meetings. Nor were any shop stewards elected by the rank-and-file. Hammon confirms the union has no shop stewards, but says this is common among transport unions. He says notices of meetings are sent out regularly and that all office-bearers, except the three seconded from the registered union, are elected

The other "paper union" is the African Tobacco Workers' Union. Here the secretary is supposed to be a Nicholas Hlongwane. Hlongwane, however, tells the *FM* that he is only an organiser and that Christine du Preez, secretary of the registered union, runs his union. He says the union has 300 members and that he

has been an organiser since 1951.

Independent unionists say, however, that they believe that Hlongwane is actually an office worker, employed by the registered union. They say they have invited him to meetings, but are always told he is busy making tea or fetching the post. Hlongwane was loth to discuss the union with the *FM*. "We don't want to attract government attention. Please leave us alone"

Suspicious about the viability of most parallel unions are confirmed by a recently completed thesis by MBA student John Lewsen, of the Wits Business School, entitled "Black Trade Unions, their Role and Potential"

Lewsen finds that whereas the independent unions have one paid official per 330 members, the parallel unions have one per 2 300. Most parallel unions, Lewsen shows, are run directly by White general secretaries of the registered unions. He found independent unions to be sceptical of Tucsa's decision to readmit Africans, regarding it as "a mark of expediency during a period of financial weakness". The 1972-74 Tucsa annual reports show a deficit of almost R16 000 and the NUCW's affiliation alone brings in R7 200

Lewsen sums up the "parallel" experiment by quoting Tucsa general secretary Arthur Grobbelaar's paper on parallel unionism

Even after the parallel union has appointed its own staff and officials, "the administration (of parallel unions) should continue to be subject to the overall supervision of the registered union."

The paternalism inherent in the parallel system is fraught with difficulties particularly when registered union

White unions are trying to forestall racial equality

spokesmen are supposed to advance African worker interests but are also subject to calls from their own members for protection against African job advancement

The independent union movement is growing and it is unlikely that African workers will go along with parallelism for much longer. The parallel union "members" interviewed by the *FM* all expressed an eagerness to join a *bona fide* trade union. But they are suspicious of "unions" in which they have no say

As one observer put it "The White unions are reacting like the White sports bodies did — they're trying to forestall racial equality by granting patronising concessions. It didn't work in sport, and it won't work here. When African workers in these industries start demanding the real thing — as they must — the Whites will have to respond"

(1) 139
~~(2) 197~~
~~(3) 325 - banning~~

with the Department of Labour and signed a sworn statement alleging victimisation.

Frame Group's Selwyn Lurie, however, says no such dismissal has taken place. "We employ approximately 3 500 workers at Frametex Mill and we do not know who are trade union members. Certainly no one is dismissed because they are trade union members."

The Durban unions have not yet replaced banned office-holders and will not do so for some time "We have been decentralising decision-making within the unions ... and the bannings have accelerated that process," said one unionist.

At Johannesburg's Merlen House, home of many of the unions assisted by the Urban Training project, the priority is to fill positions occupied by those banned. The unions have thus had little time to reassess their position and their relationship with employers.

Nor are they yet sure what effect the bannings will have on their members. "Those who have come in to our offices have expressed a determination to continue the union's work," says the general secretary of one union.

They also point out that some of the unions have developed to the stage where they need not rely on the UTP's assistance — except for educational facilities for their members.

The dominant feeling among the unions is the fear that, if moderates are banned, what long-term security can they enjoy? While advances are being made in relationships with employers, the threat of government action hardly makes for stable trade unionism

All the unions are confident that they have sufficient grass roots support to

carry on — despite an increasing feeling on the part of young Africans that trade unionism is too moderate a vehicle for their aspirations. All are aware, however, of the toll the bannings have taken — not only in terms of a drain on trained personnel, but also in terms of the climate they have created.

BLACK UNIONS *FIN. MAIL*
What now? *26/11/76*

Fear and uncertainty about the future are uppermost in the minds of independent African trade unions. After the two-dozen bannings in the last week and a half, all are determined to carry on and are seeking ways of filling the gaps.

Durban unionists' anxieties have deepened by the suspicion that since the bannings, management at the Frametex factory at Jacobs, near Durban, has begun dismissing union members.

The *FM* learns that a Frametex worker was called in to see top management last Friday and told that since he was a prominent member of the unregistered Textile Workers' Union, he was being dismissed. He is filing a complaint

(1) 139

(2) 325. Baum →

BANNINGS

FIN. MAIL
3/12/76

Fear and suspicion

Government's onslaught on Black trade unions is taking a heavy toll. Unionists are finding that members are afraid of attending meetings because they fear they, too, will be victims of government action.

The climate of fear has prompted nine of the African unions on the Reef to issue a statement this week reminding employers and African workers that, while African trade unions are not registered by law, they are not illegal.

The unions say that, as a result of the bannings, many of their members now believe that African unions have been barred from continuing. "We tried to hold our AGM last week, but few workers turned up," says Agnes Molefe, general secretary of the 1 000 member Laundry and Dry Cleaning Workers Association. "We have heard that our members fear that if they attend meetings they too will be picked up by the police."

The unions are appealing to members who fear that their union is no longer legal to contact their officials and clear

up the misunderstanding. Nevertheless, all are worried that government's onslaught has created a climate in which legitimate union activity is severely hampered.

Some union general secretaries fear personal victimisation if pamphlets are circulated at factories calling on workers to join the union, or visit workplaces to keep members informed of union affairs. Most fear that the attack on the unions is far from over.

"Why can't the government leave us alone to carry on activities which contravene no law," one African unionist asked the *IM*.

Nevertheless, the unions are pressing ahead in their efforts to inform members of their rights, and to clear up the climate of fear and suspicion which bedevils the movement at present.

African Union

S.A.'s Black trade unions at a glance

South Africa's unregistered or Black trade unions, their approximate memberships, number of officials and their annual dues are set out in the table on this page. It is published with the permission of Mr. H. J. Lewsen. It formed part of a research work, "Black trade unions in South Africa — their role and potential." which he submitted to the Faculty of Business Administration of the University of the Witwatersrand towards obtaining the degree of Master of Business Administration. Those unions affiliated to Tuca are underlined.

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COMPARATIVE PROFILES OF THE BLACK TRADE UNIONS (JUNE 1976)
UNION SIZE, MEMBERSHIP AND FEES

NAME OF UNION	UNION SIZE			MEMBERSHIP								FEES		
	OFFICIALS		STEWARDS	SIGN-UP	PAID UP	7 MID UP	ESTIMATED POTENTIAL	ATTENDANCE AT LAST AGM	RATIO OF SIGNED UP MEMBERS TO		RATIO OF PAID UP MEMBERS TO		FEE ANGLE	ANNUAL SUBSCRIPTION
	part time	full time							OFFICIALS	STEWARDS	OFFICIALS	STEWARDS		
1. African Food & Canning Workers' Union	0	1	13	3 200	1 900	59	5 000	23	3 200:1	246:1	1 900:1	1.6:1	.05	10.50
2. African Garment Workers' Benefit Fund	0	1	±10	3 000	750	25	?	±80	3 000:1	300:1	750:1	75:1	0	7.80
3. African Leather Workers' Benefit Fund	1	0	+70	1 800	1 800	100	-	±150	1 800:1pt	26:1	1 800:1pt	26:1	0	18.20
4. African Tobacco Workers' Union	1	?	±6	300	519	±63	-	?	300:1pt	50:1	±190:1pt	±32:1	?	?
5. African Transport Workers' Union	2	0	0	±500	±500	100	10 000	±50	250:1pt	-	250:1pt	-	0	15.00
6. African Trunk & Box Workers' Union	1	0	1	80	80	100	±100	N/A	80:1pt	80:1	80:1pt	80:1	0	18.00
7. Black Allied Workers' Union	0	4	24+	6 000	±1000	±17	Unlimited	500	1 500:1	250:1	±250:1	±42:1	1.00	3.00
8. Building, Construction & Allied Workers' Union	0	1	8	720	370	51	-	N/A	720:1	90:1	400:1	50:1	.25	12.00
9. Chemical Workers Industrial Union, Natal	1	3	±48	2 900	900	31	37 000	?	880:1	60:1	270:1	19:1	.50	10.40
10. Commercial Catering & Allied Workers' Union of S. Africa	0	1	50+	530	440	83	-	N/A	530:1	11:1	140:1	9:1	1.00	12.00
11. Engineering & Allied Workers' Union	0	7	42	9 500	±2 000	21	250 000	250	1 360:1	226:1	286:1	48:1	.25	12.00
12. Furniture & Timber Workers' Union	1	1	30+	800	200	25	65 000	400	600:1	27:1	200:1	7:1	0	10.40
13. Glass & Allied Workers' Union	0	2	19	760	260	34	6 000	N/A	380:1	40:1	130:1	14:1	.25	12.00
14. Laundry & Dry Cleaning Workers' Association	3	1	30	1 000	300	30	3 000+	±30	500:1	33:1	150:1	10:1	-	10.40
15. Metal & Allied Workers' Union	JHB	0	5	1 700	1 000	±59	200 000	N/A	340:1	142:1	200:1	83:1	.50	10.40
	DBN	1	5	5 000	±1 000	±20	200 000	500	940:1	58:1	190:1	12:1	.50	10.40
16. National Union of Clothing Workers	0	5	400	23 000	23 000	100	24 000	No AGM	4 600:1	58:1	4 600:1	58:1	0	17.65
17. National Union of Textile Workers	0	4	80	6 000	2 000	33	15 000	500	1 500:1	75:1	500:1	25:1	.50	10.40
18. Paper, Wood & Allied Workers' Union	3	1	11	650	220	34	6 700	N/A	325:1	59:1	110:1	20:1	.25	12.00
19. S.A. Chemical Workers' Union	3	1	27	600	600	100	11 000	230	300:1	22:1	300:1	22:1	0	13.00
20. South African Bank Employees' Union	6	0	0	600	600	100	-	No AGM Yet	100:1pt	-	100:1pt	-	0	Non-Clerical 1.50 Clerical Female 10.00 Clerical Male 12.00
21. Sweet, Food & Allied Workers' Union	3	2	25	2 000	1 000	50	25 000	100+	1 000:1	80:1	500:1	40:1	.25	12.00
22. Textile Workers' Union	0	1	50	870	320	37	14 000	±60	870:1	17:1	320:1	7:1	.50	17.68
23. Tobacco Workers' Union of African Women	1	0	±2	±100	8±6	65	-	?	100:1pt	50:1	±65:1pt	±331:1pt	?	?
24. Transport & Allied Workers' Union	0	1	7	2 600	400	15	-	85	2 000:1	371:1	400:1	57:1	.50	24.00
25. Transport & General Workers' Union	1	8	100	10 000	1 000	100	-	100	1 000:1	100:1	816:1	57:1	.50	10.40
26. United Auto Rubber & Allied Workers' Union	0	4	35	3 000	1 500	50	65 000	±850	750:1	87:1	375:1	43:1	.25	10.40
	28	59	1 206	117 210	59 194	42			1 715:1	97:1	720:1	41:1	.29	13.15
	TOTALS							AVG RATIO						

FIN MAIL
AFRICAN UNIONS 3/12/76
Stalemate

"We must move urgently in the direction of removing discrimination. We must move away from apartheid in all ways. Businessmen should stop hiding behind the government's skirts in failing to open up opportunities for Blacks even when they can legally do so. They would be amazed how little legislation there is to prevent a brand new deal in South Africa."

— Raymond Ackerman, October 31
1976

Quite. There's no phrase thrown around so frequently by businessmen these days as "we must move away from racial discrimination" Or so lightly. It's in danger, in fact, of becoming a meaningless cliché, because often those uttering it don't think through to its logical and *practical* conclusions.

Take the case of Mrs Emma Mashinini and her battle with the big chainstores. She runs the (unregistered) Commercial, Catering, and Allied Workers' Union of SA (Ccawusa) for African workers. For at least a year now she has been making repeated attempts to win its recognition by the chainstores. Though she has the backing of the two registered unions in the commercial distributive trade, her patient efforts have time and again been rebuffed.

Two weeks ago Assemp, the retailers' employer association, said it was not prepared at this stage to recommend that its members grant facilities to Ccawusa. Ray Altman, general secretary of the two registered unions, has now denounced this as "perhaps the most glaring example of the racial discrimination being practised by the larger commercial organisations in the Republic". He notes that

only recently delegates at the Assocom conference said that racial discrimination in the economic sphere is detrimental to the country and should be eliminated.

Both Pick n Pay's Raymond Ackerman and Greatermans' Norman Herber vociferously deny that failure to recognise Mashinini is discriminatory. Says Ackerman. "We would like Africans to have exactly the same things as Whites. I want to meet Mr Altman and Mrs Mashinini in January. I am very much of the opinion that there should be Blacks and Whites combined in the same union."

Herber echoes this view and adds: "Absolute bullshit. We don't practice racial discrimination."

It is all very well, as the unions point out, for employers to say they want Blacks and Whites in the same union. They know perfectly well that the Indus-

trial Conciliation Act does not allow registered unions to admit African workers. The unions have therefore opted for the next best thing by organising separate African unions, and there is absolutely nothing in SA law to prevent employers recognising these unions.

Altman charges that employers "are discriminating and they are hiding behind government policy by using the prohibition on Africans being in mixed unions as an excuse to deny recognising them in separate unions."

The unions also charge that Herber is backtracking. Although Herber denies ever making a commitment, Altman is adamant that two or three years ago, "Greatermans urged us to organise African workers. If that did not mean they would recognise the African union once it had been organised, what did it mean?"

Where is that sense of urgency Raymond Ackerman talked about?

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Unregistered black unions

Want status

Star 7/12/76 Labour Reporter
Employers should note the assurance of the Minister of Justice that unregistered trade unions were not illegal and should no longer refuse to recognise or negotiate with these unions, spokesmen for black unions said yesterday.

But they described the Minister's statement, that labour leaders were not banned for trade union activity but for personal activities, as a "smoke screen"

The activities of 12 of those banned were not incidental to trade unionism, the Minister claimed, but directly related to it

BANNED

This statement was issued today by the Durban-based Trade Union Advisory and Co-ordinating Council, the Johannesburg branch of the Metal and Allied Workers' Union and the Industrial Aid Society of Johannesburg

It referred to those banned people with whom the bodies were familiar and who were involved in "democratically controlled" unions or training offered to such unions in collective bargaining or administrative skills

The Minister's announcement seemed to be an attempt to split the trade union movement into those unions of which he approved and those of which he did not, the statement said

The bodies which issued the statement said they had never made a secret of the financial support received from the International Confederation of Free Trade Unions — the largest confederation of non-communist trade unions

"There have never been any strings attached to this assistance, nor has any direction been given from overseas," the statement said

Such assistance would not be necessary if unregistered trade unions enjoyed the same facilities as registered unions

(1) 107

(2) 139

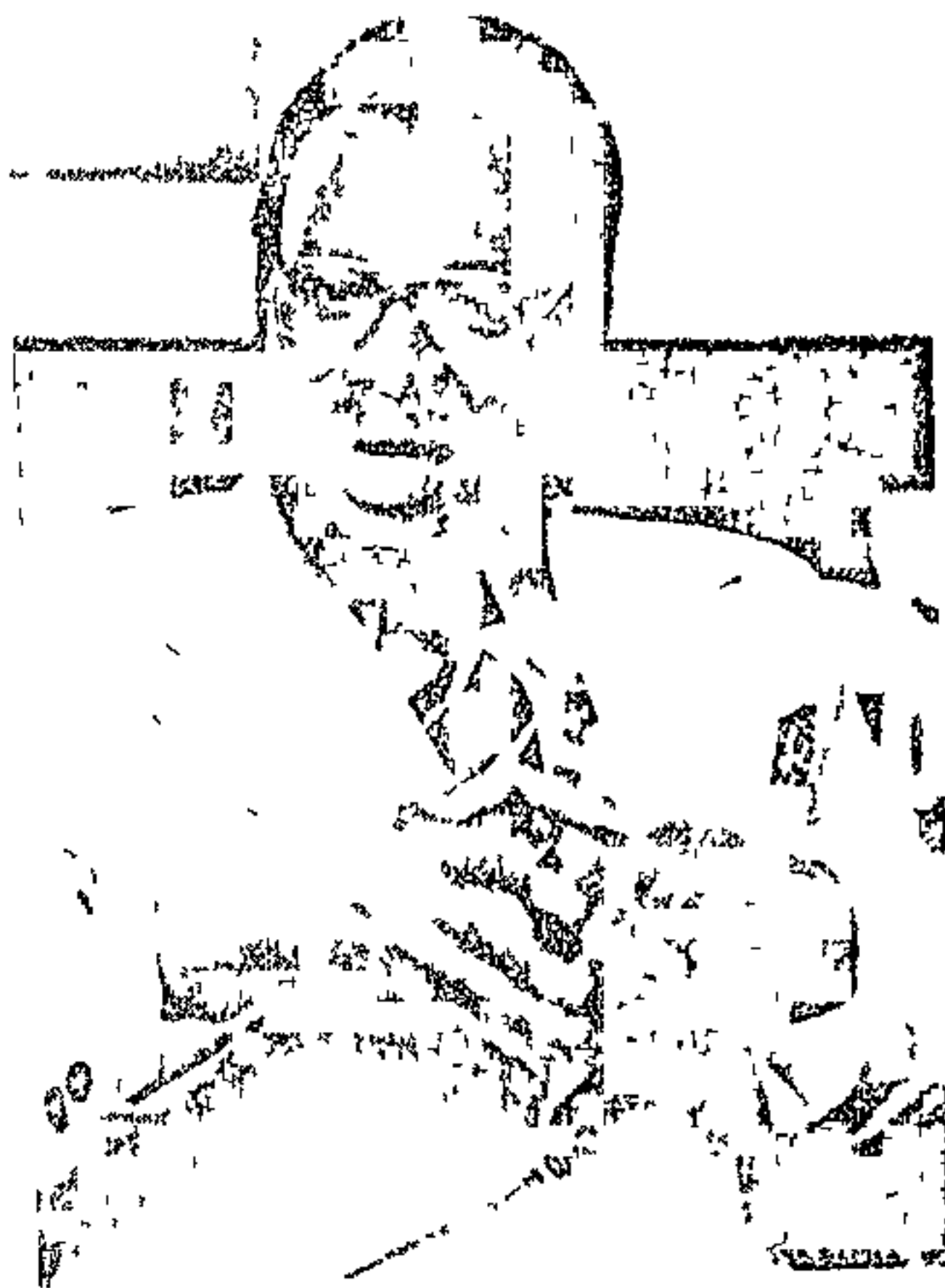
(3) 154

(4) 325 *Banning*

majority of have-nots'

Buthelezi added that 'collaboration between industrialists and the government is essential for the survival of apartheid in South Africa. There is an urgent need for industrialists to re-examine their position.' Accordingly he called on them to 'consult Blacks on a level which leads to a joint strategy.'

The co-incidence of vested interests between the Whites only government and the world of industry was illustrated by the latter's 'unwillingness to take the



Chief Buthelezi . . . a call for consultation

GATSHA BUTHELEZI *FYM MAIL 10/12/76*
Warning to business

Chief Gatsha Buthelezi, chief executive councillor of the KwaZulu Legislative Assembly and president of Inkatha Yenkululeko YeSizwe had some warnings for businessmen when he spoke at last weekend's conference on race discrimination near Johannesburg.

He said he appreciated some of the things being done by businessmen. However they 'are insufficient to defuse the race war situation which is in the making.'

A prevailing attitude among industrialists that Black radicalism is manageable is wrong. Black radicalism is no longer manageable if existing attitudes prevail.

He warned that 'the encouragement of the development of a middle class in Black society to stabilise society will fail if that middle class is expected to be a buffer between a minority of haves and a

perfectly legal step of recognising unregistered Black trade unions. Negotiations by stone and fire will emerge' if industry maintains this attitude.

Buthelezi also warned that the recent bannings of people in the labour movement 'can only foster radicalism.' In an apparent reference to the blacklisting of SA aircraft, ships and goods which the International Confederation of Free Trade Unions has called for one week beginning January 17, Buthelezi said 'I deplore the recent bannings and I assure you that Blacks will welcome a very strong and pragmatic international trade union protest.'

The KwaZulu leader said he did not want to hear about the benefits of a free enterprise system which is closed to Blacks in SA. 'It is now a question of seeing is believing. Blacks should be admitted to all the country's universities and technical colleges. To all the professions and trades, they must be allowed to own property wherever they have the money to buy that property, they must be free to develop their businesses wherever they have the ability to do so.'

'Outside these freedoms there is no free enterprise in SA.'

FIN MAIL 12/11/76

(1) 151
(2) 139
(3) 152
(4) 193

ARMOURPLATE STRIKE Unanswered questions

The Armourplate strike — the longest by Africans in South African labour history — ended last week. But its repercussions continue.

In a statement issued this week, the (African) Glass and Allied Workers Union charges the firm with allowing "a comparatively small issue to blow up into one of major proportions"

The union charges Armourplate with constantly ignoring the wishes of its work force by not consulting its works committee on the retrenchments which sparked off the dispute, and of consistently refusing negotiation — both before and during the strike. It also says the firm attempted to intimidate worker representatives. On the morning of the strike, the union says, works committee chairman Ephraim Mabena went to the office of Armourplate's factory manager to attempt to resolve the issue. There he was confronted with both the manager and "three strangers", all of whom kept revolvers on the table in front of them throughout the meeting.

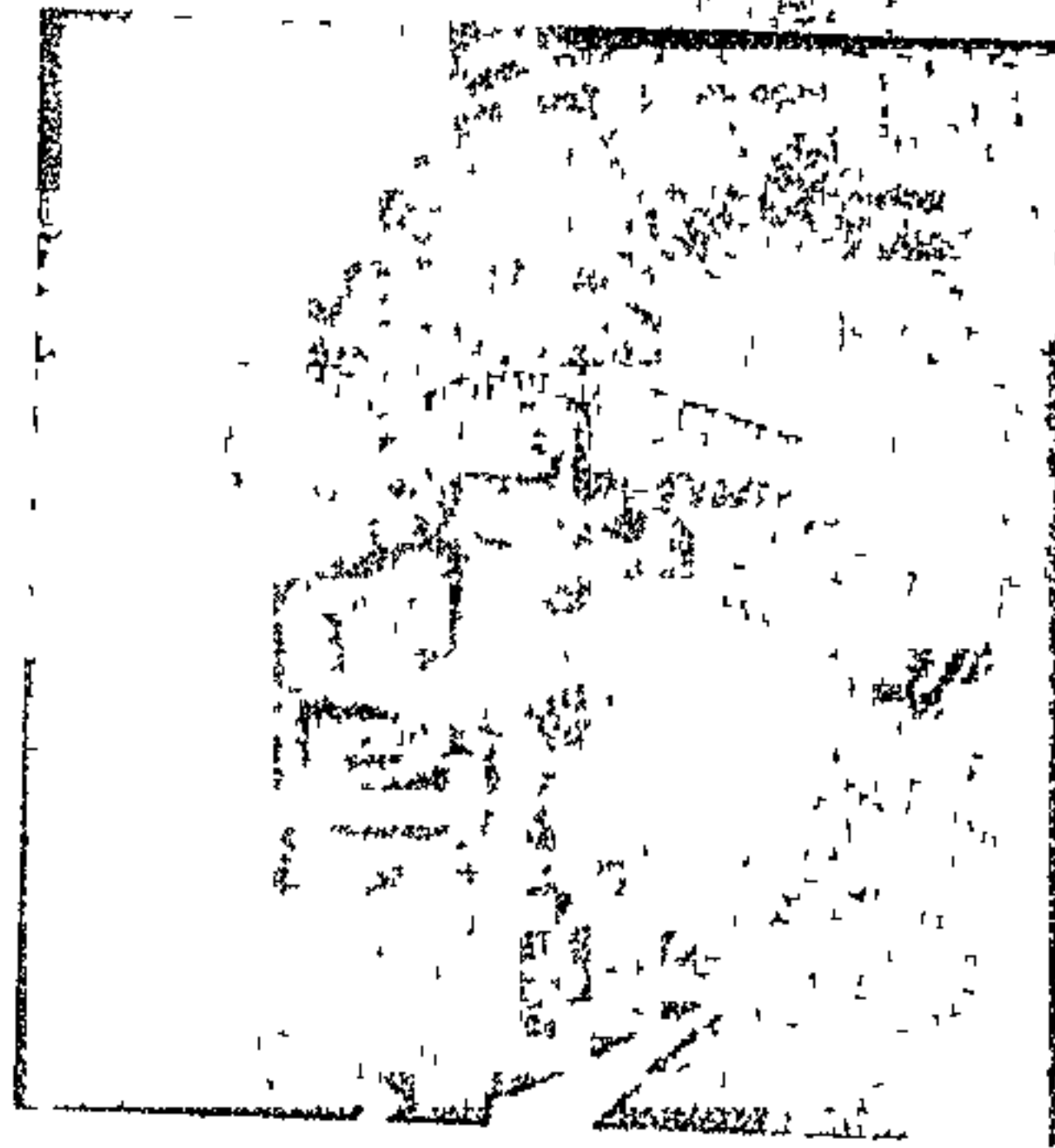
The union says numerous attempts by both it and the works committee to negotiate with management in order to get the strikers back to work were ignored. The union also asked Institute of Industrial Relations director Sam van Coller to mediate. Despite van Coller's standing with management (he is an Anglo American labour man), the firm ignored this attempt, too.

Armourplate chairman John Breakspear dismisses the union's allegations as "untrue and unworthy of further comment". He tells the *FM*, however, that "in my view this was not an industrial dispute but a political manoeuvre. The retrenchment of the three men was fully discussed by the company with the works committee. The Department of Labour also had discussions with the committee but were unable to reach a settlement.

"At no time during the dispute did the company intimidate the workers' representatives, nor has there been any intimidation of the workers who returned."

The strike ended last Monday, after van Coller's attempt to secure a settlement failed. The workers decided not to seek re-employment with Armourplate because they fear union members will be victimised — as evidently happened to a few men who earlier did return to the factory. They also fear that the more skilled workers will be used to train new recruits and then be dismissed.

The union claims the strike had a serious effect on production. Armourplate was forced to rely on an African labour force of 30-40 for the first four weeks of the strike and 50-60 thereafter. It also says it has had "unconfirmed



Breakspear — jobs on a selective basis

reports from workers that mistakes by untrained workers on the production line during the strike caused Armourplate to incur a penalty on a contract with a firm of railway carriage workers, and that glass delivered to the factory by the nearby Pilkington's plant piled up because no-one was able to work it.

The statement points out that Breakspear was quoted in one paper as offering strikers their jobs back "on a selective basis" and in another as saying that the company had cut its work force down from 200 to 113 because of the recession.

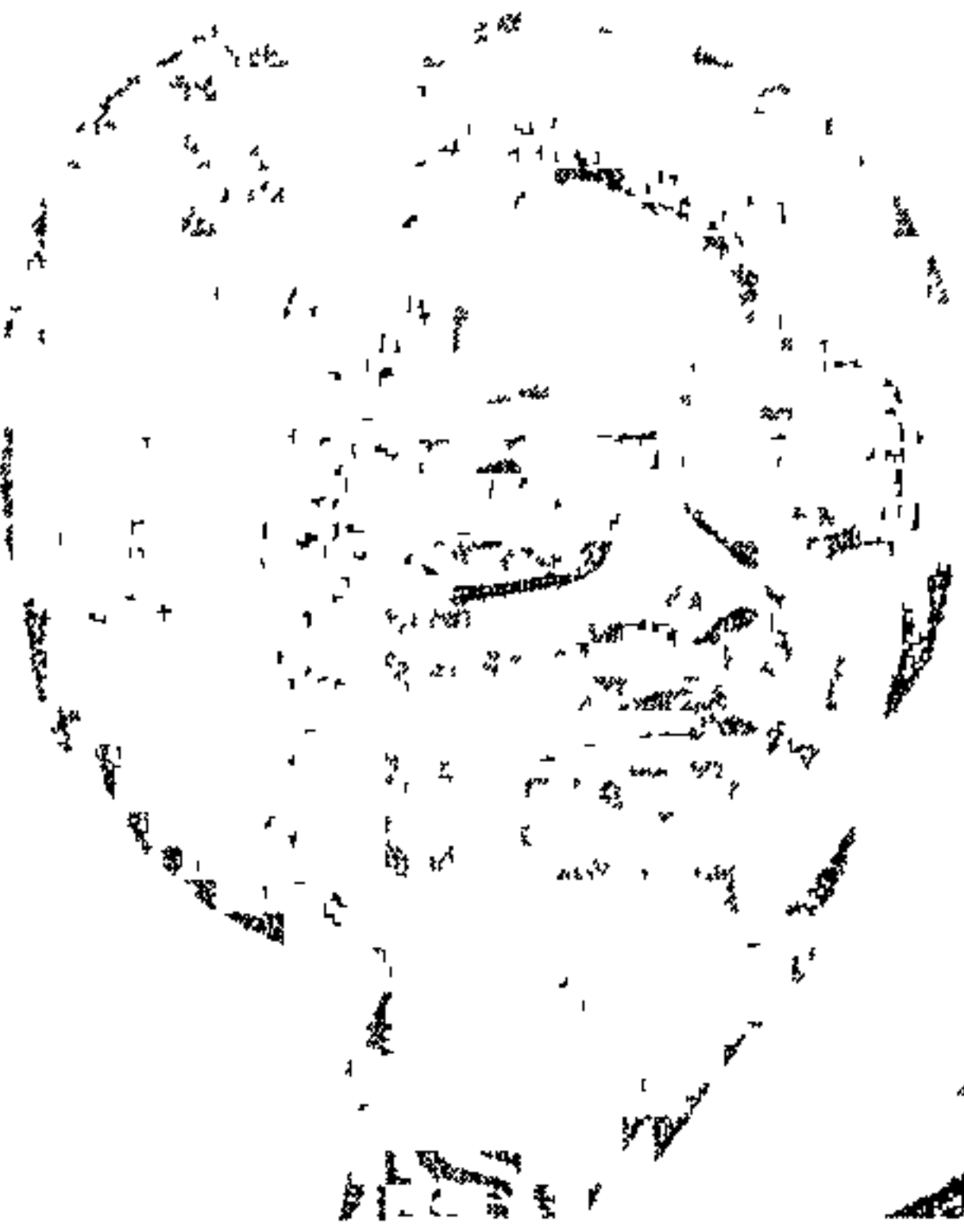
The union also comments on the conviction of picketeers under the Riotous Assemblies Act "The right to strike is a mockery without the right to conduct a lawful picket", says the union.

Strikers were also interrogated by the Security Police. One was asked who had caused them to strike and replied "Mr Fitzhenry" (the factory manager).

Lucy Mvubelo and the FM

Mrs L. Mvubelo, general secretary, National Union of Clothing Workers (NUCW)

I strongly object to the article in the *FM* of November 19, which states that a trade union is not a trade union when it is a "parallel" union for Africans, administered by a registered union, and that some unregistered unions are manipulated by registered unions, or exist only on paper. The reference made to my union implies that it is the type referred to. I am extremely angry at this insult and untruth. My union does not exist only on paper. It operates under a democratic constitu-



Mvubelo . . . Tucsa's for me

tion, with 23 000 paying members, five full-time officials, an elected national executive committee (NEC), branch executives, 500 acting shop stewards, and the supreme body, the national council.

The article says Mr Johannes Mathe (a former member of the executive committee of the union) said things about my union. I am surprised Mr Mathe should have his story printed. He is not a member of my union any more. He left the industry at the end of September 1976. But this is not in the article. It is not said that Mr Mathe was voted out of a vice-presidency, by the membership at an election in terms of the union's constitution, which makes provision for powers of recall.

I deny that I "run to consult Senator Scheepers and then cast the union's vote" at the Tucsa conference. I am the leader of the delegation and I have the authority to vote for the union. I

consult with my own delegates, but because I know most of the people in Tucsa, I have their agreement to vote. I have consulted with Dr Scheepers also when I do not know the people, but what is wrong with this?

I completely reject Mr Mathe's claim that Dr Scheepers threatened my union with eviction from Garment Centre if we did not join Tucsa. This is a lie. My union took its own decision to join without any threats by Dr Scheepers. Dr Scheepers was invited to address the NEC. We believe in belonging to Tucsa. There might be some who do not, but it would be impossible to get 100% support for everything the executive does.

I also strongly object to the claim that Dr Scheepers vetoes decisions of our union and tells us what we must do. Dr Scheepers is often consulted by us. What is wrong with that? We are trade union colleagues. Our Black members work side by side with other races with exactly similar conditions of employment. The problems which members of my union have are the same as the problems of members of Dr Scheepers' union. We have no intention of breaking this close friendship. Dr Scheepers was elected an honorary president and adviser to my union in 1973 and 1975. She does not interfere in our affairs unless we ask her to assist, advise, or help us. Her experience and knowledge is very important. She often advises and helps us, and we do the same with her.

On the matter of negotiations being done by the registered union, it is only the registered union which can legally negotiate for the workers. But we have full consultation about negotiations before they start, and are kept fully advised of their progress. We approve or throw out the final offers by the employer. There are many informal negotiations taking place daily, with the employers and these my union handles itself, through full time officials.

Our experience in negotiations is perhaps not as good as Dr Scheepers'. Not everybody can be a good negotiator and we do not have Dr Scheepers' experience and knowledge, because the Industrial Conciliation Act deprives us of the opportunity to learn the art of negotiation. But Dr Scheepers negotiates for all the workers in the industry, White, Coloured and Black. At one time White workers in the

(Continued on page 1030)

industry did not get wage increases so that Black workers could get increases and this was done by Dr Scheepers.

It is not Mr Mathe, or your newspaper, that has ever done anything to help us, and I don't know why you must now interfere in our affairs. We know who does the right things for us. Mr Mathe did not build up my union. We did it ourselves, with the help of people like Dr Scheepers and the late Miss Johanna Cornelius.

The FM did not say the NUCW exists only on paper. We named other unions in that context. We cited the allegations about the NUCW as an example of the paternalism in some "parallel" unions. The fact that Mathe left the industry was not relevant to our report. We did not print his allegations without first satisfying ourselves of his credentials.

Mrs Mvubelo in fact confirms that she consults Scheepers and casts the union's vote. In addition to Mathe, two members of her delegation told the FM she did not consult them over the delegation's vote for the Tucsa executive. The allegation that Scheepers threatened the union with eviction was first put to the FM a year ago. Scheepers denied it, and we accepted her denial. Subsequently it was alleged by three separate sources and we thus felt an obligation to publish it, along with Scheepers' denial.

The claim that Scheepers effectively vetoes NUCW decisions was also confirmed by other sources. The FM article reported that White workers had foregone a wage increase. Again, Mrs Mvubelo is merely confirming what the FM said, ie that Dr Scheepers still negotiates for the NUCW. Her own description of the NUCW's relationship with Scheepers suggests the very paternalism the FM was talking about.

25 MAY, 1976.

Lucy Mvubelo and the FM

Mrs L Mvubelo, general secretary, National Union of Clothing Workers (NUCW):

I strongly object to the article in the FM of November 19, which states that a trade union is not a trade union when it is a "parallel" union for Africans, administered by a registered union, and that some unregistered unions are manipulated by registered unions, or exist only on paper. The reference made to my union implies that it is the type referred to. I am extremely angry at this insult and untruth. My union does not exist only on paper. It operates under a democratic constitu-



Mvubelo . . . Tucsa's for me

tion, with 23 000 paying members, five full-time officials, an elected national executive committee (NEC), branch executives, 500 acting shop-stewards, and the supreme body, the national council.

The article says Mr Johannes Mathe (a former member of the executive committee of the union) said things about my union I am surprised Mr Mathe should have his story printed. He is not a member of my union any more. He left the industry at the end of September 1976. But this is not in the article. It is not said that Mr Mathe was voted out of a vice-presidency, by the membership at an election in terms of the union's constitution, which makes provision for powers of recall.

I deny that I "run to consult Senator Scheepers and then cast the union's vote" at the Tucsa conference. I am the leader of the delegation and I have the authority to vote for the union. I

consult with my own delegates, but because I know most of the people in Tucsa, I have their agreement to vote. I have consulted with Dr Scheepers also when I do not know the people, but what is wrong with this?

I completely reject Mr Mathe's claim that Dr Scheepers threatened my union with eviction from Garment Centre if we did not join Tucsa. This is a lie. My union took its own decision to join without any threats by Dr Scheepers. Dr Scheepers was invited to address the NEC. We believe in belonging to Tucsa. There might be some who do not, but it would be impossible to get 100% support for everything the executive does.

I also strongly object to the claim that Dr Scheepers vetoes decisions of our union and tells us what we must do. Dr Scheepers is often consulted by us. What is wrong with that? We are trade union colleagues. Our Black members work side by side with other races with exactly similar conditions of employment. The problems which members of my union have are the same as the problems of members of Dr Scheepers' union. We have no intention of breaking this close friendship. Dr Scheepers was elected an honorary president and adviser to my union in 1973 and 1975. She does not interfere in our affairs unless we ask her to assist, advise, or help us. Her experience and knowledge is very important. She often advises and helps us, and we do the same with her.

On the matter of negotiations being done by the registered union, it is only the registered union which can legally negotiate for the workers. But we have full consultation about negotiations before they start, and are kept fully advised of their progress. We approve or throw out the final offers by the employer. There are many informal negotiations taking place daily, with the employers and these my union handles itself, through full time officials.

Our experience in negotiations is perhaps not as good as Dr Scheepers'. Not everybody can be a good negotiator and we do not have Dr Scheepers' experience and knowledge, because the Industrial Conciliation Act deprives us of the opportunity to learn the art of negotiation. But Dr Scheepers negotiates for all the workers in the industry, White, Coloured and Black. At one time White workers in the

(Continued on page 1030)

industry did not get wage increases so that Black workers could get increases and this was done by Dr Scheepers

It is not Mr Mathe, or your newspaper that has ever done anything to help us, and I don't know why you must now interfere in our affairs. We know who does the right things for us. Mr Mathe did not build up my union. We did it ourselves, with the help of people like Dr Scheepers and the late Miss Johanna Cornelius.

The FM did not say the NUCW exists only on paper. We named other unions in that context. We cited the allegations about the NUCW as an example of the paternalism in some "parallel" unions. The fact that Mathe left the industry was not relevant to our report. We did not print his allegations without first satisfying ourselves of his credentials.

Mrs Mvubelo in fact confirms that she consults Scheepers and casts the union's vote. In addition to Mathe, two members of her delegation told the FM she did not consult them over the delegation's vote for the Tucsa executive. The allegation that Scheepers threatened the union with eviction was first put to the FM a year ago. Scheepers denied it and we accepted her denial. Subsequently it was alleged by three separate sources and we thus felt an obligation to publish it, along with Scheepers' denial.

The claim that Scheepers effectively vetoes NUCW decisions was also confirmed by other sources. The FM article reported that White workers had foregone a wage increase. Again, Mrs Mvubelo is merely confirming what the FM said, ie that Dr Scheepers still negotiates for the NUCW. Her own description of the NUCW's relationship with Scheepers suggests the very paternalism the FM was talking about.

FM.MAIL 17/12/76
AFRICAN UNIONS (139)
Bypassing government

Independent African unions on the Reef no longer regard recognition by government as a priority. Instead, they are launching a campaign for employer recognition.

Supporters of African unionisation have usually focused attention primarily on government's persistent refusal to register the unions. Now the unions are not so sure they care whether it does or not.

Clement Montsho, general secretary of the Transport and Allied Workers' Union says government recognition will be meaningless, unless employers are prepared to bargain directly with unions.

Montsho has just returned from an overseas study tour, where he examined Western European trade unions. "These unions bargain directly with employers and the government doesn't interfere," Montsho tells the *FM*. "Government recognition doesn't make trade unions free — it often does the reverse."

He argues "Our priority should lie in seeking recognition from the people we work for, the people who decide our work conditions directly. It's not for government to decide what form this negotiation should take. This should be left to us and our employers."

Engineering and Allied Workers' Union general secretary Jane Hlongwane agrees, and says the other independent Reef unions share Montsho's view.

Hlongwane argues that government recognition is something of a red herring. "It's the employers who are the real stumbling block," she tells the *FM*. "Even if government were to miraculously recognise us, we would still have to convince employers that they should afford us real recognition — and not just because government says they have to."

The Reef unions are now approaching

employers directly. Transport and Allied and Sweet, Food and Allied Workers' Union have already begun and the others will follow suit in the New Year.

Roelofse calls for fuel marketing co-operative

PRETORIA — South Africa's consumer champion, Mr Eugene Roelofse, called on the Government yesterday to force the country's petrol companies to merge into a one-brand co-operative to fight the fuel crisis.

Mr Roelofse also called for the oil companies to be forced to disclose their balance sheets — "to prove to us their claims they are not making excessive profits."

He said the companies should be made to disclose how much they were paying out, in terms of the Republic's valuable and diminishing foreign funds, in profits to overseas shareholders.

"The oil industry in this country needs a good hard looking at. If they are having such a tough time as they keep telling us, they must tell us all about it and show their figures.

"If they are really having a hard time and prove it to the consumers, they would get our confidence and the air as a whole would be cleared," he said.

"It's not enough for the Minister of Economic Affairs to tell us blandly and simply every time there is a petrol price increase that the companies are not making too much profit

"Ministers have been

proved wrong in the past on many occasions," Mr Roelofse said.

Mr Roelofse made these comments on the eve of the launching of a dynamic consumer protection organisation sponsored by the South African Council of Churches.

He said fuel branding should be abolished, eliminating vast extra expenditure — for which the consumer pays — on advertising, promotions and duplication of supply and delivery services

He said if there was any difference between different brands of petrol it was so small that to the average motorist it meant nothing.

"Our branding system simply means vast unnecessary expense. The companies should be forced into one co-operative with allocated zones in which to operate in and so eliminate expensive duplication. Imagine the savings if this were done," he said

There was no need for the State to take over petrol marketing. In fact, this would be unwise, with the State's cumbersome and bureaucratic machinery leading to dead ends, as had been proved in the marketing of cheese and butter.

Meanwhile, filling stations opening today with full storage tanks will each make a killing of up to R3 600 — and, in some cases, more — when they start selling petrol at the new price

Some stations will start today with full tanks, having filled up on Friday afternoon or Saturday morning — at the old price. For the bigger operators, that could mean 90 000 litres and more.

In cash terms, 90 000 litres at an extra 4c a litre means a Government gift of R3 600.

Filling station owners were unrepentant yesterday. One said, "We're lucky this time, but what happens when the petrol price goes down?"

Asked when the petrol price last went down, the owner said he couldn't remember.

Mr M Hawkins, chief information officer of the Consumer Council, said yesterday the council would discuss the matter as soon as possible

"A national productivity institute survey has showed that some of the biggest operators were already making a 33 per cent profit on petrol and oil sales before the Government increased their profit margin by 0,69c a litre

"At the same time, they have won the concession that the future number of filling stations to be built will be severely limited.

"Now we find this new anomaly whereby they are allowed to sell thousands of litres bought at the old price at new price levels

"The whole policy seems designed to ensure that those already making a big profit make an even bigger profit in future," Mr Hawkins said — DDC

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Black union to fight factory on 'victimisation'

Staff Reporter

THE Glass and Allied Workers' Union for Blacks will start a test case on Thursday, involving the alleged victimisation and underpayment of one of its members by White employers.

The case will be held in the Springs Magistrate's Court against a Springs factory, the Plate Glass Co. According to affidavits submitted to the Department of Labour, Mr Madoeni Jeremiah Sibeko, a chief supervisor, was sacked after trying to form a works committee.

He was dismissed during May last year with two days' notice after 13 years service Mr Sibeko said in the affidavits that he had been underpaid during the period of his employment

He claimed the factory owed him R2 127

Mr Sibeko said his employer failed to comply with the Wage Determination Act, paying him less than the stipulated R50 a week for the position he held.

The factory also owed him money in respect of annual leave and overtime, he said

The affidavits stated that Mr Sibeko's unemployment card was endorsed "resigned".

"This is quite incorrect and I emphatically deny that I resigned," he said.

Mr Sibeko said the factory had no works committee or any other representative body for Black workers

"I was sacked after informing management that I had planned forming a works committee," he said

(139)

Blacks indifferent to boycott call

19/1/77 Star

Local black trade unions have shown indifference to the boycott campaign against South Africa called by the International Confederation of Free Trade Unions.

Most local trade union spokesmen made the point that they were not "consulted" on the issue by the international body when it planned its boycott campaign.

"We're not particularly excited about all the noise that is being made about this boycott," said one spokesman, "because once again nobody abroad thinks we're important enough to be consulted about something that affects our lives as well."

Mrs Emma Mashinini, secretary of the Commercial, Catering and Allied Workers' Union, said "I do not approve of anybody doing things for me without first consulting me."

NO COMMENT

"As far as the boycott is concerned, I wasn't there when they planned it, so I cannot comment on its merits or demerits. We black people must be initially consulted on any plans that are aimed for either our so-called upliftment or otherwise," Mrs Mashinini said.

Mr Dan Tau, secretary of the SA Chemical Workers' Union also said it was difficult to say whether this boycott would work or not "because we are not affiliated to the international body and do not know the inside story of its plans and aims."

Trade unionist on the Urban Training Project, Mrs Jan Hlongwane, said failure by the international body to "get our feelings" makes us indifferent to this whole issue.

"Sometimes actions that are intended for our good can have a dangerous backlash bringing suffering to those whom it should have benefited."

SOCIAL SECURITY - Pensions
and care of the aged

SOCIAL SECURITY - Unemployment
Insurance

See also UNEMPLOYMENT

SOCIAL SECURITY
Compensation

Labour to investigate alleged victimisation while the matter is being referred to the attention of the American State Department since Heckett is partly US owned.

SOUTH AFRICAN
RACIAL AFFAIRS

There is also anger among Heckett workers over police intervention instigated they believe by the company's management who, however, claim to know nothing about it. On Tuesday night this week three workers were taken to the local police station they say the police told them that management had complained they wanted to make trouble for the firm.

South African
Organisation

SOUTH AFRICAN

South African
Personnel Manag

SOUTH AFRICAN
RACE RELATIONS

South African

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Steel Industry

Stevedores

Strikes

STUDENTS

Swazi

Heckett is 50% owned by Iscor. Its chairman H C D Hutcheon is an Iscor general manager and 50% by an American company Heckett Metals a subsidiary of Harsco Corporation a Pennsylvania based company which is traded on the New York Stock Exchange and which in 1975 had gross revenues of \$528m.

The trouble seems to have begun last November when Pheko, in his capacity as chairman of the works committee, asked for an explanation when a worker was dismissed. The police were called and Pheko tells the FM that the plant superintendent, I P D Coetzer, said in front of them that everything would be all right if Pheko and one of his committee colleagues, Steven Skosana, could be got rid of.

Two days before Christmas another worker known as 'small Zwane' was fired, allegedly for threatening a "bossboy" with a knife, an accusation which he denies. The company's manager Allan Henochsberg allegedly accused Skosana of 'putting a bad spirit among the workers'. Asked what he meant he reportedly said Skosana had been organising workers to join a trade union, the Metal and Allied Workers Union (MAWU).

Six days later Pheko was sacked. He says Coetzer accused him of kicking a "bossboy" and claimed to have the authority of Henochsberg to sack him. Pheko, as with 'small Zwane', denies the assault accusation.

On January 3 another worker Joseph Phora resigned rather than comply with a request by one of the plant's White staff to give information about the "secrets" and activities of the union. He claims that Coetzer said that all the union members would be fired out by one and that a docket had been opened with the police.

Other members of the works committee have also attempted to discuss the dismissals with management. "We are surprised at dismissals without reason or without telling the committee. Why did the management not tell us something was wrong?"

The stories about alleged assaults on the "bossboys" are frankly not believed. Worker spokesmen tell the FM that

TRIAL ACCIDENTS

G - Accidents

-GROUP RELATIONS

Henochsberg says that the works committee has no power to ask why people are fired, but is only entitled to discuss matters like "overalls and boots" — an approach which has caused dismay in the plant. The legislation governing work committees says that their functions are to "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."

Questioned by the FM, Coetzer said that "No 2961" had been dismissed because he wasn't "obedient and wanted to kick and hit the bossboy". Asked whether there had been any other dismissals, Coetzer said, "Do you know the boy's number? We don't work with names, only numbers."

Henochsberg told the FM that he had no reports about the police. He told that "No 2961" had been dismissed "for refusing to obey orders and threatening to assault the bossboy". Asked who "2961" was, he said, "It's somebody or other." Henochsberg told the FM the dismissals had been investigated and — "I am quite satisfied that everything was in order." He was unable, however, to say what the orders were that "2961" had allegedly refused to obey.

Asked to confirm or deny whether Zwane too had been dismissed, Henochsberg was unable to do so as the FM was unable to quote Zwane's "number". Henochsberg did not know him by name.

Heckett employs about 80 Africans, some three-quarters of whom are members of MAWU. Officials of the union have also told the FM about two mysterious incidents in which the tyres of the union's vehicle have been let down.

Henochsberg told the FM that Heckett had "hired and fired hundreds of people over the years" and that he could not understand why the FM was inquiring about the recent dismissals. A spokesman for Heckett's parent company told the FM's Washington correspondent that "we are happy with our operations in SA." "Our only labour problems in SA are due to our inability to find and keep skilled labour in sufficient quantity."

FIN MAIL 4/2/77
HECKETT DISPUTE

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No 2961 a bad boy?

A row is brewing over the dismissal of the chairman of the works committee at Heckett (SA) Pty, a scrap metals plant in Benoni. The worker, Piet Pheko, is considering asking the Department of

Industrial-Relation
Work. Org - African
Unions

Plea to business —give top priority to race relations

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Businessmen not prepared to give top priority to race and industrial relations in business planning in 1977 will be faced with serious difficulties, according to Anglo American executive director, Dr Zac de Beer.

Speaking at the Second SA Corporate Money Conference in Johannesburg today, Dr de Beer said failure to recognise the importance of race relations would have an adverse effect on financial performance.

On the other hand, acknowledging the im-

portance of industrial relations will not only help business, but will also contribute to solving the country's problems.

Previously some investors avoided South Africa on "alleged moral or political grounds. This boycott was never really effective. But now foreign investors are avoiding South Africa simply because they are scared of losing their money."

A similar environment existed after Sharpeville, but the solution cannot be the same. Many previously friendly borders

have now disappeared, and black South Africans are less prepared to quietly accept discrimination, said Dr de Beer.

The authorities have sufficient fire power to maintain control, but only a few small outbursts are needed to knock foreign confidence in our economy.

Business may have to spend much time and probably quite a bit of money on improving race relations, but the alternative will be a disruption of business stability in South Africa, he said

Black union: Arguments 'spurious'

Sup Times 3/3/77
Staff Reporter

THE arguments of two of the major chain organizations which have refused to recognize a Black shopworkers' union in the Transvaal were "completely spurious", the general secretary of South Africa's White and Coloured commercial workers' unions, alleged yesterday.

The union, the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA), which was established about 18 months ago and operates at present only on the Witwatersrand, hit the headlines recently when Mr Raymond Ackerman, managing director of Pick 'n Pay, announced that his

company would recognize the union.

Mr J R Altman, general secretary of the National Union of Distributive Workers (NUDW), which represents White workers, and of the National Union of Commercial and Allied Workers (NUCAW), which represents Coloured workers, said yesterday that Pick 'n Pay could be regarded as a "pioneer" for taking the lead in recognizing the union.

He said it was the only firm to have done so and he emphasized that such unions were not illegal. Although they were not recognized in terms of the Industrial Conciliation Act, the unions could bargain privately with employers.

Meanwhile, Mr Norman Herber, chairman of Greatermans, which owns one of Pick 'n Pay's major rivals, Checkers, said in a telephone interview from Johannesburg yesterday that while his company would welcome a union that represented all racial groups, and while he did not know whether the position would change in the future, it had not recognized the CCAWUSA.

Three sets

His company believed, he said, that doing so would lead to a re-introduction of racial discrimination in the company.

He said that if the company were to recognize the union as well as the NUDW and NUCAW, it might find itself facing three different sets of wage demands and rates. And if, for example, the Coloured union had the cheapest wage rate, the company, for economic reasons, would be forced to employ Coloured staff.

At present the two unions which the company did recognize, the NUDW and the NUCAW, worked under the same management, he said, and automatically incorporated Black workers in their demands

Mr A Fabig, personnel and distributive director of OK Bazaars, said from Johannesburg that while there was nothing to stop OK Bazaars' employees from joining the Black union, the company did not recognize the union's representatives. It would rather "talk to only one union", he said.

'Job categories'

If the company were to deal with three different unions, he said, it might find itself confronted by three sets of demands. At present when it negotiated with the NUDW, it talked about "job categories" rather than racial groups, and salaries were determined irrespective of race.

Mr Altman commented that these arguments were "completely spurious". These companies, he said, were already dealing with "different racial bargaining units".

While it was possible that unions could "go their own way", negotiations by the NUDW and NUCAW at present were made jointly. They worked in close co-operation and this co-operation would be extended to include the CCAWUSA.

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The here births, deaths, marriages, divorces, life expectancy rates, illegitimacy rates, infantile mortality rates as well as material on family planning.

POPULATION - Vital Statistics

Reserve for material on arrivals and departures from the Republic and white immigration/emigration. See also MIGRANT LABOUR

POPULATION - Migration

See also GROUP AREAS } HOMELANDS } URBAN AFRICANS }
For economically active persons see MANPOWER & specific sectors
The here data and comment on size, distribution, urbanization, language, religious affiliation, etc.

mandate to change the constitution of the presently Whites-only newspapermen's trade union to admit Blacks.

If the SASJ does indeed open its ranks to Africans, it will be a significant step forward in SA labour relations — and provide a challenge to all other registered unions to do likewise

This could, of course, involve forfeiting registration under the Industrial Conciliation Act

Black journalists, however, are likely to greet the SASJ's "go go go" with a yawn, yawn, yawn. The saga of the SASJ's moves towards becoming a non-racial society has been going on for at least three years. Back in May 1974 (*FM* May 30, 1974) there was talk of a referendum, and a threat that the society's large Southern Transvaal branch would break away and form a non-racial union on its own if the society as a whole didn't get moving on the issue.

The SASJ has now finally got round to drawing up a new constitution. Hardly surprisingly, however, in view of the repeated delays on the issue, the Union of Black Journalists (UBJ) has not yet responded to an invitation from the SASJ to participate in drafting the constitution

If the new ballot wins a "yes" vote from SASJ members, the new society could hold its first congress in May — or so says *The Journalist*

POPULATION

Politics

Police

Physic

Peri-u

Pension

Press 1

PARAGU

ENVIRONMENT } HOMELANDS } CRIME }
PUBLIC SECTOR - Government Police
MANPOWER - General ENVIRONMENT

JOURNALISTS' UNION
Slow, slow, slow

"It's go, go, go for society open to all!" proclaims the headline on the front page of the latest issue of *The Journalist*, official news-pamphlet of the SA Society of Journalists (SASJ). The article underneath it says ballot papers are currently going out to SASJ members, seeking a

PARAGUAY - General

MANUFACTURING - Paper & products

See

Paper industry

The material on conglomerates, mergers, etc., here.

OWNERSHIP & CONTROL

O.E.C.D.

O.A.U.

SOCIAL SECURITY - Pensions

See

Old-age homes

P:

O:

HOMELANDS - General
 DECENTRALIZATION } also
 HOMELANDS - Kwazulu

AFRICAN UNIONS *FIN. MAIL 4/3/77*
A leap forward

For once there's good news for African unions. Chain store giant Pick n Pay has finally agreed to recognise Emma Mashinini's Commercial Catering and Allied Workers Union (CCAWUSA).

CCAWUSA will now have the same negotiating and organising rights (there is no industrial council) as the two registered unions, the (White) National Union of Distributive Workers (NUDW) and the (Coloured) National Union of Commercial and Allied Workers (NUCAW).

Pick n Pay, which employs 3 000 Africans, thus joins a select group of firms which have taken the constructive step of recognising African unions. The others

agreement with) the National Union of Textile Workers.

Pick n Pay's Raymond Ackerman tells the *FM*: "If we recognise the White and Coloured unions, there are no grounds for non-recognition of the African union." He would prefer one non-racial union for all his employees but, as that is not permitted by government, "there are no grounds for treating Africans differently simply because their unions aren't officially recognised. CCAWUSA may not be recognised under the Industrial Conciliation Act, but it's not illegal" (*FM* 3 December 1976.)

Will other stores follow Ackerman's lead? Woolworths' employment director Robert Stern says he has met Mashinini informally and his firm is "studying" the issue.

Others are still opposed to recognition. Says Edgars' Gavin Barnett. "We believe the officially sanctioned works and liaison committees should be given a chance to work. I have met Mrs Mashinini and explained this view to her."

Greatermans' Norman Herber claims he "would like to recognise the union", but argues that "I can see no practicable way to deal with two or three unions for workers in the same job".



NUDW's Morris Kagan with Emma Mashinini . . joint talks with Ackerman

are the clothing firms in the Transvaal, which have accorded a form of recognition to the National Union of Clothing Workers, and Smith and Nephew in Durban, which recognises (and has signed an

Replies Mashinini: "Why must we be the only ones to go without rights because integrated unions are not allowed? The stores recognise the registered unions, but ignore us"

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See also FOREIGN FIRMS

CAPITAL

See

Investment

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Cape Times 5/3/77
**New labour deal
for Blacks planned**

HOUSE OF ASSEMBLY — The Government was considering a new labour dispensation for Blacks which would provide for labour service centres, greater job satisfaction and better use of labour, the Deputy Minister of Bantu Affairs, Mr Willem Cruywagen, said yesterday.

Replying to a private member's motion that an inquiry into the position of the urban Black population be appointed, he said the scheme he envisaged might just be idealism on his part, but that a test project was already in operation.

The labour test centres could be used in the urban areas to elicit information in connection with prospective Black workers' academic qualifications, employment needs and preferences.

Employers could then state their specific needs and his department would be in a position to place Blacks in positions in which they could get job satisfaction.

In this way there would be adequate control through a system of records and the department could then consider assisting the Blacks in other ways, such as helping them to keep in contact with their wives. — Sapa

Unrest warning from unionist

Staff Reporter

BLACK trade unions should be given legal recognition to prevent their possible exploitation by irresponsible people posing as union leaders, the Cilli Commission heard yesterday

Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, said Black trade unions had no negotiating

powers because they had not been recognised

The obligations in the Industrial Conciliation Act did not apply to them and they could be exploited by irresponsible people for selfish ends

She urged the repeal of the Environmental Planning Act "which causes many hardships to Blacks"

If this Act was strictly applied to the clothing in-

dustry, she said nearly 6 000 Black workers — the number over the specified quota — would be unemployed.

"Workers are already restless and under the circumstances even the dismissal of some hundreds can spark off industrial unrest," Mrs Mvubelo said

There were elements who would exploit this situation and the legal union

would be unable to avoid such a catastrophe.

In the clothing industry job reservation provided for 25 per cent of workers in the Transvaal to be White, 37,5 per cent Coloured and 37,5 per cent Black.

In fact there were 4 per cent Whites, 16 per cent Coloureds and 80 per cent Blacks employed

Cutting the cord? 139

A row is brewing in Natal over the relationship between the registered Textile Workers' Industrial Union (TWIU) and unregistered African unions

Natal textile unionists say that this is specially unfortunate because the relationship "is a model of how registered and unregistered unions can work together on an equal basis"

Since its foundation in the wake of the 1973 Durban strikes, the 5 000 member unregistered (African) National Union of Textile Workers (NUTW) has enjoyed a close relationship with the 500-member

Natal branch of TWIU, which has operated largely autonomously of TWIU's head office in Cape Town

Now, however, angry unionists claim TWIU's Cape Town office is souring this relationship. They believe it fears government reprisals after the trade union bannings last November. Among the victims were two TWIU officials, John Copelvin and Chris Albertyn

After they were banned, TWIU's Natal branch held a meeting and appointed Ravi Joshi - a staff member of the Institute of Industrial Education (IIE) - as acting branch secretary. Norman Daniels, TWIU general secretary, then flew to Durban and attended a second meeting of the branch executive, at which he suggested that TWIU move its premises

Natal unionists say Daniels also opposed Joshi's appointment and that Joshi was not allowed into the meeting. Daniels replies that the meeting at which Joshi was appointed was unconstitutional because it was not held in his presence

A TWIU organiser, "Spider" Juggernath, was then appointed acting branch secretary. He says Daniels told the branch that its links with the Trade Union Advisory and Co-ordinating Committee (TUACC) and the Institute of Industrial Education (IIE) - two bodies advising African unions - were compromising the union. He says Daniels also asked TWIU (Natal) to shift offices in order to distance itself from the unregistered unions

According to Juggernath, the branch executive opposed this and no decision was taken. The suggestion was therefore not carried out. Three months later, however, head office sent minutes up to the branch which indicated that a decision had been taken. These minutes, Juggernath

... ensures a productive

All wage scheduling is done on a production basis. Wives are paid on a piecework basis. Medical and dental services as well as electricity, water, and medical services are provided. Wages vary from R22.00 to R15.00 per 5 1/2 day week given to them either in groups or alone to sort out. Strategic and organising abilities are the best. All wage scheduling is done on a production basis.

WAGES

nath says, were unanimously rejected by the branch executive because they were inaccurate

Juggernath says he has now resigned from his post and the union "because head office wants us to break completely from TUACC and IIE. It doesn't want us to work with African unions unless they are subordinate to us." He says the branch executive supports his standpoint

The acting general secretary of the NUTW, Joe Dubizane, adds that he is sending Daniels a letter saying that his union is "very upset by this new attitude. We work very well with TWIU (Natal) and don't want to be separated from them"

Daniels alleges that these criticisms are "lies". He confirms that he wants TWIU to move but claims this was agreed to by the branch executive and that it has nothing to do with the African union. "Our present premises are not convenient because they are out of the way"

He says he is opposed to TWIU working with TUACC, but adds "This has nothing to do with these bannings. We are affiliated to Tucsas and therefore don't work with other co-ordinating bodies"

Daniels says he has told both NUTW and his own branch executive that he welcomes co-operation between them. "There is no change in this attitude," he says

A balanced diet, adequate food and a healthy body ensures a productive labourer on any farm. Their purchases are careful. Luxury overbuying does not occur from our farm. Basic go given even though not sought at times. Adequate protein so essential where physical exertion is high. We grow on sweets with low nutritional value. We run a non-profitmaking business. Always at the best wholesale prices or where spec is given throughout the year from our coldstore when none is available locally. Medical and dental services are provided. Wives are paid on a piecework basis. Electricity, water, and medical services are provided. Wages vary from R22.00 to R15.00 per 5 1/2 day week given to them either in groups or alone to sort out. Strategic and organising abilities are the best. All wage scheduling is done on a production basis.

HEALTH

Unions ask for recognition *RDM 31/3/77*

Own Correspondent

PORT ELIZABETH — All three big motor plants in the Eastern Cape have been asked to recognise African trade unions

They say they are prepared to do so if the unions represent the majority of their workers

A spokesman for Volks-

wagen says the company has been approached by "an outside Black union" asking for recognition within the Uitenhage plant

"We have no objection in principle but feel the approach should come from our own staff," he said. "We want to be sure that the union we recognise represents the interest of

the majority of our African staff."

Mr Bill Mott, managing director of General Motors said recently he also had no objection to recognising an African trade union as long as it represented the majority of GM's African staff. This appears to be Ford's point of view as well.

On the other hand, there are four economic regions in the Cape where more than three-quarters of the 'coloured' children in the 'white' rural

AFRICAN UNIONS
A tentative unity

FIN. MAIL
11/4/77

The black trade union movement certainly has its problems. It is denied access to official bargaining machinery, its leaders are banned when they become effective, and employers usually turn their backs on it while talking to registered unions.

On top of this, no love has been lost between the various union groupings in the past. Last week's initiative, aimed at setting up a federation including all the unions, aims to tackle that problem directly.

If the various groups do bury the hatchet and agree to get together, the move would have wide ramifications. Organised African labour would have a voice for the first time in over a decade; would be able to pool resources; and would be well on the way towards becoming a force to be reckoned with by both government and employers.

If the federation gets off the ground, it will probably have a registered union in its ranks. The National Union of Motor Assembly and Rubber Workers, which recently left Tucsa, organised the meeting and general secretary Fred Sauls tells the *FM* that his executive has endorsed participation in the proposed body.

Not that there aren't problems. The Johannesburg-based consultative committee, representing about a dozen unions, is still not unequivocally committed to the idea.

Committee sources tell the *FM* that they are still unhappy about the Reef-based Industrial Workers Council's decision some time ago to set up a Metal and Allied Workers Union on the Reef when the Consultative Committee already had a union in the industry.

Now they fear that a rival Chemical

are: region 04, which is an important
cereals, legumes, grapes, pigs and poultry;
mainly ostriches as well as some nuts and
produces citrus, nuts, deciduous fruit and

Workers Union may be set up as well. The Consultative Committee is also unhappy about the idea that advisory groups, like the Cape-based Workers Advice Bureau or Durban's Institute for Industrial Education, be included in the proposed body.

There is also a fair amount of suspicion about the presence of a registered union at last week's get-together at the US Information Service's library in Johannesburg. African unions have not had a very happy history of co-operation with registered unions and suspicion still lingers.

So the federation is by no means a foregone conclusion. At least four years of mutual recrimination have to be got out of the way before it can be launched.

Nevertheless, participants at last week's meetings seem satisfied with the progress made. The sessions were heated at times, but the unions have agreed to set up a feasibility committee to examine setting up a federation and they did (with the exception of Lucy Mvubelo's National Union of Clothing Workers and the Reef-based Textile Workers Union) endorse the principle of a federation.

The feasibility committee should meet for the first time before Easter and much of its work will involve ironing out present differences. All African union groupings except the Black Allied Workers Union will be represented on it.

This appears to be more than most of the participants hoped to get out of the meeting. And there is a recognition on all sides that a federation is essential for the black union movement.

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Tucsa's view on African unions

Attempts by Tucsa to encourage the organisation of workers into parallel unions have met criticism from both registered and unregistered trade unions. Here general secretary Arthur Grobbelaar spells out Tucsa's attitude to African workers and replies to some of the criticism in an interview with the *FM*.

What was behind your 1973 decision to encourage members to organise parallel African unions?

Grobbelaar: The idea is to provide a trade union vehicle for Africans. Since the law prohibits their induction into registered unions, parallel unions are the answer.

Why?

The registered union can afford protection, make expert help available, cut administrative and organising expenses.

Protection against what?

Harassment by certain authorities, antagonism on the part of employers, and hostility from white, coloured and Asiatic workers.

Can't African unions independent of registered unions also be set up, for example, through the Urban Training Project?

By all means, but if there is already a parallel African union operating in an industry, you automatically get conflict and all the energies of the competing unions are spent trying to prove which is the more desirable.

Is there antagonism on Tucsa's part towards the independent unions?

No, providing they don't tread on an existing organisation's toes.

Do you foresee that the Department of Labour may one day agree to register parallel unions?

Not in the immediate future. They are not more favourably disposed to parallel unions. At this stage they just don't like black unions of any description.

How has parallel unionism progressed?

Progress has been rather disappointing. One of the reasons is fear of possible action by the authorities. One example has been where the Labour Department has queried amounts spent by a registered union in organising blacks, contending that the union may have acted unconstitutionally in utilising funds for black worker organisation. Unions fear too that rival unions will use this as an excuse for poaching their membership.

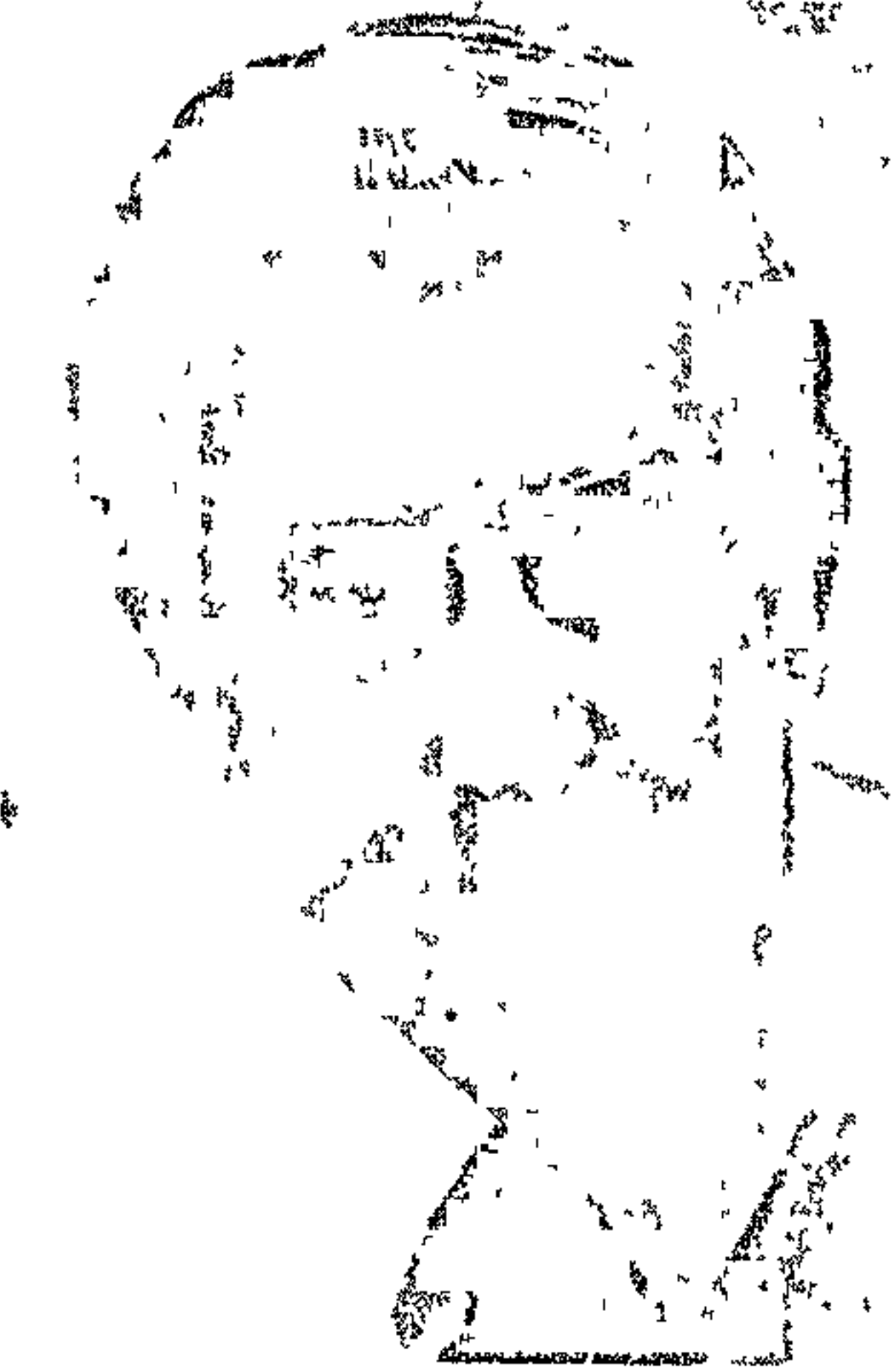
Is there a backlash against parallel unionism from registered union members?

Very definitely. Although generally the leadership sees the wisdom of this sort of move, the rank and file don't necessarily. They're perhaps overly apprehensive about being swamped by large number

of blacks when it comes to negotiating. **Some African unions fear Tucsa's decision (in 1974) to readmit them was partly motivated by a desire to say to overseas conferences that Tucsa now speaks for Africans.**

This is probably the last thought that exists among Tucsa affiliates. Many of them adopt an attitude which says, in effect, "to blazes with the outside world". They also allege that Tucsa's decision to readmit Africans is motivated by financial considerations.

The idea that black unions are asked to join Tucsa to help meet its expenditure is totally incorrect. Black unions who join Tucsa come in considerably under



Grobbelaar government doesn't like black unions of any description

strength and we give them special dispensation to do this.

Tucsa says it is opposed to job reservation. Why do some Tucsa affiliates sign industrial agreements barring Africans from certain jobs?

What has to be recognised here is that unions exist to protect the interests of their members, and they will always protect these interests against anyone else. Tucsa can't be expected to do anything about this because the unions are able to say, in terms of our constitution, "don't interfere in our domestic affairs".

Surely this poses problems for parallel unionism? Isn't there conflict between registered and unregistered unions?

To some extent this sort of conflict has

always existed. You also find it among registered union membership in respect of skilled and unskilled or artisan and apprentice members. But I think the possibility of resolving the conflict improves considerably once you have people in the same organisation.

You could, however, have a situation where an official of a registered union which applies job reservation through a closed shop agreement is also an official of the parallel union whose members are discriminated against.

I accept there's some conflict of interest there. But because that official is seeking to represent both sets of interests, it's to his advantage to find a solution.

But how can he wear two caps? Wouldn't it be better if the black union didn't have to rely on his assistance?

At some stage black officials will take over completely. I indicated some years ago that parallel trade unions are not necessarily something permanent. I believe in the final ideal of totally integrated unions, but I saw parallel unions as the means whereby this would result - if, of course, the workers concerned desire it.

Because the parallel union is initially dependent on the registered union, isn't the registered union in a position to prevent it operating independently?

Not if the constitution of the parallel body ensures this can't take place. As far as I'm aware, all Tucsa affiliated parallel unions have constitutions providing for the democratic election of their office bearers.

It Tucsa is committed to integrated unions, should it not encourage affiliates to forego registration and open their membership to all races?

It's not Tucsa's function to dictate to its affiliates what their domestic policies must be. We are constitutionally precluded from doing this. The matter has been raised by speakers at Tucsa conferences, but no support has been forthcoming.

You said recently that you had been given assurances by the Minister of Justice that the spate of bannings at the end of last year was not directed at the trade union movement. Can you elaborate?

I was influenced by the fact that the vast majority of union officials of all races had no banning order served on them. I accept the assurances from the Minister that this action was not an attack on the entire union movement. I think this is how the entire movement sees it, and no other construction must be placed on my remarks.

A formula for chaos

FIN MAIL

1/4/77

139

Government's Bantu Labour Relations Regulation Amendment Bill, published this week, will bring tears to the eyes of African trade unionists. They won't be tears of joy.

For the first time in SA labour history, the Bill makes provision for African workers to negotiate binding wage agreements. But the way in which it has done this strengthens the existing works and liaison committee system, regarded as inadequate by African unionists and even by many employers.

Firstly, the Bill makes Africans eligible for appointment to the Central Bantu Labour Board. They can become chairman of that Board, or become Bantu labour officers or assistant Bantu labour officers.

About time, too. But permission to sit on non-elected official bodies is hardly a substitute for full-blooded decision-making powers.

As expected, the Bill makes no provision for industry-wide bargaining, unlike the draft Bill circulated over the last two years. In a sense African unions will greet this with relief since they feared the proposal was an attempt to supplant them. Nevertheless it's clear that the proposal was ditched because of Right-wing opposition.

Instead, the Bill allows for factory level bargaining. Agreements made by officially-sanctioned factory level committees will now be binding on employers, and these committees will be allowed to negotiate wages for the first time.

The Bill extends the liaison committee system by setting up a new type of committee — a co-ordinating liaison committee. This is similar in form to the co-ordinating works committees which already exist, and means that a number of committees working for the same employer can get together and form a co-ordinating body.

It is these committees which will be the prime negotiators of factory agreements. Works committees and co-ordinating works committees will still exist and are entitled to negotiate binding agreements — but only if there is no liaison committee in the factory!

If there is, the works committee's role is relegated to making recommendations to liaison committees which can then enter into the factory agreement.

It appears that these agreements will have the same force as Industrial Conciliation Act agreements, although they will be restricted to factory level. They may not be less favourable to workers than any existing wage regulating mea-

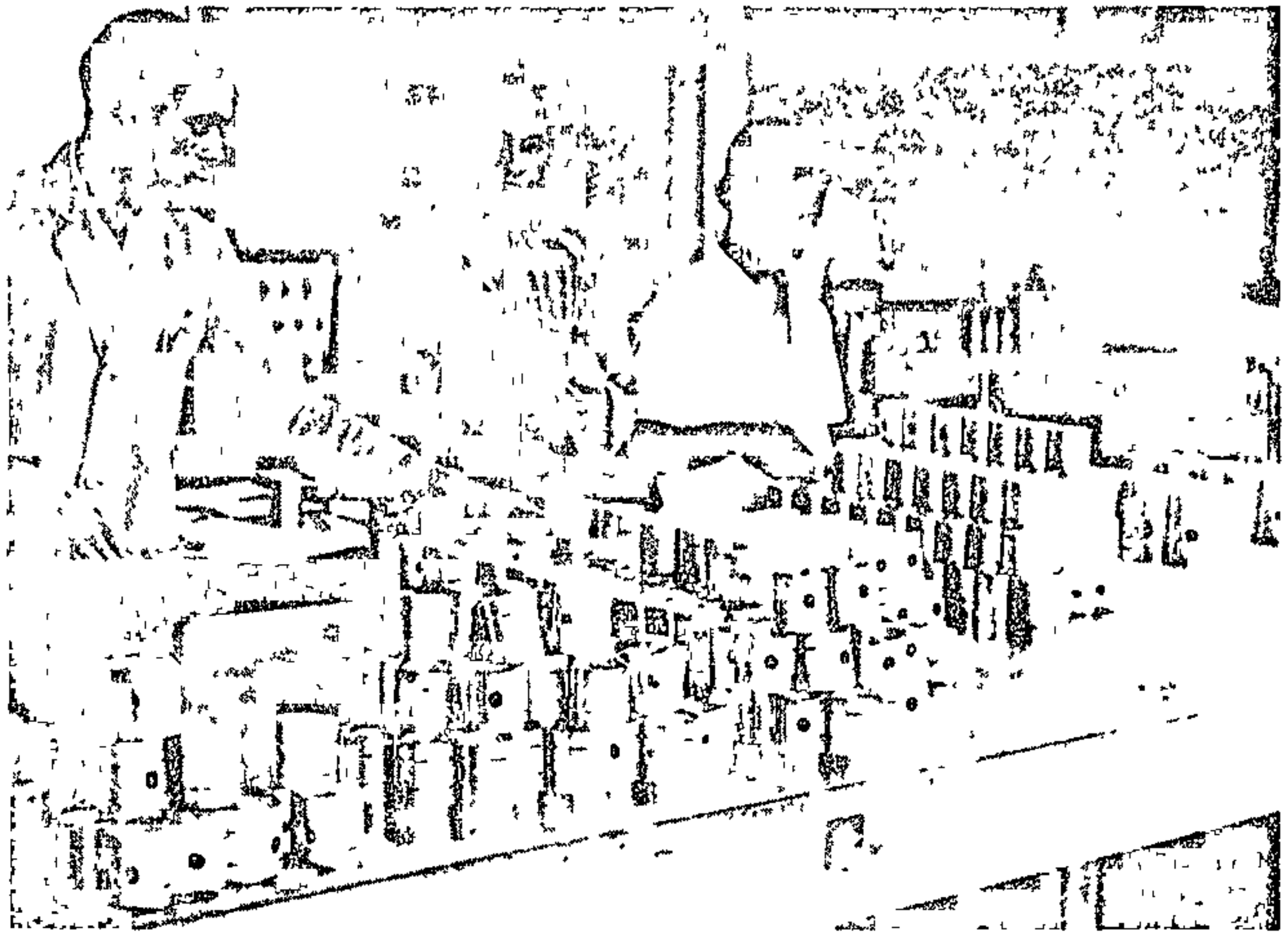
sure of the relevant provisions of the Factories and Shops and Offices Acts.

The Bill also provides that a joint liaison committee can be set up where a number of factories are owned by the same employer, and toughens up the victimisation clauses which now make it an offence for an employer to try and prevent a worker adequately serving on a committee or one of the official labour boards.

At first glance, it seems like a step forward. That glance is deceptive.

an attempt to pull the rug from under the unions' feet. And on a purely practical level, the scheme seems unworkable. The engineering industry alone could have some 300 separate agreements operating at the same time.

The Bill now seems to make provision for both works and liaison committees to exist in the same plant. This was recommended to government by some employers and is regarded by observers as a useful step. Nevertheless they stress that for the system to work, liaison com-



African workers. No tears of joy this time

The amendments are obviously an attempt to make government's existing machinery work in particular the liaison committees. These are generally regarded as even less adequate than works committees, because the worker representatives on them have no independent bargaining base.

One industry, 300 agreements

This not only continues to restrict bargaining to individual plant level but will probably make life more difficult for African unions. They will now have to seek the right to bargain with management knowing that the whole question of wages and working conditions has been decided on by a committee which can have its agreement enshrined in law.

Granted the unions can still put their members up for election to the committees. Despite deep-rooted suspicion of the committee system, many do that.

But the Bill could still be interpreted as

mittee members should be elected from works committee ranks and be responsible to that committee.

There is no provision for this in the Bill. So the result may well be to provoke rivalry between the two committees. This will not only divide workers, but is rather like hurling a flame thrower into an explosives factory.

The whole thing smacks of an attempt to make the committees acceptable to African workers by making them the source of regulating work conditions. No wonder a prominent industrial relations man describes the Bill as a 'retrogressive step' and argues that it is there 'to keep black workers subordinate without any power base of their own'.

The key to industrial peace in SA lies in trade unionism for Africans — with the committees there only as a supplement to industry-wide bargaining. The sooner government stops tinkering with an obsolete system, the better.

Seminar on black labour

Labour Reporter

Experts on labour relations are to meet in Johannesburg on Wednesday for a public seminar that may put some order into the confused outlook on black bargaining rights

The seminar on collective bargaining, organised by the UCT Graduate School of Business Association, presents an opportunity to examine the prospects of black trade unionism in the wake of the Soweto riots, subsequent worker stayaways and the banning of 27 trade unionists and others involved with black labour

The extent to which the Bantu Labour Relations Regulation Amendment Bill succeeds in making liaison committees better negotiating instruments, is also likely to be assessed

The speakers include Professor M Feldberg of the UCT business school, Mr Arthur Grobbelaar of the Trade Union Council of South Africa and various personnel experts

Miss E Spethman (telephone 679-2686) and Mr V Jacobson (28-1066) take care of inquiries about the seminar.

FIN MAIL 15/4/77
AFRICAN UNIONS (139) 10)
More victimisation?

Yet another US company has been accused of victimising African workers this time one whose brand name greets many South Africans across the breakfast table.

Hard on the heels of the Heckett affair, four workers at Kellogg (SA) allege they were fired for trade union activity. All are members of the Sweet, Food and

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Allied Workers Union, a 2 200 member Reef-based African trade union. Two of them are union shop stewards.

They claim that they have been victimised by white supervisors at Kellogg ever since they joined the union last September. They also allege that their dismissal was related to attempts to form a works committee at the factory.

Kellogg has a liaison committee, but late last year management received a petition asking for a works committee. A ballot was held at which the workers were asked to choose between change and no change. A majority voted for change which the workers understood to mean a works committee.

One of the four, Jane Lekhuleni, says that a local Bantu Labour Officer told her that she would have to look for work elsewhere if she wanted a works committee. The official concerned, a Mr Erasmus, will not comment because he says, departmental regulations don't allow him to talk to the Press.

This ballot was nullified, however, because a majority of the workers did not vote. A subsequent ballot was supported by a larger number of workers and Kellogg now has a works committee. The four workers claim, however, that they were harassed by supervisors after the works committee vote and that one was told by his supervisor that he would be

dismissed for joining the union.

They also allege that the supervisor assigned unreasonable tasks to them and used their refusal to perform these as an excuse for dismissal.

Kellogg MD Des Wood tells the *FM* that he obviously can't say whether supervisors made any threats without investigating. He adds, however, that he is satisfied the four were dismissed because their work was inadequate. One man was found sleeping on the job and Lukhuleni was dismissed for fighting, he says.

If any threats were made they were contrary to company policy, he adds.

We know some of our workers belong to the union and we have never tried to stop them. We still have many union members working for us and have no objection.

I have met with the union's secretary, Mr Sikhakhane, before and have discussed complaints with him. I have contacted him on this issue and he is investigating. If he wishes I will certainly meet with him to discuss it and I have told him that.

Sikhakhane tells the *FM* that he was away when the incident occurred and was unaware of it until Wednesday. Nevertheless, he is 'disturbed' by it because, on the face of it, it looks like a clear case of victimisation.

He says that Kellogg is not prepared to recognise the union though he has met Wood. Sikhakhane adds that he requested permission to attend the works committee ballot but this was refused because it was "an internal matter".

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teachers may act as a disincentive to expansion of schools with the attendant demand for further teachers.

PUPIL ENROLMENT

In order to attempt to evaluate the penetration of education into the rural environment comparison of enrolment over a time span is useful. This question will be dealt with more fully later but it is apparent that the proportion of children in farm schools has remained fairly constant over 13 years.

The no-strike Bill 139

Government's Industrial Conciliation Amendment Bill doesn't add any new principle to the existing Act. But it could affect the way industrial council bargaining is run.

The Bill empowers the Minister of Labour to declare any industry an "essential service". At present he can only do this with the perishable food industry, local authorities, the provision of transport, water and lights, and other essential services.

Once an industry is declared an "essential service", strikes or lockouts are forbidden and the issue is settled by the industrial tribunal or an arbitrator appointed by the two parties.

Government's main intention appears to be less to prohibit strikes — which have virtually disappeared from the registered union scene — than to empower the Minister to prevent unions from using the strike ballot as a bargaining weapon, as the Mine Workers' Union did last year.

The Bill has therefore included a specific reference to the mining and processing of fuels. It could also take disputes out of the hands of the parties involved and hand them over to a system of compulsory awards.

This upsets unions who say they are

provincial governments and the central governments provided subsidies and exercised joint

subsidies were provided and joint provincial governments and the central departments of Arts and Science.

above continued until the end of 1953. The Conciliation Act of 1953, arrangements were made with the Department of Native Affairs. This culminated in a new system of industrial relations.

opposed to a government-appointed third party deciding work conditions. They fear that government is increasingly taking business's side against them.

The Department of Labour replies that the Bill doesn't give it the right to intervene in industrial council negotiations. It adds that only one order under this section of the Act has ever been issued and that the new provision would only be used in a crisis.

The Bill also extends compulsory arbitration to Africans, although here the award will be made by the Wage Board.

African strike rights are already severely limited. The 1973 Bantu Labour Relations Regulation Amendment Act granting that right laid down cumbersome procedures which had to be completed with before a strike became legal.

Few people believed Africans would ever successfully use these provisions. They have, however — at Armourplate late last year. Government is now seeking the power to prevent this.

Meanwhile, some registered unions say they believe a major employer association is responsible for the Bill. Tessa, general secretary Arthur Grobbelaar says he is sure "government didn't suck this out of its thumb".

One employer group which is unhappy about the Bill is Seifsa. Director Firool Drummond says he can't disclose Seifsa's submissions on the Bill but adds, "We have strong views on the possible effect it could have on collective bargaining through the industrial council system".

The FCI, however, has not opposed the Bill. "We have no real objections to it", says a spokesman.

1964) when the colonial and provincial administration of education for 'coloured'

c) a period (1964 to 1970) when (later Administration) assumed

d) most recently, in the 'seventies' transferred administrative powers to the Coloured

4/ Muriel Horrell. Bantu Education in South Africa, 1968. pp. 8-13.

5/ Muriel Horrell. The Education of Coloureds in Africa, 1652-1970. Johannesburg, 1970.

6/ It is important to note that the majority of the 'coloured' population were providing schooling for nearly 94% of 'coloured' pupils as late as 1938. (A. Behr and R. Macmillan. Education in South Africa. Pretoria, Van Schaik, 1966. p. 362 et seq.)

FIN MAIL 6/5/77
AFRICAN BARGAINING
Under the wraps 139

At first glance, government's new Bantu Labour Relations Regulation Amendment Bill presents problems. At second glance, it presents more problems.

A hitherto unremarked aspect of the Bill is that it extends the 'secrecy clause' (which used only to apply to Bantu Labour Officers and members of the regional Bantu Labour Committees), to members of works and liaison committees.

tees. This would make it an offence for them to divulge details of their negotiations to outsiders.

Several African trade unions fear that the clause could be used to sever the links they have built up with works and liaison committees. Although most unionists strongly opposed the committee system when it was introduced, they have (ironically) been strengthening it by making advisory services available to committees in several factories on the Reef.

They fear this may now be stopped. Another point made at a recent seminar on the Bill was that the secrecy requirement could prevent committees' seeking the assistance of economists in wage negotiations.

Anglo American industrial relations man Gordon Albertyn says committees could probably ask outsiders for general information on say the PDI or the state of the economy. But if they were told in the course of negotiations that their employer couldn't afford to pay increases, they would not be able to ask an outside expert to analyse the claim.

To do this would mean revealing some of the argument at a committee meeting and would breach the secrecy clause. At any rate, 'the definition of what is secret in the Bill is far too vague', says Albertyn.

African unionists at the seminar were also worried that committee members could be prevented from reporting back to their constituents. A strict interpretation of the clause could perhaps inhibit them in this way. Albertyn however believes the Bill is not intended to exclude discussions inside the individual factory. It is to be hoped his interpretation is correct.

Decentralised 'unions' urged

ARGUS 10/5/77

A CALL for decentralised 'company unions' for Black workers has been made by Dr W. J. de Villiers, executive chairman of General Mining.

Dr de Villiers told the sectoral industrial congress of the Afrikaanse Handelsinstituut in Cape Town today that overseas experience showed that large centralised unions covering all the workers in an industry or several industries bred conflict.

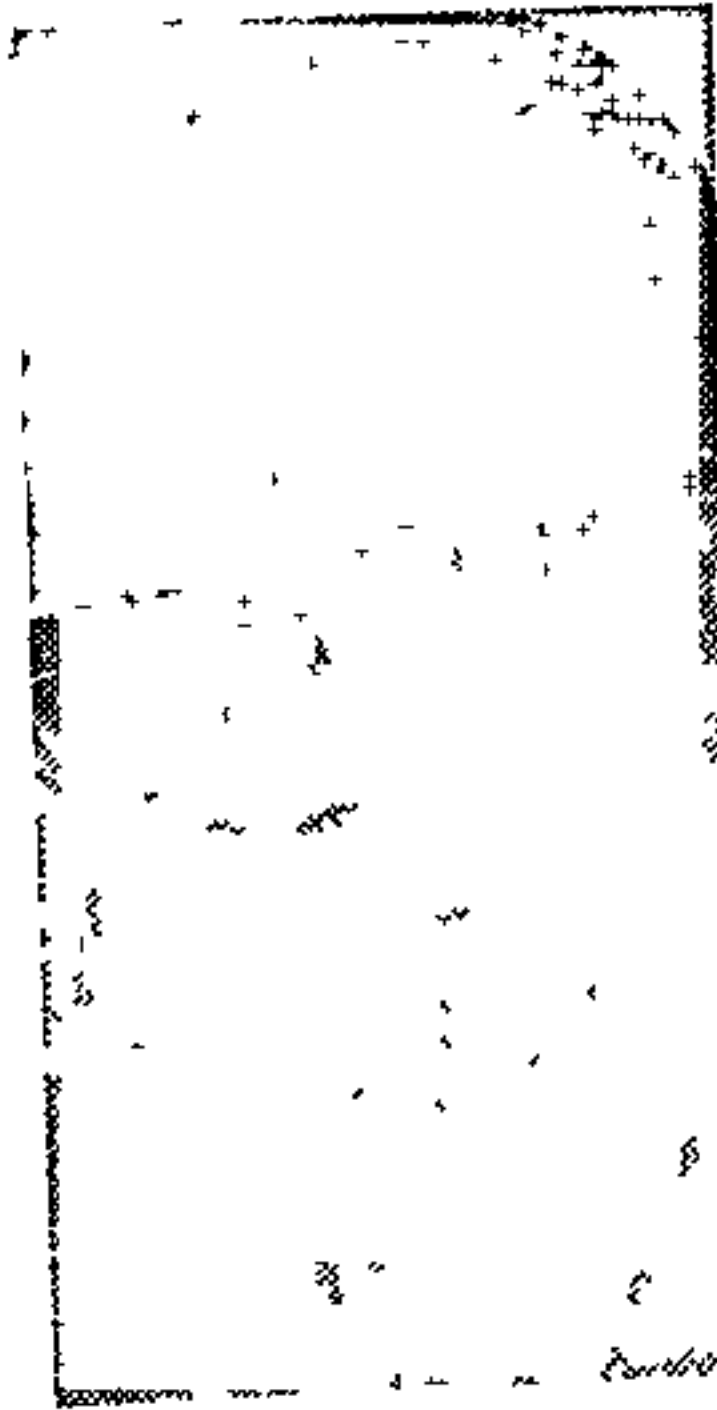
'Company unions' had many advantages:

- Matters could be handled in a more practical and realistic light. Wage negotiations would be more closely linked with productivity and profitability.
- The three complementary channels of collective bargaining, joint planning and personnel management could be brought together.
- The changes arising from technical improvements were easier to bring about.
- The tendency to strike was reduced.

TWO SYSTEMS

Although South African labour legislation envisaged a centralised structure for White, Coloured and Asian workers, the two systems could exist side by side, said Dr de Villiers.

Decentralisation was the way to give Black workers freedom and to ensure productivity.



Dr W. J. de Villiers

Although labour laws for Blacks provided for a decentralised system, Dr

de Villiers said they were too limited in bargaining powers and vaguely formulated.

Negotiation of agreements had little meaning if the settlement was not legally enforceable, he said. The law should provide for this.

VICTIMISATION

In a system which depended heavily on the goodwill of employers, protection against victimisation of bona fide workers' representatives was of cardinal importance.

Dr de Villiers said South Africa was not out of step with the rest of the world in trying to accommodate rightful labour aspirations in a decentralised system, although there could be disagreement over the speed of progress.

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Hansard col 1097 13/5/77

Union of Black Journalists

*7 Mr S A PITMAN asked the Minister of Justice

Whether he received a request from the Union of Black Journalists to grant an interview to its executive committee, if so, (a) when was the request received and (b) what was his reply

The MINISTER OF JUSTICE

Yes

(a) 5 March 1977

(b) That after I had had the case of Mr Thlooe's detention investigated I was satisfied that his detention was not connected with his journalistic activities and that an interview would in the circumstances serve no purpose

FIN. MAIL 20/5/77
AFRICAN UNIONS 139
Non-African members

For the first time in decades, an unregistered (African) trade union has a group of non-African members. But the way in which it has happened is a source of controversy among trade union men in Natal.

Last week, about 60 members of the

shop stewards on the floor. It has always been procedure for officials of both unions to consult the shop stewards when they see management. The workers felt Daniels was trying to hide something from them,' says Obed Zuma, acting NUTW secretary.

Zuma adds that the registered and unregistered union have been negotiating jointly with management at the factory for some years. The stewards feared that Daniels was trying to end this relationship, he says.

"The registered union members don't want to be separated from us because that will end our ability to negotiate as a unified work force. That is why they have decided to join with us in one union," says Zuma.

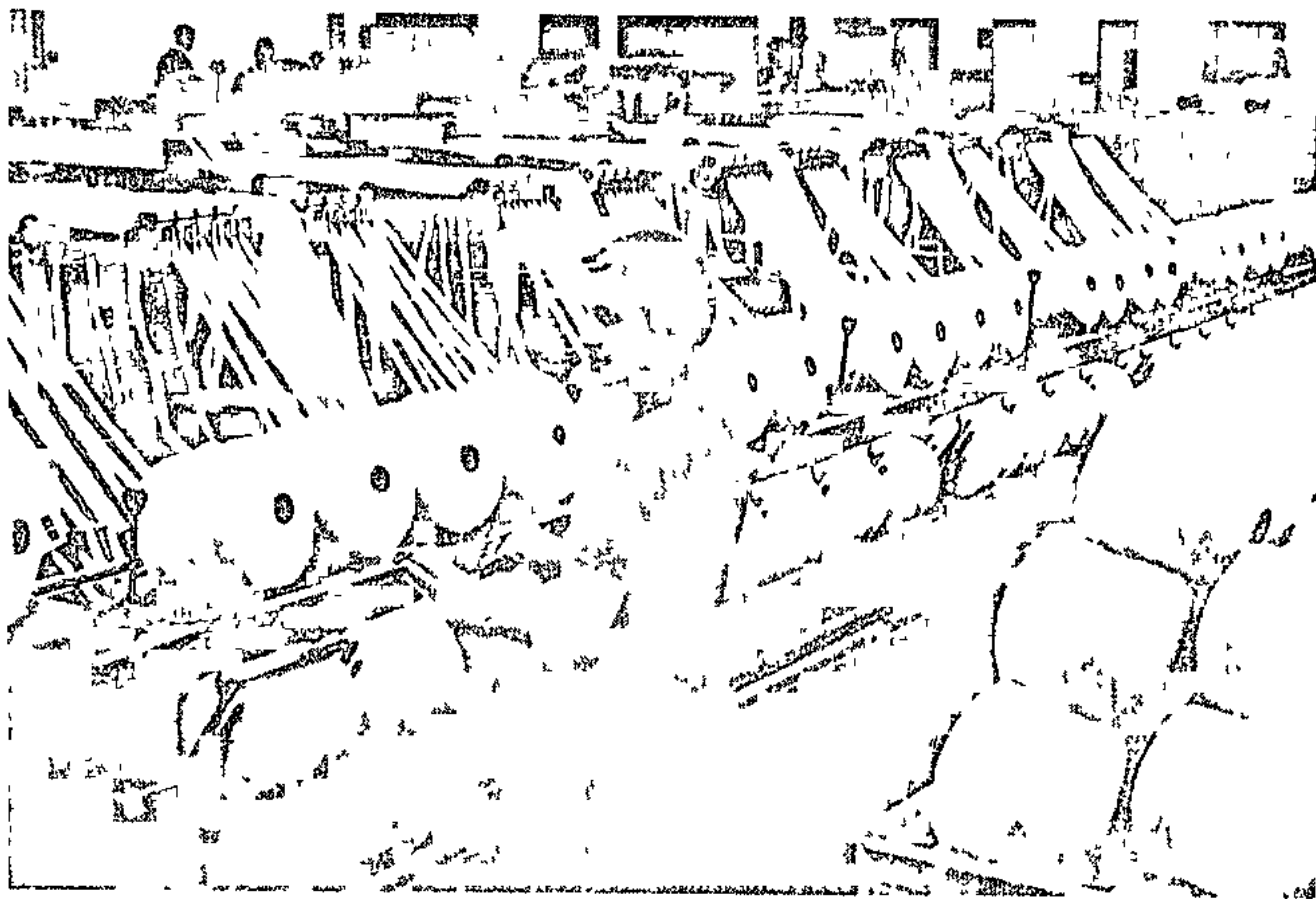
Daniels replies "I am the union's general secretary and I am responsible for drawing up a new agreement with the firm. How can I possibly be interfering in the affairs of my own union?"

He adds that he attempted to see Zuma before meeting management, but that Zuma was unable to attend, and that he did address a non-racial shop

lured away by people who are making promises they can never fulfill."

Zuma replies that "the workers are adults and are quite capable of deciding which union they want without being forced."

And so the war of words continues — tragically, between two unions whose relationship until recently was a model of inter-racial partnership. Perhaps, however, the men who broke away and joined the unregistered union are taking inter-racial co-operation to its logical conclusion and thus setting an example which others in time may follow joining together in a single non-racial union.



Textile workers . . . which side will they choose?

registered (Coloured and Indian) Textile Workers' Industrial Union (TWIU) — the entire membership at one Durban factory — resigned and joined the unregistered National Union of Textile Workers (NUTW). The move was prompted by claims that TWIU general secretary Norman Daniels had "interfered" in wage negotiations at the factory concerned.

The ex-TWIU members say they were also angered by what they see as an attempt by Daniels to distance TWIU from NUTW (FM March 18). Mr Daniels arrived at the factory and spoke to management without consulting the

stewards meeting at the factory.

Daniels claims that he believes the men who resigned "were coerced. All the resignations were submitted on identical pre-arranged forms. There's obviously somebody behind this, and I intend to find out who."

"Whoever is doing it is flouting the Industrial Conciliation Act. If an employer tried to lure our members away involuntarily, we'd do something about it. So why shouldn't we act if another union does this?"

Jock Espie, Tucsas's representative in Durban and acting TWIU branch secretary, says that "union members are being

LABOUR LAWS

A new look?

FIM MAIL
20/5/77

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Despite last week's appointment of a Commission of Inquiry to look into labour legislation, government is evidently not planning to drop the Bantu Labour Relations Regulation Amendment Bill dealing with the works and liaison committee system.

Secretary for Labour Ben Lindeque tells the *FM* that the Bill will remain on the Parliamentary order paper "We are proceeding with it, although it will no doubt be amended if the Commission recommends this."

Nevertheless, it's still worth asking why government, having appointed a commission to look for solutions, is pressing ahead with a Bill which purports to have them already.

Lindeque also tells the *FM* that the Industrial Tribunal's review of job reservation is a "routine investigation. Just as we sometimes undertake reviews of wage determinations, so the Tribunal is now examining each work reservation order individually." He adds that some 15 orders are presently under examination and amendments to at least some of them can be expected to appear in the *Government Gazette*.

The Commission itself should get down to work in the next month or two. A spokesman for Minister of Labour Fanie Botha's office says its composition has not been finalised, because not all prospective members have agreed to serve yet. Nevertheless, the *FM* understands that it will include represen-

tatives of Seifsa, the FCI and the Afrikaanse Handelsinstituut, SA Confederation of Labour President Attie Nieuwoudt, Tucsas general secretary Arthur Grobbelaar and a third trade unionist, evidently a Tucsas man who also serves on the SA Indian Council in Durban.

It will also have a representative of the Department of Labour, one from Bantu Administration and Development, and two "ethnic" (presumably African) members. It will be chaired by Botha's newly appointed labour adviser, Professor Nic Wiehahn.

The most noticeable apparent omission, of course, is that African trade union representation on the Commission has not been specified. Wholly predictable as this is, it is also unfortunate since African workers — and trade unions — are likely to be affected by the Commission's recommendations for years to come.

Government obviously sees the Commission as a means of getting registered union and employer groups together with its own officials to hammer out and — it hopes — reach consensus on legislation which could shape future SA labour relations.

Whether the consensus will be reached will be one of the key questions. Some of the likely participants have, up to now, been committed to widely divergent public positions. Tucsas's Grobbelaar is committed to racially integrated unions, while the Confederation is opposed to them. Seifsa, in turn, is opposed to African unions, but favours the liaison committee system — which Grobbelaar rejects.

Nieuwoudt has come out for job reservation on many occasions, while Seifsa's Dr Errol Drummond has been accused by engineering unions of trying to get rid of it altogether.

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cheap Black labour. This paper seeks to make a contribution towards such a re-interpretation.

The key question that emerges from a study of the 1913 Land Act is in whose inte

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Cape Times 21/5/77

Journalists' union open to all races

Own Correspondent

JOHANNESBURG, — The South African Society of Journalists (SASJ) yesterday threw open its membership to journalists of all races after conducting a national ballot which gave an overwhelming vote in favour of a non-racial organization

It is the first time that a predominantly white-registered trade union has opted out of the framework of existing labour legislation .

The SASJ ballot, which needed a two-thirds majority vote of its 618 members for the change, had a 74 percent majority, with nine percent against in an 85 percent poll .

The voting was on the dissolution of the society and its reconstitution outside the terms of the Industrial Conciliation Act, which prevents blacks from belonging to registered trade unions. The new organization is known as the Southern African Society of Journalists.

The SASJ, made up almost exclusively of English-speaking journalists, has been in existence for 57 years.

Its president, Mr Jonathan Hobday, said yesterday: "This is a major step forward and in keeping with changing times and rapid development of black journalism in South Africa.

Black journalists formed the Union of Black Journalists five years ago. This union precludes whites from membership. The SASJ may now apply to the International Federation of Journalists, based in Brussels, for affiliation

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Rather the impression is given that it was the modernising sections of settler agriculture who saw the elimination of African squatting and farming on the halves as essential if "closer settlement" and capital-intensive agriculture were to be achieved (9). These latter interests can be seen as a product of a pressure for a new and more entrepreneurially-orientated agriculture after the establishment of British imperial hegemony after the Boer War.

/Implicit

Journalists to meet

THE newly-formed non-racial Southern African Society of Journalists will hold its first congress in Cape Town from tomorrow until Sunday.

The congress will be told the Union of Black Journalists has refused its members permission to join the multiracial society. This was announced at a meeting held by journalists of the South African Associated Newspapers in Johannesburg yesterday.

But Mr Clive Emdon, a vice-president of the SA-SJ, who made the announcement, said the SA-SJ had already attracted some Black members and he hoped the UBJ would one day join.

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FIN. MAIL 27/5/77
JOURNALISTS' UNIONS

Black rebuff (139)

For the first time since the 1956 Industrial Conciliation Amendment Act outlawed African membership of registered trade unions, a registered union has de-registered and opened its doors to Africans. But the move isn't likely to make much impression on the labour scene.

Firstly, the union concerned is one of SA's few "white collar" unions, the SA Society of Journalists (SASJ). Secondly, the SASJ's attempts to forge links with the blacks only Union of Black Journalists (UBJ), and thus bring the majority of

black journalists under its own wing seem likely to fail.

In a ballot held last week, 74% of the SASJ's 600 odd members voted for an open union. The Society has now disbanded and re-formed as the Southern African Society of Journalists. But its attempts to meet UBJ leaders for informal talks have failed, and the UBJ has turned down an invitation to send observers to the SASJ's conference in Cape Town this week.

UBJ officials Mike Norton and Jubie Mayet tell the *FM* that they aren't interested in co-operating with SASJ "for the foreseeable future."

"The SASJ has been around for some time and has done little to assist black journalists. We're a black orientated organisation and we feel we ought to help ourselves. Black journalists have different problems from their white counterparts and we prefer to go it alone."

SASJ Southern Transvaal Chairman Clive Emdon replies that the new society already has a number of black members, and expects more. He adds that it has secured recognition from the International Federation of Journalists and "while we don't want to antagonise the UBJ, we are now in a position to decide whether they gain international recognition. They are now the closed organisation."

SASJ's bargaining relationship with employers will not be affected by de-registration, says Emdon. "We have a written undertaking from employers that our status is unchanged." SASJ has also asked for the right to bargain for journalists at four black-circulation papers — *The World*, *Cape Herald*, *Post* and *Ilanga*.

Emdon insists that this will not "undercut" the UBJ. "We will simply negotiate wage minima for our members at these papers. The UBJ's right to negotiate in-house agreements will not be affected".

Black-white *Star* newsmen to *31/5/1* keep talking

CAPE TOWN — The Southern African Society of Journalists will continue to talk to the Union of Black Journalists to seek closer contact despite the UBJ's decision to have no contact with the newly deregistered SASJ, the SASJ's new president, Mr John Patten, said in Cape Town yesterday.

"We understand their problems and we do not want to fight with them"

Mr Patten said the SASJ had deregistered as a trade union and its break with the Trade Union Council of South Africa (Tucsa) was specifically aimed at reopening the society's membership to blacks. The decision followed a ballot among members.

COOPERATION

Mr Patten said the SASJ would seek a greater level of cooperation with Black and Afrikaans journalists as it believed there were areas of common cause among all journalists — particularly in the present situation where greater restrictions were being imposed on the profession.

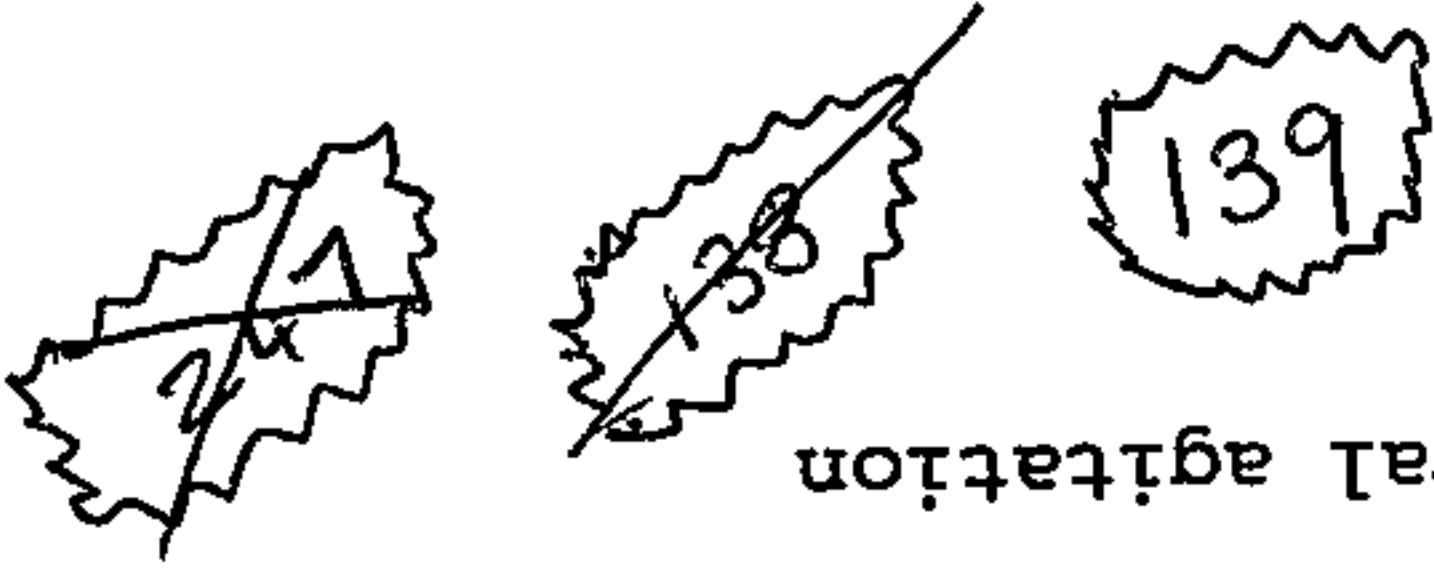
The SASJ was committed to find ways of contact between all journalists and a vehicle through which journalists could express themselves jointly.

"We wish to be multi-racial and we will seek recruitment of black members, but not a cut-throat basis against the UBJ," he said — Sapa

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The Cape Times, Tuesday, May 31, 1977 3

SASJ will press for closer UBJ contact

Staff Reporter

THE Southern African Society of Journalists will continue negotiations with the Union of Black Journalists to seek closer contact — in spite of the UBJ's decision to have no contact with the now deregistered SASJ.

"We understand their problems and we do not want to fight with them," the SASJ's newly-elected president, Mr John Patten, said in Cape Town yesterday.

Mr Patten said the SASJ had deregistered as a trade union and its break with the Trade Union Council of South Africa (Tucsa) was specifically aimed at re-opening the society's membership to blacks. The decision followed a ballot among members.

Yesterday Mr Patten said that the SASJ would seek a greater level of co-operation with both black and Afrikaans-speaking journalists, as it believed there were areas of common interest among all journalists — particularly in the present situation, where greater restrictions were being

imposed on the profession. The SASJ was committed to finding avenues of contact between journalists and a body through which all journalists could express themselves. It would also seek affiliation with the International Federation of Journalists to give the society a more professional image, as opposed to the purely trade union image it had gained since affiliating to Tucsa five years ago.

"We wish to be multiracial and we will seek recruitment of black members, but not on a cut-throat basis against the UBJ," Mr Patten said.

The primary aim was to

create more power for the body in order to achieve specific objectives, particularly those connected with greater participation in methods of press control.

Mr Patten said it was evident that black journalists suspected the SASJ's motives. The SASJ would seek consultation with the UBJ to clarify the matter and to establish contact.

At a weekend meeting of the UBJ at the Orlando YMCA in Soweto, the vice chairman of the Southern Transvaal Region, Mr Mike Norton, said his region supported the national council's decision not to have contact with the SASJ.

agitation was that the original pressure up in the period after Union. The signifi for a legislative solution to the squatter As a result of these policies on land 42 in Bechuanaland (252,146 acres) (55).

(1,034,225 acres), 5 in the Orange Free State (33,495 acres) and capital of £1 million and acquired 162 farms in the Transvaal Marks established the Union Land Settlement Company with a nominal it out to African tenants. In 1913, for example, Lewis and encouraging white settlement on their land as opposed to leasing In addition, some land companies began to realise the potential of

RDM 31/5/77

Blacks reject SASJ 'ploy'

THE Southern Transvaal branch of the Union of Black Journalists (UBJ) has endorsed its national council's decision to have no contact with the newly-registered Southern African Society of Journalists.

The UBJ branch vice-chairman, Mr Mike Norton, said in Johannesburg yesterday that members felt the SASJ suggestion that black journalists have dual membership of the SASJ and UBJ was a ploy.

"This is another attempt by whites to enter the international arena."

Meanwhile, the SASJ said yesterday that it would continue to seek contact despite the UBJ decision.

"We understand their problems and we do not want to fight with them," said the SASJ president, Mr John Patten — Sapa

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Journalists to seek closer contacts despite snub

CAPE TOWN — The Southern African Society of Journalists will continue to talk to the Union of Black Journalists to seek closer contact despite the UBJ's decision to have no contact with the newly deregistered SASJ.

"We understand their problems and we do not want to fight with them," the SASJ's newly elected president, Mr John Patten, said here yesterday.

The SASJ deregistered as a trade union and its break with the Trade Union Council of South Africa was specifically aimed at reopening the society's membership to blacks. The decision followed a ballot among members.

Yesterday Mr Patten said it would seek a greater level of co-operation with both black and Afrikaans journalists as the SASJ believed there were areas of common cause among all journalists particularly in the present situation where greater restrictions were being imposed on the profession.

The SASJ was committed to find ways of contact between all journalists and a vehicle through which journalists could express themselves jointly.

It would also seek affiliation with the International Federation of Journalists to give the society a more professional image as opposed to the purely trade

union image it had had since affiliating to Tucsa five years ago.

"We wish to be multi-racial and we will seek recruitment of black members but not on a cut-throat basis against the UBJ," Mr Patten said.

At a weekend meeting of the UBJ in Soweto, the vice-chairman of the Southern Transvaal region, Mr Mike Norton, said his region supported the national council decision to have no contact with the newly deregistered SASJ.

The UBJ felt there was no way in which the SASJ could identify itself with all the problems of black journalists and black people in South Africa at present. — DDC.

Grobbelaar replies to the *FM*

Arthur Grobbelaar, general secretary, TUCSA, Johannesburg:

Regrettably, I have to protest about "Parallelism = Paternalism" (*FM* November 19 1976)

The opening paragraph contends that a "parallel" trade union is not a trade union when it is administered and sometimes even controlled by a registered union. I take exception to this wide-ranging statement, since both TUCSA and I are mentioned in the article concerned. It is inferred that both TUCSA and I are involved in dealing with organisations which are not genuine trade unions.

The definition of "trade union" in the Industrial Conciliation Act reads as follows: "Trade union" means any number of employees in any particular undertaking, industry, trade or occupation associated together primarily for the purpose of regulating relations in that undertaking, industry, trade or occupation between themselves or some of them and their employers or some of their employers."



Grobbelaar . . . denies paternalism

The article then alleges that some unregistered parallel unions on the Reef are being "manipulated by registered unions, or in fact exist only on paper". Both TUCSA and I strongly object to being associated in the article with either "paper" unions and/or the manipulation of unregistered unions.

The article states that all the parallel union members interviewed by the *FM* expressed an eagerness to join a "bona fide trade union". I again strongly object to the inference that either TUCSA or I are associated with unions which are not "bona fide". We reject with contempt the inference that TUCSA is associated with unions which are not "bona fide", are

"paper" unions, or are manipulated by other TUCSA affiliates.

Dealing specifically with the points supposedly based upon a thesis by MBA student John Lewsen, entitled "Black Trade Unions. Their Role and Potential", I firstly question the accuracy of the analysis of what Mr Lewsen apparently discovered in his investigations. The article refers to "suspicions" (are these his impressions or another's?) about the viability of most parallel unions, and makes mention of the "independent" trade unions' having one paid official per 330 members, whereas the "parallel" unions have one per 2 300.

A categorical opinion

I would like an explanation on how it can be a viable proposition to have a full-time paid official serving only 330 members in a trade union, when the members are paying somewhere in the region of R3.00 pa by way of subscriptions. On the basis of the contributions, the amount available for the official's salary, office rental, organisational expenses (such as transportation costs, etc), stationery, telephone and so on, must all be obtained from an income totalling less than R1 000 a year. The salary available for the full-time official would then be in the region of R400 to R500 a year, with the balance being utilised for the expenses of running the office, etc.

Can full-time trade union officials be employed at the sum of R500 a year, and can they operate, in so far as all other expenses are concerned, for the sum of R500 per year? I must categorically opine that this is not possible in SA. Any informed study conducted anywhere in the world will show that it needs an income based on 2 000 members' subscriptions before a full-time official can be employed, unless the members pay a very high rate of subscriptions.

You should perhaps rather investigate how it is possible for these unions to function on the amount of money which they receive by way of subscriptions from their members, employing the number of full-time officials which they do. Secondly, we are not told whether Mr Lewsen's thesis has been accepted.

I challenge the contention that the independent unions were sceptical of TUCSA's decision to readmit Africans, regarding it as a "mark of expediency during a period of financial weakness". TUCSA's financial records have always been freely available to anybody who wanted to study them. They are obtainable in SA public libraries, and providing

the researcher knows what he is doing and if all the statements are objectively studied, the contention expressed is patently open to question. To imply that the 1972/1974 TUCSA annual report showed a deficit of almost R16 000, and then to infer that the NUCW's affiliation brings in R7 200 pa, thereby "proving" that TUCSA took a decision of expediency, is not fair reporting.

TUCSA did show a total deficit of R16 931 over the three years 1972/1975. Equally important, however, is the fact that TUCSA had an excess during 1974 of R7 283, and during 1975 an excess of R5 000. In 1976 there will be a further excess, which balances out the deficit in the years quoted. Any study of the audited balance sheets and supporting accounts for each of TUCSA's fiscal years (over all the years) will show cyclical upturns and downturns in TUCSA's financial situation, which is quite normal with national trade union co-ordinating bodies throughout the world. It is not mischievous to infer that TUCSA took a decision to admit African unions in order to boost its income, and to "prove" this on the arguments advanced in the article?

The NUCW only became an affiliate of TUCSA in July 1976. How late an event then expected to correct TUCSA's "financial weakness" over the period 1972 to 1974 — or even in 1975. You fail to mention that several TUCSA's black affiliates are given a total exemption from payment of affiliation fees, including the NUCW. This total exemption is granted to allow them to consolidate their own financial situations and to assist other African unions. This fact ties in with the "desperate" need of TUCSA to improve its finances.

I challenge any researcher to find a single mention in any of TUCSA's records which shows our financial situation influenced by the financial benefits which would accrue through our decision to admit Africans.

Parallel unionism

A particular clause in my parallel unionism is taken completely out of context in the following. The *FM* states that "even if a parallel union has appointed its own staff and officials, the administration (of parallel unions) should continue to be subject to the overall supervision of the registered union."

The actual paragraph in my article reads as follows: "It is however necessary to ensure that any new administration should continue to be subject

sto 18/7/77

Wiehahn favours trade unions for all

Own Correspondent

JOHANNESBURG. — The man who will chair the Government's Labour Commission of Inquiry, Professor Nic Wiehahn, has given his unreserved support for trade unions for all workers.

In his inaugural address at the University of South Africa, as a professor attached to the Institute for Labour Relations, he emphasized that he was speaking in a personal capacity. He listed South Africa's labour priorities as:

- One labour system without discrimination or paternalism;
- Recognition by the State and employers of trade unions for all workers and a national programme to provide training in trade unionism;
- Research in labour relations which should be expanded and co-ordinated;
- The development of a system in which conflicts could be handled, with emphasis on preventive measures such as bargaining, consultation and dialogue.

Professor Wiehahn also discussed what he termed six basic rights for all workers, "which have the same character as internationally recognized human rights". These were "the right to work, to associate, to bargain collectively with the employer, to withhold labour, to training and to protection".

He said the appointment of the commission into labour legislation "bugled an appropriate Last Post" to the first 100 years of labour relations in South Africa.

Professor Wiehahn said one of the burning issues which confronted South Africa in the international labour front at present was that South African labour legislation prevented workers from being free to associate with whom they wished.

Factory

labour

clash

looming

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Labour Correspondent

CONFRONTATION between management of the British company, Smith and Nephew and their workers at its Pinetown factory seems inevitable with the first talk of strike action this week.

On Monday the company's agreement with the National Union of Textile Workers — the first by any company with an unregistered Black trade union — ceased after its three-year run.

The company refused to negotiate a new agreement and told the union it no longer had legal status on the premises nor could it hold meetings there. It has given notice that it is opting for an in-company liaison committee system of labour relations.

During the past week the union, which has 500 members of the 700 Black labour force, has held meetings with management and workers.

Testing

Yesterday shop stewards were busy testing workers' attitudes to the company's new policy. A petition rejecting in-company negotiations was being circulated and by noon had 100 signatures.

On Monday the 120 workers in the factory's largest department, the surgical dressing section, flatly rejected in-company bargaining.

The NUTW secretary for Natal, Mr. Obed Zuma, said there had been strike talk at the meeting and shop stewards had advised workers to remain cool and allow negotiations with the company management to continue.

A full canvass of workers' attitudes is expected to be completed today, Mr. Zuma said.

Mr. Zuma said the British Trade Union Council and various international bodies had been in touch with him, and had the British Government a labour office in South Africa.

A great leap backwards

FINAL
22/7/77 139

All the talk these days about big changes in SA's labour relations must sound rather hollow to the blacks working at Smith & Nephew's Pinetown plant.

They have just been told that S & N will not renew its agreement with their union, the unregistered National Union of Textile Workers (NUTW) — an agreement which has rightly been hailed as an example of how SA managements should deal with African unions. When it signed the agreement three years ago, this British company showed how foreign investors could, if they wished, be positive forces in SA.

It is not only African workers who are affected by S & N's change of heart. The plant's Indian workers have recently resigned from their union, the registered Textile Workers Industrial Union, (TWIU) to join NUTW, which now has membership of all races at S & N.

In place of union recognition, Smith and Nephew are offering to negotiate a binding agreement with a works or

company's own explanation seems somewhat confused.

S & N men will not talk to the press MD Kenneth Lunn says that only the group's London head office can do so. A London spokesman, however, will not say anything other than that the firm "has merely refused to renew an agreement which has lapsed. This does not close the door to future agreements."

However, the firm has tried to explain its actions to its own workers in conflicting ways. According to TWIU general secretary Norman Daniels the decision is linked to a dispute between his union and NUTW (FM March 18 and May 20) "Lunn told us that until we settle our differences, he's not in a position to talk about an agreement"

But this explanation conflicts with what Lunn told NUTW men at a meeting this week.

Says NUTW secretary Obed Zuma: "He told us that they can't communicate directly with their workers if a third party

sides in an inter-union dispute" as one textile man puts it, "is eminently sensible" No doubt Particularly if your own union has no members in the plant and your rival has the vast majority of them.

In any event, the union dispute appears to be something of a red herring After all, S&N were talking about dropping the agreement before the dispute began

Whatever the reasons, the fact remains that one of the few hopeful lights in SA labour relations has just been put out.



Lunn and factory workers . . . amicable relations in jeopardy



liaison committee, and to improve benefits such as housing.

NUTW bitterly rejects this. It says S & N wants separate liaison committees for each race, which the workers also bitterly reject.

The union adds that the committee system doesn't afford workers the protection of union membership, and that housing is hardly a substitute for giving workers a real say in wages and conditions. "The company's actions are incomprehensible to workers and can only be seen in the worst possible light by them. Regrettably S & N seem determined to take a step backwards," says the union.

The firm's workers agree, it seems. They met of their own accord on Wednesday to protest against the decision.

Why has S & N taken this step? The

is involved and that the law doesn't allow them to recognise unregistered unions I asked them when they realised this and they said they had known it all along and they have only recognised us because there was a registered union here"

There may, however, be something else behind S&N's decision. A document issued by unregistered unions in Durban this week hints at government pressure on the firm to drop the agreement

According to the document, S&N first raised the idea of introducing the works committee after last November's trade union bannings Management reportedly said then that "this would reduce pressure being applied by the State, which was a major market for them, particularly for surgical dressings, plasters, etc" The document also refers to pressure by the State "at the highest level".

Daniels says the firm's "refusal to take

BAAB goes ahead

—housing, jobs

E.P. HERALD REPORTER 27/7/77

FAR-REACHING proposals to improve employment and housing for Africans, particularly in the Port Elizabeth-Uitenhage complex, were approved by the Cape Midlands Bantu Affairs Administration Board this week.

The proposals are contained in a report by an ad-hoc committee appointed to investigate the creation of work opportunities for Africans and will be sent to the Government for consideration.

The proposals are that the Government:

■ Consider the possibility of convincing industrialists to create more labour intensive industries by limiting automation, giving tax reductions to those which comply and forcing them to give in-service training.

Deeds Act

■ Consider the desirability of changing the Registration of Deeds Act to allow "certificates of deeds" for leasehold property in townships to be registered, and opening the way for building societies to give loans for housing which in turn would stimulate the building industry.

■ Be asked to lift the restrictions on African labour imposed on the Port Elizabeth-Uitenhage complex in 1967

when it was declared a Coloured labour preferential area.

■ Does not apply the conditions of the Environment Planning Act restricting the number of Africans employed in an industry in the Port Elizabeth-Uitenhage complex.

■ Abolish the prescribed stipulations until the employment situation improves.

The report refers to the success the mining industry had with running a labour intensive business, mainly because of its efficient in-service training programme. It is a pity that the industry has been forced to mechanise, particularly at a time when the authorities will be confronted increasingly to supply opportunities for a growing labour force, the report says.

"It is the committee's opinion that with a few adaptations the mining industry can be used in the present climate to provide work for tens of thousands of Africans."

Taxed

The report says that employers, particularly manufacturers, must also be encouraged to become labour intensive by allowing tax concessions. It must be a condition that industrialists give in-service training to the Government's satisfaction to ensure greater productivity.

Industries which do not want to join the scheme, but prefer to import equipment, at the risk of further inflationary tendencies, must be more heavily taxed.

The report says the

advantages of its proposals are clear because:

■ White workers will become available for the more advanced industries.

■ With a better equipped and trained labour force the export of manufactured goods can be increased.

■ Greater job satisfaction will lead to labour peace.

■ The scheme is not inflationary and will promote trade and improve the balance of payments. Referring to housing, the reports says that the introduction of "certificates of deeds" showing proper registration of leasehold properties, will overcome the reluctance of building societies to lend money for buying or building of houses by Africans who now look to the Government for money.

Inflation

Once building societies start lending money to Africans the building trade will be stimulated without causing inflation because little of the material used in African housing is imported.

The report says that unemployment in the Port Elizabeth-Uitenhage complex has led to the Government policy of the area being a Coloured labour preference area.

African workers cannot see why they are denied work because Coloured labour is available. Another factor is that Africans can lose their residential qualifications if they are unable to get work or refuse to accept offers.

Favoured

"From this it is clear that the policy favouring Coloured labour, which in practice amounts to job reservation, needs urgent revision," the report says.

Industries are also limited by the Physical Planning Act to the number of Africans they can employ. In the Port Elizabeth-Uitenhage area the limits have been changed from time to time. At present, however, Coloured unemployment exceeds the limits laid down, which means that Africans are further penalised, the report says.

① 139
② 127
③ 328
④ 333

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Black SA unions defended

The Star Bureau

DUBLIN — Trade Union leaders from African states have been told that black unions in South Africa are democratic bodies fighting for the rights of their members and not just government stooges.

Mr Clemence Montshu, general secretary of the Johannesburg-based Transport and Allied Workers' Union, has spent the last month with African, Asian and Caribbean unionists at a seminar in West Germany.

He is now in Dublin, attending the International Transport Workers' Federation congress, with two white South African delegates.

Mr Montshu said he had told the African unionists of the "internal war" being waged by black South African unions for recognition from employers.

Unionists had been warmly friendly to him.

STAR

28/7/77

Survey shows

plight of city

ARGUS 4/8/77

black workers

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AFRICAN workers interviewed in a survey in Cape Town have complained that they are paid too little, that unwarranted deductions are made from their wages, that management takes arbitrary action against them and that they have no effective means of negotiating on their grievances.

Migrant labourers expressed a strong desire for family life. Seventy percent of them had spent less than a month with their families between contracts or on annual leave.

The survey was undertaken by Mr Johann Maree, lecturer at the University of Cape Town School of Economics, and Miss Janet Graaff, former junior lecturer in sociology at UCT, and has been published by the School's Southern Africa Labour and Development Research Unit (Saldru).

INEFFECTIVE

The research found liaison and works committees, where they existed in factories, were ineffective. Workers with grievances approached their committees infrequently — only 59 percent of those with liaison committees and 36 percent of those with works committees approached them when they had grievances.

The existence of a works committee or liaison committee did not reduce the problems experienced by workers.

The researchers studied the rural situation of the families of workers with rural ties. The families were found to be living in poverty and were 'severely dependent' on the money sent home by workers.

NO LAND

Four out of 10 of the workers' families in the Ciskei and Transkei had no land available while only one out of 10 had more than five hectares of land.

Five out of 20 families derived no income and were entirely dependent on wage labour. More than half the families earned less than R8, while 15 out of 20 families earned less than R24 a month from subsistence production.

Average wages of workers at the beginning of 1976 varied between R37 a week for the 'higher operatives' and R23 a week for unskilled

grants earned less than the residents.

The researchers made the following policy suggestions to those in authority to 'enable African workers to lead lives in which they can ultimately develop their full human potential'

① To allow African workers the same negotiating rights extended to white, coloured and Asian workers — that is to form registered trade unions

② A programme to eliminate the high level of African unemployment. This, in conjunction with the previous suggestion, would enable them to negotiate better wages.

③ To allow African labourers to settle permanently at their place of work and to bring their families with them, to try to solve the poverty in the rural areas.

④ To cope with the pressure on housing by granting family accommodation to those workers who are most qualified in legal terms to live permanently in Cape Town, and then in stages ending with those least qualified.

'These changes are essential if we hope to eventually have a just and peaceful society free from potential or actual deep-seated conflict,' the researchers said.

Smith and Nephew may be determined not to renew its lapsed agreement with the (unregistered) National Union of Textile Workers (NUTW) But the firm's workers are apparently equally determined not to agree to factory-level bargaining as a substitute for the recognition of their union, which both they and S&N's management found so satisfactory

This week, worker representatives again rejected S&N's attempts to form an "employees' council", to be elected by workers of all races

Although it may be able to negotiate wage agreements with management, the council will not have any standing in terms of labour legislation and its position will be fraught with difficulties. For one, any agreement it may sign with management will have common contract law status only

According to a legal opinion obtained by the union, workers couldn't join an "employees' council" unless they were elected to it So it isn't clear whether any agreement would bind the workforce as a whole

Union men add that in any event the workers have no idea as to what the council will be empowered to do. Management apparently refuses to give details until the committee is actually elected!

There is also confusion about the status of union officials at S&N Says the union's general secretary, Obed Zuma: "Management has allowed me to attend some meetings with them, but only in my personal capacity and without union officials We have written to them saying we are only prepared to attend as union office bearers, but the issue hasn't been resolved"

Meanwhile, S&N seems to have changed its mind about its reason

Financial Mail August 19 1977

Issued by the
of the Women's

Members
The Lan
Living
Park, 1
Members
for not renewing the initial agreement
Initially, the firm argued that, because of a row between NUTW and the registered Textile Workers' Industrial Union (FM June 22), it had decided to drop the agreement
S&N still argues that this was an important factor Now, however, a spokesman at the firm's London head office tells the FM that the firm was influenced by the fact that the black union "only represents 20% of the workers" (NUTW men say it represents about 70%)
The London man says he "knows nothing" about worker rejection of the council and that S&N is pressing ahead with plans to get it off the ground

- 1. Some members
will end in November, and a new set will start in February next year.
2. Arrangements have been made for another loosely composed union to be formed in each month of the year.
3. Two of our members have launched a campaign to provide help in the black battle which threatens in the future.

THE LANSOWNE BRANCH

- 1. To promote communication, contact, understanding and harmony amongst all people in South Africa.
2. To work towards a society of equal opportunity for all the people of South Africa.
3. To encourage, by peaceful means, the bringing about of such changes as are required to achieve this movement.
- Its aims are:
The Women's Movement is a non-racial, non-party political, non-denominational and non-profit making association which was founded in September, 1976.

THE WOMEN'S MOVEMENT

THE WOMEN'S MOVEMENT, LANSOWNE BRANCH

AFRICAN UNIONS
Recognition of a sort

(139) 26/8/77



Association of
Vereniging van
Association of

Two eastern Cape multinationals have agreed to grant a form of recognition to an African trade union. But no formal recognition agreements have yet been signed.

The two firms — Ford and the Uitenhage plant of SKF ball bearings — will retain their in-plant committees under the Bantu Labour Relations Regulation Act. But officials of the union, the United Auto and Rubber Workers, will have a negotiating role which will complement that of the committees.

The *FM* understands that all the members of the committee at the two plants are also members of the union. While they will still bargain with management as committee members, union officials will be called in if there is a deadlock. Union officials will also be consulted about issues arising at negotiations.

An SKF representative says, however, that "all we are doing is recognising that committee members belong to the union. They are free to consult union officials, but that has nothing to do with us."

The final forms of the agreements have not yet been decided. A Ford man tells the *FM* that his firm has agreed in principle and is now "waiting for the union to come forward with proposals about how the agreement will operate."

Fred Sauls, secretary of the National Union of Motor Assembly and Rubber Workers and adviser to the African union, adds that "we are still working on precise proposals for ways the African union can fit into the present bargaining set up."

So the negotiations have not yet reached the stage at Smith & Nephew, where management and the textile union put their signatures to an agreement which was binding for three years.

Trade unionists reckon that full recognition is not achieved until management is prepared to sign such a binding contract.

Will other eastern Cape motor firms also recognise this African union? Talks are presently in progress with General Motors and Volkswagen, but neither has yet agreed on recognition.

A GM man tells the *FM* his firm is prepared to recognise the union "if we are sure it's genuinely representative." He adds, however, that "according to union records, they haven't yet got majority membership in our plant."

Cher Collègue,

Vous savez peut-être que l'Université du Natal étudie les deux thèmes suivants: "Rousseau".

Cinq professeurs ont accepté l'invitation à ce Congrès et de plusieurs universités.

Le Président de l'AFSSA itinéraires de ces cinq visites.

Je vous serai donc remercier impérativement:

1. si votre Département est plusieurs de ces professeurs.
2. pour chacun de ceux qui vous souhaiteriez qu'il la mesure du possible, des préférences des professeurs.

C. Angelet: avant
M. Fumaroli: dans
Y. Giraud: du 24
J. Mesnard: avant

D'autre part il n'a encore rien précisé précédant le Congrès.

3. les dates des vacances.

Pour vous aider dans culum vitae fournis par que nous avons compilé à partir des données biographiques disponibles au Cap, ainsi qu'un formulaire que vous seriez aimable de bien vouloir me renvoyer avant la date indiquée ci-dessus.

Performance Studies, Cape Town,

1977

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(139) FM 26/8/77

AFRICAN UNIONS
Challenge to Anglo

139
FM 2/9/77

FR. 77.88

Yet another African trade union has approached a company to discuss the problems of workers in its factory. What gives the case added significance is that the company concerned is a subsidiary of Anglo American, whose chairman, Harry Oppenheimer, has publicly stated that "there is nothing in law to prevent employers from recognising (black unions) and negotiating with them"

The union is the Reef branch of the Metal & Allied Workers' Union (MAWU), while the firm is Zinchem, a Reef-based subsidiary of Zimro (Zinc Chemical & Industrial Mineral Resources (Pty)), which is in its turn wholly-owned by Anglo.

MAWU says it was approached earlier this year by a group of Zinchem workers who felt they were not adequately represented by the company's liaison committee and therefore wanted the union to raise a number of "grievances" with Zinchem management

Zinchem told the union that the "queries" raised had been dealt with by

the committee Zimro MD "Buck" Buchanan says the union was satisfied that the queries had been dealt with by the committee and that the company's exchange of letters with the "sensible, levelheaded" union representative was "most cordial"

He adds that, while the company has not yet formally met MAWU, it is "only too happy to deal with it. We are waiting for it to submit its constitution and a list of its members at our Benoni plant"

Zinchem wants to retain its liaison committee but, says Buchanan that doesn't preclude a relationship with the union "Simple housekeeping matters like canteen facilities would be liaison committee issues, but broader problems like pay scales would obviously be a union matter"

He points out that, as an Anglo subsidiary, the company adheres to "policy documents" drawn up in head office

In terms of these, Anglo companies are expected to deal with African unions which approach them

Between 50 and 60 of the 250 Africans at the plant are members of the union. Some of the liaison committee members are also union men

A spokesman for the union disputes some of the points raised by Buchanan, however. He tells the FM that the company's reply was discussed earlier this week at a meeting of union members, who were not satisfied with it. He adds that the members have now instructed him to go back to management and report that they do not accept that the matters raised have been adequately dealt with by the liaison committee

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Fredericks, who heads an interim committee established to examine the feasibility of a federation.

Those likely to be at the meeting are the five Natal unions; the Reef-based Consultative Committee (which represents 10 unions), two Port Elizabeth based unions; the registered National Union of Motor Assembly and Rubber Workers (which withdrew from Tuesday last year); the unregistered United Auto Workers; and the Council of Industrial Workers for the Witwatersrand (CIWW), representing one union.

The main stumbling block to the union move remains the strained relations between the Consultative Committee and the CIWW. The two groups are due to get together later this week in an attempt to iron out these differences. If they do, Saturday's meeting is likely to endorse the idea of a federation.

One of the points of difference which Fredericks believes has already been ironed out is the presence of the various

AFRICAN UNIONS The search for unity

Saturday is a big day for the black trade union movement. Most of the unregistered African unions will be meeting in Johannesburg to discuss a draft constitution which could lead to a black union federation.

"The federation won't get off the ground at the meeting. But we do expect to make significant progress, and it's even possible that we'll agree on a date for an inaugural meeting," says Brian

"service bodies — the Urban Training Project, the Industrial Aid Society, and the Institute for Industrial Education — which offer educational and other services to the unions.

The Consultative Committee has argued that they should be excluded as they are not elected by workers. Others have argued that they should be included because their resources will be invaluable to the new grouping.

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Il (venir)

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RDM

17/9/77

Black union men ask court for protection

Staff Reporter

FOUR black workers, afraid that they might lose their jobs because they belonged to a union, yesterday brought an urgent application before a Johannesburg judge to protect them from dismissal.

The matter came before Mr Justice Eloff in the Rand Supreme Court and was postponed by consent until September 29.

The application was brought by Mr Exon Shai, 28, Mr Elias Makubung, 23; Mr Phineas Molokomme, 31, and Mr Elias Munzhelele, 34, against their employer, Steel-Rite Pty, Johannesburg.

They asked the court for an interdict restraining Steel-Rite from dismissing them because of a suspicion or belief that they belonged to a trade union or other organisations for employees.

Mr Shai said in an affidavit on behalf of himself and the others that they believed Mr Peter Hughes, a Steel-Rite manager, would make good his threat to fire them.

He said they were all members of the Metal and Allied Workers' Union. About 100 employees at Steel-Rite belonged to the union.

Mr Shai said Steel-Rite, and particularly Mr Hughes, had embarked on a campaign of victimising workers who belonged to the union because of their participation in union affairs.

An example of this was an incident involving Mr Stanley Kutumela, a union member.

On September 2 Mr Kutumela was in a queue collecting his wages Mr Hughes dismissed him.

When Mr Kutumela asked what he had done wrong, Mr Hughes replied: "You are a member of the union and you have taken workers of Steel-Rite to the union to join."

When Mr Hughes was asked about notice, he said: "Notice in this firm is only five minutes."

Mr Shai said three more men were dismissed on September 12 without notice. The reasons given for their dismissal was that Steel-Rite was retrenching workers. But, said Mr Shai, those reasons were not correct.

(12)

(10)

7. Donnez des locutions équivalentes aux mots soulignés (phrases):

Monsieur Martin n'avait rien dit depuis le départ.

Il leur fallait attendre l'un derrière l'autre au

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(8)

sota Beach for a swim but it was not reported whe t

Police questioning is intimidation — union

RDM 17/9/77

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By CLIVE EMDON
Labour Correspondent
ALMOST immediately after a new bout of questioning of black workers by police on the East Rand, a black trade union yesterday said it believed the police were conducting a widespread investigation into the trade union movement.

It is the fifth union to report police questioning of workers in recent weeks. The Metal and Allied Workers' Union (MAWU), with 2 000 members on the Reef, in a statement backed by 10 trade union groups, said it had the car number and details of two men — a black and a white policeman, who questioned workers after they were summoned from their factories to a car outside.

"They were asked about the activities of the union union meetings. The workers were told to keep their and what took place at

questioning secret," said the MAWU in a statement. "When the police were told he the workers to come to the union offices for the information they required, they claim the police declined to do so," said the union. The union saw the questioning as intimidation of workers.

"The police also asked questions about the proposed national federation of registered and unregistered unions," it said.

The MAWU said that in the wake of police questioning of four other unions — two on the Witwatersrand, one in Natal and one in Port Elizabeth — it seemed that the police were conducting a widespread investigation into the trade union movement in South Africa.

The union said it wanted to state clearly that it was not involved in illegal activity. Its offices and

books were open for inspection by authorised officials who made inquiries in the proper way.

"By not approaching the officials of the organisation, but by going covertly to the workers in the factory, the union can only assume that the police are not interested in finding out about its activities.

"They are using the investigations as an intimidatory technique to prevent workers from participating in the affairs of their unions."

Last night Brig J. Smith, Divisional Commissioner of Police for the East Rand, said neither the uniformed branch of the police nor the CID was involved in the questioning of workers.

Colonel J. C. van Niekerk, chief of the Security Police on the East Rand, said he knew nothing of claims of police questioning workers.

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Aristida congesta, Chloris virgata and Tragus koelerioides providing most of the

cover. Mostert (1958) and Roberts (1961, 1966), using more modern

approaches, did surveys west of the area which showed that the vegetation

in the Ficksburg-Clocolan area.

Acocks (1953) described the vegetation of the area using his floristic-

landscapes approach. In Ficksburg and Clocolan Acocks recognises two

major veld types, the Cymbopogon-Themeda Veld, Southern Variation (Veld Type

No.48) and the Highland Sourveld to Cymbopogon-Themeda Veld Transition

(Veld Type No.56). Cymbopogon-Themeda Veld Transition

is found in the Ficksburg area.

The boundary between the two veld types is on the western side of an

extensive Cave Sandstone mesa at the base of which the town of Gumtree is

situated. This boundary was first, very roughly, established by de Klerk

(1947/11). Acocks also recognises this boundary as the limit of the dwarf

shrub invasion from the Karoo. The term dwarf shrub is used to describe

(9) Aydelotte. Bogue. Fogel (Eds): Quantitative Research in History, pp. 14 - 50.

FIN. MAIL
23/9/77

BLACK UNIONS

Durban deadlock (139)

Give your workers trade union rights, and then refuse to continue with the arrangement - and you land yourself in trouble. That seems to be the experience of Smith & Nephew (S&N) the British firm whose Durban subsidiary took a pioneering step forward a few years ago when it signed an agreement with an African union.

Attempts by S&N to sell the idea of a plant-level "works council" to its workers in place of the union have been a dismal failure. Indeed, workers' representatives are confident that S&N will soon have to drop the proposal owing to the lack of shop-floor support for it.

Apparently even management men privately reckon that it has support among no more than 10% of the workers.

S&N is trying to persuade workers that the council will be an improvement on the company's earlier recognition agreement with the unregistered National Union of Textile Workers (NUTW), which it has refused to renew (*FM* July 29).

Recently S&N changed its tack. Instead of appealing to the full NUTW shop stewards committee in the factory, management set up an "advisory group" to discuss a draft works council constitution. Only four shop stewards were invited - and six managerial and supervisory men.

But that hasn't broken the deadlock. Although the group has met twice now, the *FM* understands that both meetings were wrecked on the shoals of worker rejection of the council. One management man apparently complained "The shop stewards won't even discuss the council until we agree they are union representatives, rather than individual employees."

The shop stewards committee is unhappy about what it sees as an attempt to bypass worker representatives and will probably seek a meeting with S&N MD Kenneth Lunn to protest against the formation of the advisory group and express worker rejection of the works council.

Meanwhile, NUTW general secretary Obed Zuma tells the *FM* that union membership has grown at S&N since the confrontation began. "Worker spirit is high and even workers who were neutral before say they won't accept anything less than union recognition."

The union has prepared detailed objections to the company's draft constitution for the council, which, it argues, will be dominated by management and is "designed for consultation rather than bargaining or dispute settlement."

The union also fears that the council's mooted "proportional" composition will mean a set number of seats on it for each race group in the factory and that its "multiracial" nature is designed to give white-collar staff control over the shop floor member.

More victimisation?

Yet another multi-national company has been accused by an African trade union of victimising African worker representatives.

This time the company is Unilever. The union, the Sweet, Food and Allied Workers' Union, claims that a Unilever worker, who was both a member of the Unilever works committee and a union shop steward, has been dismissed.

The dismissed man says he was involved in taking up a complaint on behalf of a number of workers when he was dismissed.

According to the union's general secretary, Skakes Sikhakhane, the incident follows an approach by the union to management, asking for access to company premises to attempt to enroll members. This was refused.

A Unilever spokesman confirms that the man was dismissed, but says that the dismissal was due to "unsatisfactory timekeeping and attendance over the past year — and then only after he received several formal warnings".

He adds that liaison committee members are "expected and encouraged to devote a reasonable amount of time during working hours to committee matters" and that it is "inconceivable" that the man was fired for carrying out committee work.

Armourplate sequel

African trade unionists are jubilant about a recent court case in which Mr Justice Trengove upheld the appeal of 27 members of the Glass and Allied Workers' Union against a conviction under the Riotous Assemblies Act.

The case is a sequel to the Armourplate dispute last year, when workers at

**Glass Workers' Jacob Ntshibe
a technicality but still a victory**

Financial Mail October 7 1977

the Springs plant of Pilkington's Armourplate Safety Glass staged SA's first legal strike by African workers for decades. The strike lasted nine weeks.

While the strike itself was legal, the 27 men were nevertheless convicted by a Springs magistrate of holding an illegal demonstration outside the factory gates.

But the Supreme Court held that the accused had not been granted a fair trial, and set the conviction aside.

The judge found that some of the accused had not been given an opportunity to cross-examine the sole state witness, a Lieutenant Kruger, that the magistrate "did not approach (Kruger's) evidence with an open mind"; and that in one instance the magistrate had "erred in interposing his own view (in response to a question) and not giving Kruger the opportunity of replying for himself".

The higher court's decision therefore hinged on points of procedure rather than on the merits of the case heard by the magistrate. The attorney-general therefore has the option of instituting the prosecution afresh.

AFRICAN UNIONS

A United no

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Yet another union recognition dispute is brewing — this time between UK subsidiary United Transport Holdings and

Financial Mail October 14 1977

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the unregistered Transport and Allied Workers Union (TAWU)

The union's general secretary, Clement Montsho, tells the *FM* that United Transport is refusing TAWU recognition at African Bus Services, a United subsidiary at which the union claims 75% of the African workers as members.

Not only the union has requested recognition, African Bus's own works committee recently adopted a resolution asking management to recognise TAWU.

But, says Montsho, management tends simply to fob off the committee's requests — which is precisely why we feel a committee is inadequate.

He adds that the union has encountered resistance at other United Transport subsidiaries too. Two years ago recognition was denied at Vaal Transport and last week Montsho was detained by security police at United's Rustenburg Bus.

Says Montsho: "I was called in to see management and while I was talking to them the security police arrived. I was taken in and questioned for some hours and my membership lists were confiscated. We are now worried that our members there will be intimidated."

United's chief executive, Ockert Goosen, tells the *FM* that his company is aware "that there are members of the union in a number of the group's companies."

It will not, however, grant recognition at African Bus where he says "through its works committee, African Bus has built up a satisfactory employer-employee understanding. This channel of communication is eminently suitable to the company's needs and should not now

Financial Mail October 14 1977

be changed."

As far as the Rustenburg incident is concerned, he says "if the union secretary was in any way inconvenienced, management wishes to express its regrets."

More quibbles

FM 14/10/77

Criticisms of the FEC code of conduct continue — amid claims from the code's supporters that the critics are "ill informed"

Latest recruit to the ranks of the critics is NDMF executive director Paul Penzhorn, who issued a statement last week criticising the code for 'clouding the issue' and showing 'abysmal ignorance about conditions in SA'

One of Penzhorn's chief bugbears is the so-called 'trade union recognition clause' in the code. He claims that 'many blacks are opposed to trade unions for strong reasons' and also says that the code "should have taken a more balanced view — for example by recognising the growth of the committee system and realising that plant level bargaining is an important part of any industrial relations system"

Supporters of the code reply that Penzhorn and other critics have "totally misunderstood it". They point out that the code does not demand that Africans have trade unions but that — like white coloured and Indian workers — they be allowed a free choice by their employers as to whether they want a union or not.

Nor they say, does the code ignore the value of plant level bargaining. It recognises the usefulness of works and liaison committees — but as complements to, rather than substitutes for, trade unions.

African unionists take exception to Penzhorn's claim that "many blacks" reject unionism. "Where's his proof? How many workers has he spoken to? What does 'many' mean?" asks Sweet, Food and Allied Workers' Union secretary Skakes Sikhakhane. "When management people say they know what black workers think, they usually mean they know what they'd like us to think. From our experience it is committees that workers reject, not unions."

Penzhorn replies that he "was talking from my experience not from detailed surveys."

He adds that he is also unhappy about the code's recommendations on wages. "They don't take local conditions into account. Wage levels should be decided by productivity and by local needs. That's why NDMI puts so much stress on training."

Penzhorn says he knows 'of at least one case where a subsidiary of an overseas firm in a remote rural area was ordered by its parent company to raise wages to a specific level. The chief result was that the bottle stores in the area did a roaring trade'.

Sunday Tribune 23/10/77

WE REJECT THE COUNCIL, SAY WORKERS

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LABOUR relations at the Durban plant of Smith and Nephew continue to deteriorate.

Workers have, according to leaders, given a convincing display of their rejection of the works council that management is trying to substitute for union recognition.

Managing director Kenneth Lunn says management has no evidence of rejection by the workers.

But when management tried to distribute copies of the draft constitution for the proposed works council workers discarded them; "so that the path from the gate to the change room was just white", one worker said.

Strained

One shift collected all copies of the draft, tied them in a bundle and left it at the personnel manager's office door with a note rejecting the proposals.

Labour relations at Smith and Nephew's factory have been strained since management announced earlier this year that it would not be renewing its agreement with the National Union of Textile Workers, at

By DICK USHER

that time the only agreement giving an unregistered union negotiating rights.

The company has been trying to replace this with a works council, an in-house agreement that does not recognise the National Union of Textile Workers.

Refused

Four union shop stewards have been invited to meetings planned to discuss the draft constitution of the works council, but the stewards have refused to attend in their personal capacities — as requested by management — but have insisted they are union representatives.

Moffat Sabela, chairman of the shop stewards committee, which continues to function in the factory, said that when one night shift arrived at the factory recently security guards at the gates began distributing copies of the proposals for the works council.

"The guards were telling them that they should read it — that there was a good story in it, but as soon as the workers realised what it was they became very upset.

"They collected all the papers and put them in a bundle at the person-

nel manager's office door with a note saying they did not want this committee," said Sabela.

"They also gave the papers out to the next two shifts, who threw them down on the ground, tore them up or threw them in the toilet," he said.

The general secretary of the union, Obed Zuma, said he was told that cleaners who were ordered to collect the papers and count them refused to do so, but said they would put them in the rubbish bin because they were against the proposals.

Support

"When management arrived at work after the workers had gone in, the ground between the gate and the changing rooms was white with papers," said another worker.

Zuma said that since management refused to renegotiate the agreement support for the union had grown strongly.

Membership in the factory had increased to 550 out of 700 workers.

"At the meetings with management we have been telling them that the workers don't want their committee. Perhaps they'll believe us now," said Sabela.

Boycotting the council

Pinetown textile firm Smith & Nephew began this week with attempts to form an 'employees' council' as a substitute for the agreement with the unregistered National Union of Textile Workers (NUTW) which it has refused to renew, allegedly as a result of government pressure.

But the council is being boycotted by the vast majority of the firm's black workers. According to the union only 12 workers this week agreed to submit nominations for the council which S & N wants elected, and almost all the nominees have refused to stand for election.

The union says this week's rejection follows a concerted campaign by management to persuade workers to back the council.

The union also claims that management has been going about warning workers not to sign a union petition calling for the reinstatement of the recognition agreement. Workers have also evidently been told that their new-year pay increases can only be negotiated through the proposed council.

One of the workers told MD Kenneth Lunn "For three years you told us that all complaints should go through the union. Why have you now changed your mind?"

OFF TO UK FOR CRISIS TALKS

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Finance Reporter

THE MANAGING director of Smith and Nephew's Natal plant, Kenneth Lunn, will visit Britain in two weeks for discussions with the parent company on the troubled industrial relations at the plant.

This was said in Britain this week by the managing director of the parent company, Mr K. W. Bradshaw.

Bradshaw said both the industrial relations side and the business side of the South African operation would be discussed at the same time.

Industrial relations at the company's Pinetown plant have been troubled since earlier this year when management ended negotiations for the recognition of the unregistered National Union of Textile Workers as representing the workers.

Since then they have been trying to set up an "in house" workers council independent of the union and have withdrawn organising rights from the union.

However, workers have, so far, rejected the scheme and management appear to have been having difficulty finding workers to stand for the council.

Obed Zuma, secretary of the NUTW, said that management last week told 14 shop stewards that they had been nominated for election, but all refused to stand on the grounds that the council had been rejected by the workers.

This week, said Zuma, another group of workers was told they had been nominated, the constitution of the proposed council was explained to them and they were asked to explain matters to workers.

The group resisted this and explained to management that because workers had already rejected the council they would be regarded by their fellows as "sell outs".

Bradshaw said the company would be issuing a statement — "certainly by the end of this month".

AFRICAN UNIONS - 2

Deadlock continues

This week, Smith and Nephew MD Kenneth Lunn flew to London to consult his UK head office on the labour situation at the firm's Pinetown plant. He has every reason to be worried.

Last week, 353 of the plant's 533 African workers boycotted the company's works council elections, together with 68 of its 214 Indian workers (94 of whom are clerks) and 2 whites. S&N was attempting to get the workers to accept the council in place of the agreement with the National Union of Textile Workers which it refused to renew some months ago.

At the first meeting of the council last Friday, three of the seven Africans on the 11-man committee announced that they wanted to resign on the grounds that the election had shown that a sizeable majority of shop floor workers had rejected the council.

Management apparently told them that they would "just have to stay on and represent the minority".

The union claims that the majority of workers who stood for election had their names placed on the ballot paper by management.

It adds that it is happy with the size of the election boycott particularly because of the pressure which it says management placed on workers in an attempt to encourage them to vote.

It was allegedly pressure which led S&N to reject renewing the agreement.

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BLACK UNIONS RECOGNISED

The United Automobile Worker's Union, which has Black membership of 3 500, has been recognised by the Ford Motor Company in Port Elizabeth and SKF Bearing Manufacturers in Uitenhage. This is considered to be a major breakthrough for an unregistered Black Union. Apart from the Transvaal Clothing and Laundry industries and Smith & Son in Natal Pick 'n Pay was the only South African firm to recognise a Black Union, which it did earlier this year.

The International Metalworkers Federation has requested General Motors in Port Elizabeth and Volkswagen in Uitenhage to recognise the Union as well. It is reported that 1 016 signed stop orders for union subscriptions from newly recruited members were handed to Volkswagen recently. They represented more than half the company's Black workers.

Employers in the commercial distributive trade are urged to follow this example and to grant recognition and facilities to the Commercial, Catering and Allied Workers Union.

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UNION SAYS COMMITTEE REJECTED

Mercury Reporter 18/11/77

THE attempts by the Pinetown firm of Smith and Nephew to introduce a factory works committee instead of a union agreement, had been rejected by most Black workers, a union spokesman said yesterday.

The spokesman for the Black National Union of Textile Workers said the managing director of the firm in South Africa had left for Britain this week to discuss the union dispute with the parent company.

Earlier this year Smith and Nephew ended a three-year agreement with the union, expelled it from the factory and said it intended setting up a non-union works committee, the spokesman said

Until then the company, which makes Elastoplast and related products, had been almost the only South African company to have recognized a Black union

The spokesman said that last week the company had held elections for a works committee, after protracted negotiations

The voting had indicated the workers' disapproval of the works committee, the spokesman said. Of 533 African workers, only 176 had voted and of 214 Indians, 146

He said Mr. Kenneth Lunn, Smith and Nephew's South African managing director, left for Britain on Tuesday to discuss with the parent firm, the union dispute, among other matters.

This was confirmed in London but denied by the company here

AFRICAN UNIONS — 1 (139)
A happy resolution Fm 18/11/77

A victimisation dispute at a Reef transport firm had an unexpected outcome this week — one which could usher in a new era of industrial relations for the firm

Some weeks ago, the unregistered black Transport and Allied Workers' Union helped one of its members employed by the firm, Abram Sebakamotse, prepare a case against Langhoff Transport of Vanderbijlpark. Sebakamotse alleged that he had been dismissed after trying to form a works committee at

Langhoff's plant

Langhoff proprietor Manfred Langhoff replied that Sebakamotse had been retrenched because of lack of work and that he wasn't aware of any attempts to form a committee at his plant

Langhoff and the union this week got together to sort out their differences. A committee was elected and a constitution drawn up. Langhoff has also agreed that problems which cannot be handled by the committee will be discussed with the union. Union officials will have full access to the firm's premises to discuss problems with workers.

Union secretary Clement Montsho declares himself happy with progress at the firm, while Langhoff confirms that the new arrangement has been agreed upon and adds that he is preparing his own set of rules for how it should operate. These will then be put to the workers.

The first major problem the committee will face is that of further retrenchments, which Langhoff says are on the cards due to a further slackening of work. The firm has asked worker representatives to discuss the retrenchments.

Troublesome nephew

British trade unions say they are about to mount a campaign over the refusal of Pinetown firm Smith & Nephew to renew its agreement with the (African) National Union of Textile Workers (NUTW)

The case is being taken up in the UK by three unions who have members working for S&N companies there: the powerful General and Municipal Workers' Union which represents the largest number of the British parent company's employees, the influential white-collar Association of Scientific, Technical and Managerial Staff, and the National Union of Tailors and Garment Workers

The three organisations have formed a committee to coordinate their action. Last Friday Technical Staff wrote to Kenneth Kemp, chairman of the London

parent, asking for clarification of the firm's policy towards African labour. Kemp's reply is awaited with interest.

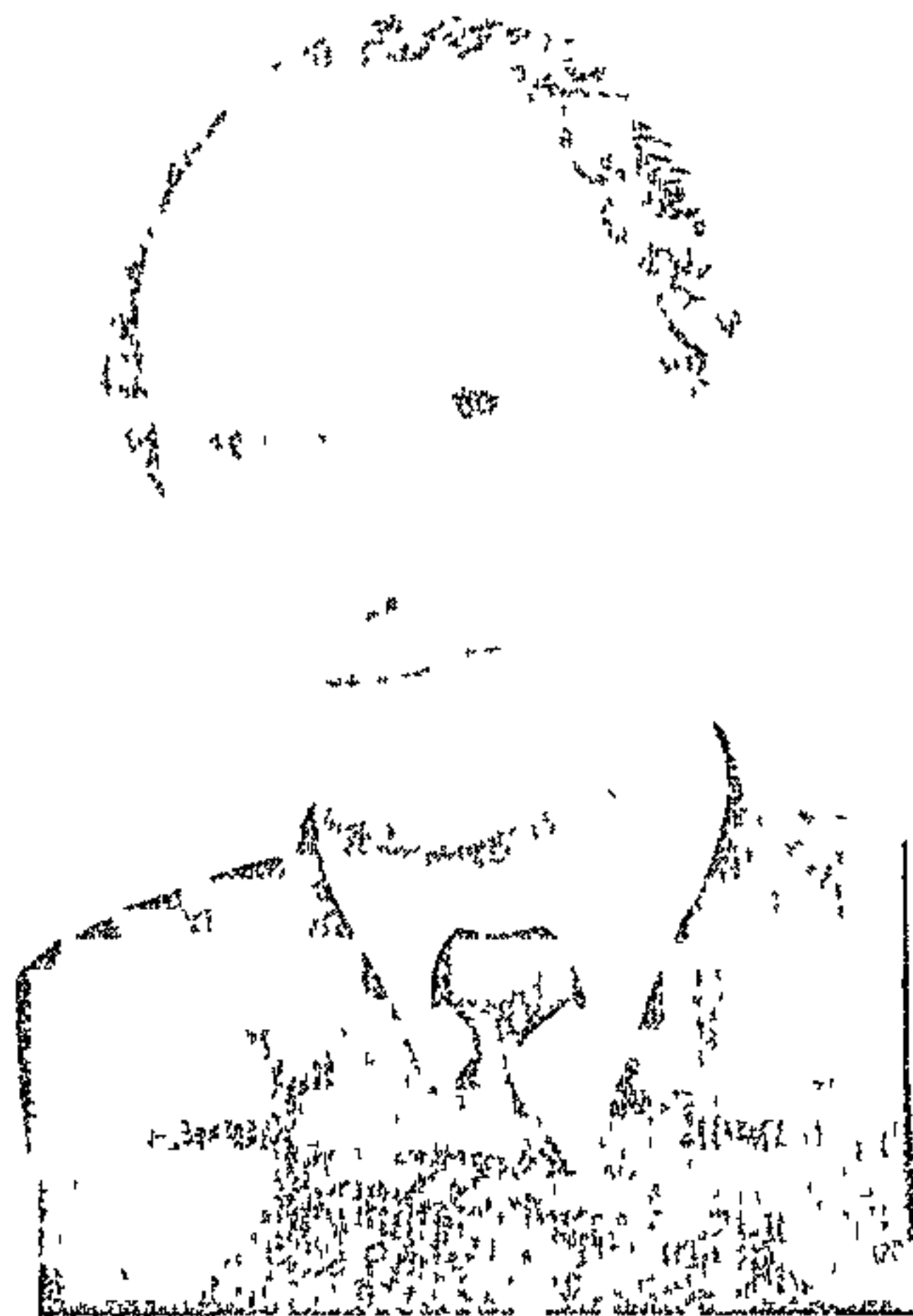
The letter followed an approach to S&N some weeks ago by Tailors & Garment Workers, which urged Kemp to instruct the Pinetown subsidiary to honour its agreement with the NUTW. "If the agreement is not honoured, the British government's code of conduct for companies in SA is in danger of losing credibility," the letter told Kemp. Evidently Kemp did not respond.

The International Confederation of Free Trade Unions and the International Textile Workers' Federation have also protested to S&N about the treatment of the black union at its Pinetown plant. S&N also has subsidiaries in Austria, Belgium, Denmark, Ireland and other European countries.

These representations follow a petition signed by over 600 workers at the Pinetown plant on 18 October, and addressed to "our brothers and sisters in other S&N factories". It asks for urgent support in the struggle for union rights, and also refers to the FEC code of conduct for foreign firms in SA, stressing that the British parent company should not be allowed to escape its responsibilities in this respect.

Approached by the FM in London this week, Kemp dismissed the petition with the words, "Oh that was some time ago". In answer to questions about the labour situation in Pinetown, he said, "I was not aware we had any labour problems."

Kemp also refused to clarify his board's attitude to the controversy over the African union or the boycott by S&N workers of the works council which Pinetown management has attempted to get elected as a substitute for the union. But he did not deny that the MD of the SA subsidiary, Kenneth Lunn, had come to London for consultations on the trouble in Pinetown.



Lunn to London and back

Kemp passed the buck to Lunn, saying Lunn (who returns to SA at the end of the week) was the man to answer questions. Lunn, however, has also refused to discuss the issue, and S&N Pinetown has passed the buck back to London.

Meanwhile, an internal S&N (Pinetown) document which has come into the IAF's possession has evoked

heated reaction from the African union.

Entitled "Briefing Notes for Management and Supervisory Staff," the document says that S&N's agreement with the union "suffered from two major disabilities."

The first was that it was "sectional" in the sense that only 'D and F grade employees' were covered by it and in that it did not cover "the full spectrum of employee matters which need in depth investigation and solutions."

Secondly, the company claims that "in certain instances the trade union appears to have blocked certain company proposals for the improvement of employee interests without reference to employees," and that union membership has been dropping continually since 1974.

By opting for a works council, S&N claims to be covering all grades and

union officials replied angrily to these contentions. It says the agreement covered 700 of S&N's 1100 workers — "a clear majority" — and that "the union has always been prepared to have the agreement cover all grades," but that management resisted this. "At one stage management tried to remove D grade supervisors from the wage negotiations despite union protests."

The union also challenges S&N to substantiate the accusation that it blocked certain proposals without consulting workers. As far as the allegation

of declining union membership is concerned, the union retorts "Management could not produce any evidence of declining membership."

S&N would no doubt be surprised to read certain comments in a report recently issued by Christian Concern for Southern Africa.

Entitled *Black trade unions: the responsibilities of British companies*, the report, completed before S&N decided not to renew its agreement with the union, lauds it as "an example of co-operation between black workers and management."

FIN MAIL 2/12/77

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AFRICAN UNIONS

Leyland stirs the pot

Motor multi national Leyland has landed itself in a multi faceted labour dispute at its Elandsfontein plant near Johannesburg.

The unregistered Metal and Allied Workers Union (MAWU) has been battling for years to get Leyland SA to grant it organizing facilities among African workers at Elandsfontein. Now it claims that while Leyland has continually resisted it, the company is encouraging other unions to organise African there.

Requests by MAWU's Transvaal branch that the company inform workers that no action would be taken against them if they joined the union were also rebuffed. Leyland said it did not grant organising facilities to, or bargain with, any union, registered or unregistered.

Now, however, according to MAWU, Leyland has approached Ronnie Webb, secretary of the registered Motor Industry Combined Workers' Union (whose members are mainly coloured workers), and asked him to organise Africans at Elandsfontein. Leyland personnel men are reportedly handing out membership forms for the Motor Industry Workers Union. Webb's newly formed African union and

encouraging them to join (Webb was recently elected president of Iucsa).

"They are granting them the very facilities they said they didn't grant to any union. We want to know why Leyland has one standard for us and another for other unions," asks MAWU.

MAWU also charges that Leyland approached another unregistered (African) union, the United Auto and Rubber Workers, asking it to organise at Elandsfontein. The union refused, however, when it discovered that MAWU already had members at Elandsfontein.

MAWU is also angry because, it claims, Webb said that he had no objection to its presence at Elandsfontein. At one stage, says MAWU, Leyland said it was opposed to MAWU's non-racial constitution because this would allow MAWU to recruit Webb's coloured members.

Employer opposition

We then approached Webb who said he had no objection because his coloured members were protected by a closed shop clause. He also said that he had previously tried to form an African union but had failed because of employer opposition.

Webb confirms that he was approached by Leyland but denies he approved MAWU's presence at the

plant. "I told them there was nothing I could do to stop them but that we were planning to form an African union."

He adds that this is no new idea. We drew up a memorandum to employers in 1975 stating our intention to form an African union. The union was officially launched earlier this month and may be expanded to include unorganised coloured workers. Once the union has grown we will have an advisory role only and it will be run by its own officials.

Webb says organising at Leyland is being undertaken by an official of his union with the assistance of his committee members. He rejects the charge that his union is encroaching on MAWU territory. They must understand that the motor repair industry is our territory. It is MAWU, not us, who is poaching.

Despite its earlier insistence that it did not bargain with anybody, Leyland has confirmed to the *FM* that it is in contact with Webb's union, and is not against its organizing an African union.

Leyland adds: "MAWU have not as far as we know organised workers in the retail motor repair industry but have always concentrated their efforts in the motor assembly industry. For obvious reasons we would prefer a union which is already involved in the motor repair industry and has an understanding of the industry."

AFRICAN UNIONS ^{FM}
17/12/76
Bypassing government

Independent African unions on the Reef no longer regard recognition by government as a priority. Instead, they are launching a campaign for employer recognition.

139 Supporters of African unionisation have usually focused attention primarily on government's persistent refusal to register the unions. Now the unions are not so sure they care whether it does or not.

Clement Montsho, general secretary of the Transport and Allied Workers' Union says government recognition will be meaningless, unless employers are prepared to bargain directly with unions.

Montsho has just returned from an overseas study tour, where he examined Western European trade unions. "These unions bargain directly with employers and the government doesn't interfere," Montsho tells the *FM*. "Government recognition doesn't make trade unions free -- it often does the reverse."

He argues "Our priority should lie in seeking recognition from the people we work for, the people who decide our work conditions directly. It's not for government to decide what form this negotiation should take. This should be left to us and our employers."

Engineering and Allied Workers' Union general secretary Jane Hlongwane agrees, and says the other independent Reef unions share Montsho's view.

Hlongwane argues that government recognition is something of a red herring. "It's the employers who are the real stumbling block," she tells the *FM*. "Even if government were to miraculously recognise us, we would still have to convince employers that they should afford us real recognition -- and not just because government says they have to."

The Reef unions are now approaching

employers directly. Transport and Allied and Sweet, Food and Allied Workers' Union have already begun and the others will follow suit in the New Year.

BLACK UNIONS
A somersault?

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Is Pinetown firm Smith and Nephew contemplating a climbdown on its climb-down? Earlier this year the firm backtracked on its relationship with the unregistered National Union of Textile Workers, refusing to renew the agreement it had signed with the union.

There are now indications that S&N, a British subsidiary whose products include various types of medical plasters, may be having second thoughts about its earlier climbdown.

Recently, Smith and Nephew UK chairman Kenneth Kemp, SA MD Kenneth Lunn and the British TUC met in London to discuss the issue. As a result of this meeting, S&N issued a statement — approved by the TUC — which appears to reinstate its lapsed agreement with both NUTW and the registered Textile Workers Industrial Union (TWIU).

In the statement, S&N "reaffirms its willingness to continue with the work conditions and adjustment and arbitration procedure" contained in its 1974 agreement with the two unions.

It goes on: "It is the company's intention to continue negotiations, in respect of the agreement, with the union secretaries representing their respective unions until the publication of the Wiehahn Commission findings and the introduction of legislation accordingly."

At that stage, "the company desires and expects that multiracial unions will be recognised, thus allowing the signing of a multiracial trade union agreement."

Meanwhile, S&N says it has invited the secretaries of the two unions to serve *ex officio* on its newly-formed works council, which, it says, "will cover matters outside the trade union agreement" such as transport, housing, legal aid, leisure, health and welfare matters.

The statement appears to imply that S&N has done a complete somersault and has now reinstated the 1974 agreement — presumably due to overseas pressure. But things are not as simple as that. Firstly, it seems as if S&N is not prepared to commit its re-awakened enthusiasm for union recognition to paper. It is content with "re-affirming" something which it has spent the last few months resisting.

This worries NUTW men, who say that "if the agreement isn't in writing, management can decide unilaterally which aspects of it it wishes to honour."

The union says its suspicions have been confirmed by events since the issuing of the statement: "Two days after we received the statement management was negotiating on wages with the works council which it introduced to supplant the union. So how can we accept that they're not going to negotiate with the



NUTW secretary Obed Zuma . . . still suspicious

council on issues covered by the agreement?" says NUTW secretary Obed Zuma.

The union met S&N management last week and Zuma raised the matter at that meeting. He was told only white-collar pay would be negotiated with the council.

As one NUTW man puts it: "Management seem to want the best of both worlds — to appear to be recognising us while bargaining with the council and giving themselves a convenient 'out' if they want to suspend the agreement at a later date."

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BLACK WORKERS

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In the firing line

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FM 20/1/78

A number of black lorry drivers and their assistants have become victims of the high unemployment in the Vaal Triangle -- and of influx control. The men, who

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are members of the unregistered Transport and Allied Workers' Union, also claim that they have been victimised because of their membership of the union.

Matters came to a head last week, when the men demanded that their employer take them to the labour bureau of the Vaal Triangle Bantu Administration Board (Vaalbaab), so that they could be properly registered as workers for their firm, Langhoff Transport. They feared arrest under the influx laws if they were not so registered.

When the firm re-opened early this month after the Christmas holidays, a number of the unregistered men were accordingly taken by their employer's wife to the Vaalbaab's labour bureau. A white official there told them that they had no permission to be in the Vaal area and could not be offered employment as they were "outsiders" and local blacks were also looking for employment.

Manfred Langhoff, owner of the company, referred the *FM* to his wife, who refused to give her name. "Yes, we had a lot of unregistered Bantus here. And you know, that is against the law. Another thing is that a lot of local Bantus in this area are looking for jobs," she said.

A spokesman for Vaalbaab's labour bureau confirmed that the men were refused registration and employment because of the labour situation in the Vaal area. "What is the use of offering

them jobs while local people are desperately looking for jobs?" he asks.

However, speaking through their works committee secretary, Joseph Molaudzi, the men claim that some of them had been working for the firm from as early as 1974 without registration. They claim that victimisation in the firm started last November when they formed a works committee after joining the union.

Molaudzi tells the *FM*: "When our committee was formed, union officials were present and our employer gave the impression that he was in favour of our activities (*FM* November 18). His attitude suddenly turned sour for most of us in November last year. We were made to wash lorries and do other degrading jobs. One foreman even said this was punishment for being union members."

Mines body opens door to blacks

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ARGUS
25/11/78

The Argus Correspondent

JOHANNESBURG. — The door to black advancement on the mines has been thrown open by the most important officials association in the mining industry.

'We are prepared to compete in the labour market with any colour, provided it is fair competition,' says the 10 000-strong Underground Officials' Association.

The statement appears in an editorial in the association's journal.

The only qualification is that competition must definitely not be on undercutting salaries.'

SECURITY

'This association aims at job security for its members without being opposed to black advancement,' the editorial says.

'Any person who can do the job should be given the job plus the attendant privileges and responsibilities, including social responsibilities.'

... the solution does not lie in having the non-white in certain selected portions of the whole.'

UNDER FIRE

The statement contains an explicit endorsement of objectives on black advancement set out in a domestic working paper of the Anglo American Corporation.

The document came under heavy fire from the Mine Workers' Union which exposed it, having received it in an unorthodox manner from an Anglo employee.

But the editorial says: 'One can find no fault with the objectives of the Anglo American plan.'

Cape Times 27/1/78 Y
**Call to
recognize
black
unions**

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Industrial Reporter

A MEMORANDUM to the Wiehahn Commission of Inquiry into labour legislation, submitted by five unions representing commercial, distributive and catering workers, has called for government recognition of black trade unions

The unions urged the removal from the Industrial Conciliation Act of all provisions relating to race and sex discrimination. All workers should be given the same rights to freedom of association.

The unions said they did not accept that blacks were not ready for the movement.

"Sooner or later, by peaceful means or force, the workers who today are deprived of rights enjoyed by others will attain these rights. Surely it is wise to grant them now and lay the foundations for peaceful, responsible and profitable industrial relations, than to risk the holocaust which an accumulation of frustrations, poverty and deprivation of rights will undoubtedly unleash?"

Citizens of independent black homelands should also have trade union rights in South Africa, the memorandum said

The commission was asked to recommend the acceptance of the principle of "the rate for job" and the equal application of all conditions of employment. The establishment of an autonomous agency was advocated to mediate in labour disputes

21/12/78 (139)

Trade unions for blacks next year?

JOHANNESBURG — The Government's reappraisal of industrial relations in South Africa will almost certainly result in trade union rights being extended to black workers, labour sources said yesterday.

It is expected that the Industrial Conciliation Act will be amended to include black workers in the definition of "employee," which will give black workers access to registered trade unions and the conciliation machinery available to registered unions.

The framework in terms of which trade unionism would be exercised would definitely be changed the sources said.

They were commenting on press reports yesterday quoting Nationalist sources as saying that blacks might be allowed to join or form registered

trade unions next year.

But they emphasised that any firm conclusions at this stage would be premature as these issues were still being deliberated by the Wiehahn commission of inquiry into labour legislation.

They believed that trade unionism for blacks might take the form of allowing registered unions to take blacks into their ranks, as well as giving blacks the option to form their own unions.

They also thought that black trade unions were likely to be subjected to certain restrictions.

Legislation for a new industrial relations framework emanating from the commission's findings is expected to be tabled early in next year's parliamentary session — DDC

WAGE DEMANDS - 1

Steel and engineering

FM 2/3/77

The steel and engineering industry will doubt live up to its reputation for tough bargaining this year.

The Confederation of Metal and Building Unions (CMBU) this week decide on wage demands which, so union sources say, average 12% to 13%, with higher percentage increases in the low jobs. But the CMBU is not seeking compensation for the fact that last year's wage rise was below the CPI rise.

How will the industry's employer organisation, Seifsa, react? Says Ben Nicholson, secretary of the CMBU: "We've already confronted with the usual hurrings. The mines are pleading poverty if gold drops below \$170 and the Stelbosch Bureau for Economic Research has warned of a high inflation rate unless employers don't hold down wage increases. But nobody bothers to mention the inflationary effect of measures in the railway budget."

On the African jobs front, Seifsa has already given notice of its intention to write the Urban Foundation/Saccola code of conduct into the industry's agreement. The unions say this means another attempt to move Af-

cans up the jobs ladder

Says Nicholson "We've nothing against a controlled movement of blacks up the ladder. But our members at the top must have their suspicions about their future allayed. Our proposals contain suggestions about how this ought to be done."

A key element in the unions' suggestions deals with "the fact that employers are still not keeping their side of the bargain by paying the same rates to non-union labour."

Star 9/13/78

Black trade unions supported

Labour Reporter
The official recognition of black trade unions would improve labour relations, say one-quarter of the

employers who took part in a labour survey

Almost half of the employers admitted that non-recognition of black

unions could harm labour relations, but only 87 percent saw the acceptance of black unions as necessary for healthier

labour relations

About one in eight manufacturing firms took part in the survey conducted by Mr J D Larrell

of Unisa's Institute of Labour Relations

The questionnaires were sent out a week before the Soweto disturbances of June 16 1976

More than half of the employers described inadequate communication as the biggest shortcoming in labour relations

However only three in five of firms with 20 or more black workers were using the committee system

The results indicated that about three in five firms wanted no structural changes

● Employers "deceiving" themselves

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FM 16/6/78
LABOUR RELATIONS — 1

Here's how (139) (142)

A conservative white trade union operating with both a coloured union and an unregistered African union on an industrial council? It sounds a little far-fetched to someone familiar with the SA labour scene. Yet this is precisely what is happening in the Port Elizabeth motor assembly industry.

Details of this unique arrangement were spelled out recently by Ford industrial relations manager Fred Ferreira, addressing a Unisa Business School conference on "Codes of Employment Practice." Ford is one of the few SA companies to recognise an African union.

Ford recognises the United Auto Workers' union, which has close links with the (coloured) National Union of Motor Assembly and Rubber Workers. The white union is the SA Yster, Staal en Verwante Nywerhede Unie, which is a power in the staunchly conservative SA Confederation of Labour.

Ferreira told delegates at the conference how African worker representatives — among them the National President of the United Auto Workers — have sat on the industrial council, which regulates wages and working conditions for the PE motor assembly plants, since 1974.

Because management was unwilling to negotiate separately with the three unions, says Ferreira, they insisted that a common set of demands on issues of common interest be drawn up. The system, it seems, is working well. "Co-operation between the employee parties has become mutually accepted," is how Ferreira puts it.

He tells the *FM*. "Obviously the three groups have differing concerns. But on issues like wages, where their interests overlap, they form a united front to bargain with employers."

Of course the African delegates to the industrial council are not there as union men — that's illegal. But they're there — legally — because they are also liaison committee members. Representatives of liaison committees are entitled to observe at industrial council meetings, thus giving the African union an opening in an industry in which many African union men are liaison committee members as well.

All three industrial council African representatives are union men, however, and the distinction is little more than a nicety. Expanding on this, the company's

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Muscle for the unions

Labour relations may never be the same again. Employers who refuse to recognise African trade unions could find themselves with a massive consumer boycott of their products on their hands.

This is one implication of Chief Gatsha Buthelezi's Inkatha movement's decision — described by Inkatha publicity secretary Gibson Thula as "one of our last options against disinvestment" — to attempt to monitor and enforce the various codes of employment practice which have been issued of late

Says Thula: "We have powerful consumer leverage. If our plans are accepted by the other members of the SA Black Alliance next week, we will have even greater leverage"

There's also little doubt that the main thrust of the Inkatha campaign will be the union recognition issue Says Thula: "Our main purpose is to strengthen the existing trade union movement." And he adds that, while Inkatha is using the codes as its base, it is not using those codes which ignore, or are ambiguous about, the trade union issue

"We regard the EEC code as the most effective of all and our congress passed a resolution urging the framers of all the codes to improve them," says Thula

For their part, the unregistered African unions seem prepared to co-operate with the project Black unionists canvassed by the *FM* this week took a cautious view but generally welcomed the move Said one "We are prepared to accept the support of anyone genuinely interested in unionism After all the false promises of help from registered trade unions, we're pleased somebody else is coming to our aid."

But there are reservations Such as the feeling that Inkatha should not attempt to supplant the unions' own role, and a doubt on the part of some that Inkatha has sufficient labour expertise to handle the issue.

Union meeting

On the first point, Thula replies that Inkatha's aim is to work with the unions and accept their guidance. "We don't necessarily want them to join us. They must keep their hands clean politically. We're offering this as a service to all SA workers, regardless of colour." Indeed, Thula is due to meet Reef trade unionists on August 1 to put Inkatha's plans to them

On the second point, Thula acknowledges Inkatha's lack of expertise but adds: "That's precisely why we're look-

ing for the co-operation of other groups, not only unions, but churches and anyone else who has an interest in worker rights"

If it discovers breaches of fair employment practices, Inkatha, will, he says, rely on the initiative of workers and their representatives in the factory to take up the matter rather than simply sending Inkatha officials in.

Chief among Inkatha's aims, he says, is to stimulate a shop floor awareness of what the codes say and what the company is doing to comply with them. For a start it has a list of foreign firms and hopes to tackle them during the next few months

How effective will Inkatha be? Buthelezi has promised some results within a year, and observers point out that he rarely makes a promise he doesn't feel he can deliver Certainly a consumer boycott could be a powerful weapon, but what of firms whose products are not dependant on the black market?

Overseas contracts

Says Thula "We have made contact with overseas employer organisations, trade unions and governments. Every case of non-compliance by a foreign firm or victimisation of workers who complain will be reported to them" And he warns "Every firm has some vulnerable spot"

So Inkatha means business. If so, relations between employers and their African workers will take on a new dimension, with employers for the first time under sustained local pressure to introduce changes

All this is a significant change of direction for Inkatha Like many black political organisations it has not hitherto concerned itself directly with the problems of the working man By doing so now, it has not only altered the SA labour scene, but may well have opened up new avenues for support

Two points will affect the initiative's credibility among black workers The first is the expertise of the Inkatha men who run the project Chief Buthelezi's KwaZulu doesn't even have a labour minister at present and there are no labour specialists in Inkatha's ranks Much may depend on whether the movement finds one

The second is the issue of wages and working conditions in bantustan and border areas, including Buthelezi's own bailiwick These are widely regarded as well below standard and some critics are

already citing them as a question mark against Inkatha's sincerity The extent to which they are tackled will be vital to the credibility of Inkatha's new direction

The awakening giant

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Despite immense odds, the unregistered African unions have grown lustily. Yet they operate in a legal limbo *FM 25/7/78*

There is no more burning question before the Wicbahn Commission than that of trade union rights for Africans. Will the commission recommend that African workers be on the same rights as others? If so, in what shape and form will black unions be recognised?

The IFC and Graciosa Burchell's Inkhathini movement have also slipped into the picture, the former by joining the European subsidiary in SA and becoming an African union, and the latter by claiming that it will ensure that companies adhere to this and other points in the IFC and other employment codes.

At the moment SA's African trade union movement is forced to operate in a twilight world. Though not able to be officially registered, unions are not illegal. In fact SA now has 22 black unions with a membership between them of 60 000 (against 40 000 four years ago).

Had the unions have survived at all, even the fact that more than 30 key union officials and others working in the black labour field have been banned in the last few years is in itself remarkable. A recent detention of a core of more members of the Young Christian Workers' organisation suggests that working in the black labour field is still

very much akin to tightrope walking. Nevertheless many black unionists claim that worker interest in unions is growing.

Says Clement Montsho, general secretary of the Transport and Allied Workers' Union: "There is now a definite awareness among black workers that they can be a force if they are united." They have realised, he claims, that there is bound to be exploitation where there is no trade union.

Montsho's union was started in 1973 by 300 striking bus drivers from Putco and the Johannesburg City Council's transport department. Today it boasts a membership of 3 200 bus and lorry

drivers and other transport workers in the PWV-region, parts of the OFS, and the eastern Transvaal.

Another person singing hallelujah is Leonard ("Skakes") Sikhakhane, secretary of the Sweet, Food and Allied Workers' Union, whose membership has grown from a mere 200 in 1974 to 3 200 in the Transvaal, Durban and Port Elizabeth.

Sikhakhane's strategy is to concentrate on one factory at a time and unionise its black workers through its works committee. If there is no works committee at a given factory, his union will orga-

Nevertheless, Montsho is confident about the future. "Matters are improving of late. There is now an elastic approach by management to our union."

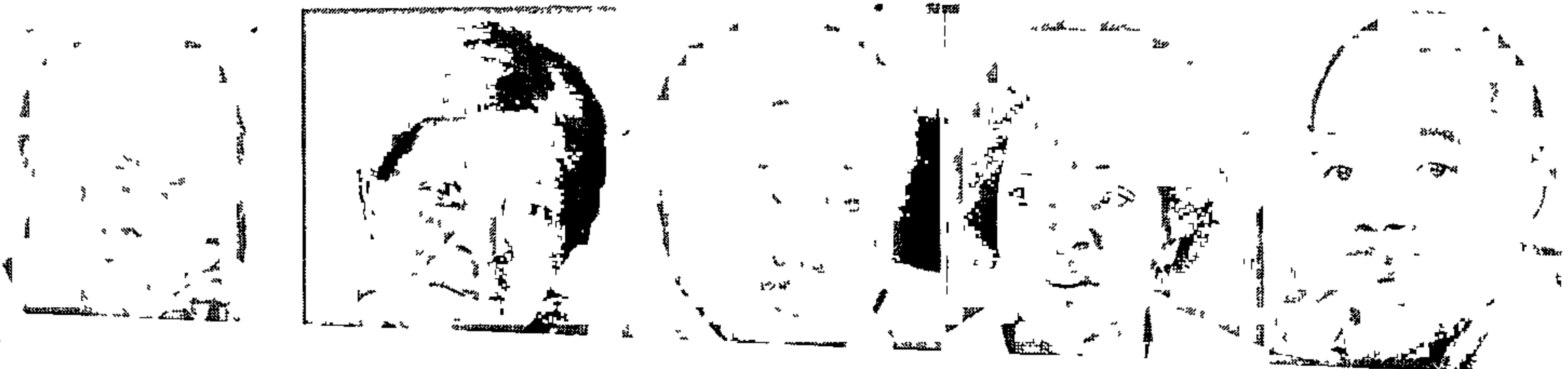
In the past four years his union has instituted legal proceedings against companies that have allegedly intimidated black workers. Some of these companies, after settling out of court, have partially recognised the union by granting organising facilities or allowing shop stewards to collect union dues.

But Emma Mashinini, secretary of the Commercial, Catering and Allied Workers' Union (which enjoys a form of

bership drive. With four other Durban-based unions, Mawu forms part of the Trade Union Advisory and Co-ordinating Council (Tuacc). A Tuacc spokesman tells the *FM* that recently a number of members have been visited by police at their homes or places of employment and questioned about their union activities.

How do unions handle cases of intimidation and other malpractices? The Department of Labour doesn't feature favourably. Says Mngoma: "When we approach them they are not co-operative."

Geluzu Thombeni of the Urban Train-



Financial Mail July 28 1978

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Relations between employers and unregistered (African) trade unions have come to a crisis point in the food and drink

Average

Average

industries.

Four major employers have been approached for recognition by the Sweet, Food and Allied Workers' Union

The approaches have taken on an added dimension with reports that the four — Unilever, Kellog SA, Intercontinental Breweries and Premier Milling through its subsidiary Weston Biscuits — face international trade union action if they shut the union out

Both Unilever and Kellog are multinationals and Intercontinental is part of the worldwide Rupert group, so all three could be in trouble if the International Union of Food and Allied Workers' Associations (IUF) which represents food and allied workers throughout the Western world puts on the pressure

Not all the companies are, however, likely to refuse recognition Union secretary "Skakes" Sikhakhane tells the *FM* that his union is confident of winning recognition at Kellog as soon as it can demonstrate that it represents more than 50% of the workforce

This shouldn't be far away "We represented about 60% until recently The workforce has grown of late, however, and we may have dropped a little below 50%. But we should be back over that figure soon," Sikhakhane tells the *FM* Kellog MD Des Wood will only confirm that "cordial discussions are tak-

ing place" with the union and that the company has asked the union to demonstrate majority membership Nonetheless, a breakthrough could well be in the offing

A more complex situation faces the union at Intercontinental Sikhakhane says his union has enrolled all African workers at the firm's Krugersdorp plant and that management appears to have accepted that African workers should be represented by a union

Fragmentation

Management has said, however, that it prefers to deal with a union representing brewery employees only — Sikhakhane's union represents workers in all food and related industries According to Sikhakhane his members reject the formation of a separate brewery workers' union

Krugersdorp workers want to stick with Sweet, Food and Allied and they have told Pretoria and SAB workers that they should do the same He notes that there are only two employers in the brewing industry and adds "We fear that management want a form of company union, restricted to one or two employers, as a form of breaking up our power The workers should be free to choose what sort of union they want"

Neither Intercontinental's MD Gerhard Steinmetz or SAB's Beer Division

will comment. However, the *FM* understands that both are delaying a decision until after the Wiehahn Commission reports, and that brewery employers would prefer to deal with an African union which has links with a registered union

At Unilever, Sikhakhane reckons the union has been met with the traditional brick wall It has not asked for full recognition here, as it doesn't represent a majority of the workforce What it does want is access to factory premises during lunch and other breaks to address workers and enrol members

Management, he says, told the union it was a "third party" and referred the issue to Unilever's liaison committee, which refused permission But "Liaison committees have management representatives and the workers may have feared victimisation if they backed the union"

Sikhakhane rejects Unilever claims that it has consulted workers and that they are not interested in the union "A representative of their parent company did tell workers that they could join a union without fear of comeback But he didn't ask who was interested We do have membership at Unilever"

He argues that a union representative should have been present at the meeting to put the union's case and allay worker fears of victimisation and adds that

0-99	66.	3.22
100-199	30.	4.87
200-299	10.	6.40
300-399	1.	4.00
400-499	0.	-
500-599	0.	-
600-699	0.	-
700-799	0.	-
800-899	0.	-
900-999	0.	-
1000+	0.	-
Totals	107.	4.12

3 worker response to the union can't be tested unless his officials are allowed to put the union's case to workers on factory premises.

A Unilever SA spokesman replies that the company "neither encourages nor discourages" union membership. Unilever won't obstruct "legitimate and reasonable" union attempts to establish contact with workers but "this would not include access to company premises without prior consultation with the appropriate employee representative committee"

Unilever's man says the liaison committee consulted workers on the union issue and the reaction was "negative." There is no need for a union official to be present when the issue is put to workers because "we do not believe that there is fear among employees that there will be repercussions" if they join a union "The fact is that Unilever employees have shown little inclination to join the union"

Over to the courts

FJM 11/8/78

Potentially groundbreaking points of labour law are at issue in a unique action currently in progress in the Pretoria Supreme Court. One point argued is the claim of an unregistered African trade union and a works committee that they have *locus standi* to represent workers in a case against their employer.

Justice Eloff is expected to hand down judgment later this month on the claims of the Transport and Allied Workers Union and the works committee at Bosman Transport of Vereeniging that they have *locus standi* to bring an application against Bosman on behalf of the firm's workers.

Last month the court handed down an interim order restraining Bosman from dismissing workers unlawfully (*Current affairs* June 30). The firm has opposed the application's being made final.

The applicants, the union, the committee, and a number of individual Bosman workers, claim that Bosman dismissed some workers because of their union and works committee activities, and that this was a breach of labour law. They also claim other breaches by the firm, such as failure to provide them with log books or to pay them the overtime rates laid down by their industry's industrial agreement.

In a replying affidavit the firm's MD Piet Bosman, argues that the union has no direct interest in the application, that its constitution makes no provision for the legal action it has instituted, and that, as an unregistered union, it has no "statutory recognition."

He also argues that the committee has no *locus standi* in the matter. He claims

its constitution was not properly accepted by his workers and that the law makes no provision for the acceptance of such a constitution—at any rate not in the form of the Bosman works committee's constitution.

Inter alia, Bosman argues that the applicants should have cited both the industrial council and the relevant statutory bodies and officials charged with resolving labour disputes as respondents because the law assigns them the responsibility of trying to resolve disputes.

As far as the applicants' charges are concerned, Bosman denies that he fired any workers for union or committee activities. He claims one worker was fired for passing confidential company information to the union and that the others were dismissed for reasons unrelated to their union and committee activity.

He concedes that he did not use the log books required by the industrial council to record normal and overtime work but says that this system had been found wanting in the past and that he has used a tachometer instead. Instead of overtime he pays bonuses to his workers. A recent experiment conducted by him with the committee's alleged consent proved that the bonus system is more

favourable to workers than the log book system, he claims. Bosman also denies that he ordered or asked drivers to work more than 15 hours a day, in breach of the agreement.

Works committee chairman Shadrack Sello has now replied to this affidavit. He says the works committee constitution was properly adopted by a general worker meeting and that Bosman was angry when he discovered that the committee had obtained a works committee constitution from the Union.

In addition, another committee man, Alfred Hlohlongwane, who earlier signed an affidavit saying that he would have opposed the committee's decision to take action against the company had he been present at the meeting, has signed a new affidavit contradicting his earlier statement.

He states that the original affidavit was signed by him without a formal oath being administered and that he agreed to sign it in the presence of Bosman and the firm's lawyer "because I was frightened of the consequences if I did not do so." He also says that he was asked by management to inform it who were union members and that Bosman's transport manager, Danie Bloem, told him that the

men who brought the application would be dismissed. Had he been at the committee meeting, he would also have voted to institute proceedings, he now says.

At least one issue has now been resolved. In a further replying affidavit Bosman, who earlier stated that he had asked the industry's industrial council to exempt him from the log book system, says that the council ordered him to institute the log book system immediately and that he has done so.

The following table summarises the number of firms in a sample of firms we interviewed. This is for a comparison between the figures in

Table 39. Total employment of firms in overa

R E G I O N	E M P	
	Whites	Asians Colour
Durban	7 589	7 58
Natal Employers' Association	2 951	3 40
Witwatersrand	16 580	4 97
Rosslyn	724	
Construction	8 039	4 89
T O T A L S	35 883	20 85

satisfied with the union's representativeness, that the union would have to agree to abide by the committee's constitution and that the committee would have to be happy that the union wasn't infringing on its activities

Complains Nala. "It's unheard of. Where on earth has a union ever had to discuss recognition with a worker committee? We want recognition from management, not a section of the workers"

Indeed, the committee, a non-statutory in-plant joint worker and management committee, has been rejected by the union, and all but one African worker representative has boycotted it. Says Nala "Workers in the two lowest grades aren't represented and they're the majority of production line workers"

Richards replies that Nala has "misinterpreted" Glacier's conditions. He complains that Glacier is prepared to resolve the issue but that the union is not

He says Glacier "had the courtesy and interest" to approach the union with its conditions and says the firm "is only too pleased to discuss the subject" It has been stymied, he says by the union's "reluctance to communicate with us" which "is making it virtually impossible to negotiate"

The union executive hasn't discussed Glacier's criteria yet, but is likely to reject those which deal with the committee and will see the Glacier conditions as another attempt to make the committee the chief bargaining body at Glacier

Certainly the conditions are unprecedented if the union's interpretation is correct. Management does not delegate key decisions such as union recognition to a worker committee, and it does appear as if Glacier is attempting to entrench the committee while formally agreeing to union recognition

If that is the case it is unlikely to satisfy the demands of the majority of its African workforce

Meanwhile, the union has sued Glacier for defamation. The action arises out of comments allegedly made by Richards to the FM (July 28) in which he alleged intimidation of Glacier workers by the union

I. Generalisation from the sample findings

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UNIONS

Faulty bearings

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Does Glacier Bearings of Pinetown believe in working with trade unions or with in-plant committees? The answer is still unclear after the release of a Glacier document setting out its criteria for union recognition.

Last week, Glacier MD Bill Richards handed Metal and Allied Workers Union secretary Junerose Nala a document setting out the conditions under which Glacier would recognise a union. That suggests a thaw in the dispute between the union and Glacier (Current affairs July 28 and August 18). But the document contains clauses likely to be rejected by the union.

It stipulates that a union which gained recognition would have to be representative of Glacier workers and not involved in politics. Nala tells the FM the union has no objection to those stipulations

It also contains clauses, however, which the union interprets as meaning that it would have to negotiate with Glacier's in-plant industrial relations committee about recognition. Other clauses state that the committee must be

4. DISCUSSION 0

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18/8/78

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**BLACK UNIONS
A slight thaw?**

Management at Glacier Bearings may be reconsidering its anti-union stance in its recognition dispute with the unregistered Metal and Allied Workers Union (Mawu) (Current affairs July 28).

Firstly, John Collyear, MD of Associated Engineering, Glacier's UK parent company, has written to the union qualifying an earlier statement to the effect that Asseng regarded the matter as "the affair of local management." He tells the union that he will be in SA soon on a routine visit and will take the opportunity to study the dispute.

Local management is unconcerned. It says that, as far as it knows, Asseng has not retreated from its earlier position. Of course, Collyear may have merely written to the union as a "courtesy" gesture. Nevertheless, the fact that he has been prompted to qualify his earlier statement

appears to indicate that the UK parent is taking some interest in the matter.

Secondly, Pinetown MD Bill Richards has been in contact with the union, asking for a meeting with secretary Junerose Nala at which, he says, he will set out the conditions under which management is prepared to recognise a union.

Richards has told Durban pressmen that management is not against union recognition but that it wants a copy of Mawu's constitution. Nala replies that the union executive has decided not to send a constitution until Glacier agrees in writing to resume negotiations once management has read the constitution. The proposed meeting, says Glacier, is aimed at finding a way out of the impasse. Meanwhile, the union has asked Glacier to allow secretary Junerose Nala onto factory premises to address workers on the issue. The request has been referred to Glacier's industrial relations committee.

The committee, a combined liaison committee designed to accommodate workers of all races in one plant-level committee, has been boycotted by most members of Glacier's African liaison committee. Now, according to management, the committee has decided that it can't discuss the union's request until the African representatives are present. "They are among the people affected and the committee decided it couldn't take a decision without them," says a company spokesman. The issue has thus been deferred until the African representatives are present.

They won't be, according to Nala. She says the liaison committee members won't attend such a meeting because they fear that management would cite their attendance as evidence of the fact that African workers were now co-operating with the committee.

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GOALS

OBJECTIVES

to obtain optimal contact

between institutional

health & consumer by

training VHM's

Assist VHM in identifying

local health needs/
problems

solving the above

After one year

VHM's provide simple

curative care

That women chosen by their

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New twists

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Last week's Bosman Transport judgment may have been a blow to African trade unions and works and liaison committees. But there's little doubt that the government-created committees are the chief sufferers.

A statement issued this week by the Trade Union Advisory and Co-ordinating Council, together with two other unions, one registered, the other unregistered, argues that the Bosman judgment doesn't affect the status of African unions which sign binding recognition agreements with employers.

Legal men agree with this view. The union was ruled out of the Bosman case because the court found it didn't have a direct legal interest in the enforcement of industrial law where its members were involved. But, if a union has actually signed an agreement with an employer, it would have such an interest, say lawyers.

"As a party to a civil contract, which any recognition agreement is, the union would have a very direct interest in going to law to enforce that contract. The status of voluntary recognition agreements isn't changed," says one legal man.

So the judgment doesn't really change the legal status of unions all that much. Their ability to act on behalf of their members isn't greatly inhibited — only their power to go to law in certain circumstances is. Indeed legal men argue that even African unions enjoy a form of legal recognition — in Section 25 of the Wage Act, which makes it a criminal offence for an employer to victimise a worker who belongs to a "worker association."

The only legal impediment African unions suffer from is their inability to register in terms of the Industrial Conciliation Act — an important limitation, but not one which affects their right to operate.

For the committees, however, the effect is drastic. As we pointed out last week, the judgment reduces their func-

tion almost solely to that of in-factory advisory committees. And the much vaunted change to the Black Labour Relations Act allowing them to negotiate "binding" agreements with employers means little in the light of the Bosman judgment.

The main effect of the judgment is, therefore, to further weaken the effectiveness of SA's government-created industrial relations system. Ironically, it could serve to further illustrate the need for African union recognition.

adopted. It is therefore highly unlikely that the absence of this small group affects is concerned. types when rights to work people who work themselves so

Rhodes slammed for firing worker

GRAHAMSTOWN — The Rhodes University administration has been sharply condemned for its firing of a black woman worker over the alleged theft of three toilet rolls. The woman, who has worked at Rhodes for 14 years, learnt this week that an appeal against her dismissal had been turned down by the university council. The president of the students' representative council, Mr Izak Smuts, yesterday met the Vice-Chancellor, Dr Derek Henderson, to discuss the university's policy on dismissal of black workers. Members of the Black

Workers' Union executive will meet Dr Henderson next week to discuss the case and general worker dissatisfaction. The university's 500 odd workers were "really angry", a spokesman for the union said. Workers at Rhodes, which is probably the largest employer of blacks here, do not sign a contract when they enter service with the university. More than 100 workers have had their employment terminated or been dismissed by the university in the past two years. In line with the university's austerity campaign they have not been replaced — DDC

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employment situation. Occupational levels of skill, length of service and wages form the first group of inter-related variables. The bare facts are described and then examined in depth in order to try and establish why certain results were obtained. Tentative explanations are put forward where possible and areas where more research is required are pinpointed. Worker grievances, the ineffectiveness of factory committees and workers' own desired forms of organisation form another topic. Once again analysis is carried out in order to grasp the underlying factors that could explain the results. Part one continues with an attempted assessment of the solidarity between African and 'Coloured' workers. Finally, part one ends with a summary of the major conclusions reached thus far.

The second part considers the rural situation of the workers. Many of them have families and dependants in rural areas (mostly in the Transkei and Ciskei, particularly the Transkei). As a result, many workers and their families have land to cultivate or own livestock. The distribution of land and livestock is carefully analysed and attempts are made to find factors that influence these distributions. The ways in which migrant workers obtain work are analysed as are their periodic returns to the rural areas. Finally, factors in the rural areas that could influence the wage levels and remittances of migrant labourers are investigated.

BLACK entrepreneurs in South Africa have never had it easy

For decades they have chafed under myriad Government-imposed trade restrictions and fought against the implications of being temporary residents in urban areas

Every aspect of black trade is regulated — from the types of services and goods they may offer to where they may trade and how big shops may be

Now, three months after the Government lifted some of the most serious restrictions, black business men face a major crisis

The rules of the game are about to be broken. Whites will be allowed to compete with blacks in black areas, but not vice versa

At the moment it is a theoretical problem — the Government has not completed plans, and building has not started on white-owned complexes in black areas — but it brings into question the future of blacks in a free-enterprise economy

Battling to find their feet and consolidate their efforts, black entrepreneurs fear the Government is about to cut the ground from under them by going ahead with its plans. It has been called "grossly unfair" and "morally indefensible" that the opposite will not apply. Blacks allowed to compete in white areas, where blacks spend more than 80 per cent of their earnings

The controversy shot into

the headlines recently when a group of white entrepreneurs were given the go-ahead by Johannesburg City Council to build a R20-million shopping complex adjoining Soweto

The developers — one is Mr Aaron Cohen, who has built 26 shopping complexes — point out that plans for the Klipspruit centre were drawn up originally 15 years ago and that it will become a major employer (about 4 000 people, excluding a large home-industries section) in an area where there

is vast unemployment

But blacks — business men and consumers — are not enthusiastic

Black business men have plans of their own for six supermarkets and shopping complexes in Soweto. They are supported by white business men in their reservations about the Klipspruit centre

Till now, black business men have had little choice but to co-operate with capitalism under apartheid rules. It has meant blacks trading in black areas, and

catering for black consumers only in their daily domestic requirements

The free-enterprise system became more of a reality for blacks last year when some trading restrictions were lifted

● Blacks can now trade or engage in 66 professions (previously it was 24)

● They can form partnerships or companies

● They do not need homeland citizenship certificates to get a trading licence

● Under the old regulations, a black had to be born in the area or have lived there for 15 years before he was eligible for a trading licence

A minor concession now is that he has only to qualify under Section 10 (i) of the Bantu Consolidation Act. That is, he must have

been born in the area, worked there for a single employer for ten years or lived there lawfully for 15

● Black traders may now have shops of 350 square metres. The previous limit was 150 square metres

● He can have more than one business, provided they are on the same site

● Previously, if he had a business in a homeland, he could not have one in an urban area. This has fallen away

Several other minor restrictions have also been lifted. But the most serious one remains. Blacks cannot get freehold rights on their shops, and this seriously hampers their efforts to raise capital

The Government has said more restrictions on black traders will be lifted if

Can black business ride this threat?

By JILL
McILRAITH

Sunday
side 2 6/8/78 (139)

whites trade in black areas. But it has become the son's choice. If black entrepreneurs accept the rules of the game — in enterprise, but in black areas only — they face odds that could mean the death of embryonic enterprises

Mrs Sally Motlana, president of the Black Housewives' League, says the way the rules are being broken is grossly unfair. Blacks did not ask for apartheid, but they would rather keep the restrictions on traders and buy black

Mr Sam Motsuenyane, chairman of the National African Federated Chambers of Commerce, also rejects the plan. Nafcoc itself has a large shopping complex planned for Soweto

Mr Motsuenyane is supported by the Soweto Traders' Association, which includes most of 1 600 shopkeepers in the township. Many smaller shops stand to suffer if the supermarkets open, but this is a battle between small and large, which blacks want to work out among themselves rather than draw battle lines between white big business and various lower levels of black enterprise

Fears

Solutions vary. No one pretends it is an easy problem to solve. It has vast politico-socio-economic implications which could affect the future of the country, and especially the role and acceptance by blacks of the free-enterprise system

Dr Jan Hupkes, of the Afrikaanse Handelsinstituut, says blacks' inexperience and their lack of skills and capital may be detrimental to the consumer. They are allowed a trade monopoly in black areas. But he also fears that whites are allowed to trade freely in black areas, which would undoubtedly stifle black advancement

Dr Hupkes's solution is a tripartite agreement allowing blacks and whites to come together under the umbrella of a black-controlled development corporation. Whites would be phased out gradually as blacks gained experience

Mr Marus de Jager, executive director of Johannesburg Chamber of Commerce, says the solution may have to come in parts

It is necessary to protect black entrepreneurs so that they can consolidate and develop larger outlets, which would offer consumers better service. But, ultimately, the Assocom is committed to an integrated economy with free trade

Mr De Jager says he does not believe such an integrated

and the creation of a strong, stable black middle class, is compatible with political segregation

No one is ready to admit publicly that a lopsided free-trade policy could be the last spoke in the wheel of black rejection of the private-enterprise system

Botha hints at ^{17/5/78 & (139)} ~~at~~ _{sta!}

Own Correspondent

DURBAN — The Minister of Labour, Mr Fanie Botha, hinted strongly last night at future recognition of black trade unions in some form

Speaking in Durban at the official opening of the Afrikaanse Handelsinstituut congress, he said the dualism resulting from the organised and unorganised sectors of labour necessitated urgent reconsideration

"Last year further recognition was given to basic workers' rights for black people — the right to negotiate, the right to have agreements enforced and the right to protection from victimisation," said Mr Botha

The Wiehahn Commission was investigating the position of employees their right to employment and progress, and their organisation for negotiating and protecting their rights.



MR BOTHA

future black trade unions

Bridges

Mr Botha said the correct dispensation would provide security and human dignity, and avoid the germ of labour confrontation

"A collision could escalate into a race conflict in our own labour situation — and this must be avoided at all costs"

He said he had confidence that bridges would successfully be built between employees, employers and the State as well as between workers of all races

Shortage

"Good labour relations were now of the utmost importance"

Among factors making a re-evaluation necessary were the shortage of white manpower on one hand and, on the other, the availability of workers of other races

Within the foreseeable future more than 80 percent of all employees would be "black, brown or yellow"

Mr Botha outlined likely features of South Africa's new labour structure, which would include a labour tribunal whose judgments would not be criticised as politically inspired, and a permanent commission to study labour legislation

● See Page 19.

SA group braced for world labour rally

Sieg Hanng,
Labour Reporter

Five South African employer representatives and five trade unionists of all races will defend their interests in the face of rising pressures at a conference of the International Labour Organisation next month

This year's conference takes place against the background of

● At least six different South African employment codes, designed to keep the pace of change on the South African labour front ahead of the threat of boycotts.

● A drive by employer associations to eliminate discrimination and promote black advancement.

● The present anti-apartheid year called by the International Confederation of Free Trade Unions, which represents most of the labour movement in the West

The multiracial Trade Union Council of South Africa will be represented by its president, Mr Ronnie Webb its general secretary, Mr Arthur Grobbelaar, one of its deputy vice-presidents, Mrs Lucy Mvubelo, and a member of its executive, Mr Louis Petersen

Mr Wallie Gjobler of the Artisan Staff Association will represent the Federal Consultative Council of Railway Staff Associations

It will be Mrs Mvubelo's fifth trip to the conferences in Geneva, and the first since her abortive attempts to speak for South Africa's black workers in 1973 and 1974

She is the general secretary of the country's largest black union, the National Union of Clothing Workers, which claims to have 20 000 members

Her inability to obtain a public platform while South Africa was being attacked, she says, reflected the lack of democracy which prompted the United States to leave the ILO last year

"But lobbying still does a lot of good," she told The Star. Mr Grobbelaar agreed "It's essential that we make the rest of the world aware of the positive developments in South Africa," he said

Unlike the trade unions, South African employers are still affiliated to their arm of the ILO, the International Organisation of Employers (IOE)

"We don't really know what to expect," said Mr Chris du Toit, chairman of the South African Employers' Consultative Committee on Labour Affairs (Saccola), who heads the employer delegation.

"But we are preparing ourselves for a barrage of questions"

Mr du Toit said Saccola had helped to draft South Africa's own code of employment practice with non-discrimination and equal opportunities for all workers as the prime target

"We have obtained the commitment of 90 percent of organised commerce and industry to this code," he said

negotiate on wages and working conditions.

Until now AECI African workers have had to be content with liaison committees. Next week, however, a new body, to be known as the "Central Co-ordinating Committee (CCC)" comprising representatives of liaison committees from three factories (Modderfontein, Jmbo-gintwini and Somerset West), will come into operation.

The new body will be different from a co-ordinating liaison committee in various ways. Comprising employer and African worker representatives, it will have a structure similar to an industrial council.

Inter alia it will be empowered to ratify new industrial agreement in the industry and will have a good deal more independence than liaison committees.

A more significant aspect, however, is that the African representatives will be brought directly into the bargaining process between employers and the nine registered trade unions in the explosives industry.

To bring all racial groups together, another new body, the "Federal Consultative Council," will do the bargaining leading up to a formal industrial agreement. It will consist of equal numbers of employer, registered union and African worker representatives and will bargain for and conclude an industrial agreement which will then be ratified by both the industrial council and the CCC.

The Africans will not sit on the industrial council, however. AECI group industrial relations manager Gerry Uys says "They're only allowed to be there as observers and we feel that would put them at a disadvantage. We don't want them there as second-class citizens."

Besides which, the industrial council only discusses non-African wages and working conditions.

Despite this separation, however, the key aspect of the system is that African delegates will be working with the registered unions for the first time.

How do the worker representatives feel about the change? Most feel it's an advance, although they would like it to lead to full trade union rights so as to strengthen their position *vis-a-vis* both management and the registered unions: "Top management would never victimise us — but there's a great fear of factory management. A union would mean we wouldn't have this fear," says one.

Many are apprehensive about dealing with the registered unions: "These people have much more experience than us. We might be weaker than before," says one.

Replies Uys: "We're as apprehensive as they are. But we believe they'll pick up the skills they need fairly quickly."

Why not a proper trade union instead of all this? If only to prevent the registered unions using their superior experi-

ence to outbargain the Africans at every turn.

Uys replies that it's AECI policy to grant *de facto* recognition to any African union which represents a substantial number of joint workers. In addition, management has stressed to the workers that they are free to join a union. Adds Uys: "The new system is an interim measure. It could easily accommodate a union."

FM 16/6/78
LABOUR RELATIONS - 2
AECI's way (139)

Next week African worker representatives in the explosives industry will for the first time have a direct say in the collective bargaining process.

A new industrial relations system to be launched on June 21 by the sole employer in the industry, AECI, will open up this opportunity for workers to

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~~61~~ FM 28/7/78
~~189~~

BLACK UNIONS

Challenge to the EEC

The EEC code of practice for European firms in South Africa is about to be put to the test — along with Inkatha's recent declaration that it will make foreign companies adhere to this and other labour codes

A British subsidiary in Pinetown has been accused of refusing recognition to an African trade union which claims



Mawu's Nala . icy relations

for them

Richards replies that Nala is "not representative," and that not one worker indicated any objection to the combined committee at a recent meeting in the factory "The vast majority of our total labour-force definitely support the combined committee We have no proof that the union exists They haven't even given us a constitution, which in any case would have to go through the combined committee"

Richards further alleges that "some people tell us that they are forced to sign pieces of paper or get beaten up" But no charges of assault or threatened assault have been laid

Majority support

Nala denies that she or anyone else has threatened any of the workers She claims that about two-thirds of Glacier's Africans back the union In support of her claim, she showed the FM a list of 117 names of workers who endorsed the union at a referendum it organised at the beginning of May Nala adds that support among the 190-odd Africans at Glacier is actually higher, since the list of 117 does not include people on nightshift

Richards insists that the existing African, Indian, and white liaison committees at Glacier agreed last year to form the combined committee Nala disputes this, and also says that union shop-stewards were elected to six of the seven posts on the African committee in February this year She adds that all six, on the instructions of their constituents, have refused to join the combined committee, and stated instead that they back the union

Minutes kept by management of a special meeting of the African liaison committee — of which Richards himself is chairman — lend weight to Nala's claim Indeed, the minutes reflect that the meeting (on May 29) was "held to explain the decision (of the company) regarding the request of the committee that MAWU be recognised" Minutes of a meeting of the combined committee on July 13 reveal that six of the seven African liaison committee members did not attend, thus suggesting that Nala is correct in claiming that they are boycotting the combined committee

Richards says he "does not know" whether the African liaison committee is "still truly representative or not."

He contends that recognition of the black union could "split the race groups" in his factory, where "we're hoping we're getting a long way towards being non-

racial" Nala counters that it is "absurd" to talk of non-racialism when the factory's canteens are segregated, and that her union is in any case open to workers of all races

As a British subsidiary, Glacier is expected by the British government to abide by the EEC code, one of whose key requirements is that companies should ensure that all their employees can choose what type of representation they want Stressing that African trade unions, while not officially recognised by the state, are nevertheless not illegal, the code explicitly says that if black workers want to be represented by a trade union, their employers should not stand in their way

John Collyear, MD of Glacier's parent, Associated Engineering of the UK, tells the FM that the EEC code is "in some respects a burden on companies like ourselves because it forces us to take decisions which are the affair of local management"

He adds that in the case of Glacier "we could act if we wished," but that he prefers to leave the matter to the SA board of directors However, "that is not to say that we are not interested"

majority support among the company's African workers The company is Glacier Bearings, part of the Associated Engineering group of SA, which is itself nearly two-thirds owned by Associated Engineering of the UK The union is the Natal branch of the Metal and Allied Workers' Union (MAWU)

Pinetown, of course, adjoins KwaZulu, where Chief Gatsha Buthelezi has his Inkatha power-base Glacier has a complement of 420, nearly half of them Africans.

MAWU general-secretary Junerose Nala tells the FM that she first approached Glacier MD Bill Richards for recognition in March this year His reaction, she charges, has been to reject the union and instead press on with plans for a "combined liaison committee," which is "clearly designed to pre-empt recognition of the union."

However, Nala says, most of the Africans in the factory have repeatedly made it clear that they reject the combined committee and want the union to speak

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(139) FM 4/8/78
Inkatha's union backing
 Chief Buthelezi's Inkatha movement received further backing for its attempts to monitor codes of employment practice — this time from 11 Reef African trade unions. Co-operation between Inkatha and the unions will increase pressure on employers to recognise African unions

7D - HOUT BAY

Age group	Ea				Average income per month (R)		
		Known pensioners	Known earners	Known pensioners	Known earners	Known pensioners	
Unknown	0.	0.	0.	0.	-	-	
15-19	7.	0.	7.	0.	88.57	-	
20-24	8.	0.	8.	0.	59.25	-	
25-29	18.	0.	18.	0.	73.83	-	
30-34	15.	0.	15.	0.	70.93	-	
35-39	11.	0.	11.	0.	75.55	-	
40-44	13.	0.	13.	0.	65.31	-	
45-49	4.	0.	4.	0.	68.25	-	
50-54	3.	0.	3.	0.	62.33	-	
55-59	2.	1.	2.	1.	45.00	34.00	
60+	8.	0.	8.	0.	48.62	-	
Totals	89.	1.	89.	1.	68.61	34.00	

7E - ZEEKOEVLEI

Unknown	0.	0.	0.	0.	-	-
15-19	37.	0.	34.	0.	59.97	-
20-24	53.	0.	50.	0.	72.58	-
25-29	29.	1.	25.	1.	105.72	34.00
30-34	19.	1.	18.	1.	93.94	34.00
35-39	21.	4.	21.	4.	88.57	39.75
40-44	16.	0.	16.	0.	77.50	-
45-49	16.	1.	16.	1.	93.69	34.00
50-54	9.	2.	9.	2.	131.56	28.00
55-59	6.	3.	6.	3.	93.17	22.00
60+	3.	5.	3.	5.	50.00	33.80
Totals	209.	17.	198.	17.	83.30	32.47

7F - PHILADELPHIA

Unknown	0.	0.	0.	0.	-	-
15-19	22.	0.	22.	0.	46.18	-
20-24	31.	0.	31.	0.	57.32	-
25-29	30.	0.	30.	0.	67.43	-
30-34	22.	0.	22.	0.	69.27	-
35-39	15.	0.	15.	0.	74.33	-
40-44	16.	0.	16.	0.	64.62	-
45-49	16.	0.	16.	0.	71.37	-
50-54	6.	1.	6.	1.	70.67	34.00
55-59	3.	0.	3.	0.	68.00	-
60+	4.	5.	4.	5.	58.00	30.40
Totals	165.	6.	165.	6.	63.58	31.00

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Union may decide on black members

By RIAAN DE VILLIERS
Labour Correspondent

ONE of the major white artisans unions in the country, the South African Electrical Workers' Association, may decide to open its doors to qualified workers of all races at its tri-annual conference which opens today.

The 17 000-member union will debate amending its constitution to admit all qualified electrical

tradesmen who meet its membership conditions irrespective of race, colour or creed.

Blacks are barred by law from belonging to registered trade unions.

But Mr Ben Nicholson, the general secretary, yesterday said the union was anticipating certain changes in labour laws as a result of the work of the Wiehahn commission. Nothing could happen

before the law was changed, 'but we want to be ready for the changes when they take place,' he said.

The association's move reflects the widely held expectation in labour circles that trade unions rights in some form will be granted to blacks as a result of the commission's work.

Significantly, the union has invited Professor Nic Wiehahn, chairman of the

commission, to open its conference this morning.

Blacks are at present also barred from being trained as electrical journeymen — but the conference will also debate a resolution that all South Africans, irrespective of race or colour, should be trained as tradesmen.

Mr Nicholson said the two resolutions were "very much linked together."

Equation (5) indicates that the number of morgens available for cultivation, the proportion of available land cultivated and the number of wage-earning female adults were significant in explaining 1% of the variation of maize yield. What is noticeable is that all their coefficients are negative indicating an inverse relationship between yield and each of the variables.

and
where variables already used in equations (1) to (4) have the same meaning
HWA = number of wage earning male and female adults in homeland family
HNUC = number of children in homeland family who are neither at school nor wage earners or who are unspecified (HNUC = HNC + HUC)
HNVA = number of adults in homeland family who are neither at school nor wage-earners or who are unspecified (HNVA = HNA + HUA)

Variables excluded (in order of exclusion) HWC, HSA, HNVC, HSC, HNVA
 $R^2 = 29,2\%$
Sign. Level (0,00) (0,00) (0,00) (0,00) (0,02)
YIELD = 90,23 + 5,5 LANDCULT - 50,5 PROPAND - 13,0 HWA (7)

Variables excluded (in order of exclusion) HWC, HSA, LONGDID, CATTLE, REMIT, HNC, HUA, HSC, HNA, HWA.
 $R^2 = 29,1\%$
Sign. Level (0,00) (0,00) (0,00) (0,04) (0,09)
YIELD = 90,65 + 5,64 LANDCULT - 51,23 PROPAND - 15,4 HMVA - 5,3 HUC (6)

PRETORIA — A judge has found that black trade unions and works committees have no legal standing and cannot go to court for the workers they represent

The ruling arose out of a court action against Piet Bosman (Pty) Ltd of Vereeniging by the works committee at the firm, the Transport and Allied Workers' Union and a number of individual workers.

They claimed the firm fired some workers because of their union and works committee activities and were granted an interdict restraining the firm from unlawfully dismissing workers

They also applied for a court order preventing the firm from breaching certain provisions of the Industrial Council agreement for motor transport.

In what is believed to be the first judgment in a case of this kind, Mr Justice Eloff ruled in the Pretoria Supreme Court on Tuesday that neither the works committee nor the union had legal standing

He said a works committee was a statutory body with the limited functions of establishing dialogue with an employer

Black unions hit by judgment

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and negotiating for black workers

The Bantu Labour Relations Regulation Act did not provide that a committee could take up the cudgels for employees except with an employer.

The law itself did not give such a committee the power of going to court

Also, a works committee could not create such powers in its own constitutions, he said

On the trade union's claim to represent the workers, the judge said it was not registered in terms of the Industrial Conciliation Act and therefore had no statutory rights or duties. It was an ordinary voluntary association

He found the union had no direct interest in the application or the outcome

He found two of the individual employees who

had been dismissed had no legal standing either

The respondent's objection to the standing of the committee, the union and the two workers were upheld with costs

The rest of the case relating to the application by four other workers who are still employed was postponed until August 29

Commenting on the ruling, a lawyer said yesterday it meant workers' committees or unregistered trade unions had no right to go to court for workers they represented.

Employees would have to go to court as individuals

He said from the point of view of such committees and unions the judgment was very disappointing as it relegated them to a purely advisory position — DDC

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UNIONS

FM 25/8/78
Will blacks bite?

White trade unions are recognising the necessity of enrolling African members. But how will African workers react to such overtures? That's the key question flowing out of this week's decision by the SA Electrical Workers' Association to form an African electrical workers union.

The electrical workers are the first of the "conservative" unions outside Tucsa to take this step, but it's probable that they won't be the last. Registered unions are recognising the need to broaden their base — both because of the imminent report of the Wiehahn Commission, and because their representativeness is declining as Africans move up the job ladder.

The electrical workers were originally to debate a motion admitting Africans to their union, but the resolution agreeing to set up a separate union was adopted because African membership of registered unions is illegal at present. Electrical Workers general secretary Ben Nicholson says the decision was influenced by an opening address delivered at the conference by commission chairman Nic Wiehahn. "He stressed the need for us to adapt ourselves to the changes which are in the offing".

Should legislation permit mixed

unions, it will be up to the three electrical unions (white, coloured and African) to decide whether to amalgamate.

How will the Africans react? After all, suspicion of registered unions in general, and "parallel" African unions in particular, runs deep. African workers — and their unions — are by no means certain to agree to be absorbed into the registered unions.

Nicholson replies that his proposed union will not suffer from the defects of other "parallel" unions: "It will have its own shop stewards and its own executive."

He adds that he has consulted at least one African union and that it has agreed to co-operate with him.

Nicholson met recently with Jane Hlongwane and the central branch executive of the unregistered Engineering and Allied Workers Union: "I suggested that they co-operate with us and that they set up an electrical workers section of their union," says Nicholson. Hlongwane tells the *FM* that she has no objections in principle to co-operating with the electrical workers, but that her executive must still take a final decision on the issue: "The meeting was frank and cordial but we wouldn't want to lose our identity," she says.

The issue is not as simple as that, however. The union is split into two camps

and Hlongwane's opponents say they are unhappy about the electrical workers' move. "They could take members away from us and we fear they may be setting up in competition. We will be seeking assurances from them at the next meeting of the SA consultative committee of the International Metalworkers Federation," says union man Calvin Nkabinde.

The consultative committee, on which most SA metal and engineering unions sit, is due to meet next month. It may only be clear then what sort of support Nicholson can expect from the Reef-based union.

The electrical worker's decision may also run into flak from the right. Mine workers Union secretary Arrie Paulus has been critical of the electrical worker's intentions to admit Africans and many believe he may try to enrol some of the union's white members in the MWU.

Nicholson is undeterred: "He has said he's going to break me but we've spiked his guns. We have separate unions and should we be allowed to amalgamate, it will be up to my members to decide whether they want to or not."

He adds that he is confident of grass-roots support for the move: "Over half of the delegates which took the decision are mining men, and observers commented that it was the most democratic union conference they had seen."

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TUESDAY AUGUST 29 1978

State stand on black unions, firms urged

ARGUS

29/8-78

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The Argus Correspondent

JOHANNESBURG. — Every company in South Africa should declare its policy on black trade unions, according to one of South Africa's top black personnel consultants.

This is necessary because black workers see a company's neutrality towards black unions as opposition to unions, Mr Wells. Ntuli, a vice-President of the Institute of Personnel Management told a predominantly black discussion group of the Institute of Industrial Relations in Johannesburg.

One of the institutes' professional officers, Mr Louis Khumalo said black workers regarded a trade union as 'those guys that go on strike.'

This was because newspaper reports about unions usually dealt with conflict.

What were the unions doing when they are not on strike, workers were asking.

Mr Ntuli said 'The best committees (of black workers) I have seen functioning are supported by trade unions.'

'We (black personnel officers) need strong labour leaders to whom to talk and we are therefore not in conflict with labour leaders,' he said.

The black personnel officer was a manager — not a link man — although his management role was being misconstrued by employers, employees and labour leaders, Mr Ntuli said.

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apparently piqued at the FM's previous coverage of its activities, disinvited this newspaper — but sources straight from the conference indicate that Tucsa is more concerned than at any time in recent years to establish its credibility with African workers

Together with Tucsa's decision to monitor codes of conduct, there came the adoption of Tucsa's own code. A recurrent theme in the debate on this code, the FM learns, was a call to Tucsa member unions to assist and encourage African workers to join unions. The need for Tucsa to re-establish its credibility was also stressed

Tucsa officials would no doubt point out that it has been Tucsa policy to organise Africans for the last five years. But that doesn't explain why Tucsa men see the need to restress the point now. Or why Tucsa should now concede — at least by implication — that its credibility hasn't been all it could be.

The cause of the new urgency is, of course, the impending report of the Wiehahn Commission, which is expected to allow Africans to become members of registered unions. These are becoming painfully aware of the fact that they represent less and less of the work-force as African participation in the economy grows. This weakening of influence will be put to the test if Africans are allowed registered union membership and many registered unions realise that they need substantial African membership to survive.

Indeed, a key issue in the post-Wiehahn labour situation will be whether Africans plump for the existing registered unions or go for their own organisations. There's little doubt that the registered unions are banking on the former. So too are many in authority who see the existing registered unions as a possible "moderating" influence on African workers.

But will it happen? Tucsa must have some doubts or it would not be seeking to sell itself to African workers. There's a good deal of substance to those doubts.

Support

Tucsa's credibility in the African union movement is low and has been for some time. Part of the cause, significantly, is the feeling that Tucsa's "parallel" African unions are being organised in order to bring African workers under the control of the registered unions. There's also been a feeling that Tucsa is more concerned with its image than with African workers, and that it has done nothing to help the unregistered unions which do not have links with it.

This week's initiative is obviously designed to tackle the latter issue. But its aim is presumably to further precisely the objective which is the original cause of the discontent — to bring Africans into

the registered union fold

If this objective is to be achieved, Tucsa will have to demonstrate that it is genuinely concerned about African worker rights. There's one way it could do that now.

At this week's conference, a commitment was reportedly made to assist all unions, whether they're involved with Tucsa or not. If Tucsa is prepared to follow up this commitment by offering no-strings-attached support to African unions who are independent of it — something it has not done in the past — it could go some way towards healing the breach.

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TUCSA FM 22/9/78 ~~139~~
Looking blackwards (139)

Most of the registered trade union movement is preparing to make a concerted pitch for African worker support. That's the clear implication of discussions at the week's Tucsa conference.

The FM was not there — Tucsa,

Department of Bantu Education, Annual Reports.

table shows that the number of African matriculants has increased every five years over the last 10 years. Should this continue, a trickle of potential trainee technicians could swell into a relative flood, assuming that Black education ever returns to normal after the explosion of unrest triggered off in Soweto on

Matriculation and Senior Certificate passes in the R.S.A. S.W.A., 1965-1974.

students	Supplementary exam. & part-time candidates	Total passes	Index 1965 = 100
	318	1 145	100
	418	1 289	113
	616	1 583	138
	354	1 620	141
	766	2 508	219
	871	2 727	238
	893	3 281	287
	1 416	4 327	378
	1 042	4 308	376
1974	3 441

Source: Department of Bantu Education, Annual Reports.

RT VAKB

Registrasie is

RAPPORT 24/9/78

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nou nodig

Deur WILLEM LAUBSCHER

SWART vakbonde en hul doen en late begin al hoe meer van 'n turksvy word. En daar is 'n al hoe sterker gevoel dat die Regering hierdie kwessie aan die bors moet gryp en georganiseerde arbeid deur die bank oor dieselfde kam skeer.

Stemme in dié verband het al opgegaan van die georganiseerde handel en nywerheid by monde van Assocom, die Gefedereerde Kamer van Nywerheid en die Afrikaanse Handelsinstituut, sowel as die Vakbondraad by sy kongres vandeeweek in die Baai.

Daar is ook 'n al hoe sterker aandrang, op die toepassing van die verskillende arbeidskodes — die Sullivan-kode, die EEG-kode, die Kanadese ens. Vaksa wil ook nou graag die verskillende kodes vir die onthalwe van sy lede monitor.

Op die oomblik bestaan daar 'n ongemaklike anomalie

• Swart vakbonde kan ingevolge bestaande wetgewing nie by die Departement van Arbeid as werknemersorganisasies geregistreer word nie, maar hulle is aan die ander kant ook nie onwettige liggame nie.

• Geregistreeerde vakbonde het sekere beperkinge op hulle, soos bv die verbod op deelname aan die politiek (bevordering van sekere politieke standpunte, werwing vir bepaalde kandidate en die skenking van geld om sekere politieke oogmerke te bevorder). Swart vakbonde is nie aan hierdie beperkinge onderwerp nie.

Inkhata

Daar is ook ander eienaardighede onder die huidige bestel moontlik. Volgens werkgewers word 'n groot getal werkkomitees wat ingevolge die Wet op B a n t o e arbeidsverhoudinge ingestel kan word, deur swart vakbondlede beman

Dit is dus heeltemal moontlik dat lede van swart vakbonde sodoende in elke geval kan deelneem aan onderhandelinge oor lone en diensvoorwaardes

'n Ander ding wat in die laaste tyd kop uitgesteek het, is Inkhata se verklaarde voorneme om sy net wye as kultuur te span en toe te sien dat sekere arbeidskodes by swartes se werkplekke toegepas word.

Party mense sien dit as die uitsteek van die politieke skilpad se kop. Inkhata is deesdae nie net tot Zoeloeland of Natal beperk nie. Hy staan bv ook sterk in 'n plek soos Soweto. Voorts is dit interessant om daarop te let dat van die nagenoeg dertig swart vakbonde wat bestaan, in 'n paar strategiese bedrywe, nesgeskop het dinge soos die chemiese bedryf, die vervoerbedryf, die metaalbedryf en dies meer.

Hoewel stakings deur ongeregistreeerde swart vakbonde onwettig sal wees, is in 1973 in Natal gesien hoe betekensvol

stakings buite om die wet wel kan wees. En dis hierdie soort besef wat oor 'n bree front in die nywerheidswese van die land kommer wêreld indien nie baie binnekort 'n plan gemaak word nie

Die gevoel is nie dat alle deure nou summier oopgegooi en blanke vakbondlede onderploeg moet word nie. Die posisie kan miskien ten beste opgesom word in die houding van die Afrikaanse Handelsinstituut hieroor.

Die Wet op Nywerheidsversoening het 'n bewese rekord van wêreld en moet as basis dien vir meer omvattende wetgewing wat werkers van alle rasse dek, sê hy. Sy voorstel is derhalwe dat swart werkers ook tot die definisie van 'n „werknemer” toegelaat word en dus lede van 'n geregistreeerde werknemersvereniging (d.w.s. 'n vakbond) moet kan word

Voldoen

Die Internasionale Arbeidsorganisasie stel bepaalde konvensies op waaraan lidlande verwag word om te voldoen. Twee van die vernaamste konvensies het te make met die reg van vrye assosiasie, wat bete-

organisasies van hul eie keuse

Suid-Afrika is wel nie meer lid van die IAO nie, maar voldoen aan meer van die konvensies as baie lande wat nog steeds lid is

Teen hierdie agtergrond kan 'n mens dus sê die AHI se houding is dat die reg van vrye assosiasie nie in die uiterste terme van die betrokke IAO-konvensie vertolk hoef te word nie.

Kenner meen in elk geval dat min lande hoegenaamd aan die letter van die wet voldoen wan-

Vervolg op bl. 3, kol. 6

Swart vakbonde

Vervolg van bl. 1

ken dat werkers vry moet wees om hulle sonder vooraf goedkeuring en sonder enige beperking hoegenaamd, aan te sluit by neer dit by die nakom van IAO-konvensies kom

Wat blykbaar na die mening van die AHI van groot betekenis is, is dat die reg van 'n werknemer om hom sonder beperkinge met enige belangegroep te assosieer, ook die reg vooronderstel om nie te assosieer as hy nie wil nie. 'n Wit vakbond moet dus nie verplig word om anderkleuriges in sy geledere op te neem nie.

Volgens hierdie benadering behoort dit enige vakbond dus vry te staan om in sy grondwet te bepaal aan wie hy lidmaatskap sal toestaan — al is dit ook op grond van ras of kleur.

Die gevoel in die nywerheid is dat deur alle lede van vakbonde onder die disipline van die wet te plaas, word feitlik verseker dat verantwoordelike vakbondleiding daargestel word.

Agitator

Op die oomblik staan dit sover dit swart vakbonde betref, elke politieke agitator vry om op die vakbond-wa te klim om sy eie politieke denkrigting te bevorder (iets wat geregistreeerde blanke vakbonde ontsê word). Daar is ook geen manier om insae te verkry in die bronne en aanwending van hul fondse nie.

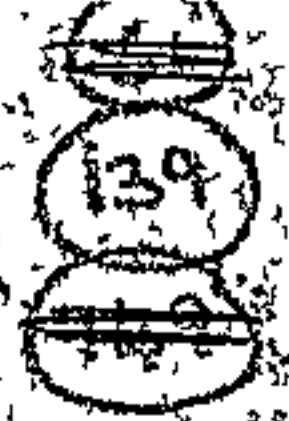
En dis 'n open geheim, is aan Sake-Rapport gesê, dat miljoene ter beskikking van swart vakbonde gestel word

Die Wiehahn-kommissie is besig met die afronding van sy tussentydse verslag. Dit is reeds bekend dat dié verslag teen einde aanstaande maand in die hande van die Minister van Arbeid behoort te wees. In nywerheidskringe word sterk gehoop dat die kommissie aan die swart vakbonde ernstige aandag sal gee.

Indians

UNIONS FM 29/1/78

Signed & sealed



The only institution for Indians is the ML Sultan College for Advanced Technical Education in the Technical Education Act (No. 12 of 1968). This week the two parties exchanged letters confirming that a new agreement between them is in operation. Smith & Nephew, which became the first SA company to recognise an unregistered union (in 1974) refused to renew the agreement late last year, a decision which caused intense controversy both in SA and abroad. An amended agreement is now back in force and the company has regained its place as a pacesetter in SA industrial relations.

After more than eight months of negotiations, Smith & Nephew of Pinetown and the unregistered National Union of Textile Workers (NUTW) are at par again. This week the two parties exchanged letters confirming that a new agreement between them is in operation. Smith & Nephew, which became the first SA company to recognise an unregistered union (in 1974) refused to renew the agreement late last year, a decision which caused intense controversy both in SA and abroad. An amended agreement is now back in force and the company has regained its place as a pacesetter in SA industrial relations.

...ing for Indians is the College for Advanced Technical Education Act (No. 12 of 1968) but only in the 1920's but only Technical College proper. It the enrolment of students ng table. Since it is in the Division of Tech- number of students en-

Table 5. Enr 196

Year
1966
1967
1968
1969
1970
1971
1972
1973
1974

According to a joint statement signed by NUTW secretary Obed Zuma and Smith and Nephew MD Kenneth Lunn, the new agreement contains changes in wages, redundancy and retrenchment clauses. Other clauses of the old agreement have simply been extended. The agreement will remain in force until legislation has been enacted as a result of the Wiehahn Commission's findings "or any other labour legislation which may affect the legal standing of or effect improvements to "the new agreement or for two years, whichever is shorter. When that time comes, the two parties will meet once again to discuss the agreement. The new agreement is the result of heated and at times bitter negotiations which began in January. Indeed, it was by no means certain that the letters would be exchanged until late last week.

Recognition
The FM understands that the new agreement contains a number of improvements for union members. Wages have been increased and Smith & Nephew has agreed to deduct union members' dues from their pay packets, a system which will help the union's financial administration considerably. The fact that Smith & Nephew opted for a new agreement rather than con-

tinued strife with its own workforce could well influence other employers particularly as Smith & Nephew originally argued that any new agreement should wait until after the Wiehahn Commission reports. That's a view which is quite popular among employers at present particularly when the issue of union recognition is raised. For one company at least, however, that is too long to wait.

Source:

The following technicians.

Annual Reports, potential supply of Indian

Table 6. Matriculation and Senior Certificate, and NTC 1-V passes, 1971-1974.

Year	Matriculation and Senior Certificate	N.T.C.1.	N.T.C.11.	N.T.C. 111	N.T.C. 1V.	N.T.C. V
1971	2 215	34	58	1	-	-
1972	2 231	165	151	16	-	2
1973	2 886	262	130	56	-	-
1974	3 587	189	155	63	-	-

Sources: South African Institute of Race Relations, Annual Surveys, Department of Indian Affairs, Annual Reports.

ARGUS 3/10/78

Concession to union

Argus Correspondent

JOHANNESBURG — Important concessions to a black trade union have been announced by Unilever South Africa amid reports that international action against Unilever subsidiaries elsewhere in the world is being stepped up

The chairman of Unilever South Africa, Mr N A Burv, disclosed yesterday that the black union, the Sweet, Food and Allied Workers' Union, has been told that Unilever will will grant it stop order facilities for the deduction of union fees from workers' wages provided it has 'a reasonable number' of employees as members.

RAM

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(139)

Black unions move closer to federation

Labour Correspondent

PLANS to unite mainly black trade unions in a new federation were taken a step further yesterday when five Transvaal unions and union branches elected an interim federal committee for the Transvaal.

The committee was elected at a meeting of about 150 trade unionists in Sharpeville.

Similar committees have been set up and are functioning in Natal and the Eastern Cape.

A national meeting involving all the regional committees will be held in Durban on October 21 to discuss drafting a constitution for the federation.

Although the federation is aimed primarily at uniting black unions, it will be open to all races. Among its main movers is the National Union of Motor Assembly and Rubber Workers of SA, a registered union for coloured and Asian workers.

A statement issued after the meeting said unions who elected the committee were

- The Glass and Allied Workers' Union, Engineering and Allied Workers' Union and Paper, Wood and Allied Workers' Union — all affiliated to the Consultative Council of Black Trade Unions;

- The Transvaal branch of the Metal and Allied Workers' Union, affiliated

to the Natal-based Trade Union Advisory and Coordinating Council;

- The Transvaal branch of the United Automobile Rubber and Allied Workers' Union,

Four other unions affiliated to the Consultative Council did not commit themselves to joining the federation.

The split in the Consultative Council over the federation has apparently not yet been resolved and yesterday's developments may widen it.

Mr Churchill Mhlanga was elected chairman of the interim committee, Mr Ncebisi Mqhayi vice-chairman and Mr Taffy Adler secretary-coordinator.

UNIVERSITY OF CAPE TOWN

Memorandum

8th August, 1978.

FROM Professor A.H.R.E. Paap,
Dean,
Faculty of Arts.

TO

Dear Colleague,

The sheet (Circular No. 19/78) attached to my circular re continuation and filling of vacant posts (dated 1st August) contains reproductions of underlinings and scribbles effected by hand in the original.

This is most unfortunate and I do apologise for it.

Yours sincerely,

A.H.R.E. PAAP.

Unilever stand on union stirs anger overseas

Star 3/10/78

(139)

By Sieg Hannig, Labour Reporter

Unilever has become the first multinational firm to face a real threat of overseas strike action over the failure of its South African subsidiary to recognise a black trade union.

But the action, scheduled for the end of this month as part of a worldwide appeal by the International Union of Food and Allied Workers' Associations, comes amid major concessions to the union in question.

The chairman of Unilever SA, Mr N A Buys, has revealed that.

● The black Sweet, Food and Allied Workers' Union has been told that Unilever will grant it stop order facilities for the deduction of union fees from workers' wages — provided it has "a reasonable number" of members among the employees.

● The union has been speaking to black workers — with Unilever's permission — on the premises of Unilever's Durban factory.

PROTEST

The Star's correspondent in Stockholm reports that three Swedish trade unions plan protest action against all four Unilever plants in Sweden.

A fourth, a union of salaried workers, has refused to take part. This union, representing 300 employees at two plants, said it had found Unilever a good employer and was insufficiently informed about the background to the protest.

The other three unions have not announced their plans yet, but a short strike seems likely.

They are also expected to appeal to the Swedish co-operative foundation to end its partnership with certain Unilever factories.

The protest may clarify whether strikes supporting international causes are legal in Sweden.

DD 4110/78

Union men tell Botha to drop discrimination ⁽¹³⁹⁾

PRETORIA — Leaders of mixed and Coloured trade unions yesterday urged the Prime Minister, Mr P. W. Botha, "in the interests of urban stability" to carry out the unfulfilled undertaking of his predecessor and move away from discrimination.

They pointed out that South Africa was teetering on the verge of internal crisis, and at the same time threatened with imminent world economic isolation because of policies which perpetuate white privilege.

The general secretary of the National Union of

Distributive Workers and the Coloured National Union of Commercial and Allied Workers, Mr Ray Altman, said the Prime Minister should accept without reservation, and implement urgently, the recommendations of the Wiehahn Commission on the removal of discrimination in the field of labour.

The commission is expected to submit an interim report before the end of the month.

He also urged the government specifically to remove discrimination against Western Cape blacks and to grant them urban leasehold rights.

The general secretary of one of the country's largest mixed unions, the South African Federation of Leather Workers, Mr Steve Scheepers, agreed that the removal of discriminatory legislation should be the first priority of Mr Botha's government.

The General Secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said: "The glaring inequalities in work opportunities, pay and status must be removed. Blacks should have unobstructed freedom in the labour market."

Stormy route to unity in black labour movement

Star 5/16/78

129

By Sieg Hannig, Labour Reporter

The long-held ideal of a trade union federation to promote the interests of the black labour movement has reached a crucial stage. A meeting to hammer out of constitution for the proposed federation will be held in Durban on October 21.

This follows the establishment of the third regional committee of the proposed federation —

that for the Transvaal — at Sharpeville last Sunday. Five of the nine black unions represented there were constitutionally empowered by their members to participate in the election of the regional committee.

Two of these, the Glass and Allied Workers' Union and the Paper and Allied Workers' Union, belonged to the Consultative Committee of Black Trade Unions in the Transvaal which previously dissociated itself from the federation.

One represented a faction of the divided Engineering and Allied Workers' Union. Representatives of two other unions said they would refer the question to their membership. And the remaining two unions at the meeting declined to comment.

However, there was evidence of dissent as well.

Mr Frank Mohlala, national organiser of the Building Construction and Allied Workers' Union, was expelled from the meeting for "disruptive" behaviour.

What he had tried to tell the meeting, he told

The Star, was that the existing differences among black unions needed to be resolved before a federation could enjoy unanimous support.

He also tried to speak up against the inclusion of "trade union 'service organisations'" in the federation — a matter which presumably will be dealt with on October 21.

Mr Mohlala said a feasibility committee established in March 1977 to look into the obstacles to the federation had failed in its task.

What was now in the offing was not a federation of black trade unions but a "general union" for all workers, he said.

Mr Mohlala said several others walked out on the meeting when he was expelled.

Mr Henry Chipeya, president of the Commercial, Catering and Allied Workers' Union, was one of those who undertook to take up the federation with his members.

Supporters of the federation say past differences between unions should not be allowed to prevent the unification of black unions.

If they win over people like Mr Mohlala and Mr Chipeya, their federation will provide an important mouthpiece for black unions outside the multi-racial Trade Union Council of South Africa.

Otherwise, the black labour movement will be split three ways

DD 12/10/76

Think of plan to fight (139) inflation union men told

LONDON - Prime Minister James Callaghan has told trade union leaders his government would depart from its plan to limit wage rises to five per cent only if they could think up a better scheme for fighting inflation.

Informed sources said the point was put by Mr Callaghan at a meeting with six Trade Union Congress leaders on Tuesday night.

The five per cent pay

guideline has already been challenged by 50,000 Ford Motor Company workers who have been on strike for the past three weeks in an attempt to gain a bigger rise.

At the ruling Labour Party's annual congress last week, delegates rejected the pay restraint by a two to one majority.

The 2½ hour meeting at the Prime Minister's official residence on Tues-

day night was the first of several expected to be held during the next few weeks.

The TUC general secretary, Mr Len Murray, said after the talks, attended by the Chancellor of the Exchequer, Mr Denis Healey.

"We have not reached any agreement or conclusion. We just had a very good exchange of views, but nothing definite was decided" — SAPA RNS

UNIONS FM 6/10/78
New groupings

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Unregistered trade unions on the Reef are undergoing a realignment which is likely to have crucial effects on SA labour relations

The most immediate effect has been the expulsion of two unions and a section of a third from the Reef based consultative committee of black trade unions. A second is likely to be the imminent form-

ation of a new union federation, with the unregistered unions and some of the registered (coloured and Asian) motor unions as members.

The new federation will take on added importance because of the forthcoming report of the Wiehahn Commission. It is likely to become a home and an organising base for those unions unwilling to align themselves with Tucsa and other registered unions which are now seeking to organise African workers.

The federation is thus likely to be in direct competition with Tucsa in the battle to recruit African support and its formation is a response by African unions to what they see as registered union attempts to control African workers.

Virtual certainty

It is also a response to many employers who have preferred African unions to have close links with the existing registered unions in the belief that these links will ensure that the African unions remain relatively conservative.

The federation's formation became a virtual certainty at the weekend, when five Reef unions agreed to form a regional committee which will meet with committees from the Eastern Cape and Natal on October 21 to consider a draft federation constitution. A date for the federation's formal launching is likely to be announced at this meeting.

Among the five were two unions — Glass & Allied Workers and Paper, Wood & Allied Workers, and a section of a third, the Engineering & Allied Workers Union, which have up to now been members of the consultative committee and associated with the Urban Training Project (UTP), a Reef-based organisation which offers educational, administrative, and financial services to a number of Reef African unions.

The consultative committee is opposed to the formation of a federation at this stage and has been for some time. The decision of some of the unions within its fold to back the new grouping is thus something of a breakthrough for the federation's initiators.

The issue has also brought to a head simmering tensions within the consultative committee. For some time the union general secretaries who make up the committee have been under attack from some of their members and executives who charge they are not taking an active enough lead in union issues or informing union members of decisions.

The federation issue has brought these differences to a head and the consultative has now expelled the dissenters. In addition, they have been asked to appear before the UTP on October 15 to answer charges of disloyalty to the other unions or face losing UTP backing.

Henry Chipeya, president of the Com-

mmercial Catering & Allied Workers' Union tells the FM the 7 remaining consultative unions believe the dissenters have defied a consultative decision to have nothing to do with the federation among other consultative unions and have been canvassing support.

He says the consultative committee remains opposed to joining the federation at this stage because it has not received assurances from the federation's initiators on a number of points — among which is the fear that the federation will duplicate some of the activities of consultative unions.

Nevertheless, while the dissenters are apparently willing to attend the meeting with the UTP, they are certain to stick by their support for the federation. They're thus likely to sever all links with UTP.

Other consultative unions could follow them into the federation. Two other unions whose secretaries are opposed to the federation move, Commercial & Catering, and Sweet, Food & Allied, are committed to putting the idea to their members at a general meeting.

It's not yet clear which way they'll go. What is clear is that both existing registered unions and employers are due to be faced with a new and powerful union voice.

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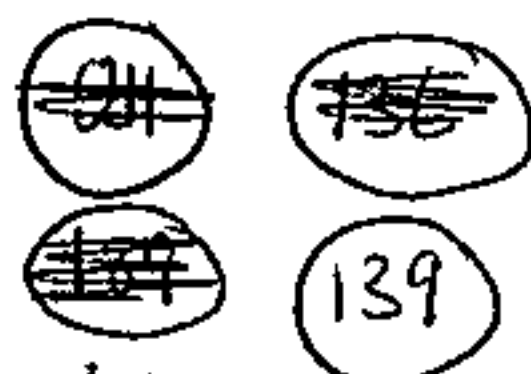
Arrie's fold

FM 13/10/78

The beginning of a white worker backlash — or a flash in the pan? That's the question posed by a vote of no-confidence in their union leadership, passed by the Rustenburg branch of the SA Electrical Workers' Association.

The Electrical Workers was one of the key unions to sign the Seifsa agreement earlier this year. At its recent conference, it announced plans to organise an African electrical workers union in anticipation of the Wiehahn Commission's findings and passed a motion endorsing the training of African artisans.

The Rustenburg men (who are mine



electricians) passed the motion after a meeting at which union general secretary Ben Nicholson was present and the motion specifically refers to both Nicholson and a regional union organiser, according to a report in the local paper, *Die Magaliesberger*.

Their dissatisfaction might stem more from the two conference decisions than the signing of the Seifsa agreement. Questions were put to Nicholson specifically on the union's support for black artisan training and union membership.

At the meeting, the Rustenburg men said that they refused to belong to a multi-racial trade union (the Electrical Workers had originally planned to admit blacks to union membership but had decided on a separate union because Africans cannot belong to registered unions) and that they planned to quit the union.

The obvious home for them if they do so would be the Mineworkers Union (MWU) but MWU general secretary Arrie Paulus tells the *FM* none have so far applied to join.

Nevertheless, the MWU does seem keen to enrol white members of other unions — it has argued for some time that white workers are not being adequately protected by their union leadership and that their natural home is in the MWU.

So the union seems to be looking for membership outside the mining industry — a move which would give it the right to speak for white workers in manufacturing as well.

If it does do this, the MWU will have a broader base to oppose the Wiehahn Commission's findings if they are not to its liking — it will also be able to oppose them if they apply to manufacturing industry and not mining, as many observers expect.

The success of this strategy depends, of course, on whether other white union members share the Rustenburg men's dissatisfaction. Paulus says he knows of no similar moves in other unions at this stage. But if other such moves do materialise, they will have a crucial effect on SA labour relations.

Unions slam AECI move on job bars

RJM 19/10/78
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By RIAAN DE VILLIERS
Labour Correspondent

A MOVE by the giant African Explosives and Chemical Industries to eliminate all job discrimination in a new industrial agreement to be negotiated shortly has run into stiff opposition from trade unions.

The firm's proposals were rejected at a stormy meeting of union shop stewards at AECI's Modderfontein plant on Tuesday

night. The rejection was conveyed to the firm's management yesterday.

The meeting elected a five-man committee to help union leaders deal with the issue, and decided to ask for a meeting with the Minister of Labour or his department.

Unionists forecast that the situation could lead to a formal dispute being declared when the explosives industry's industrial council meets next month.

The unions are not op-

posed to the lifting of existing barriers to black job advancement and are willing to negotiate this with management.

But they object to AECI having linked its move to end discrimination to negotiations on wages and employment conditions, seeing it as a form of pressure for acceptance.

The unions say they would be willing to discuss the issue after wage increases, due next January 1, have been granted.

They are also unhappy that the AECI proposals, set out in a document received by the unions recently, make no provision for job protection and security.

The negotiations this year will be the first in terms of a new industrial relations system created by AECI in co-operation with the unions. It provides for multi-racial collective bargaining through a federal consultative council.

The agreement reached will be sent for ratification to the industrial council, where blacks are barred by law from negotiating.

'R1,5-m blacks are unemployed'

MARITZBURG. — More than half the black workers who have come on to the labour market since 1970 are still without work.

This was said yesterday by Professor Gideon Jacobs, director of the graduate school of business administration at the University of the Witwatersrand and former MP for Hillbrow.

He told the annual congress of the Association of Chambers of Commerce in Maritzburg that further deterioration of the unemployment situation would have serious consequences for South Africa.

The number of people out of work was now put by some experts at more than 1 500 000. The magnitude of the task was further emphasised by the need for 8-million new jobs to be created during the next 20 years, he said.

"No fewer than 57% of the increase in the African labour force between 1970 and 1976 have remained un-

employed. Add to this that the unemployed are mainly the young people and that the bulk of those that are unemployed are under the age of 30, and it is clear that a situation is being created that bodes ill for the country.

"The financial costs are also staggering. It has been suggested it might cost as much as R1 500-million a year to create enough jobs. Yet when the unemployed total more than 20% of the work force and when African unemployment is increasing at the rate of some 10 000 per month, drastic measures become imperative.

"If an immediate priority is to attend to the needs of those who are presently unemployed, a number of steps might be taken, such as the development of cottage industries and dynamic assistance by the Government for labour intensive activities through meaningful tax concessions."

Unionists protest job code

Labour Reporter

Trade unionists have telegraphed the Minister of Labour for a meeting to discuss an attempt by AECL, the explosives and chemical concern, to remove all job discrimination in the industry.

It is reported that the unionists are unhappy about the extent of employment security built into a non-discriminatory employment code which AECL wants them to accept.

It would leave them with less security than the 500 000 metal workers who dropped the colour bar with an employment security agreement earlier this year, it is claimed.

A stormy meeting of shop stewards from South Africa's biggest explosives factory objected on Tuesday night that AECL made the new code a condition for negotiations on a new

wage agreement, it is reported.

The meeting elected an action committee which is to see the Minister of Labour on the matter together with the leaders of the unions concerned.

The code was thought likely to come up for discussion at separate wage negotiations at AECL's "Midlands" factory in Sasolburg today.

This factory does not operate under the employment conditions laid down by the industrial agreement which applies elsewhere.

A trade union source told The Star that AECL's move could jeopardise the industry's multiracial negotiating body through which blacks were to participate in the new wage negotiations for the first time this year.

(1) **RECOGNITION** (139) **Unilever in a lather**
 FM 20/10/78
 It is only a matter of days before an unprecedented week of international trade union action against multinational Unilever gets under way. But the dispute which sparked off the action — between Unilever and the unregistered Sweet, Food and Allied Workers Union — is

still heavy reliance on Local Government nationals in the of ten districts consciously attempt the present paucity approach to select inappropriate se capacities.

Once a clearer approach should be possible policy making and to local government current ad hoc p

Botswana does appear to have successfully separated of the Tribal Authorities from the newer concerns especially over land use and infrastructure development. Some overlapping of representation remains that should reform. The present balance struck between population remains delicate and its evolution could be economically stronger rural families seek to protect alliance with the Tribal Authorities. Careful attention must be given to programme formulation if that stultifying development is to be avoided.

The Task Before Botswana

Rural development in Botswana, particularly the reduction of rural income disparities and the provision of increasing levels of productive employment to her young and fast growing population, may be looked at in two ways. Since 1972/73 Botswana has had a surplus of recurrent revenues over expenditures. In 1975/76 revenue was P72 million and expenditure P47 million,

(2) still unresolved
 The week of action organised by the International Union of Food and Allied Workers (IUF) is due to begin on Monday and IUF claims that Unilever workers in Sweden, Finland and Italy have agreed to strike in support of their SA colleagues' demand for union recognition. Protest action will take place in at least 10 other countries, it says.

According to IUF, Unilever is a "highly centralised transnational" with British and Dutch headquarters exercising tight control over its world wide operations. If this holds, Unilever "globally responsible" for the labour situation in its plants.

The dispute itself centres around the union's demand for recognition at Unilever's Durban and Boksburg plants. The union originally asked for access to factory premises, but has since submitted a document asking for union recognition which has been rejected by Unilever management.

On the question of access to premises, Unilever has insisted that the union deal with its liaison committee at the two plants. The Boksburg committee turned down the request, whereas the Durban committee allowed the union into the plant for four hours a day, two days a week for three weeks earlier this month.

The union is still sticking by its demand for full access at pre arranged times. Union secretary Skakes Sikhakhane argues that the Durban trial period was unsatisfactory because his officials were not allowed free access to workers. He also says workers fear victimisation by the company. Unilever chairman Alex Bury says the union agreed to the Durban arrangements.

(3) He argues that the question of union access should be handled by management, not the committee. Bury replies that the committee has been elected by the workforce and that the decision should rest with it. The union is about to ask again for access to the Boksburg plant, but that request will once again be channelled through the committee.

The recognition document is another bone of contention. Sikhakhane says it asked only for in principle agreement from management and provided for recognition in stages depending on the union's strength in the plants — leading up to full recognition when the union represented the majority.

This is a procedure favoured in many companies. Anglo American is the prime SA example but Bury denies that the union ever put its request in this form. "They simply asked for full recognition — we can't give them that if they don't represent the majority."

Sikhakhane argues that management is making it impossible for the union to represent the majority by denying it full access at times agreed on between it and management. He adds that Unilever workers fear victimisation because a Unilever worker who was active in the union was dismissed some time ago. The IUF claims that workers have been told they will lose benefits if they join the union.

Adds Sikhakhane "Management still believe the workers don't need a union. As long as they believe that we're going to remain deadlocked."

Bury retorts that Unilever is "neutral". And he dismisses the victimisation allegations as "nonsense". The allegedly victimised worker was dismissed for persistent lateness, he says and management has repeatedly told workers that they are free to join a union. "The fact of the matter is that the union has little or no support among the workforce. They had full opportunity to canvass Durban workers and had little response. Conditions at the company are such that workers see little advantage in the union, he claims. He adds that UK workers will not join the protest because they accept Unilever's bona fides.

Unilever could have some tough times ahead if the dispute is not settled.

Star
20/10/78

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Change, but in SA way — Minister

Pretoria Bureau

The Minister of Labour, Mr Fanie Botha, has encouraged South African employers to resist foreign demands for changes in their labour relations that would jeopardise the economic security and stability of workers.

Addressing the annual banquet of the Steel and Engineering Industries Federation of South Africa in Johannesburg, Mr Botha said. "We will find South African solutions for South African problems"

Orderly and evolutionary change in labour was a high priority but a good deal of the pressure exerted on employers came from well-meaning people and organisations who did not comprehend this country's situation and circumstances

South Africa would make the necessary adjustments in its system subject to conditions — that the economic security of all the country's workers was not endangered, that South Africa was satisfied the need for adjustments was proven, and that labour peace was maintained.

Mr Botha said attention must be given to the utilisation, training and re-training of manpower for South Africa's future needs.

10,000 SHORT

Although there were about 277 000 trained artisans of both sexes and all race groups working in 320 trades, the shortage of artisans and apprentices in these trades was about 10 000 at present.

"Most of this shortage is felt in the metal and engineering industries," he said. "If the upswing in our economy gains momentum this shortage will increase rapidly and could, if not properly handled, seriously hamper our economic development."

Mr Botha appealed to the country's institutions for advanced learning to introduce or develop further courses in manpower development and management

"What is needed at this time is a co-ordinated and rationalised move towards the introduction of a bachelor's degree or higher diploma course with subjects in manpower selection

the day-to-day communication between the two countries

UNIONS

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All gelling FM 27/10/78

Not one, but two new trade union groupings are due to hit the SA labour scene shortly. Besides the Federation of SA Trade Unions, which approved a draft constitution over the weekend, the SA Association of Black Trade Unions is likely to be formed soon.

The Federation will be open to all SA trade unions — it will boast at least three registered unions but the bulk of its member unions will be unregistered. It has grown out of discussions lasting over a year between one registered union and a number of their unregistered counterparts (*Current Affairs* October 6).

A formal congress to launch the Federation is planned within the next few months. February is the most likely date.

The Federation is likely to differ from other union umbrella bodies in that it will not only seek to give its members a common platform, but aims to actually involve itself in helping them to organise and share their resources.

Says spokesman Alec Erwin: "We are aiming at day-to-day regional co-operation on practical as well as policy issues. We won't interfere in the affairs of individual unions but we see the Federation as a means of building up their strength and membership."

A co-ordinated effort of the sort the Federation envisages is likely to give the unregistered union movement a considerable boost. It is obvious that by pooling resources the unions can vastly increase their effectiveness and influence.

The proposed Association will be open to black unions only. It will be formed out of the ranks of the Consultative Committee of Black Trade Unions, a loose body on which eight Reef black union secretaries sit. The Consultative was originally included in plans to form the Federation, but withdrew.

The idea of the Association, says a Consultative man, is to give the Consultative unions a more formal umbrella structure and to help them to establish their unions on a national basis — most are now weak outside the Reef.

Unity with the Federation unions, says a Consultative man, is "inevitable." But not at present.

139 FM 27/10/78

Black unions meet Africa

A group of black SA unregistered trade unions met union leaders from a number of African countries, including Kenya and Zambia, in Gaborone at the week-end. The unions hope the meeting, held under the auspices of the Africa-American Labour Centre, will win them international union support

Travels into Africa

FM 27/10/78

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What were trade unionists affiliated to the Organisation of African Trade Union Unity (OATUU) — one of them a Kenyan cabinet minister — doing at the Gaborone Holiday Inn last weekend? Simple. — attending an unprecedented meeting with SA black trade unionists hosted by the African-American Labour Centre (AALC)

The meeting was called to give SA black unions a hearing in African union circles, according to sources at the conference. It is the first formal meeting between SA black unionists and their counterparts on the African continent.

Present were AALC men, representatives of the US AFL-CIO, of which the AALC is a part; representatives of SA black trade unions affiliated to the Reef-based Consultative Committee of Black Trade Unions (together with two Reef unions who have recently been expelled from the Committee), and the Black Allied Workers Union. A delegate from Wasa, the black journalists' union, was unable to attend because he was ill.

The African delegates were national union leaders from Zambia, Zaire, Liberia, Kenya, Togo, Lesotho, and Botswana. The Kenyan delegate (who is also a cabinet minister) and the Liberian apparently received permission from their state presidents to attend.

All the African federations represented are affiliated to the OATUU, which is closely linked with the Organisation of African Unity, but they attended the meeting in defiance of a decision by the OATUU secretariat that its affiliates should not attend. The meeting is likely to be hotly debated when the OATUU executive next meets.

Worker backing

The get-together was first mooted at the last convention of the AFL-CIO where black SA delegates objected to a resolution endorsing the exiled SA Congress of Trade Unions (Sactu) as the only representative of SA workers. The SA unionists argued that the resolution excluded other union groupings which had substantial worker backing, particularly those within SA.

It was they, say SA delegates to the meeting, who suggested a pow-wow with African unions. The AFL-CIO agreed to set up the meeting through the AALC, its African affairs division.

At the meeting, SA unionists explained how SA unregistered unions operate and pleaded for the same international recognition. Exile SA groupings enjoy. They

argued that the OATUU was entitled to support Sactu, but that it should support unregistered unions operating within SA as well.

The African delegates apparently replied by suggesting that SA black unions be allowed to attend OATUU meetings as observers, and they may take this suggestion back to the OATUU executive. According to sources at the meeting, the Africans were interested by the diversity of opinion among SA unionists, but urged them to seek a united black union front.

One group of SA unregistered unions was not at the meeting — the Durban-based Trade Union Advisory and Coordinating Council (TUACC). It declined to attend because, according to a spokesman, among other reasons, it had not been told the purpose of the meeting and because it had other engagements.

Whether the OATUU will move closer to the SA unions remains to be seen. It is unlikely, given the secretariat's rejection of the meeting and the non-attendance of key African countries such as Tanzania and Nigeria. Some sources also claim that in the absence of official OATUU sanction the meeting was designed to divide its members and split the organisation. Nevertheless, it is interesting that

unions which are not recognised by the SA government can gain access to African opinion from which the SA government itself is excluded

3/11/78 (139)

page last week

According to the union, the vast majority of Krommeme workers are union members. A petition signed by 84 of the firm's 100-odd workers has been presented to management requesting union recognition. But, while management has met union officials, it refuses to grant recognition.

Krommeme's liaison committee, five of whose six members are union shop stewards, (according to the union) has also discussed recognition with management. Last month, however, management turned down a request from the shop stewards to discuss the issue and is now seeking to dissolve the existing liaison committee and hold fresh elections. Workers have refused to participate in new elections, says the union.

Matters came to a head on October 20 when a worker told his colleagues in Krommeme's Novilon department that he had been dismissed. His colleagues requested a meeting with the firm's production manager who told them the man had resigned.

According to the union, the workers rejected this explanation and argued that management had breached its own disciplinary procedure which states that a worker must be warned three times before he is dismissed.

The union says the production manager replied that management could dismiss workers whenever it chose and that, if the workers did not like it, they had five minutes to leave the plant. All 12 workers in the department who were present then left. A 14th man joined them the next day.

The union says it contacted management after the incident, which sparked off a work stoppage elsewhere in the factory, and offered to intercede to get the 13 men back to work. Management turned this down, but agreed to take the men back if they met certain conditions.

Union reference?

According to the union, all but one of the men have now been taken back on condition they have nothing to do with "outside parties," a reference to the union. The worker who has not been taken back is a shop steward who has had a number of clashes with management and it is he who claims he has been locked out.

He alleges that he and his fellow workers left because management changed their conditions of employment - a lock out - and that he is entitled to reinstatement.

Krommeme MD W M Mets tells the FM the firm is not prepared to discuss the union recognition issue until after the Wiehahn Commission reports. He "is not prepared to say" whether the union represents a majority.

Management, he says, wants new

the number of cattle, sheep, and goats, pigs, the distribution of the livestock? If they replied

namely their livestock. We turn to the family.

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the absence of adults from the fields table HW in equation (7). number of wage-earning females

home to look after the children. refer to younger children and it. A possible explanation for only just becomes significant in

UNION RECOGNITION

Swiss role

For the second time in as many weeks, an employer faces court action because of the lock-out of a black worker. This time the threatened action is civil, rather than criminal.

The firm is Swiss based multinational Forth Krommeme and the complainant a shop steward of the unregistered Transport and General Workers Union. The action flows from a protracted recognition dispute at the firm's Durban plant which culminated in a brief work stop-

Workers well in the affi goats, pigs, the distribi
2.7 Cattle
another as probably from such factors: What emer Thus far because t becomes r and males The sign This cou that an this is equator The num more la or weal variabl direct intere atory The in

(6) $YIELD = 90,65 + 5,64 LANDCULT - 51,23 PROPAND - 15,4 HMMA - 5,3 HUC$

Sign.Level (0,00) (0,00) (0,00) (0,04) (0,09)

$R^2 = 29,1\%$

Variables excluded (in order of exclusion) HWC, HSA, LONGDID, CATTLE,

REMILT, HNC, HUA, HSC, HNA, HMFA.

(7) $YIELD = 90,23 + 5,5 LANDCULT - 50,5 PROPAND - 13,0 HWA$

Sign.Level (0,00) (0,00) (0,00) (0,02)

$R^2 = 29,2\%$

Variables excluded (in order of exclusion) HWC, HSA, HNUC, HSC, HNUA

where variables already used in equations (1) to (4) have the same meaning

and

HWA = number of wage earning male and female adults in homeland family

HNUC = number of children in homeland family who are neither at school

nor wage earners or who are unspecified (HNUC = HNC + HUC)

HNUA = number of adults in homeland family who are neither at school

nor wage-earners or who are unspecified (HNUA = HNA + HUA)

Equation (5) indicates that the number of morgens available for cultivation,

the proportion of available land cultivated and the number of wage-earning

female adults were significant in explaining 11% of the variation of maize

yield. What is noticeable is that all their coefficients are negative

indicating an inverse relationship between yield and each of the variables.

The negative coefficients of MORGENS and PROPAND were both probably due

to the limited financial and human resources available to the homeland

families. Westcott found that household income and the number of able men

permanently at home both strongly influenced the bags harvested per acre.

Thus, with limited resources an increase in the number of morgens available

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37. Westcott (1976),

committee elections because the present committee's term of office is due to expire on January 1. The elections have nothing to do with the present dispute, says Mets

He denies any victimisation by management. Workers who were taken back were told that they could channel grievances through the liaison committee. Nor, he says, was there a lock out. The worker who claim, he was dismissed resigned and the others stopped work and walked out. Krommenie has never opposed unions in principle but is waiting for the Wichahn report, says Mets

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Sun. Tribune 5/11/78

Call for world ban after PE strike

Tribune Reporter

SOUTH AFRICA'S first legal strike in 20 years has put the Eveready Battery Company in the international spotlight.

When 230 coloured women walked out of the company's Port Elizabeth plant this week demanding higher wages, union officials called for a total boycott of Eveready products worldwide, a ban on union members handling Eveready products in South Africa and solidarity strikes at Eveready plants in other countries.

Given the opportunity of organising the first legal strike in 20 years union officials were quick to rise to the occasion. They contacted militant unionists in Britain — home of the Eveready parent company — and sought international action through the International Federa-

tion of Metal Workers.

The Eveready women all belong to the National Union of Motor Assembly and Rubber Workers of South Africa whose secretary flew to Mauritius to take up the case with the IMF.

Opportunity

The British Ambassador to South Africa has taken it up with Eveready in Britain and in the United States union leaders have used the opportunity to renew their call for sanctions against South Africa.

The women went on strike because Eveready refused to negotiate with their union which was seeking pay increases.

The women are paid 55c rising to 59c an hour after five years' service. Some took home R19 a week.

ification of these

it becomes obvious that

d. Compare this with

e shortage, was a stag-

pondents to their question-

They found that 19 632

eration of the Societies

employed. However, the

age of engineering tech-

technicians for technical

solution to the shortage

vey headed 'Managerial,

Sufficient trained

that it is necessary

Furthermore, a 'Shortages/Vacancies' figure of 784 engineering techni-

to be classified under 'technician: other'.

age of geology technicians. It is likewise useless should they happen

Certificate. This makes it impossible to obtain a picture of the short-

between a geologist who holds, say, a Ph.D., and one who holds a National

case of the category 'geologist' for example, no distinction is made

'engineer' and 'technician: engineering' are separated, whereas in the

(or shortfall in the supply). This is because categories such as

numbers in the Survey to determine the total demand for technicians

Note further that it is dangerous to use the 'Shortages/Vacancies'

found.

is surely significant. Further similar discrepancies can easily be

respectively 81,4% and 86,2% of the Census figures. The difference

and the 1971 Survey total, was 5 433. Thus the 1969 and 1971 figures are

the handful of African technicians). The 1969 Survey total was 5 128

trates the point. The 1970 Census gave a total of 6 300 (excluding

Analysis of the category of engineering technician effectively thus-

Backing for battery strikers ^{RJM 7/11/78} 139

By RIAAN DE VILLIERS
Labour Correspondent

THE National Union of Motor Assembly and Rubber Workers yesterday received the support of two powerful trade union groups in its dispute with Eveready SA which has led to the dismissal of about 200 coloured women on strike at its Port Elizabeth plant

After a special meeting yesterday the SA Co-ordinating Council of the International Metalworkers Federation (IMF) issued a statement deploring the battery company's refusal to

recognise and negotiate with the union

After considering the dispute, all 12 affiliate unions — with a combined membership of about 85 000 — expressed their full support for the union in its efforts to improve wage and working conditions at Eveready

But the IMF seems to have stopped short of backing the union's campaign to boycott all Eveready products

According to the statement, the council is to use all means at its disposal within the framework of

industrial legislation to get negotiations resumed

The union received further backing from the 12 trade unions who intend forming the new Federation of SA Trade Unions

In a statement, the 12 unions said they were amazed and appalled that a British company could be so intransigent as to force a legal strike — a rare event in South Africa — over the recognition of a registered union

They also rejected the "spurious reason" given by the company's British man-

agement that they wanted to recognise a multiracial union

"As representatives of black coloured and Indian workers, who have shown their commitment to non-racialism in forming the federation, we reject such management duplicity," the statement said

A spokesman for the group of unions said steps were being taken to help provide financial aid to the dismissed workers and to enlist support for the union's campaign to boycott Eveready products

might exist in the demand for African technicians.

The second problem was to decide what questions to ask in the interviews in order to elicit the required information as accurately as possible. The questionnaires used were drawn up after discussion with social scientists at both the Universities of Cape Town and Natal (Durban). Copies of the questionnaires are included as Appendices A and B.

Employers in three of the major divisions ^{1/} of the economy were interviewed, viz. Major Divisions 3, 5 and 8 (Manufacturing, Construction, and Financing, insurance, real estate and business services). Major Divisions 9 and 4 (Community, social and personal services, and Electricity, gas and water) were covered to some extent by a questionnaire sent to some Provincial hospital services departments, Bantu Affairs Administration Boards and Municipalities and Local Authorities. Major Divisions 1 and 2 (Agriculture, hunting, forestry and fishing, and Mining and quarrying) were expressly excluded from the report by the terms of reference.

The report is biased towards Manufacturing and Construction, and related services. The main reason for this is that it was easier to cover large concentrations of employment in the economy by interviewing firms in these sectors than by spending time on the other sectors where there are relatively fewer large firms. Also, in the case of Manufacturing it proved possible to obtain a list from the Bureau of Market Research at the University of South Africa of all the manufacturing firms in each of the geographical areas we were to cover.

^{1/} See Standard Industrial Classification (SIC), Department of Statistics, Pretoria 1974, for breakdown of economy into Major Divisions etc.

Sweeping changes for black labour coming

By GERALD REILLY
Pretoria Bureau

SWEEEPING changes in South Africa's industrial relations, including the upgrading of black labour are expected to follow the implementation of some of the recommendations of two commissions

Both commissions have had a close look at the political, social, and other barriers which stand in the way of greater recognition and a more efficient use of black workers, particularly

in the skilled and semi-skilled fields

Part of the backdrop to the commissions' deliberations has been the repeated warnings from labour leaders and politicians that unless greater scope is opened up for black worker aspirations and unless they are assured of greater material rewards South Africa is headed for a chronic state of industrial unrest

The Riekert Commission, which dealt mainly with the mobility of black labour, re-

ported at the end of September, and the Wiehahn Commission is expected to complete an interim report next month

The Riekert Commission's terms of reference included taking a close look at legislation affecting the movement of blacks, including the Group Areas Act, the Bantu Labour Act, and the Community Councils legislation

The Wiehahn Commission is reviewing 14 acts, all of which, to some extent, impinge on the labour freedom of Black South Africans

Labour leaders said yesterday the commission was expected to deal with the vital issues of official recognition of black trade unions in terms of the Industrial Conciliation Act

This would confer on black workers the right to strike, providing certain procedures laid down in the legislation had been exploited in an effort to resolve any dispute with employers

In fact, they would then have equal rights with white workers

Trade Union leaders said yesterday the whole spectrum of industrial relations needed to be updated to take more account of the increasingly important role of black workers in South Africa's modern industrial society

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reasoning several false conclusions are deduced, terms "consciousness-raising". No feminist would endorse a description of "consciousness-raising" as "personal issues. It is clear that, despite the fact that the writer has failed to appreciate the basic personal and group facilitates the crucial transition in the political. Without individual political consciousnesses. A practical example of this is the sessions held by small groups of Chinese peasants on the labour freedom of Black South Africans

By a process of exploitation had been exploited in an effort to resolve any dispute with employers its policies

the U.C.T. have equal rights with white workers

Trade Union leaders said yesterday the whole spectrum of industrial relations needed to be updated to take more account of the increasingly important role of black workers in South Africa's modern industrial society

In no way excludes the awareness of other oppressed groups. utopianism, organization must concern itself with specific oppression. Separatism projected "integrated struggle for liberation of all men and women" is mere undeniably bourgeois establishment as a white university. To theorize around the position of women in South Africa" and developing what the writer idealistically refers to as "adequate political practice" from within the context of such an "examining the institutions that continually produce and reproduce the structural that members of the movement are perhaps more aware of the discrepancy between currently in progress among Women's Movement members. A notable difference being the writer of this article has no direct knowledge of discussions and projects not been explored, even theoretically, by the U.C.T. Women's Movement indicates that as the "pass-laws, the reserves, squatter-camps and the role of women in these" have the women's position within the structures of society". To assume that factors such obvious; "A Women's Movement is a political movement", "it must, therefore, identify the description of what a Women's Movement should be confined to stating the illogicalities, misconceptions and muddled thinking that appear in their article.

in their latest newsletter. We would like to point out some of the combined in including the pretentious study entitled "A Critique of Bourgeois Feminism" in As a group of U.C.T. Feminists we are appalled by the naivety of the S.S.D. editors'

ON FEMINISM - THE WOMEN'S MOVEMENT REPLY

a p h e n d e x 3

12

Star, 13/11/78.

Unique seminar calls for equality of workers

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Labour Reporter

Equal pay, opportunities and rights for all workers under a single set of industrial laws have been called for by labour and business leaders as a "unique" seminar.

The parties to the call are about eight top industrialists, leaders of half a dozen registered trade unions, black unionists from the Transvaal and Natal, and academics from three universities

ASSESSMENT

Their weekend seminar was an in-depth assessment of industrial relations under the auspices of the Graduate School of Business Administration of Witwatersrand University

Study groups were appointed to pursue the issues raised and to analyse their conclusions at a further seminar after the publication of the interim report of the Wiehahn Commission into Labour Legislation

That was announced in Johannesburg today by Dr G F Jacobs, director of the Graduate School.

He said the parties at the meeting agreed on the following points

● Full equality of employment conditions for all workers, and advancement

on merit is in the interest of all South Africans

● Trade unions are one of the proven methods of handling negotiations, resolving grievances, maintaining acceptable standards of skills and protecting workers against exploitation

● The State should not be involved in employer-labour relations directly but should provide the basic industrial relations structure after consultation with the parties concerned, should facilitate registration of bodies of representatives and should set minimum conditions of service

● Negotiation of agreements should be on a national level where possible

Dr Jacobs said the seminar resulted in a "no holds barred" exchange of views

their way to becoming things of the past

To some extent that may still be true. But there is little doubt that the atmosphere in labour circles has been euphoric and that the labour "conservatives" are in many respects just as conservative as they ever were.

Certainly the willingness of these groups to accept change appears to have been over-estimated. The *FM* understands that conservative spokesmen for both unions and some employers are fighting tooth and nail against changes and may well be at least partly successful.

On the trade union side the objections are centred around attempts to alter significantly the present job reservation system. On the employer side there is unexpectedly tough reaction to the idea of industrial trade unions for Africans, with a preference being shown for plant-level bargaining.

Part of this reaction has appeared publicly in the form of at least partially successful attempts to rally white worker sentiment against changes in the industrial colour bar, such as those changes contained in Section 35 of the Seifsa agreement.

Employer resistance to African unionism has also remained solid — despite the much-heralded atmosphere of change. But the reaction is by no means isolated and many of those who believe that pace of change must be significantly slowed are influential.

They may not represent the majority of employers — or, perhaps, even the majority of registered trade unions. But their influence may yet be sufficient to block many of the changes many businessmen and trade unionists have been expecting.

Those who support change may yet win out, of course, but it does appear that the euphoria about changes among many in the SA labour scene is misplaced and that the optimists are in for an unpleasant shock or two before next year is out.

712

LABOUR

Watch this trend

FM 21/11/73
131

A backlash against changes in SA labour law is building up among influential unionists and employer spokesmen.

For the last year, most businessmen and trade unionists have been expecting wide-ranging changes in SA labour relations. Groups which were once known for their hard-line opposition to black trade unions and their unequivocal support for job reservation were now, so optimists argued, ready to accept significant changes on both fronts.

Indeed, it has been virtually assumed for some time now that the old era of exclusive non-African trade unions and bars to African job advancement were

rather narrow definition.

either by an

or a conciliation board

the Industrial Concilia-

provided the Central

minister who was empowered

of a wage determination

groups would be used if

two years.

Financial Mail November 24 1973

of work involving

Bantu Labour Officers.

could not be regarded as

se involved 22 744 Africans.

There were also 246

Africans took part.²³

to infer that the alternative system of labour relations

by the State was inadequate and that when it was subjected

African workers eschewed it, employers showed a

se it in a meaningful way, and even the State implemented

RELATIONS REGULATION ACT (NO. 70 OF 1973)

unrest the Government moved quickly to overhaul the

draft Bill embodying its aims in this regard. Its

of the Minister of Labour "... evoked wide interest,

proposals for its improvement were received from most

organisations, from trade unions, individual employers

and other bodies".²⁴ As a result the authorities altered the original Bill and later introduced the Bantu Labour Relations Regulation Amendment Bill.²⁵

The new machinery retained the three-tier system, which had operated for twenty years, with certain important differences.

23. *Ibid.*

24. Hansard 17 column 8390, 6 June 1973.

25. Some of the comment elicited by these Bills is recorded in: Muriel Horrell and Dudley Horner. *A Survey of Race Relations in South Africa, 1973.* Johannesburg, S.A.I.R.R., 1974 pp.276-281 and 286-291.

FM 9/12/78
INDUSTRIAL RELATIONS

Anglo angles

CA' Sigma, Zimro and Vereeniging Refractories. At Sigma the union, the United Auto Workers, has asked management to deduct dues from union members' pay and this has been granted.

At Zimro, talks between the company and the Metal and Allied Workers Unions are in progress, but a company spokesman says no full recognition request has been made because the union does not yet represent a majority "We are waiting for that to happen before negotiating"

At Vereeniging Refractories, talks between the company and the Building and Allied Workers Union have been on the go for a while. Union secretary Skakes Sikhakhane tells the FM he has asked for access to the company's plants in Vereeniging and Springs and is awaiting a reply.

At other companies, says Du Toit, management has been faced with individual grievances brought forward by a union and has dealt with them. In some cases, management has co-operated with unions by placing union notices on company notice-boards.

Of course, three companies in a group the size of Anglo is not a lot. But these, says Du Toit, are the only companies to be faced with union requests at present: And he adds that the guidelines have not been fully tested yet "Until we have a

request for full bargaining rights, the guidelines remain a formula for dealing with the future."

What would Anglo recommend if a subsidiary got such a request? Besides testing the union's representatives, it might refer the issue to the industry's employer association, says Du Toit (this has been done in one case) "It is obviously preferable for wage agreements to apply industry wide"

But, seeing that they don't at the moment, isn't sending the union to talk to an employer association passing the buck? Replies Du Toit: "We would obviously show our *bona fides* by recommending that the association deal with the union. And the union would have to work at achieving industry-wide membership"

Du Toit stresses the need for industry-wide machinery for African workers and argues that Anglo's guidelines may only be put to the test in the future — perhaps after the Wiehahn Commission reports

For the moment, it is concentrating on industrial relations training for subsidiaries' personnel men, to prepare them for change, and on strengthening plant-level bargaining rights. The courses, he says "have been a great success. People ask why they weren't told all this before." So too are the plant-level committees, he

Anglo American's stated support for black trade unions is slowly being put to the test. Three Anglo companies are now talking to unregistered unions, although none has yet been asked for full recognition.

Anglo is one of the few SA companies to formulate policy guidelines providing for unregistered union recognition. And chairman Harry Oppenheimer recently told a TV audience that Anglo companies were talking to black unions

The Anglo guidelines set out various facilities a company should grant a black union depending on its membership at the plant, leading up to full union recognition when the union represents a majority

Anglo industrial relations consultant Chris du Toit stresses that the guidelines are not binding on subsidiaries. But he tells the FM three Anglo subsidiaries have been approached by unregistered unions asking for facilities. They are

says: "On many of our mines, white workers have asked for them as well and we have set them up with union approval."

But, as Anglo itself points out, committees are not the final answer. Unless they are supplemented by unions, they are bound to fail.

DATE OF PROGRAMME	7.80
Ludi Romani	
R181.20	R437.42
R256.22	
R437.42	R437.42

Statement of Assets and Liabilities

<u>Accumulated Fund</u>			<u>Current Assets</u>	
Balance Sept. '77	R301.15	-77/78	Savings a/c	R300.26 (43.89)
Savings a/c	43.89		Petty cash	.89 (1.04)
Petty cash	1.04			
(50.18)	44.93			
Surplus for the period				
(-5.25) Sept '77-Sept'78	256.22			
	<u>R301.15</u>			<u>R301.15</u>

Note:

Of our current assets a very large portion is reserved for specific purposes: R200, being the balance in the Stellenbosch Farmers Winery a/c, is destined for the purchase of Asterix books which will be presented to various schools in the Western Cape and R28.50 is held in trust for the purchase of prizes. Thus a sum of R72.65 remains for routine expenses ('77-78 = R65 - see starred items in Exp. and Rev. a/c). This excludes the cost of prizes and of the commentaries project. As we have already received our grant for '78/79 from CASA it is clear that we shall have to call on outside sources for help when, as is likely, the expenses connected with the above, recur this coming financial year.

J.C. SANG.
 Sec./Treas., CASA (W.P.)
 12.9.78.

UNIONS 1

Recognition the key

The Eveready union recognition dispute took a dramatic turn this week when the Foreign Office in London ordered a senior official at the British Embassy in Pretoria to fly to Port Elizabeth to investigate.

The Foreign Office has also informed Eveready's UK parent, Berec International, that it is following developments in SA "with close interest". Berec's director with responsibility for international operations, Bruce Ralph, confirms to the FM that the Foreign Office has expressed interest in the Eveready matter; so have some of the company's shareholders, as well as international trade unions.

Ralph was reluctant to express support for the UK and EEC codes, but claimed that the company had "not broken any of its principles" and was reporting regularly to the Department of Trade. He was more enthusiastic about the Urban Foundation code.

R R Rowles, Berec's personnel director, has claimed to British trade unions that "our South African company has consistently complied with the code of conduct". One such union had taken the matter up with Berec because some of its branches had expressed great concern about Eveready's labour policy in SA. The question was also taken up by the TUC in a letter to Berec, and in his reply of November 10 Berec chairman L W Orchard said that the system of representative liaison committees had proved to be very satisfactory in SA. The company did not wish for a collective agreement with unions representing only one racial group, as this tended to entrench job reservation. Berec was waiting for the Wiehahn recommendations in the hope that they would provide for the establishment of multi-racial unions, Orchard claimed.

Meanwhile, in PE, Fred Sauls, general secretary of the National Union of Motor Assembly and Rubber Workers, the registered union which has been refused recognition by Eveready, says he has

written to management asking for a meeting to discuss the dispute, but has received no reply.

Eveready chairman and MD Ron Allin says, however, that the company has now replied to the letter saying that "we are prepared to meet them and hear what they have to say".

But it still doesn't look as if the company is keen to discuss recognition. According to a union source, a delegation of registered unionists who saw Allin recently (see next story) were told that the company was still prepared to negotiate but "only if the union changes its attitude".

The union source says that Allin told the delegation that Eveready might be prepared to negotiate an agreement with the union but claimed that the union had wanted all Eveready workers to belong to it and that management was not prepared to recognise the union in this way.

Allin denies he said this and tells the FM he told the delegation "the door is not necessarily closed".

Meanwhile, Sauls tells the FM the union's boycott of Eveready products has been "a great success" in black areas in the Eastern and Western Cape. "We have a lot of public support and many traders are refusing to stock Eveready products".

products"

Allin replies that "only two or three shopkeepers have refused to stock firm's products. He says he does not know at this stage how successful the boycott has been".

	78)	34.00	(41.00)
	79)	40.00	
		2.52	(2.55)
prizes		22.00	(32.10)
		8.40	
		37.00	
		10.50	
		3.20	----
		250.00	----
for		10.00	-----
t		12.00	-----
st		7.80	-----
mmes			
for			
		<u>R181.20</u>	<u>R437.42</u>
		<u>R256.22</u>	
		<u>R437.42</u>	<u>R437.42</u>

Statement of Assets and Liabilities

R301.15	77/78	<u>Current Assets</u>		
	Savings a/c		R300.26	(43.89)
43.89	Petty cash		.89	(1.04)
<u>1.04</u>				
44.93				
od				
<u>256.22</u>				
<u>R301.15</u>			<u>R301.15</u>	

Note:

Of our current assets a very large portion is reserved for specific purposes: R200, being the balance in the Stellenbosch Farmers Winery a/c, is destined for the purchase of Asterix books which will be presented to various schools in the Western Cape and R28.50 is held in trust for the purchase of prizes. Thus a sum of R72.65 remains for routine expenses ('77-78 = R65 - see starred items in Exp. and Rev. a/c). This excludes the cost of prizes and of the commentaries project. As we have already received our grant for '78/79 from CASA it is clear that we shall have to call on outside sources for help when, as is likely, the expenses connected with the above, recur this coming financial year.

committees and were employing 16 625 African workers in the following sectors of the economy:³⁷

TABLE 3

UNIONS 2

Ripples from Eveready

Sector

Manufacturing

Services

Commerce

Originally a battle between union and employer, the Eveready strike has now also become a battle between unions themselves

The issue came to a head last week when all the unregistered (mainly African) unions affiliated to the SA committee of the International Metalworkers' Federation (IMF) joined the registered National Union of Motor Assembly and Rubber Workers (Numarwosa) in walking out of an IMF meeting

In fifteen organisations establishing the co-ordinating committee (15%), and management committees (41%).

The SA committee is the only SA labour body where fairly conservative registered unions have worked formally with independent registered unions. But that unity has now been shattered. Numarwosa, whose members staged a (legal) strike at Eveready, and its unregistered supporters charge that the other

There was a tendency

to elect to these committees: in 80% of the organisations there were no restrictions whatsoever on the nomination of candidates. In 20% of the organisations there were certain requirements, mainly to achieve equality of representation.

82% of the respondents reported that their work committees had met during the period of one year. In most instances, 68%, no meetings were held, while a further 9% met weekly at intervals.

The most frequently mentioned reasons for choosing work committees were that they were more effective than liaison committees, more representative and acceptable to African workers, and that they were more effective than liaison committees.

In 1973 only three co-ordinating works committees were established.

Recognition of African Trade Unions

The Verster investigation indicated that while 56% of the organisations with liaison committees were in favour of recognising African trade unions, the majority of those with work committees were in favour of recognising them.⁴⁰

37. Op.cit. pp.91-4.

38. Ibid., pp.97-101.

39. Hansard 3 columns 160-1, 22 August 1973.

40. Op.cit. pp.66-8, 108.

registered unions on the committee have sided with Eveready and some Department of Labour men against them. The unions who stayed in last week's meeting deny this and reply that the situation at Eveready was misrepresented to them by the union

Racial overtones are not far from the surface of the dispute. Numarwosa is one of the few registered unions to join with unregistered unions to form a new union federation. So the dispute has inevitably been seen by many of its supporters as further evidence of the hostility of most registered unions to independent black worker action

Versions of what led to the dispute abound. What is clear, however, is that after a meeting of the IMF recently, a delegation of unionists affiliated to the Confederation of Metal and Building Unions went to see Minister of Labour Fanie Botha about the strike

At the meeting, say the CMBU men, Botha defended his department and showed them minutes indicating that the board had met for over an hour. As a result of this meeting, the CMBU men say they decided to send a deputation to Eveready to examine the situation at first hand

After meeting local Department of Labour officials, the CMBU delegation together with men from the SA Yster-en-Staal Unie, met Eveready management and workers. They did not, however, see Numarwosa or the striking workers.

At last week's meeting Numarwosa raised this as a matter of urgency and asked why the CMBU unions had gone "behind our backs" to management and why they had been accompanied by a union not affiliated to the IMF. After a heated debate most black delegates left the meeting.

Numarwosa secretary Fred Sauls says he sees the visit as a slap in the face. "They don't treat us as equals. They don't consult us and seem to care more about talking to management and government than us." He says his union was completely opposed to the visit to Botha.

IMF committee chairman Barne Bouwer replies that Numarwosa agreed to the meeting with Botha. He adds he is satisfied that Eveready treats its workers well and believes that Numarwosa broke off negotiations with the company "without good reason," and misled the IMF about reasons for the strike.

He claims the union delegation did not see Numarwosa or the strikers because "they happened to be at Eveready on other business and stayed to have a look." The Yster-en-Staal men were there, he says, because they represent white workers at Eveready. A CMBU man, however, says the delegation did not see strikers "because we had no access to them."

IND. REL. - Workers' Org -
African Unions

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23-1-79 - 27-12-79

XX

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CT 23/1/79

Union to lobby for guard's rights

"IMAGINE working twelve hours a day, six or seven days a week, in a job which could place your life in jeopardy at any moment — and getting paid between R12 and R24 per week".

So says Mr Hercules Munro, secretary of the non-racial National Union of Security Officers, which has its offices in Salt River. The union, which is not registered, was started in November last year and already has about 90 paid-up members. Mr Munro, who formed the union, was a founder member of the Labour Party.

He says that although only a minority of security officers

work under such "appalling conditions", there is a need for a union to safeguard their rights.

The union will represent both security officers and night-watchmen in pay disputes, improvement of working conditions and in the operation of training courses for security staff.

"Both the Department of Labour and the Department of Coloured Affairs have indicated that they will recognize us as a legitimate and representative union", said Mr Munro.

There are at least 1 500 night-watchmen and security guards in the Peninsula. "As soon as there is a substantial

Peninsula membership we will organize on a national basis, which, hopefully, will be in the near future", Mr Munro said yesterday.

"One of our projects will be to start a training course for security officers, so they will be better equipped to cope with dangerous situations and thus render better service to their employers", Mr Munro said.

"Although most firms treat their security officers fairly reasonably, several that we know of are mercilessly exploiting their employees.

"We find that employees in such situations are afraid to join a trade union because of the likelihood of being fired

Owing to the large number of desperate job-seekers in Cape Town, some firms do not hesitate firing 'stropie' employees", said Mr Munro.

A pamphlet distributed by the union asks security officers whether they are working shift hours according to the law, whether they know their rights as security guards, and whether their family life is being disrupted by the long hours they have to work.

It calls on them to unite in a union whose collective bargaining power will do more than the individual to ensure better working conditions and reasonable pay.

Africans employed if :		(i) immediately available		(ii) available in 1981 assuming full economic recovery	
Technicians	Firms	Technicians	Firms	Technicians	Firms
1	1	1	1	4	7
3	3	3	3	8	14
7	7	7	7	14	14
2	2	2	2	3	3
9	9	9	9	18	18
10	10	10	10	4	4
3	3	3	3	2	2
1	1	1	1	1	1
1	1	1	1	1	1
2	2	2	2	5	5
3	3	3	3	2	2
2	2	2	2	3	3
9	9	9	9	26	26
2	2	2	2	5	5
3	3	3	3	7	7
2	2	2	2	3	3
1	1	1	1	1	1
1	1	1	1	1	1

Table 22. Number of African technicians and number of firms in Durban sample which would employ these technicians were they (i) immediately available (ii) available in 1981 assuming full economic recovery.

their workers. So they organise multi-racial committees or refuse to recognise the union on the grounds that we're unracial — which we're not."

Certainly the length with which recognition disputes drag on illustrates the point. It took Smith & Nephew workers over a year to win back their recognition agreement. The Glacier dispute (*FM* last week) has been on the go for 14 months and two others for five and six months respectively.

The unions say that the long delays don't weaken worker resolve. But they do tax union resources to the limit. "At each plant we have to deal with each new management reaction while keeping shop floor support solid in the face of management attempts to discredit the union," says Erwin.

This is one of the reasons why the unregistered unions have a relatively small membership. "We could enrol thousands of workers tomorrow. But we couldn't offer them anything," Erwin tells the *FM*.

The unions would be unhappy with any attempts (in the wake of the Wiehahn report, for example) to make recognition dependent on majority representation in a particular industry. "It's Catch 22," say the unions. "We don't have mass membership because we're unregistered. But we won't be registered unless we have mass membership."

BLACK UNIONS

Code shoulder ¹³⁹ _{pm 2/3/89}

The black trade union recognition clauses of the various codes of labour conduct are being tested as never before — and in most cases they are proving ineffectual.

Among the chief challengers is the Trade Union Advisory & Co-ordinating Council (Tuacc). Its affiliated unions — all of whom are unregistered — are asking at least nine companies in Natal and the Transvaal for recognition. In almost all the cases the unions claim majority

membership among African workers in the factories concerned. But in no case has recognition been granted.

Not that the unions haven't noticed a change in employer attitudes. But they believe it is a change of tactics, not substance. "They don't chase us out of the factory or fire shop stewards any more. But they still find subtle ways of thwarting union recognition," claims Tuacc secretary Alec Erwin.

According to Erwin, not one of the firms approached says it is against recognising an unregistered union. Even Swiss-owned Forbo Krommeme, which wants nothing to do with the Transport & General Workers' Union — despite the union's claim that most Krommeme workers belong to it — says it is not against African unionism. Nevertheless, Smith & Nephew remains the only firm to have recognised a Tuacc union.

No obstacles

At only two of the firms approached does recognition seem a possibility. At one of them, a German subsidiary, management has accepted the principle of recognising the union, and no major obstacles have emerged. At the other, SA-owned, the union has been given access to the plant.

In many other cases, there's a big difference between stated policy and practice. With foreign firms, "the parent company is often sympathetic to recognition because of the codes. But local management is opposed. So they tell the parent they're talking to the union and then drag the talks out as long as they can," says Erwin.

SA firms, say the Tuacc unions, are prompted more by the Wiehahn Commission than the Urban Foundation/SACCOLA code. None has raised the code in discussions about union recognition, but all are prompted to pay lip-service to recognition because they expect Wiehahn to back it. But they won't move until they can do so within the government-backed system.

The result, say the unions, is a new management tactic. "They don't say no. But they find excuses to stall us. They either simply delay or impose conditions on the union which it is bound to reject," says Metal & Allied Workers' Union general secretary Junerose Nala.

She adds that a favourite management response is to set up shop-floor bargaining machinery as an alternative to the union. "They suddenly become interested in non-racialism after years of separating

BLACK WORKERS No lack of suitors

139
7/13/77

A small drama is being played out at Intercontinental Breweries' Chamdor plant. The battle — which could be the precursor of others — is between two trade unions, and at stake are the hearts and minds of African workers.

Last week Ted Frazer, general secretary of the registered Brewery Employees' Union, addressed the ICB African workers and urged them to join the unregistered non-racial union his union is organising. But the workers, most of whom belong to the unregistered Sweet, Food & Allied Workers' Union, gave him, by his own admission, "a rough ride."

The workers see Frazer's move as an attempt by a registered union to take over an African union. According to Frazer, they told him that "only African men can represent African workers."

The issue is likely to be around for some time. Anticipating that the Wiehahn Commission might recommend the extension of union rights to Africans, many registered unions have begun to see an urgent need for African membership.

It is obviously better in the post-Wiehahn era for the registered unions that Africans join their ranks and thus give them a greater chance of controlling jobs than would be the case if Africans formed independent unions on a large scale.

To the handful of existing unregistered African unions, this is simply an attempt to entrench white control. They argue that when registered unions say they want "mixed unions," what they really mean is that they want to curb the growth of independent African unions.

Likewise, say African unionists, when employers say they want "mixed unions," they really want to bargain with the existing, largely conservative, registered union leaders, who would now represent Africans too. The present officials would keep control because of their years of experience.

Hence Frazer's hot reception at Chamdor. Nor was the workers' mood improved by the fact that management won't recognise their union but has told Frazer it is prepared to recognise his.

"This is a shabby attempt to elbow us out of the factory. Frazer seems to want to put a white-controlled union in our place. But we still have a strong majority," says Skakes Sikhakhane, general

secretary of the African union.

Frazer hotly denies this. He concedes that more and more registered unions are becoming interested in African workers so they can boost their membership and keep Africans under their thumb. But he denies that he is trying to set up a "tame parallel union."

Our union will be totally non-racial. All positions will be open to all races. There'll be safeguards for our existing members, of course, but all workers will have a say in the running of the union. He adds that Sikhakhane's union is "for Africans only and we reject that, and that it will never win recognition because they're open to non-brewery workers and management will never accept that."

What if African workers don't want his union? Frazer says he will accept this unlike other unionists who will try and force them to join. He adds "We don't want white control. If they want another general secretary they can elect one."

All of which Sikhakhane's union rejects. It contends that Frazer is merely cooperating with management to force on workers a type of union they don't want. It cites as an example the insistence that the union be open to brewery workers only. Who are they to tell us who our members should be?

BLACK UNIONS Marshalling muscle

*Final 2/27/77
139*

A meeting at out-of-the-way Hammanskraal last week-end saw the birth of SA's first mainly black trade union federation in a decade and a half. Its impact on the factory floor could be considerable

Nine unregistered unions from Natal, the Transvaal, and the Eastern Cape joined three registered (coloured) unions to form the new body, to be known as the Federation of SA Trade Unions (Fosatu). While Fosatu is non-racial, the bulk of its membership is African, and it will un-

doubtedly soon be regarded as the most important voice of black labour in the country

Its 12 member unions claim to represent some 45 000 workers

Fosatu does not see itself as a 'talk shop' but as a vehicle for practical co-operation between its affiliate unions and a means of giving what it readily confesses is a weak black union movement a strong shot in the arm

Newly elected general secretary Alec Erwin tells the *TM* that Fosatu will draw up a common education programme for shop stewards and actively help its affiliates build and consolidate membership in contrast to other trade union federations which are not generally involved in doing this

Its backbone will be a system of regional councils and says Erwin, the chief emphasis will be on building a strong union presence on the shop floor. Hence Fosatu's insistence that its affiliates build a strong representative structure in the factories

Erwin is critical of many registered unions, arguing that there is little contact between the union hierarchy and the grass roots. But Fosatu's shop floor emphasis doesn't mean that it supports in-plant committees. "In the absence of a strong union movement, they are inevitably used to undercut unions. We want the unions to be directly represented at plant level," says Erwin

If Fosatu has anything to do with it, more and more employers can expect requests for union recognition in their plants. And those requests will be backed up by Fosatu unions throughout the country. The new body stresses, however, that it has rejected contact with political groups. Says Erwin: "Our job is

to build a strong labour movement and that's all"

The new organisation has been formed just before the release of the Wiehahn Commission's report. One of its key aims is obviously to build an independent power base for its affiliates to enable them to hold their own when the new dispensation is introduced. It will stand or fall by its ability to do so

Fosatu is not likely to lack opponents. Most registered unions, like most employers, are likely to see it as a threat. Government is also hardly likely to be delighted at the re-emergence of a strong non-racial union movement

Parallel African unions within Tswana have stayed out of Fosatu. And some independent African unions (mainly those on the Reef belonging to the Consultative Committee of Black Trade Unions) have also stayed out, arguing that Fosatu will inevitably be dominated by non-Africans

"They should have been at our congress. Most of the talking was done by African worker delegates," retorts Erwin

The above strategy was employed for Tom products and signed advertising.

must devise a mix of procedures that fit these resources. Judge the response of consumers, trade, and competition resources and the influence that he can exert in the market opportunities in product or method of operation. The same procedures of the big firm. Though he may sell the same firm, his marketing strategy is likely to be widely different. Numerous instances of this fact might be cited. For example, small firms often seek to build sales on a limited and whereas industry leaders seek patronage for full lines. Smaller regional sales rather than attempt the national distribution. Again, the company of limited resources often and sales to products whose potential is too small to support. Again, companies with small resources of the cosmetic field, up introductory marketing programs employing aggressive strategy with distribution limited to leading department stores. Advertising funds have been directed through these selective offering of the products and their story told over the signs strategy has been to borrow kudos for their products from firms and to gain a gradual radiation of distribution to some channels, such as often comes from the trade's follow-the-resources have grown from mounting sales has a dense retailly sought and a shift made to place the selling burden

37 The Concept of the

⁴*Ibid.*, pp. 519-

³Neil H. Borden

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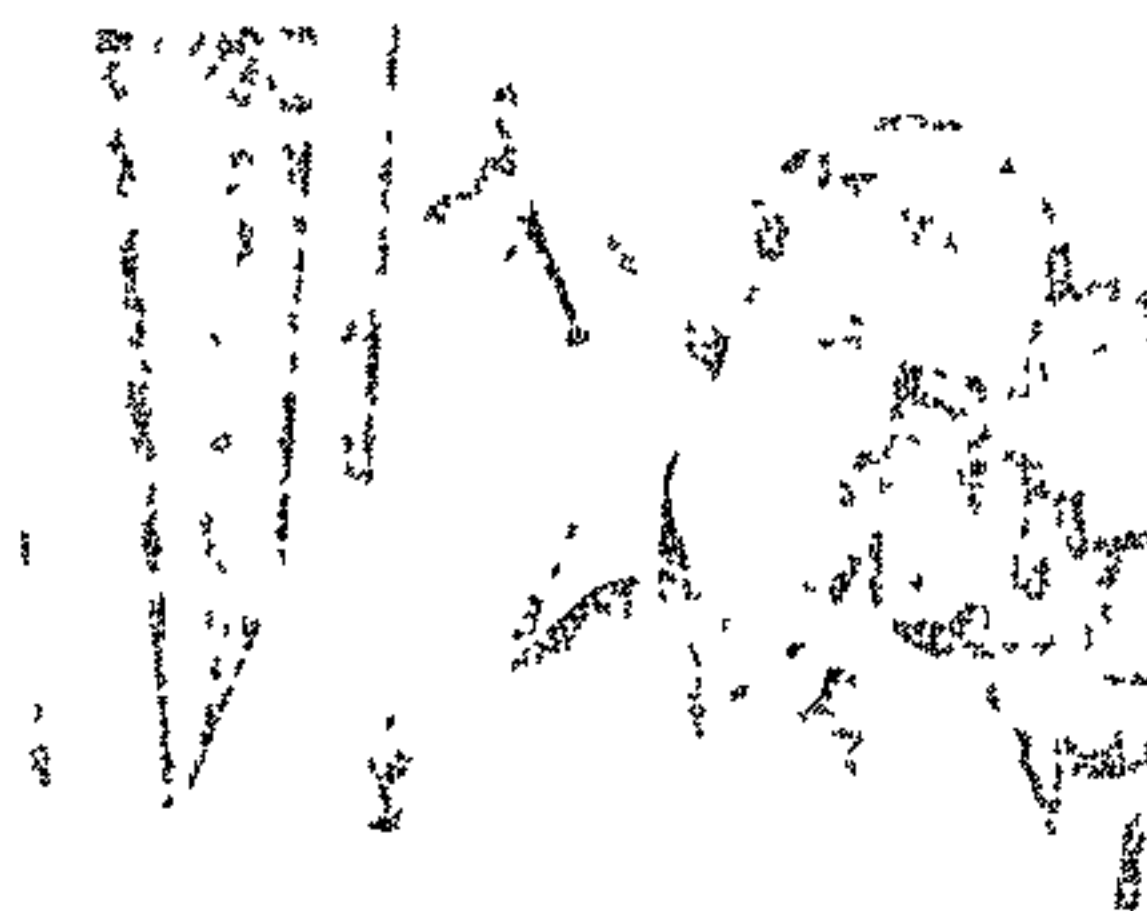
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Jules Montel

early marketing



LABOUR LAW (139) *guzkba*
Packing the courts

Disputes between employers and unregistered trade unions on the factory floor are nothing new. Increasingly, however, they are also being fought in courts of law

A spate of cases testing labour laws are pending and a number have been heard or settled out of court in recent months. This is in marked contrast to the situation little more than a year ago, when virtually no major labour cases had been heard in the courts for some years

At least eight cases are pending at present, and four have recently either been heard or settled out of court. Points of law to be tested include the legal *locus standi* of unregistered trade unions and works committees, the rights of workers to ask for court protection against threatened victimisation, the rights of unregistered unions to sue for defamation, and the law affecting dismissals and suspensions. One case will test the rights of a banned person to claim unemployment

insurance benefits
 Why all the interest? Partly because unregistered unions are increasingly relying on the courts to defend their rights when they are ignored by employers. Says one unionist "A court is one place where the employer has to listen to us. If they won't talk to us in the factory, they'll have to spend costly hours listening in court"

In other words, the unions are looking to the limited openings present labour and common law provides them to beef up their claims to recognition. They are able to pursue this new strategy because of renewed interest in labour law on the part of a section of the academic and practising legal fraternity. Research in labour law has mushroomed and a small but dedicated corps of young lawyers has emerged prepared to fight labour cases

And there are now a number of groups, such as Wits University's Legal Aid Clinic and the Johannesburg based Legal Resources Centre, which are doing an interest in labour law

On the research side there is Wits' Centre for Applied Legal Studies, which has an extremely active labour law department, and Unisa's Institute for Labour Relations. There is also a growing interest on the part of individual academics, particularly at Afrikaans universities

Says one lawyer "A few years ago people dismissed labour law with a few glib assumptions about the rightlessness of African unions. Now we are uncovering and testing neglected areas of the law which provide some protection for African unions and their members"

He believes, however, that non-African unions will soon have to develop a new interest in labour law. Up to now, they have automatically controlled access to the job and have not had to worry over much about members' job security. A new post Wiehahn dispensation, however, will mean that they will have to concern themselves anew with job security and the protection the law offers against unfair dismissal and suspension of workers

Any new labour dispensation will, therefore, increase the work load of the labour lawyer

3

3

4

Time that should be taken for unskilled work 7 000 hours	6 000	Time taken by unskilled	6 000
	(U)		
600 hours	(U)	600 hours	
Work in hours	2	Differ	
	(U)		
300 (U)			

Mix variance:

Efficiency variance:

Unskilled	6 000 (1 - 5 700) =	300 (F)
Semiskilled	3 400 (2 - 7 000 / 2 000) =	200 (U)
Skilled	2 800 (3 - 9 000 / 2 800) =	600 (U)

Rate variances:

Lucy Mvubelo is a powerful figure on the black South African trade union scene, and there is a possibility she might become a member of the National Manpower Commission. ANNABELLE WARD interviewed her

Her union war won at last

① 139
~~② 135~~
~~③ 166~~

8/10/79

Trade unionist Lucy Mvubelo has waged a 26-year-old war for recognition of black trade unions. In the process she has been called an "Uncle Tom" at home and a Government stooge overseas. Yet through perseverance and courage she has come out on top.

Eloquent and friendly to the point of being jovial, Mrs Mvubelo is the doyen of black trade unionism in South Africa. She heads the 20 000 strong National Union of Clothing Workers (NUCW), is a member of

the Trade Union Council of South Africa's (Tucsa) officers' committee, and she was recently tipped to become a member of the National Manpower Commission.

Today she cuts a powerful figure, but her entry into trade unionism was on a much humbler level. In 1943 she joined one of the first factories in South Africa to ever employ black women. Her job was that of a table hand, sewing at R2,25 a week.

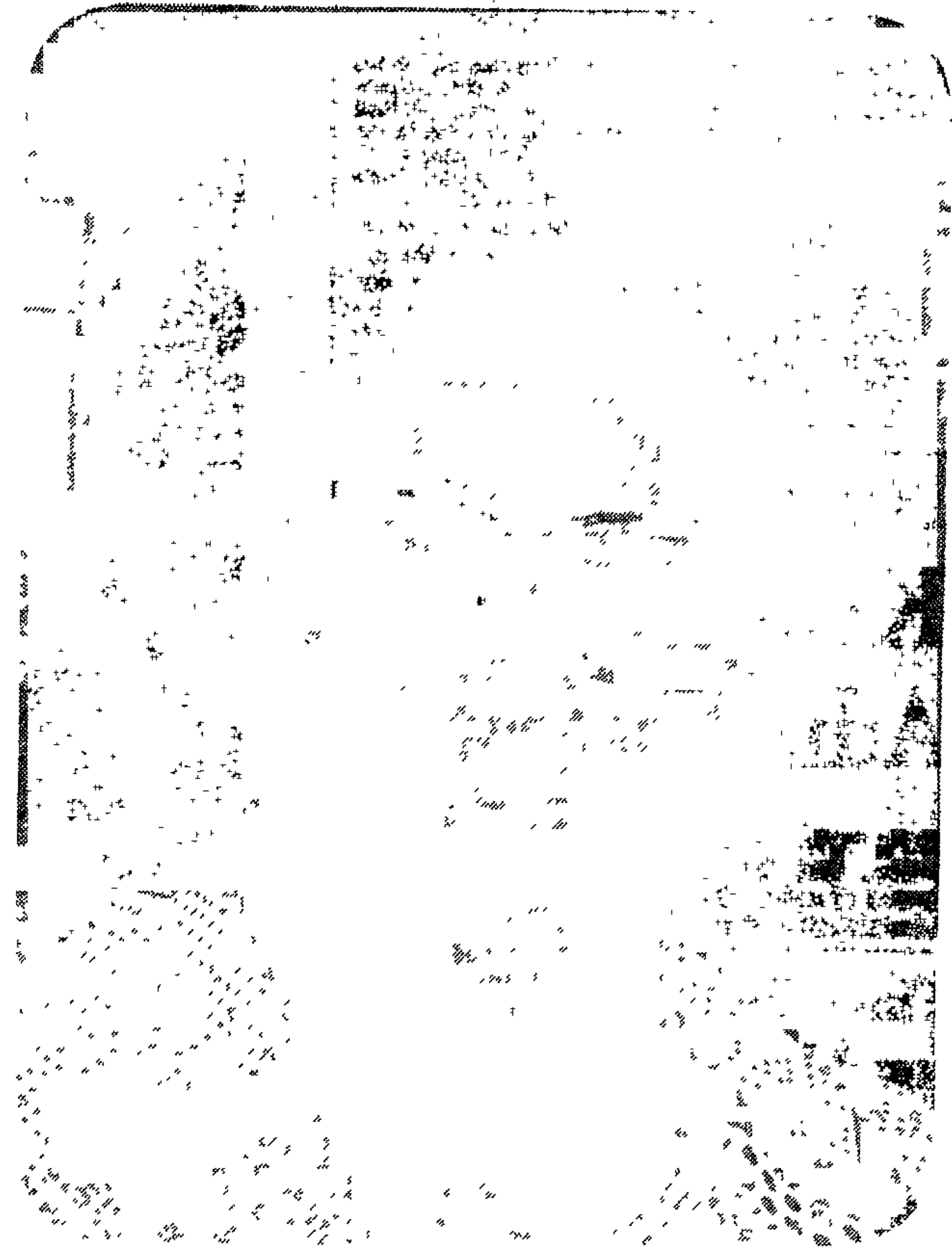
"My first taste of unionism came when locked out of the factory by employers. They wouldn't accept the recommendations

of the Garment Workers' Union." In those days, the union was multiracial and black women enjoyed union rights because they were not pass-holders.

"Our rights were outlined to us and there were speeches — it was all very exciting."

Once initiated into trade unionism there was no stopping her. She was elected as a shop steward and in 1945 she was one of five black women elected to the GWU national executive.

"I was always re-elected unopposed until 1953 when the Native Labour Settlements of Disputes



LUCY MVUBELO — the stalwart trade unionist who has won her hard-fought fight

Act was promulgated, and black women were no longer allowed to belong to registered unions," she said.

Black male factory workers were then catered for by an agreement reached between the GWU and the Government, but black women were left in limbo.

So, Mrs Mvubelo stepped into the vacuum and created the NUCW.

She recounts the ensuing battle for recognition forcefully, but not without humour.

There were deputations to the Minister of Labour, memorandums and resolutions. She was attacked on all sides — by the die-hards within her own ranks who said her union was only a second class form of representation.

She also came in for flak from overseas trade unions who wouldn't listen to her when she spoke out strongly against sanctions and economic boycott against South Africa.

Even Donald Woods, former editor of the Daily Dispatch, labelled her a government stooge after

he had skipped the country.

"I had never even heard of Donald Woods until the Biko affair," she said with a wry smile.

"I'm against mixing politics and trade unionism. I felt that if I advocated boycotts I would be putting a spear into the back of my people." So she stood her ground.

"It hurt. You can't defend apartheid — it's a defenceless case, but some nights I would cry so much, my pillow would be wet, and I would pray to God that the government would hurry up and recognise us."

Mrs Mvubelo made it very clear in the 1950s when she and other unions broke away from the South African Congress of Trade Unions and African National Council's alliance, that politics were to be kept out of trade union matters.

"You know there have been so many disappointments and heartaches. It was almost like playing a game of draughts," she said, slamming her large hands down on the table.

Twice, she said, many black unions formed their own co-ordinating bodies, only to dissolve or be forced to leave them when they became too political. They were allowed to affiliate themselves to Tucsa only to find they had to resign because of government pressure. They rejoined Tucsa in 1976 when that organisation amended its constitution.

Now with the Wiehahn Commission's recommendations, black unions are finally to be registered and recognised, and Mrs Mvubelo is overjoyed.

"But I feel the Minister of Labour should leave it to the unions to decide if they want to be multiracial or not — I believe in integrated unions."

"I'm not happy about the homeland workers being left out. They have made their contribution to the so-called Republic and to me there is no such thing as separate states."

"We are almost back to where we started in the 1940s. It seems so silly, why did they have to take so long?"

FM 11/5/79
BLACK UNIONS (139)
Battle of the bottles

A sign of the times? A black trade union has been accused of moving in on workers in a liquor factory where another black union is already established. The employers have been accused of taking sides in the dispute.

The union accused is Lucy Mvubelo's National Union of Clothing Workers, a "parallel" African union which works with the registered Garment Workers' Union. Its accuser is the unregistered black Sweet, Food and Allied Workers' Union. The employer is Stellenbosch Farmers' Winery.

Sweet, Food general secretary Skakes Sikhakhane sees NUCW's attempt to woo black workers at SFW as an attempt to displace his union — which has been organising at SFW for some years — and replace it with what he describes as a "tame" union.

Sikhakhane tells the *FM* that SFW is favouring NUCW over his union in granting it access to SFW premises — a right it has denied his own union. He fears that NUCW is also planning to muscle in on dairy workers already orga-

nised by his own union.

SFW industrial relations man Piet Roussouw denies Sikhakhane's charges. "We are not anti Sikhakhane's union," he says. But he confirms that SFW allowed an official of the Garment Workers to address SFW employees and that SFW denied that right to Sweet, Food. Roussouw adds: "Sikhakhane's request was made a long time ago, when we didn't think the time was right for unions. The Garment Workers asked recently and we agreed because we believed black unions would soon become a reality."

Tom Mashini, who is organising at SFW for the NUCW, denies that his union is trying to "undercut" its rival. "We're simply carrying out a decision to organise the unorganised. Sweet, Food has made no progress there."

But why pick a company where another black union is already involved? "Sweet, Food will never be successful there. They're trying to lump liquor workers with food workers and that won't work."

Why then is an official of a clothing union trying to organise liquor workers? "They won't join our union. We'll form a separate one," says Mashini.

● Disputes like this are likely to become more common once the post-Wiehahn trade union dispensation is introduced, particularly as the black unions who operate independently of registered unions fear that many employers favour the "parallel" unions and will therefore grant them access to their factories while denying it to the independent unions.

c) Ander lede:
Mr. K. Bosman

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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 verbonde aan verskeie universiteite besoek.

Gedurende Augustus en September het die Direkteur Engeland, Nederland, Switserland, Swede, Israel en Zambie besoek. Hy het vooraanstaande joernaliste, Suid-Afrikaanse diplomaate, senior amptenare van die Suid-Afrika-Stigting en verskeie regerings betrokke by Suid-Afrikaanse belange ontmoet. Hy het besprekings gevoer met stigtings, trusts en opvoedkundige verenigings. As gevolg van sy besoek aan Nederland het hy 'n toelae vir die Konstruktiewe Program ontvang van die Algemeen Diakonaal Bureau van die Gereformeerde Kerken in Holland.

Professor J.L. Boshoff, ere-fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Transvaal insluit, en met verskeie handels- en industriële firmas in Natal, kontak opgebou.

(b) Konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon.

Jaarlikse Konferensie, Nasionale Uitvoerende Komitee- en Raadsvergadering van die Suid-Afrikaanse Instituut vir Rasverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede.
Verhandeling voorleg in Werkgroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosio-logiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

FM 11/5/77
CONSUMER BOYCOTT

Fattis in the fire

Food manufacturer Fatti's & Mom's faces a boycott of its products by black traders in the Western Cape as a result of a labour dispute in its Bellville plant. The dispute led to a walk-out by about 80 coloured and African workers late last month.

The walk-out was prompted by the dismissal of five coloured workers. Management says the workers were "retrenched" because it is cutting back on staff, but the Food and Canning Workers' Union, which has been organising at the plant for over a year, believes they were "victimised".

The Cape branch of Nafcoc — the National African Federated Chamber of Commerce — and the Western Cape Traders' Association, have issued statements of support for the dismissed workers. The association was due to meet to discuss a boycott as the *FM* went to press.

Chairman Dawood Khan tells the *FM* he will recommend a boycott. He says he has taken the matter up with management and "they keep on talking about the Wiehahn report. They're obviously just dilly-dallying."

Khan says his members stock a wide range of Fattis products, including bread, and he believes the boycott could bite deep. He believes the traders should boycott because "workers are consumers and we have a duty to consumers."

Behind the dispute, according to the union, is its year-long attempt to get management to deal with it to redress worker grievances. This culminated in the union declaring a dispute, shortly after which the five workers were fired, leading to the walk-out.

Fatti's and Mom's Peter Mom says he broke off negotiations with the (coloured) union because "they wanted to represent blacks and so far the law doesn't allow that."

Told that the law does not prohibit it, Mom told the *FM* that there was "little need for or interest in a union on the part of our black workers." He says they are "a powerful pressure group who have made their point by striking in the past and, as a result, their conditions are better than those for coloured workers. They want to be regarded as a group on their own."

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... en met verskeie handels-
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... eur die volgende konferensies

... ionale Uitvoerende Komitee-
... die Suid-Afrikaanse Instru-
... , Kaapstad (Januarie)

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels

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-

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede
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bygewoon van die Raad van die Internasionale Sosio-
logiese Vereniging as die amptelike afgevaardigde
van Suid-Afrika (Augustus).

c) Ander lede:

Mr K. Bosman
Professor A. Cupido
Mr N. Daniels
Mr Achmat Davids
Professor R.J. Davies
Professor J.J. Degenaar
Mr René de Villiers
Dr I.D. du Plessis
Professor J.J.F. Durand
Mr R. du Toit
Mr H.W. Middelmann
Eerw. M.T.L. Moletsame
Professor A.D. Muller
Sheik A. Najaar
Mr Victor Norton
Professor N.J.J. Olivier
Mr L. Phillips
Professor H.P. Pollak
Mr W.J. September
Mr Franklin Sonn

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Homeland migrants and commuters 'out of unions'

8/11/74 20/5/74

By Hugh Leggatt
Political Correspondent
CAPE TOWN - Migrant workers and commuters from homeland areas will be excluded from trade union membership in terms of the Industrial Conciliation Amendment Bill, published in Parliament today.

It means that only blacks with Section 10 rights of residence in urban areas will be able to form registered trade unions.

The Bill also expressly forbids the registration of racially mixed unions, except with the permission of the Minister of Labour.

The other main provisions, flowing from the

recommendations of the Welton Commission are:

• The setting up of a manpower commission to review labour policy on a permanent basis.

• Establishment of an industrial court to arbitrate in disputes and judge alleged offences.

• The scrapping of the entire Section 77 of the Original Act relative to job reservation.

The Bill's exclusion of migrant and commuters from registered trade union membership means that thousands of black workers who travel to cities such as Pretoria and Durban on a daily basis from the independent Bophuthatswana and self-

governing kwaZulu homelands will get no rights in organised labour.

Thousands of contract workers from homelands and independent states who work on the mines for example, will also be excluded.

The Bill achieves these aims by redefining 'employee' in the Act. Formerly, no black could be an 'employee' and eligible for membership of a registered trade union.

The Bill says an employee is anyone working for an employer or who may legally reside on land in South Africa. This includes Section 10 blacks.

But it adds that people living on land as contemplated in the Development Trust and Land Act or in self-governing territories or who are contract workers are excluded from the definition of employees.

MIXED UNIONS

The Minister may include other groups of people in the definition by notice in the Government Gazette, but he may not do so on the basis of race or colour.

On mixed unions, the Bill says no trade union shall be registered with employees of more than one population group.

Previously, there was a prohibition on whites and coloured people belonging to the same unions. Now this applies also to blacks eligible for union membership.

But the Minister may, as he could under the old Act, with coloured em-

NB for complete copy
See also Labour
Legislation

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TOWNSHIP HOUSING Evicting evictions

The noxious "fit and proper" eviction clause has itself just been evicted from township housing regulations. This is one of the effects of amendments to Government Notice R1036 gazetted last week by Deputy Plural Relations Minister Wilhe Vosloo.

Under the old form of the regulations township superintendents had extensive powers arbitrarily to evict people from township houses. A householder could thus be ordered out of his house on 30 days notice if he ceased to be in the opinion of the superintendent a fit and proper person to reside in the black residential area.

Among the other grounds for eviction were leaving the site of the house for more than 30 days.

The fact that township superintendents had these powers caused great unease among businessmen and building societies willing to provide loans for African housing. As a result Finance Minister Owen Horwood told the F.M. investment conference in November 1977 that R1036 would be altered.

Andre van Schalkwyk, a spokesman for the Department of Plural Relations, tells the F.M. that Minister Piet Kootshoof referred earlier this year to plans to remove regulations that could cause resentment. Van Schalkwyk says that last week's amendments are designed to eliminate possible points of friction as well as to avoid any confusion or contradiction between the general "residential area regulations" (R1036) and the new 99-year leasehold regulations issued in December last year.

The amended regulations also provide for the owner of a house to be able to sublet it.

Among the clauses now deleted from the old regulations are those requiring applicants for sites in the townships to be free of any infectious disease and providing for ethnic segregation within the townships. But some of the qualifications for renting a township house or obtaining a site on which to build a house remain.

Thus the applicant must still have Section 10 (1) (a) or (b) urban residence qualifications and be in possession of proof issued by an administration board. People who are not qualified can only be given a site on the recommendation of the board and with the approval of the

chief commissioner

Township superintendents also retain the power to evict people who no longer have their 10 (1) (a) or (b) qualifications.

There is also a new eviction provision which affects people living in houses built by or reserved for their employers.

Where an employer has erected a dwelling or specified dwellings have been reserved for occupation by employees of that employer and the employee leaves that employer's service the superintendent can cancel that worker's site or residential permit or occupation certificate.

- Others:
- Mr J.L. Boshoff
 - Mr T. van der Horst
 - Mr R. K. Bosman
 - Mr A. Cupido
 - Mr Daniels
 - Mr Davids
 - Mr J.J. Davies
 - Mr J.J. Degenaar
 - Mr de Villiers
 - Mr du Plessis
 - Mr J.J.F. Durand
 - Mr J.B. du Toit
 - Mr Lederman
 - Mr R.F. Fuggle
 - Mr Gerwel
 - Mr Guma
 - Mr A. Paul Hare
 - Mr d Heydorn
 - Mr Jacobs
 - Mr Jimba
 - Mr H.W. Middelmann
 - Mr M.T.L. Moletsane
 - Mr A.D. Muller
 - Mr A. Najaar
 - Mr Victor Norton
 - Mr N.J.J. Olivier
 - Mr L. Phillips
 - Mr H.P. Pollak
 - Mr W.J. September
 - Mr Franklin Sonn
 - Mr P.M. Sonn
 - Mr J.H. Steyn
 - Mr R. Tobias
 - Mr R.E. van der Ross
 - Mr J.H. van Rooyen
 - Mr S. Walters
 - Mr F.A.H. Wilson

(c) Ander Jede:

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Bill wipes out black unions, says Suzman

By HELEN ZILIE
Political Correspondent
HOUSE OF ASSEMBLY —
The Government's ban on migrant workers from trade unions would lead to an explosion of industrial strife and illegal strikes, Mrs Helen Suzman, the Progressive Federal Party spokesman on black affairs, said yesterday.

In a powerful attack on the Industrial Conciliation Bill, Mrs Suzman said it had dashed expectations aroused by the Wiehahn Commission for far-reaching changes in labour laws.

"The Bill waters down the major recommendations till well nigh nothing is left," Mrs Suzman said.

In a surprise move, the New Republic Party supported the Government during yesterday's second reading, despite its criticism of several clauses.

Speaking for the official Opposition, Mrs Suzman isolated the Bill's key deviations from the Wiehahn recommendations.

The ban on migrant workers and frontier commuters from trade unions would wipe out most existing black trade unions whose membership included up to 80% of workers in this category, she said.

Only blacks with Section 10 rights to live in "white" areas would be allowed to belong to trade unions — an estimated 1.4 million workers against the estimated 2.1-million migrant or frontier workers.

Mrs Suzman asked whether pressure would be exerted on existing trade unions to register. There is a widespread fear that they will be forced to register and get rid of their non-eligible members," she said. "They are being given an impossible choice."

The assets of the unregistered union belonged to all its members and a formal resolution would have to be passed in order to register the union. It was absurd to expect the majority of members to vote themselves out of union membership, Mrs Suzman said.

Employers would get irritated with a small percentage of workers who could form unions and could attempt to replace them with migrants. In addition, non-registered trade unions would not be allowed to claim deductions from their members.

"This is direct state interference despite the White Paper's

assurances to the contrary," Mrs Suzman said.

The Minister of Labour, Mr Fanie Botha, repeated an assurance that he intended to order an investigation with a view to making adjustments to accommodate certain black commuters.

Mrs Suzman told Mr Botha his "new deal" speech consisted mostly of platitudes and worn-out phrases. She continued to criticise the Bill for its "gross interference" in freedom of association — another key Wiehahn recommendation.

Despite a recommendation to legalise mixed unions the Government had decided to forbid them. Provisional registration was nearly useless.

"It is registration on sufferance and may be withdrawn at any time by the registrar, a Government official who will obviously stick to Government policy. This is undisguised authoritarianism."

Mrs Suzman criticised the lack of a right of appeal from the proposed industrial court. "The industrial court is answerable to no-one — we will have a kangaroo court, not a proper judicial body," she said.

CONSUMER BOYCOTTS (39)
fm 4/1/74
Battery of protest

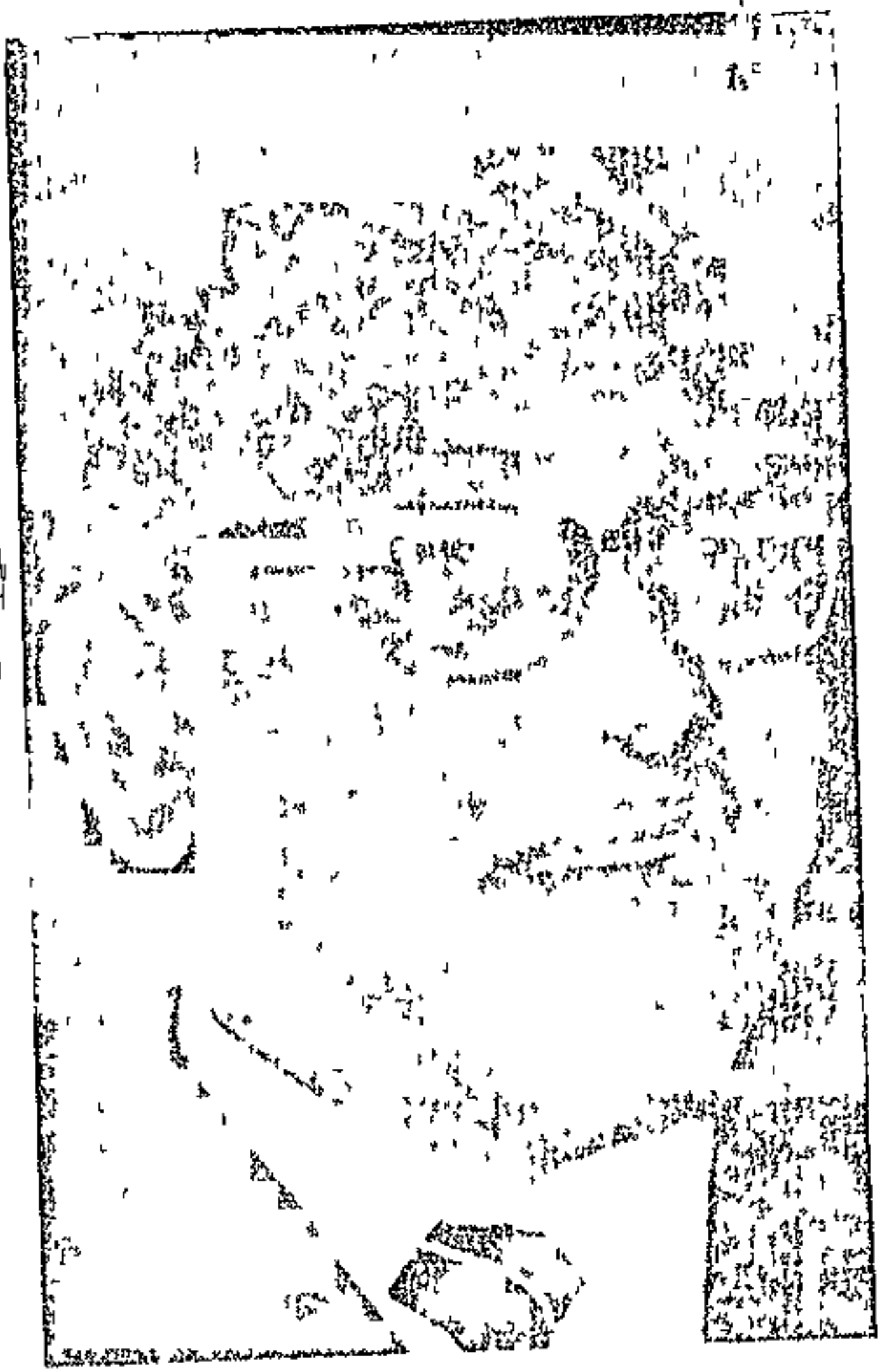
Three consumer boycotts against well-known products are presently in force in the Cape. Two stem from labour disputes and the third from a company's refusal to sponsor a sporting event.

The most successful appears to be the one against Simba Chips, organised by the SA Council for Sport SACOS's Hassan Howa claims it is "70% effective".

Cause of the boycott is Simba's unwillingness to sponsor a schools cricket competition organised by a SACOS affiliate in coloured and Indian schools, Howa tells the *FM*. SACOS organised the boycott

evaluated, and it is probable that some of the dates are not associated with Iron Age occupations (Huffman, in press), and (2) quantile ranges are sensitive to processes associated with settlement proliferation as well as archaeological research strategies (Collett, in prep.). However, within one of the Early Iron Age traditions the bevelled/fluted complex (Urewe, Lelesu, Kwale and Silver Leaves cultures), a North to South appearance is supported by the radiocarbon contradicted by this ordering. On the other would have made changes in pottery styles not occur, and social pressure would have spread and diversification of the Early Iron

the carrying capacity is approached, population into operation and movement out of the area to individuals because it would increase their group would split into two or more sub-groups, away some distance and settle. An imaginary settlements would appear to move outward (Fig. to grow, the boundary would continue to move



Howa . . . no grand prix for Simba

because Simba donated a large sum to the SA Grand Prix, while sponsorship of the SACOS event would have cost only R3 000, according to Howa.

"They obviously believe black schoolchildren are less important than the people who go to the Grand Prix," says Howa. Simba had told him it could not offer sponsorship because it was concentrating on TV advertising and had insufficient money left over. "But they then announced that they were thinking of sponsoring the Grand Prix again," says Howa.

He tells the *FM* there is great enthusiasm for the boycott among schoolchildren, who have been instrumental in getting

their parents to stick to it. So, with school-going children have joined.

SACOS has lent its support to boycott of Fattis & Monis, produced occasioned by a dispute between the company and the Food and Canning Workers Union (*FM* May 11).

The Fattis boycott has been successful. Black traders in the Western Cape have promised support but this not yet materialised. Fattis' Peter Meconcedes that "we've lost out in some areas" but also says sales are "normal".

According to Howa, the Fattis boycott has been weakened by the lack of alternative products (the potato crisp boycott transferred business to Simba's competitor, Willards), and the fact that chain stores are holding special sales of Fattis products.

The third boycott concerns Eveready and flows from its dispute with the National Union of Motor Assemblers and Rubber Workers last year. About 100 Eveready women workers struck last year in protest at management's non-recognition of the union last year. The women have been replaced but, says union general secretary Fred Sauls, they still regard themselves "as in dispute with management."

Sauls concedes that the boycott has been a failure — once again because of lack of alternative products.

But the union is once again organising at Eveready. According to Eveready workers were initially hostile to it and the strikers, but this has broken down. "After the strike, wages went up from 55c an hour to 72c and the company introduced a pension fund. Workers are now saying that this would have happened without the strike."

Eveready factory director John Poulton says, however, that the wage and benefit improvements had nothing to do

density would increase in the central area until all the potential site territories were being utilised. In the central area population limiting factors would operate to balance recruitment (birth, immigration) and loss (death, emigration).

This simple ecological model has some utility although it has been noted

with the strikes, but were the result of a study conducted by the University of Port Elizabeth.

The company's attitude to union recognition has not changed. "We are interested in setting up a non-racial works council rather than a union," Poulton tells the *FM*.

On the basis of a model of short in a similar proliferation the continuous Frontier the

Animal models and as population carrying capacity as a (88). In

- (i) a person cannot be so appointed as director; or
- (ii) a person's appointment as director follows as director of it.
- (c) In determining whether one company is a subsidiary of another company:
 - (i) any shares held or power exercisable by that other company shall be treated as not held or exercisable by that other company, if the ordinary business of that other company or its subsidiary, as the case may be, includes the lending of money, and the shares are so held or the power is so exercisable by way of security only for the purposes of a transaction entered into in the ordinary course of that business.

CITY TRADING
Free for all?

- (iii) at local authorities to decide whether to allow in otherwise racially disqualified people (FM June 1)
- (iv) at City councils have yet to formulate

their stands, but Francois Oberholzer, chairman of Johannesburg's management committee, tells the FM that he has no objection to opening up

"The white economy is powerful enough to withstand competition - in fact, other groups will only get a toehold in Still, it is important for all groups to feel part of the economy"

Cape Town's executive committee chairman, Bill Peters says "If people can afford to pay the rental, why should they be prevented from opening businesses in the CBD?" In Cape Town's West Street, Indian businessmen have operated for years without "friction," Peters adds

Other city councils are more equivocal Durban's mayor, Haydn Bradfield, says he cannot prejudge the matter But, he adds, Indian traders are already part of the Durban scene, especially in Grey Street, which abuts the city centre

(d) A body corporate which would have been a subsidiary of another company had it been a company as defined in this Act, shall be deemed to be a subsidiary of such other company.

[Sub-s. (3) added by s. 1 (e) of Act No. 76 of 1974.]

(4) For the purposes of this Act, a company shall be deemed to be a holding company of another company if that other company is its subsidiary.

[Sub-s. (4) added by s. 1 (e) of Act No. 76 of 1974.]

(5) For the purposes of this Act, a subsidiary shall be deemed to be a wholly owned subsidiary of another company if it has no members except that other company and a wholly owned subsidiary of that other company and its or their nominees.

[Sub-s. (5) added by s. 1 (e) of Act No. 76 of 1974.]

CHAPTER I

APPLICATION OF ACT

2. General application of Act and preservation of rights of existing companies.—(1) This Act shall apply also in the territory, including the Eastern Caprivi Zipfel.

(2) This Act shall apply to every company incorporated under this Act, every external company and, save as is otherwise provided herein, to every existing company.

(3) Any reference in this Act, express or implied, to the date of incorporation of an existing company, shall be construed as a reference to the date on which such company was originally incorporated.

continued on page 497

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Toe the line or we'll act, Botha warns black unions

Kid... 8/6/79
139

Political Staff

THE ASSEMBLY. — Despite overseas support for black trade unions, the Government would not allow labour relations to be disrupted or misused, the Minister of Manpower said yesterday

Mr Botha — speaking in debate on the Industrial Conciliation Amendment Bill — gave details of how overseas unions and "pressure groups" were giving financial and training assistance to the 50 000 members of the 27 unregistered unions, and warned that workers from countries with "alien ideologies" would have to be handled strictly

But Mrs Helen Suzman (PFP Houghton) said the Bill confirmed State interference in union affairs in spite of the Wiehahn Commission's recommendations to the contrary

Already, 159 trade union leaders had been banned since 1952 and 16 trade union organisers or educational officers belonging to unregistered unions

had been banned since 1973, she said

Challenged by Mr Botha as to whether they had been banned for their trade union activities, Mrs Suzman said "My predication was that they were banned for activities in the unions"

Not a single reason had been given by the Minister of Justice for the bannings, and nor had they been charged with any offence under South Africa's numerous security laws

During his speech, Mr Botha said there had been intense interest overseas in South African trade unions

"This process takes place through the means of overseas pressure groups as well as labour codes which have been drawn up by overseas countries for associated companies in South Africa," he said

The unregistered black unions, which were not statutorily banned, existed in some key industries and "enjoy substantial and moral support from overseas"

"A number of South African black unions are receiving training overseas and many union leaders have visited the Republic over the years to keep an eye on trade union affairs, to develop them and give them organisational help"

In the last 18 months over six such visitors had been to South Africa from the United States, Holland, Sweden, Italy and Britain

These unions were not at present subject to the demands of the law and because their financial affairs were not controlled, funds could be diverted to activities which had nothing to do with trade unions.

"I simply cannot allow that our trade union affairs are misused or disrupted for purposes which can put the country in danger," Mr Botha said

He did not spell out in his speech what steps the Government intended taking to control the activities of those unions which do not register under the new legislation



BOOKS

When the Border's Kadalie led first big black union

THE INDUSTRIAL AND COMMERCIAL WORKERS UNION OF AFRICA, By P L Wickins (Oxford University Press, R9.75)

An East London man, Mr Clements Kadalie, was the moving figure behind the first sizeable — and perhaps the largest — black trade union in South Africa.

Kadalie, who arrived in South Africa from Central Africa in 1918 as a schoolteacher, formed a union among the dock workers in Cape Town and became its secretary.

The Industrial and Commercial Union was partially successful in its first strike in 1919 and this led to an increase in membership and influence.

By 1925, Kadalie was leading a nation-wide campaign against the labour and segregationist policies of the Pact Government.

The movement expanded phenomenally, and in the following two years thousands of black people joined it and new branches were formed everywhere.

It was highlighted by a visit by Kadalie to Geneva where he claimed to represent the workers of South Africa. But it was a pyrrhic victory. Shortly after his return, the union became bankrupt and divided.

A group of Socialists from Britain and white sympathisers in South Africa tried to save it, but that was the final disaster. Their attempt to establish Western organisation on a spontaneous mass movement was a complete failure.

There will be criticisms of this account of the ICU, particularly of some of Dr

Wickin's underlying assumptions, but it is nevertheless a fascinating account of a mass movement which could have changed the course of South Africa if it had not failed

It is also easy to read without all the academic claptrap that often accompanies similar books. Particularly in view of current discussions about black unions, it should be read by those interested in our recent past.

It is specially interesting to read how the National Party was happy to strike up deals with Kadalie and the ICU when it suited them to do. For those of us who are used to the rationalisations of the Prohibition of Political Interference Act, it is certainly worth noting that a Nationalist Prime Minister, General Barry Hertzog had a meeting with ICU leaders during the 1924 election because he thought the black vote was decisive in 12 of the 51 Cape constituencies.

The National Party distributed a number of copies of anti-Smuts Government resolutions and printed free of charge an election edition of *The Workers Herald*.

After the collapse of the union, Kadalie settled in East London, where he became a leading figure in the Duncan Village Advisory Board, although he lived in the North End.

In those days, the ICU was confined to East London and even had a four-figure membership. It was suspected that Kadalie was behind a strike at the harbour in 1946, but Wickins says it is unlikely that he had much to do with it.

In 1951, he visited the land of his birth and died of diabetes which was

diagnosed too late

For an account of one East London's famous people this book should certainly be read

Barry Streek

(139. 16/6/79)

Deadlock looms over black union registration

By STEPHEN ORPEN

A showdown is looming between Government and the black trade unions movement, which is on the brink of deciding not to register.

The black unions are currently drafting a memorandum to the Minister of Labour, setting out their grievances. They are also planning to seek top-level discussions with Government in an effort to avoid deadlock.

The storm comes only weeks after the publication of Government's white paper on the Wiehahn Commission's report, and with the Industrial Conciliation Amendment Bill still in process.

Reacting to the exclusion in the Bill of black migrant workers and commuters from rights to registered black unions, members of the two main black union groups in the Transvaal, Natal and the Cape are close to consensus on a decision not to seek registration of their unions.

The Consultative Committee of Black Trade Unions says it is incensed by Government's "transparent move to cripple the black union movement at the outset, despite all the sweet words and good intentions."

A senior official with the Federation of SA Trade Unions (Fosatu) adds: "It has been claimed that our main worry is that we will have to shed a large slice of our membership

if migrants and commuters are excluded.

"It is true that this is at the heart of the matter. But we are just as angry that Government should consider us so simple-minded as to be sold such a patently unacceptable deal."

An official with the Commercial, Catering and Allied Workers' Union, with some 2 700 members in the Transvaal and growing support in the other provinces, explains

"If the black unions do not seek registration, Government will be back to square one. The whole idea of the Wiehahn-inspired concessions will be negated."

"That will not only put the ball firmly back in Government's court. It may also seriously damage Government's efforts to sell the Wiehahn and Riekert concepts to the outside world."

Other black union men point out that their object is not to embarrass the country in the eyes of the world. Nor, they say, are they seeking confrontation or trying to twist Government's arm.

"Certain Government people, and their supporters, seem to think that we are not to be trusted, that we are not pre-

pared to co-operate through the industrial relations process in working for orderly change without damage to economic growth at company or national level.

"With minor exceptions, this is nonsense. We are working in good faith and as responsibly as we can. But we cannot allow the rug to be pulled from under our feet. We cannot allow the excellent new concepts suggested by Wiehahn to be reduced to a sham by Government manoeuvring."

There is also dissatisfaction with the "culture lie" used in arguments against integrating the black union movement.

A leading black industrial relations man claims that apologists for the Industrial Conciliation Amendment Bill are pushing the idea that "we must allow for the unique cultures of the many different black ethnic groups."

He says it is quite wrong to seek to divide the black unionisation process on these grounds.

"We are quite prepared to see the traditional customs of the various black groups subjugated in the interests of a modern industrial relations system in an integrated modern economy."

"That is the legitimate price of equality. We suspect that efforts to play up black cultural and tribal differences are merely an excuse for a sort of divide-and-rule policy."

"Such a policy would emasculate the black union move-

ment. It is part of the apartheid concept. We don't want our new deal entangled in the trappings of separatism, which is National Party doctrine."

Another union man warns, "We understand that the Government is constrained in the rate of progress by its Right wing, and the fear of a backlash among conservative white workers and voters."

"But we are also under pressure to deliver the goods. If we, who are moderate, do not succeed in showing reasonable progress, we will be replaced by more aggressive leaders."

"That has already been made clear to us."

How much progress remains to be realised is well illustrated by the extent of unionisation in South Africa.

Of the country's working population of some 10-million, only some 743 000, or 7.5%, are members of registered or unregistered unions.

Of some 180 unions in the country, 62 are affiliated to the moderate Trade Union Council of SA (Tucsa) and 21 to the Right-wing Confederation of Labour. There are 83 non-aligned registered unions and 14 non-aligned unregistered unions.

Overshadowing South Africa's meagre 7.5% unionisation, the British figure is 50% and America's 25%.

Black unions are still largely unregistered, and account for only some 75 000 workers, or less than 1% of the working population.

17/10/74
Sundays
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BLACK UNIONS *FM 22/6/79* Still stalled? *(139)*

Confusion about government's new labour dispensation is having its effect on two long-standing disputes between employers and unregistered trade unions in the Durban area

At British-owned chemical company Revertex, where the Chemical Workers' Industrial Union is still seeking

Financial Mail June 22 1979

recognition, management has issued to its workers a memo saying it is prepared to deal with a registered union

But government's amendments to the Industrial Conciliation Act bar most Durban workers (who are "commuters" from KwaZulu) from registered union membership. The union thus accuses Revertex of "stalling tactics". However, the company says the memo was issued before it was aware of the exclusions and that it will now decide whether or not to change its attitude

Meanwhile, at Swiss-owned flooring manufacturers Forbo Krommenie, the unregistered Transport and General Workers' Union also charges that management is "stalling"

The union is seeking recognition from Krommenie, and a dispute over this has already led to a work stoppage and an unsuccessful prosecution of 13 workers for striking

Although the union complied with a management request to put its case for recognition in writing, it says the issue was stalled by Krommenie, pending the Wiehahn Report. Even now, however, the union says management is still stalling

Krommenie tells the *FM* it is now waiting for clarity on the Industrial Conciliation Amendment Bill currently before Parliament. "We don't want to be caught in a stop-start approach where we make a decision and find that we have to undo it because of the law," says a company spokesman. At the same time, he confirms that Krommenie is planning to set up a new plant-level works committee (composed of worker representatives only)

The committee, he says, can have close union links if it wishes to. "But the main focus of bargaining must be the committee"

BLACK UNIONS
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Into the Minister's
parlour?

Manpower Minister Fanie Botha is expected to meet certain African trade unions in August to discuss their objections to the Industrial Conciliation Amendment Act, according to union sources

If the meeting does indeed take place, it will provide a test of Botha's ability to woo at least a section of the African union movement into government's new labour relations system

The Reef-based Consultative Committee of Black Trade Unions last week asked Botha for a meeting to discuss the exclusion of migrants and commuters from trade union rights, as well as the effects of bantustan independence on future union rights

At the same time, Lucy Mvubelo's National Union of Clothing Workers has sent Botha a memorandum, and an NUCW source tells the FM that it is "a foregone conclusion" that Botha will meet the NUCW and the Consultative

The Consultative and Fosatu, the other large black union co-ordinating body, are busy trying to find ground for a common front to oppose registration by African unions (FM last week) The authorities can hardly welcome this unity and Botha may use the meeting, if it takes place, to

woo the NUCW and the Consultative away from it

He may have a difficult task. Objections to government's new system run deep, as a panel discussion at the SA Institute of Race Relations conference this week illustrated. The panel consisted of two Fosatu unionists, Tucsas president Ronnie Webb, and UCT labour expert Dudley Horner

At the meeting, Fosatu general secretary Alec Erwin reiterated his objections to the Act and to large sections of the Wiehahn Report. He argued that the report had attempted to impose a system on SA labour relations instead of simply allowing a free non-racial labour movement to emerge

Erwin made it clear that "my personal view is that registration has no advantages and a number of disadvantages" unless changes are made to the new Act. Horner argued that Wiehahn had changed little — "the more we change, the more we seem to remain the same," adding that the post-Wiehahn era "could see new attempts to foist plant-level committees" on African workers

Metal and Allied Workers' Union secretary Junerose Nala stressed that employers "who have told us for years that they are waiting for Wiehahn" have not changed their views on black union recognition since his report. "Now they simply tell us they'll talk to us when we're registered"

Erwin told the meeting that a "united front of all unions" was needed to oppose the new dispensation. But the chances of support for his views from the registered union establishment are remote. Webb told the meeting that, despite its drawbacks, the new Act heralded "a transformation" and was a "significant step forward" which will "generate new interest and life in the union movement"



Junerose Nala... the bosses still
balk

F.M. 13/7/79 ~~139~~
BLACK ADVANCEMENT
No happy union (139) (121)

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."

Motor unions win major wage rise

By RIAAN DE VILLIERS
Labour Correspondent

UNIONS representing workers at Ford, General Motors and Volkswagen in the eastern Cape have won major wage increases in terms of an industrial council agreement concluded earlier this week

Across the board increases averaging about 8% have come into effect immediately and further pay rises will be granted in March next year, bringing total across the board increases to over 15%

Minimum starting rates have been increased by 24,5%, which works out at R1 an hour in the lowest grade and R3 an hour in the highest grade

The pay rises, affecting about 8 000 workers of all races, were negotiated on Monday between employer representatives, the coloured National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) and the white SA

Iron and Steelworkers' Union Representatives of the black United Automobile, Rubber and Allied Workers' Union also attended the discussions

Mr Freddie Sauls, Numarwosa general secretary, yesterday expressed satisfaction with the increases

Mr A Rademeyer, chairman of the Eastern Province Automobile Manufacturers' Association, said "We are very satisfied as well"

He said as had become customary in recent years, percentage increases in the lower job grades were slightly higher than in the top grades

Agreement was reached on Monday after employers increased their offer following rejection of an earlier offer by Numarwosa and UAW members at mass meetings earlier this year

Details of the agreement were kept back this week until unions had reported back to their members

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Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the rates are generally higher than in other countries.

refusing to recognise" certain groups as "genuine representatives of the struggling masses" in southern Africa — a reference to the exiled SA Congress of Trade Unions (Sactu), which OATUU recognises as the representative of SA workers. But O'Farrell said that the AFL-CIO refused to recognise bodies like Sactu as the only representative of SA workers and would continue to support unions operating inside SA. "Is it not possible that there is a Tom Mboya inside SA now, looking for assistance?" he asked. The main recipients of AFL-CIO and AALC aid (most of which takes the form of educational programmes) are unions affiliated to the Consultative Committee of Black Trade Unions, and the Black Allied Workers' Union. Whether there will be future programmes such as the one at Cornell will depend on the attitude of local unions. Last year two SA union officials were dismissed by their executives for "spending too much time overseas and not enough with the members". Others, however, argue that overseas trips and courses help them build up self-confidence and bargaining skills. Yet other unionists would like the Americans to assist in union training within SA. The FM understands that at least one local unionist has asked the Americans to set up a union training centre in SA. But Pretoria has made known its objection to foreign links with local black unions.

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig. 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and Neoplasms (15,6%) and Diseases of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), the diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most important causes of mortality. The 'coloureds' experience an interesting combination of 'developed' and 'underdeveloped' mortality with a high rate from enteritis and diarrhoeal diseases in the young and circulatory diseases in later life. What is also of interest is the relatively low number of symptoms and ill-defined conditions, particularly in the African community (22,5%). This provides some indication of the provision and utilisation of medical services to Africans in the urban areas.

US-SA UNION LINKS OAU anger

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230

Despite attacks from black Africa, the American labour movement is continuing to assist certain SA black trade unions. Earlier this year, nine SA black unionists and one from Namibia took part in a trade union training programme in the US sponsored by the African-American Labour Centre (AALC), which has strong links with the AFL-CIO. The programme included classes at Cornell University's New York school of industrial and labour relations. Last year, the AALC organised a meeting in Botswana between SA black unionists and some of their black African counterparts, a move which executive director Patrick O'Farrell describes as an attempt to "keep open a window to the free world" for local black unions. The AFL-CIO's policy and the Botswana meeting have prompted criticism from the Organisation of African Trade Union Unity (OATUU), to which unions in all OAU member countries are affiliated. Some OATUU members accused the Americans of attempting to "sow division" in OATUU between the "moderates" — who are prepared to meet the SA unionists — and the "radicals". At the OATUU general council meeting at Arusha, Tanzania, in April this year, OATUU general secretary Dennis Akumu accused the US unions of "dividing the liberation movements" and "continuously

women have the highest mortality rates for respiratory, circulatory, digestive, genito-urinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

are so high that they effectively swamp the proportional mortality of the Circulatory Diseases in the 'coloured' community. In the white community, the mortality rates for most causes of death are so low, the importance of the Circulatory diseases become disproportionately exaggerated.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

Union man

castigates

labour law

Mercury Reporter

PROPOSED new powers for the Minister of Labour enabling him to make exceptions concerning trade union membership were described by a trade union official yesterday as "absurd".

Mr Alec Irwin, general secretary of the non-racial Federation of South African Trade Unions (Fosatu), was speaking at a lunch hour meeting at the Institute of Race Relations in Durban

New labour laws to be promulgated would present a major problem, especially in Natal where most of the African work force lived in KwaZulu and therefore was not eligible for trade union rights

The minister had indicated he would have the power of exempting certain workers from this rule and he would use it in Natal

"But nobody is happy about the minister being able to govern union membership

"I haven't the slightest idea how he intends administering the exemptions and I don't think the minister is too clear about it himself," Mr Irwin said

Because of this he was sure many of the unregistered (Black) unions — there were about 25 in the country with a membership of about 80 000 would refuse to register

The general feeling of unions affiliated to his federation was also that they remain unregistered but the official stand would only be known next month

Mr Irwin also expressed his disappointment that the Wiehahn Commission report was not totally accepted by the Government

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Mennonite Central Committee se Konferensie oor: 'Die Rol van Geskiedkundige Vredeskerke', Gaborone, Botswana Verhandeling voorgelê oor: 'The Role of Churches in Promoting Justice in Southern Africa' (Oktober).

Konferensie van die Afrikaanse Calvinistiese Beweging, Potchefstroom (Oktober).

(c) Deelname aan Welsyns-Professionele en Openbare Organisasies

navorsings-Fellows het aansienlik tot die Sentrum se program bygedra. dr Sheila T. van der Horst, afgetrede mede-professor van Ekonomie, U.K., en professor J.L. Boshoff, gewese Rektor van die Universiteit van die Noorde.

LIDMAATSKAP

Soos voorheen gemeld, is die Sentrum vir Intergrupestudies geregistreer as 'n maatskappy. In die Memorandum en Statute van Vennootskap word voorsiening gemaak vir 'n

Kelloggs nod to union hailed

THE recent formal recognition of the Sweet, Food and Allied Workers' Union by Kelloggs Food Company of Springs has been hailed as a step forward by black leaders and workers.

They believe that more companies will follow suit in recognising other black trade unions, which will ultimately result in full recognition — and this may bring about good relationship between employers and workers throughout the country.

The two parties signed an agreement last Friday. The agreement was signed by Mr W M Rogers, managing director of the company and Mrs Maggie Magubane, the general secretary of the trade union.

"At present, the employers are shielding behind the Industrial Conciliation Act to avoid recognising black trade unions, while it is their duty to give such recognition," said Mr Petros Tom, secretary for the Vaal branch of the Engineering and Allied Workers' Union yesterday.

He said trade unions are not formed to launch strikes in firms, but are watchdogs of the workers, and are to build good relationships between the employer and the employee.

A SAY

Mr Mpho Makitla, a black worker said "Let the workers have a say. This agreement should be an eye opener to other companies. The black workers should be recognised as human beings, and be given better working conditions."

Last Friday at Springs, Kelloggs Food Company, an American company, and Sweet, Food and Allied Workers' Trade Union signed a preliminary agreement which allows the union to have access to the premises of the company during meal times.

The company will recognise the right of the shop stewards to represent and negotiate on be-

Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 197

Mr C. S. Corder
Professor W.H.B. Dean
Dr J.P. Duminy

Professor G.F.R. Ellis
Biskop A.W. Habelgaarn
Mr E.V.E. Howes
Professor M.F. Kaplan
Ds 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

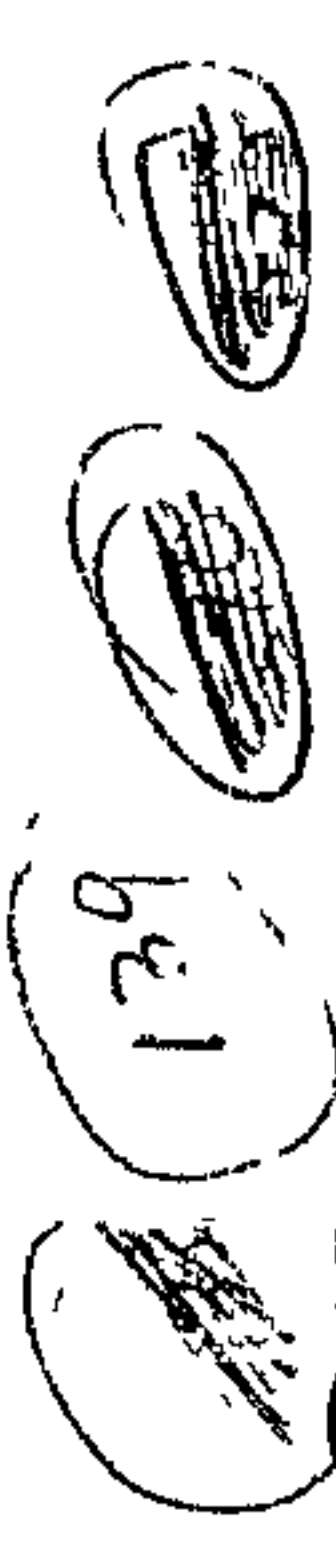
half of the members of the union. The company hopes the signing of the agreement will lead to greater co-operation between the two parties for the benefit of the employees of the company.

Mr Rogers said the company have been negotiating with the union for the past 12 months, and it engaged a lawyer to assess the membership of the union among its workers. It was found the majority of the works' committee members are also members of the union.

Mrs Magubane said the recognition of the union by the company is a great encouragement. She said they will press for full recognition and later help other unions for full recognition.

Ek is altyd dan verslag bied om Akademiese Advies leiding, aamoe die Sentrum

Die Universiteit die bedryfskoste sedert sy stigting uitbreiding van



MEMBERS of the African Transport Workers Union decided to dismiss their white secretary general after he had locked them out of their meeting office and forced them to hold a meeting on the pavement of a Johannesburg street

After the ousting of Mr Gert van der Walt Mr A Mkhonza, formerly an organiser of the union, was appointed as acting general secretary

According to the president of the union, Mr Joseph Mavi, union members were dissatisfied with the treatment they received from Mr van der Walt

versakeit professor G. K. Ellis en mede-professor D. J. Fishop A. W. Habelgaarn verteenwoordig die lede van die waatskappy

Tenyl professor G. F. R. Ellis met navorsing- en studie-verloer is, dien dr Robert Schrire as sy plaasvervanger op die Akademiese Advieskomitee en die Raad van Beheer

PERSONEEL

Die vaste personeel bestaan uit die Direkteur, professor Hendrik W van der Merwe, M.A. (S'ellenbosch), Ph D (Kalifornie), die Administratiewe Assisente, mev. H. Mhertyn en 'n deeltydse sekretresse, mev. B. J. Chapman

Gedurende die jaar is mev. Morna Cornell en Ruth Rutherford as tydelike klerklike assisente en mev. Judith Cornell, B.A. (Universiteit van Kaapstad) as deeltydse navorsingsassisente in diens geneem. Twee ore-

FROM DRIVER'S SEAT

Mr Mavi claimed that: He was made to sign more than 30 blank cheques a month by Mr van der Walt.

Mr van der Walt refused to inform the executive committee of the union's financial position

Mr van Der Walt threatened to influence companies to withdraw stop order facilities to the union, should he be dismissed

Mr van der Walt was

to, they should appoint or elect a fellow black driver. This, they said would make it easier for them to explain their problems

They strongly objected to having white officials because these could not experience the same kind of difficulties as they did.

PROMISES

To support their argument some of the drivers who were dismissed from their employment told the meeting of the promises

made by Mr van der Walt after he had held meetings with the expelled drivers: that the union would negotiate on their behalf. They had not heard from Mr van der Walt ever since.

The president of the union was himself subjected to this type of treatment from the secretary general. He said they had attended a drivers' meeting together with Mr van der Walt, after which they both had to go and

meet the management alone and only informed the chairman of the outcome of the meeting.

One of the thorny issues mentioned at the meeting was a petition which was sent to the president suggesting that the entire union demand the immediate expulsion of the president.

On contesting the petition the president was later informed that the decision had been withdrawn.

At the meeting all those present were surprised to hear of such a petition. They unanimously agreed that the president continue with his work.

Mr Mkhonza will assume his new duties with immediate effect.

Hendrik W van der Merwe
Direkteur

Desember 1978

METHODS

In this paper, deaths are analysed at approximately 10 yearly intervals corresponding to the census years. These years have been selected in order to reduce errors in estimating the age specific composition of the populations. The first complete year for which all death certificates were examined by a medical assessor attached to the office of census and statistics was 1929, and this year has therefore been chosen as the start-

but those for 'Coloureds',** and Asians are available only from 1938 onwards. Information about African deaths occurring in the principal municipalities are available from 1949 onwards; there is still no information on African deaths outside these areas. Deaths of military personnel outside South Africa have been published separately.⁶

Complete censuses were held in South Africa during 1911, 1921, 1936, 1946, 1951, 1960 and 1970; for whites only they were also performed in 1918,



Van der Watt . seeking
a broader base

While Van der Watt acknowledges that the new union will herald a stepped-up coloured organising drive by his union, he adds that the new union's chief purpose will be to accommodate coloured workers already enrolled by his union

These mineworkers have been union members for some years, he says, but the vagaries of labour law have made it impossible to gain registration for them

Of late, mine employers have been reluctant to deal with the union as a spokesman for these workers because it is not registered to represent them Hence the need for a new registered union

MSOA general secretary Robbie Botha says that competition between his union and the new one may well be inevitable He adds that the Chamber of Mines has told him that the "closed shop" that white mining unions enjoy will not be extended

Financial Mail August 31 1979

(ii) Standardised Mortality rates (SMR)

This procedure eliminates the differences in the age structure of the two communities, differences which are apparent from Fig.1. The absolute values of the rates depend on the population used for standardisation, and consequently the SMRs should be used for comparison between groups. The population used for standardisation was representative of a developed country ($e_0 = 65, r = 0,01$).⁸

(iii) Age and cause specific death rates. Age specific rates were grouped into twenty year intervals except in the early years of life.¹⁰ To avoid inconsistencies caused by differences in the revisions of the ICD over the years, the causes of death have been collated into twelve categories,⁶ which are summarised in Table I.

The age and cause specific mortality rates for the years 1941, 1951 and 1960 had previously been calculated by Preston *et al*⁸ and this data has been used in the present study.

MINING UNIONS

A touch of colour

A new trade union, which will cater for coloured workers in the mines and related sectors, has applied for government registration, heralding a further step in the competition among mine unions for coloured members

At the same time, the union behind this move — the SA Boilermakers' Society — is considering organising an African "parallel" union

The new coloured union — the Federated Mining Explosives and Chemical Employees' Union — will cater for all coloured mineworkers, according to Boilermakers' general secretary Ike van der Watt It will thus be competing for membership with a coloured union set up by another mine union, the Mine Surface Officials Association (MSOA)

to the new coloured unions, thus opening the way for unrestricted competition between them

Meanwhile, as the FM went to press, the Boilermakers were due to decide whether to give effect to their long-standing policy that they should organise a "parallel" union for Africans

"Parallel" unions are unpopular among the independent African unions, but Van der Watt has argued that his union may be forced to organise one because African workers in the higher job grades in the steel and engineering union are largely unorganised and the independent African unions have been unwilling to organise them

African engineering unions say they would reject any attempt by the Boilermakers to form a "parallel" union "It would be just another attempt to control us," says unionist Jane Hlongwane

"They should co-operate with us instead of competing We hope they won't go ahead," says Calvin Nkabinde, another African unionist

Both deny that they have refused to organise workers in the higher grades "We don't distinguish," says Hlongwane

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written presentation, it affirms the ad hoc, vague nature of this parti-
cular South African racial category.

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HOT BUTTERSCOTCH SAUCE

Mary Snelling, Ridgeworth

- 1 T syrup
- 2 T brown sugar
- squeeze lemon juice

- 1/2 oz butter/margarine
- 1/2 pt warm water
- 1 d custard powder mixed with 1 T water

Put butter, sugar, syrup into a pan and cook to a rich brown to draw aside, add water carefully, then the lemon juice. Boil up sauce and pour onto custard powder, reboil till mixture thickens. Serve hot with ice-cream.

----o0o----

TOMATO SAUCE

Sharon Young, Rondebosch

- 4 tomatoes
- 4 sliced onions
- 4 t sugar
- 8 level t maizena

- salt and pepper
- 4 small carrots - grated
- 1/2 pt boiling water
- 4 T cold water

1. Wash and cut tomatoes into rough pieces.
2. Put tomatoes, onions, carrots into a saucepan with water and seasoning; boil until soft.
3. Sieve, add maizena, blend and boil again.

----o0o----

BARBECUE SAUCE

Peggy Brown, Halseton

- 2 onions, chopped fine
- 2 T vinegar
- 2 T Worcester sauce
- 1 T salt

- 3/4 cup water
- 1/4 t pepper
- 1 t chilli powder
- 3/4 cup tomato sauce

Mix all ingredients together. Simmer for 45 minutes.

----o0o----

SHERRY SAUCE (For Steamed Puddings)

K.W.V. Paarl

Warm sherry (1/4 pt) and add 2 egg yolks and whisk in a basin over a pot of nearly boiling water until thick and frothy. Serve at once, adding sugar to taste.

----o0o----

SAUCE WITH WHITE WINE

K.W.V. Paarl

(For White Meats and Sea Foods)

- 1 cup hot cream
- 1/4 cup dry white wine
- 3 T butter

- 1 T flour
- salt and pepper
- 1 t chopped parsley

Melt butter in saucepan. Add flour; cook till brown. Beat in cream and wine. Whip very well. Boil for 5 minutes. Add salt and pepper to taste and chopped parsley.

----o0o----

BRANDY SAUCE
(For Steamed Puddings)

K.W.V. Paarl

Make a white sauce with 1/2 oz butter, 1 oz flour, 1/2 pt milk. add 1/2 oz sugar and 2 t brandy.

THE affiliation of black artists and arts organisations to an umbrella body that will protect the artists aspirations from local and overseas arts criminals is necessary, said Benjy Francis, chairman of the Federated Unions of Black Arts.

Benjy was discussing the union's activities and developments for this year. He directed his views mostly on the neglected areas of the arts, namely dance, films and still photography.

"We want to hold a National Arts Convention in six months time where all aspects of arts will come under scrutiny," he said.

He added. "I had a chat with Peter Magubane about photography and films. The building of two photographic darkrooms is inevitable though it is still at its planning stage. We also want to form a film trust whereby we will cater for the black film industry

Whites are taking advantage of us and giving us utter rubbish in films," he said.

He said South African art is the big thing overseas and everybody is scrambling to buy works at exorbitant prices from collectors who bought them very cheaply here.

Fuba offers workshops for young people interested in the arts. "The decentralised workshops are for youngsters whom we are giving opportunities of learning from veterans like Kippie Moeketsi, Alan Kwela and James Mthoba. We are doing this to encourage young artists in the acquisition of other skills and expose themselves," said Benjy.

Since most youngsters are frustrated by the state education system, don't you think some of them have found refuge in Fuba's workshops just to stay away from school?

"No," said Benjy, "Fuba's workshops operate after school and at weekends."

Artists 'need to be protected'

139 Post 4/9/79

Wasa urged to honour truth

By JOE THOLOE

Mr ALLAN BOESAK, a Cape Town theologian, yesterday urged the Writers' Association of SA (Wasa) to continue on the basis of Black Consciousness.

He was speaking at the end of the third annual congress of Wasa at St Ansgars conference centre, Roodepoort yesterday.

He said the responsibility of a journalist is a grave one under normal circumstances. "The responsibility of the black journalist is graver still. He must be dedi-

cated to the truth," he told about 100 delegates and observers.

"Not a philosophical or metaphysical truth but the truth as it is revealed in the suffering, hope, aspirations, joys and struggles of black people"

Wasa decided at the congress to broaden its base to involve all workers in the newspapers industry

Among the other congress resolutions were a condemnation of newspaper managements that have consistently re-

fused to grant Wasa stop order facilities.

● A call for all blacks to stop collaborating in any manner with the oppressor by voluntarily participating in their own oppression. Among the bodies were Community Councils — "that merely echo their master's voice when they increase rents claiming to be independent budget makers" — the Coloured Representative Council, the SA Indian Council, the so-called homeland governments and their politics and Dr

Dr Koornhof's regional committees.

● That the national executive pursue their negotiations with the National Press Union and the Publications Board to recognise Wasa as the sole representative of black journalists in the country.

Mr Zwelakhe Sisulu was returned as president, Mr Phil Mtimkulu is secretary, Mr Wilhe Bokala, assistant-secretary-treasurer, Mr Charles Ngakula, senior vice-president, Mr Thami Mazwai, Mr Rashid Subramoney vice-presidents.

SPRING GREEN SALAD

1 medium size
2 onions
parsley

Wash and shred
Keep a few pieces
Wash scallions,
green left on.
scallions together
dressing and
of mint and par-

CURRIED GREEN

2 lbs sliced green
2 chopped onion

Boil the beans
pour off the water
Sauce:
1 1/2 cups sugar
1 d curry powder

Mix the curry powder
so that no lumps
boil up and strain
and onions, bring

APPLE TUNA TOSS

1 medium head lettuce
bite-size pieces
2 cups diced apples
1 11 oz can (1
orange section
1 6 1/2 or 7 oz
and broken in

In a large salad
tuna and nuts;
and lemon juice
toss gently. Mar-

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STUFFED CABBAGE SALAD

1 fresh green medium size
cabbage
onions
carrots

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

---o0o---

GERMAN POTATO SALAD

boiled potatoes
cooked bacon
mayonnaise

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

---o0o---

EGG SALAD

hard boiled eggs
salanaise

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

---o0o---

CHICKEN AND CUCUMBER SALAD

1 cup cooked chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
lettuce

Marinate chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

French dressing:

Blend together 6 T salad oil and 2 T lemon juice.

---o0o---

May Bennett, Ridgeworth

tomatoes
fresh pineapple
radishes

Ethne Beard, Port Elizabeth

chopped onion
salt and pepper

May Bennett, Ridgeworth

salt and pepper
paprika and parsley

S. Drury, East London

1 cup cucumber, peeled and diced
1 cup cooked green peas

BLACK UNIONS MAY 14/9/79 - Post CHOOSE TO STAY OUT

BLACK trade unions are expected to shun the new industrial conciliation machinery that comes into effect on October 1.

The Industrial Conciliation Amendment Act, passed at the last parliamentary session after the Wiehahn Commission's report, extends trade union rights to Africans living and working permanently in "white" South Africa.

Workers who commute daily between the "homelands" and their work and migrants who are on contract are excluded.

Registered trade unions that admit migrants or commuters as members are liable to a fine of up to R500 for each such person they admit to membership.

The new law also provides for provisional registration of trade unions on conditions the registrar may determine.

Under this law, African unions may now be members of industrial councils, but all the employer organisations and registered trade unions already in the councils have to agree in writing.

apply for registration," he said.

A senior member of the Consultative Committee of Black Trade Unions — also a major grouping of black trade unions — said that they had decided not to apply for registration.

"We have more to lose than to gain if we register," he said, although he would not let us use his name.

"The Minister of Manpower Utilisation has already said that he might grant exemptions to some commuters, but we cannot let our membership as a concession. It is their right to belong to trade unions."

"The question of the contract workers is a sore point in South Afri-

ca, and there is no way we are going to agree that they belong to other 'states' when they are in fact South Africans."

Mrs Sarah Chitja, of the National Union of Clothing Workers, the largest black union, told POST that her union is unhappy about the Industrial Conciliation Amendment Act.

"We have stated our objections on several occasions," she said. "Although we have not taken a formal decision, I don't believe that we will apply for registration at this stage."

Attempts to get the unions in Fosatu and those in the Consultative Committee to meet and take a common stance on the new law failed.

BY JOE THLOLOE

The objections of one union or one employer organisation in the council would keep a black union out.

The secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, this week said that the federation had left the decisions on whether to apply for registration to the individual unions.

"But indications at this stage are that none of our unions is going to

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, rates exceed those of the whites.

However, in this context, what requires disease classification a certain amount despite the fact that the overall rates system are comparable for whites, Asians and broad category the mortality rates for Table II provides the proportional contribution for the whites, Asians, 'coloured' Ischaemic Heart Disease is the major cause in Asian communities, Cerebrovascular Disease is the major cause in the 'coloured' and African communities.

1147

Similarly, if the Accidents, Poisoning in greater detail, motor vehicle accident in whites, 'coloureds' and Asians, the white community is suicide, whilst for Africans, the latter is the main cause in the urban areas.

The expectation for life at birth and at age 45 for whites, 'coloureds' is summarised in Fig 6. It is not mean an expectation of life for urban Africans as this group large measure of migration. The characteristically low life for women in comparison to men, is apparent for all three communities. However, what is of interest is the ratios of life for the three communities. At birth, the white ratios are 1:0,91:0,76 for males and 1:0,88:0,77 for females of 45 these are 1:0,91:0,86 for males and 1:0,79:0,85 for females. The 'coloureds' are less disadvantaged at age 45 as compared to whites, a difference which is largely attributed to infant mortality rate in this community. It is also apparent that Asian females have the worst expectation of life at age 45 and males at age 15. The fact that for the 65+ age group women have the highest mortality rates for respiratory, digestive, genito-urinary and ill-defined causes of death contribute to this anomalous situation.

Fig. 7 summarises the percentage improvement in the expectation of life at birth subsequent to the total elimination of the mortality associated

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vision and utilisation of resources to Africans in the urban areas

the South African population from all causes of death.

BLACK UNIONS Competition looms

The Trade Union Council of SA (Tucsa) appears poised to intensify its organising efforts among African workers — a move which is likely to increase competition between Tucsa unions and independent African unions

A "blueprint for the future" discussed at last week's Tucsa conference contains proposals for the establishment of an organising committee to assist Tucsa affiliates in their organising efforts. Although this committee's terms of reference do not refer specifically to African workers, it is likely that much of Tucsa's efforts will centre on them.

In addition, Tucsa is planning to revive its education and training department with the assistance of Unisa's Institute of Labour Relations. This department's work is also not restricted to African workers, but it could play a role in renewed Tucsa efforts to organise Africans.

The new organising committee, which will be constituted soon, will be able to recommend organising projects to Tucsa's national executive, assist Tucsa affiliates on request with advice on organising projects, and consider applications from Tucsa- and non-Tucsa unions for financial assistance for organising work.

All this would appear to clearly indicate a more activist organising role by Tucsa and its affiliates. The blueprint suggests that Tucsa move from a "policy of protest" to one of "initiating" rather than "reacting to" developments.

Tucsa men are likely to see these moves — no doubt prompted in large part by the Wiehahn report and its aftermath — as a renewed commitment to Tucsa's stated policy of "organising the unorganised." Independent unregistered unionists are, however, suspicious of the new developments.

"I suspect that they are going to choose factories and industries where there are already unregistered unions. I fear this is a new attempt to compete with us and

squeeze us out," says Henry Chiweya, president of the Commercial, Catering and Allied Workers Union, which is a member of the Consultative Committee of Black Trade Unions. "We're disturbed by these developments," says a Fosatu man.

A proposal that Tucsa unions not organise in areas where there was already a black union was withdrawn by its sponsor at the conference and the independent unions fear that that is a sign that Tucsa does intend to compete.

They point to remarks made by Tucsa unionist Archie Poole, secretary of the Engineering Industrial Workers Union, at last week's conference. Poole charged Fosatu unions with "misleading workers" by organising in sectors outside their sphere of influence. He tells the *FM* that he was prompted to make these remarks because the Fosatu-affiliated United Auto and Rubber Workers "are organising in engineering plants."

He says that the United Auto Workers "can never represent people in the engineering industry" and adds that employers in the industry suggested that he form a new African union. This he has done (it will be called the National Union of Engineering Industrial and Allied Workers) and organisers have been appointed in Port Elizabeth and Johannesburg. Another Tucsa union, the Motor Industry Combined Workers, also formed an African union last year after it claimed a Fosatu union was "encroaching on our territory."

Poole says he was also prompted to take this step because the existing unregistered unions in the industry "are hardly performing impressively." He says he will apply for registration for the new union if he cannot succeed in obtaining permission for a mixed union. Unregistered Fosatu unions argue that, as they are unregistered, they are entitled to organise workers in a wide range of sectors.

low, the importance of the Circulatory diseases become disproportionately exaggerated.

processes is essential; and the division will have to be more fine the more discriminating public decisions can be.

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the benefits of expenditure under each programme to be, a process which cost-benefit analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of all expenditure on health, it may be felt that the benefits from this kind of provision warrant an increase in the share of the budget allocated to it.

Unfortunately, such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

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2.1

The following method... It has been used by... described by John Bryant. students in Thailand, and one where no numerical data is available for discussion, to draw on the experience of potential health problems are one to four pluses) under each

Diagram 1: A method of ranking

Problem	Prevalence
Large & poorly spaced families	+++
Inadequate antenatal & obstetric care	+++
Malnutrition	+++
Need for medical care	++
Specific diseases:	
V.D.	++
Dental problems	+++
TB	+++
Common cold*	+++
Yaws*	-

* Added to test scoring method

Maseru mystery

Do South African unregistered (black) trade unionists undergo trade union training in Lesotho's capital, Maseru?

Pretoria appears to think that they do. A slide show which was shown to delegates at the Nat Party's Free State congress warns of foreign influence on local black unions and refers to a training centre in Maseru where local black unionists allegedly go for union training over weekends.

But sources in both the Federation of SA Trade Unions (Fosatu) and the Consultative Committee of Black Trade Unions tell the FM that their unionists have not attended any courses in Lesotho (although some Consultative unionists did once attend an international union meeting there). Indeed, neither are even aware of the existence of a training centre in Maseru.

There are, in fact, two trade union training institutes in Maseru catering for Lesotho workers. The one is supported by the American AFL-CIO which works in

Lesotho with the Lesotho Council of Workers, a pro-government union body. The American-backed centre, however, runs skilled industrial training courses.

In addition, there is an institute for trade union training in Maseru which is supported by the Danish government. While the FM's sources believe that that institute could be in a position to offer courses to South Africans, it appears to have made no attempt to involve SA black unionists.

Local black unions have never attempted to deny that they receive support from Western European and US union and church bodies. But the "Lesotho connection" is, it seems, non-existent.

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PM 21/1/74

Wasa refuses Press invitation

RDM

22/9/79

139

PORT ELIZABETH -- The Writers' Association of South Africa which represents 70% of black journalists will not attend the Survival of the Press conference in Grahamstown next week

cy Qoboza editor of the Post and Sunday Post, has however agreed to speak

The conference, organised by the Rhodes University Journalism department, opens at the 1820 Settlers Monument on Thursday October 4

Dr Les Switzer, a convener, said leading officials were invited but had declined Mr Per-

Among the speakers will be Mr Rex Gibson, editor of the

Sunday Express which broke the Information scandal, Mr Joel Mervis former editor of the Sunday Times, Mr W J Wepener former editor of Rapport, Mr Harold Pakendorf, editor of Die Oggendblad Mr Harvey Tyson, editor of the Star, and Mr Allister Sparks, Editor of the Rand Daily Mail - Sapa

add rum and vanilla essence. L
Bottle (preferably strained thr

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ing frequently.
ttle water. Boil
Boil

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Glasses, or ge
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offee to about
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GINGER BEER

"Ah my Beloved, fill the cup that clears
Today of Past Regrets and Future Fears"
Omar Khayyam

B E V E R A G E S

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Wasa refuses Press invitation

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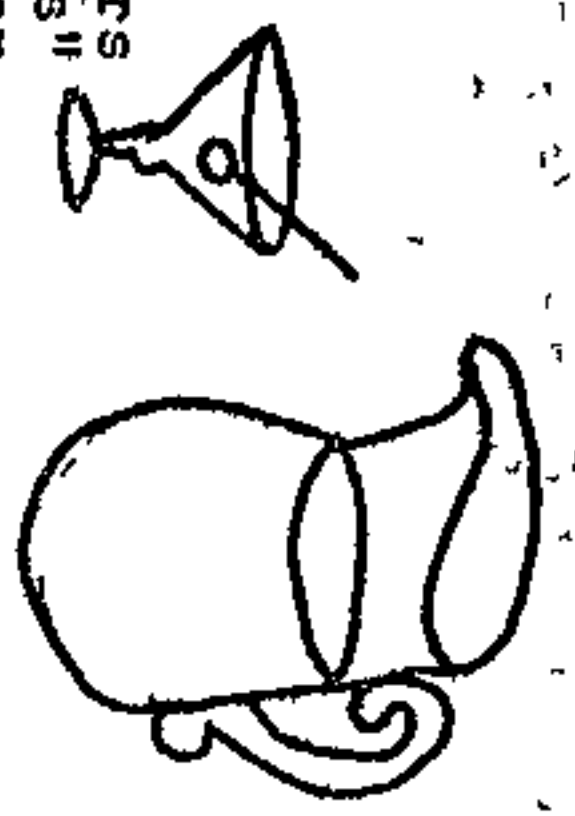
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ew top
in fridge

Sally Morris, Port Elizabeth



COFFEE SPECIAL

Pour together into coffee glasses, hot milk and strong coffee. Top with following: Fresh cream mixed with a good instant coffee, a few drops of vanilla essence and fine sugar.

May Bennett, Ridgeworth

120

GRANADILLA DRINK

3 cups sugar
3 cups water

12 granadillas
3 t tartaric acid

Mrs Futler, East London

Boil water and sugar to a thin syrup. Turn out the pulp of the granadillas. Then to this, add 3 t tartaric acid. Pour hot syrup over and allow to cool. Strain and bottle. (Squeeze the pulp to get all the juice out.)

WESTLEIGH PUNCH

1 large tin of pineapple juice
1 medium tin of orange juice
1 small tin lemon juice
1/2 cup sugar

1 large bottle cold ginger ale
1/2 cup cold water
1/2 cup Cinzano Blanc

May Bennett, Ridgeworth

Mix all together, let it stand 1/2 hour before using, in the refrigerator. Serve in punch bowl, garnish with a few slices of orange or lemon cut very thin.

CAPPUCINO COFFEE

Use a strong brew of good percolated coffee. Heat milk but do not boil. Pour equal quantities of coffee and milk into cups, pouring in together. Whip in a spoonful of cream till frothy. Sprinkle a little chocolate and cinnamon on top of cream.

May Bennett, Ridgeworth

ORANGE HEALTH DRINK
(Delicious in Hot Weather)

10 oranges
2 lemons
3 pts boiling water
5 lbs sugar

2 pkts citricacid (small pkts)
1 pkt epsom salt
1 pkt tartaric acid
rind of 8 of the oranges

May Bennett, Ridgeworth

Mix dry ingredients, orange rind, fruit juice and boiling water. Allow to stand for 6 hours. Strain and bottle (6 large bottles). To use, dilute small quantity of orange with cold water or soda water.

Black unions 'a mere speck'

Political Reporter

BLACK trade unionists came under fire at the Committee of Ten's weekend conference for trying to "play their separate little game by the same rules that excluded them from the main game"

Mr Joe Thlooe, a senior black journalist, said there were 27 non-registerable black unions with an estimated membership of between 55 000 and 70 000

"One needs a microscope to see this small speck against the vast picture that is the black labour force," he said

He outlined what he believed were the probable causes of the situation

● "When we were excluded from the industrial conciliation machinery because of legalised racism, we the oppressed internalised this interpretation of ourselves," he said "We made it our own That was the beginning of apathy We lost sight of the fact that we can define ourselves and our direction This definition, by the oppressed, is the beginning of liberation"

● "In our history we have stressed political freedom without the necessary stress on our basic strength - our labour"

Mr Thlooe said blacks had developed "the art of excuses"

● Black unionists had been playing a game that would be amusing if it was not so tragic "Excluded from a game by rules they did not make, they have tried to play their little separate game by those very rules This is where the concept of 'responsible' trade unionism started

"They want to show the makers of the rules that they know them and should be admitted to the main game," he said The result was "trade union organisers going to wait outside factories to get membership, organisers sneaking in at lunch-time to talk to workers to join

"These very organisers live with us in the locations This is where the organisation should have started During our weekends, during our evenings, we have time to listen and be educated."

Verjaarsdag op 1 April 1978 te vier 18^{de} die Jaarverslag in 1977 vervang deur 'n Oorsig'oor die eerste Tien Jaar.

DIE OORSPRONG EN DOELSTELLINGS VAN DIE SENTRUM

Die Sentrum word grootliks gefinansier deur die Abe Bailey-Trust wat ingevolge die testament van Sir Abe Bailey gestig is. Dit is geregistreer as The Abe Bailey Institute of Inter-Racial Studies Limited (Beperk deur Garansie) - 'n maatskappy beperk deur garansie en sonder 'n aandele-kapitaal kragtens die Maatskappywet 1973 (Wet Nr. 61 van 1973).

JAARVERSLAG
1978

SENTRUM VIR INTERGROEPSTUDIES

(Geregistreer as The Abe Bailey Institute of
Inter-Racial Studies Limited
(Beperk deur Garansie))

Posadres:

p/a Die Universiteit van Kaapstad
Rondebosch
Republiek van Suid-Afrika

Union rights for all black workers— Minister

139

Argus 25/9/79

Argus Correspondent

JOHANNESBURG. — Trade union rights will be extended to all South African black workers, Mr Fanie Botha, Minister of Manpower Utilisation, announced here today.

Skilled

The stage had been reached where the white population was no longer in a position to satisfy the need for skilled workers.

New 'occupants' would have to be drawn in greater numbers from the other population groups if South Africans wished to maintain and increase economic growth, he said.

The training of South Africa's manpower reserves would have to be one of the prime objectives in order to satisfy skilled manpower requirements in future.

Die hoofdoel linge groepsverle, in die btaal-groepe

All South African workers — not only South African citizens but also citizens of territories who had previously been part of the Republic — would be allowed to register as trade union members, said Mr Botha.

Mr Botha announced this in an address at the Federated Chamber of Industries conference on economic growth, employment and industrialisation.

Die aye baile Landman en mmi versiteit van professor G F Bishop A.W Hat Maatskappy Terwyl professor verlof is, dien op die Akademies

Employee

Because of the implications of the South African legal term 'employee' only those workers who had 'permanent residence' in South Africa would have been allowed to register as members of trade unions.

Now only foreign contract workers would be disqualified who were allowed entry for a specific purpose and were expected to return to their country of origin when their job had been completed, Mr Botha said.

The notice to give effect to this decision would appear in the Government Gazette on Friday.

Other groups

The trend to employ other population groups in the more advanced occupations had already started in the economy. This was shown by the fact that the number of coloured people, Asiatics and blacks in the professional, semi-professional and technical fields had increased.

A remarkable feature of the greater influx of other races was that the employment rate of whites in these fields was maintained, he said.

New union move gets mixed reception

139
STAR
26/9/79

By Siegfried Hannig

Until yesterday morning most black trade unions were reluctant to seek registration and thus enjoy the benefits of trade union rights given them under the new labour legislation.

Those of the 10 unregistered unions affiliated to the Federation of South African Trade Unions who had considered the matter had decided against registration.

Many black unions which desperately wanted to register feared the R500 fine they would face if any of their members did not have permanent residence rights in "white" South Africa.

The new legislation seemed destined to be a failure until the Minister of Manpower Utilisation, Mr Fanie Botha, spoke to the Federated Chamber of Industries this week.

CHANGED

The entire picture has been changed by his announcement that trade union rights were being extended, by virtue of his powers of exemption, to all South Africans and citizens of territories which were formerly part of South Africa.

A spokesman for the Department of Manpower Utilisation confirmed that only blacks from foreign countries which had never been part of South Africa would be excluded from trade union rights.

The only possible arguments against the registration of trade unions

"In time, unions that refuse to register are expected to suffer from serious disabilities which could jeopardise their existence," said Professor Willy Bendix of the Institute of Labour Relations at the University of South Africa.

He described the Minister's decision as "a statesmanlike gesture at a most welcome time."

"This move was urgently needed to repair some of the damage done by the legislative prohibitions on trade union membership."

"The 'new deal' which would have been a dismal failure, now holds out the prospect of a fair measure of success," the professor said.

"TREASON"

Mr Arrie Paulus, leader of the white Mineworkers' Union, described the Minister's decision as "further treason against the white workers of South Africa."

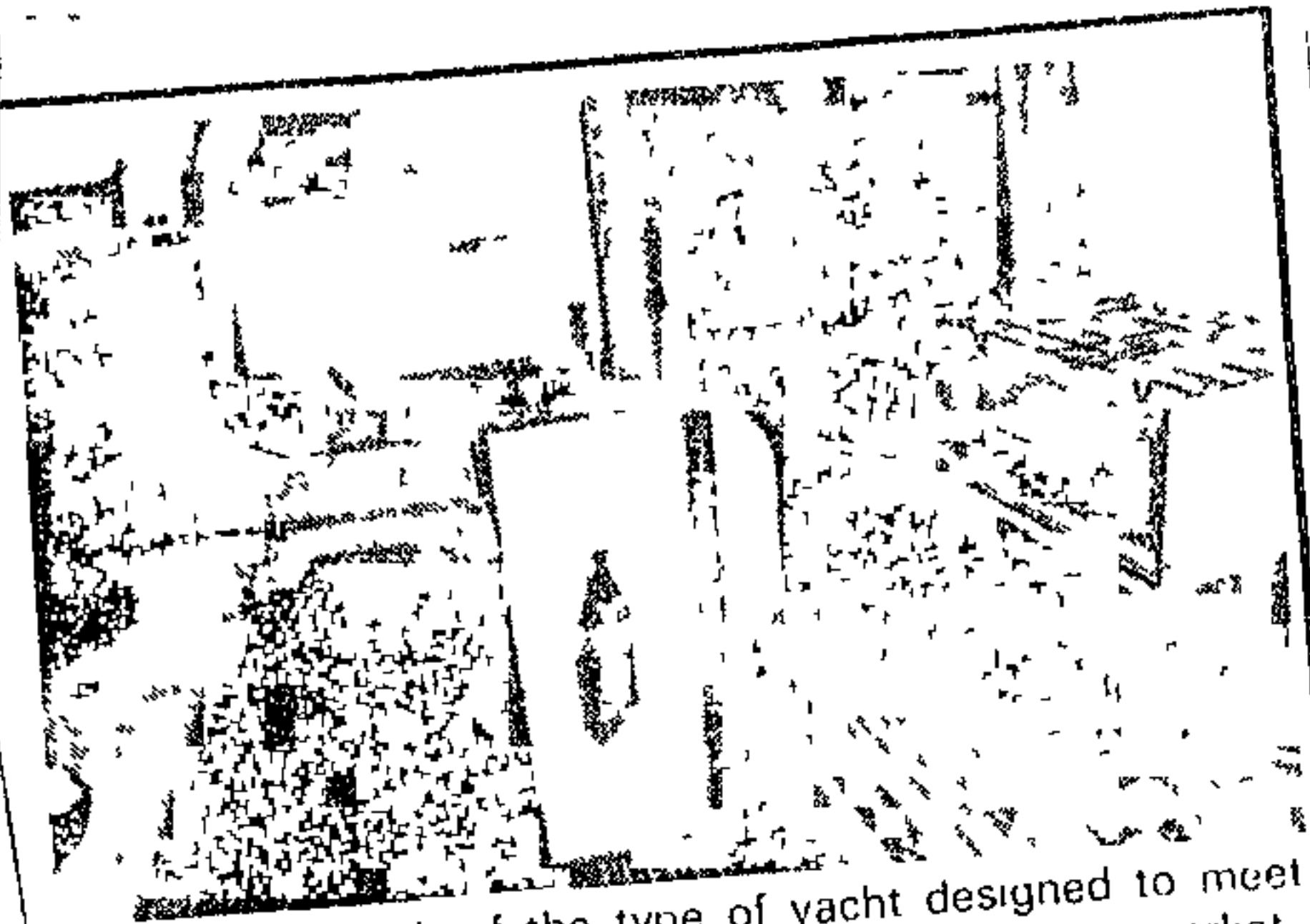
"I want to predict that, within a short period, the Government will also allow mixed trade unions," Mr Paulus said.

Mr Wessel Bornman, secretary of the exclusively white Confederation of Labour, said the "dangerous" weapon of trade union rights constituted a vast risk. He feared that the safeguards required would seriously impair the freedom registered unions had enjoyed hitherto.

But comments from employers and trade unions

Hester Deeply mourned by her son Jeff, Lorna, Linda, and Allison.
Hester, Dearest sister, Rest in peace, Mary.
ADAMS
Hester Passed away 24th September, Rest in peace, our Guy and Eric.
ALTON
Donald, In loving memory of dear Uncle Donald, passed away peacefully on the 23rd. Will be sadly missed by Colleen, Les, Celeste, Ruth, Stuart and Lynn.
BISSET
Aunt Em our dearest aunt, never will we forget your gentle and kind ways, deeply mourned by Archie, Thomas.

daughter and sister to Ryan, born September 25. Thanks to gynaecologist and staff, Park Lane Clinic.
BLACKSTONE
To Lorraine and Ivan a beautiful daughter and sister to Gill and Craig born on September 24 at the Park Lane Clinic. Thanks to the doctor and staff.
COMINOS
To Jimmy and Kim, a baby daughter born Sept 24, 1979 at the Sandton Clinic.
FENDEL
To Beverly (nee Feldman) and Joel, a lovely daughter, born September 24. Sincere thanks to gynaecologist and staff of Marymount.
LAMBERTI
Son, Martin James, born to Reg and Eleanor.



The interior finish of the type of yacht designed to meet the requirements of a highly competitive charter market

Black unions notice welcomed

ET 26/9/79
(139)

Staff Reporter

A NOTICE giving effect to trade union membership for all black workers in South Africa including those from independent homelands is to be gazetted on Friday

This was announced by the Minister of Manpower Utilization Mr Fanie Botha, at a Federated Chamber of Industries conference yesterday in Johannesburg

The move, which follows negotiations between Mr Botha and the homeland governments leaves only the bars on new mixed-race unions and retention of various influx control measures as major government deviations from the recommendations of the Wiehahn and Riekert commissions into the nation's job laws

Contract workers

Mr Botha made it clear last week that he intended to permit union status for black commuter and migrant workers, which, with workers from foreign countries, were the only category excluded from this in terms of the government white paper on the first Wiehahn report. But unless there is a change in attitude on the part of the independent homeland leaders citizens of these territories would only be able to join unions if they worked in the Republic.

Now only foreign contract workers who were allowed entry for a specific purpose and were expected to go back to their countries of origin when

then jobs were finished would be disqualified said Mr Botha

Turning to the worsening shortage of skilled labour he said the stage had been where the white population was no longer in a position to satisfy the need for skilled workers. Greater numbers of skilled workers from other population groups would be needed to achieve greater economic growth and training for skills would remain a priority

'Sane and sensible'

The extension of trade union rights was widely welcomed

The general secretary of the 220 000 Trade Union Council of South Africa (Tucsa) Mr Arthur Grobbelaar described the announcement as the most progressive step to be taken by the government in the history of the country. The PFP spokesman on Labour, Dr Alex Borraime, also welcomed the move as 'sane and sensible'

In an interview with the Cape Times Durban correspondent the general secretary of Inkatha Mr Oscar Dhlomo said 'All that Inkatha had been striving for has now been won'

He said Inkatha would cooperate in the formation of black unions, provided the decision was enshrined in acceptable legislation

Inkatha had advised its members not to take part in the formation of unions until all workers including those 'in the so-called black states' were given union rights

Mr Sam Kikimo, secretary of the S A Allied Workers Union an unregistered black union said he would welcome the decision

STUFFED CABBAGE SALAD

May Bennett, Ridgeworth

1 fresh green medium size
cabbage
onions
carrots

tomatoes
fresh pineapple
radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl adding any juice from the tomatoes, pineapple and add salt and black pepper to taste. Toss well, then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish roses, cut across the tops in a double cross, then put them in iced water until the radishes open up.

---oOo---

GERMAN POTATO SALAD

Ethne Beard, Port Elizabeth

boiled potatoes
cooked bacon
mayonnaise

chopped onion
salt and pepper

Cube the potatoes while still hot. Chop up the bacon, mix with the potatoes, onion and mayonnaise. Season with a little salt and pepper. Use hot or cold.

---oOo---

EGG SALAD

May Bennett, Ridgeworth

hard boiled eggs
salanaise

salt and pepper
paprika and parsley

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

---oOo---

CHICKEN AND CUCUMBER SALAD

S. Drury, East London

1 cup cooked chicken, diced
4 T finely chopped walnuts
French dressing/mayonnaise
lettuce

1 cup cucumber, peeled and diced
1 cup cooked green peas

Marinate chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

French dressing:
Blend together 6 T salad oil and 2 T lemon juice.

---oOo---

Joy at unions relaxation

A SIGH of relief and happiness went up yesterday when Mr Fanie Botha announced that migrant labourers would be able to belong to trade unions in the country

Mr Botha, Minister of Manpower Utilisation, made this announcement yesterday morning. Even workers from Bophutha Tswana, Transkei and Vendaland can now belong to trade unions.

Mrs Lucy Mvubelo, secretary of the National Union of Clothing Workers, described this as a wonderful gesture. "Mr Botha has braved his way to accept true realisations particularly for blacks. We are happy he has now realised the necessity of all black workers to belong to unions," she said.

Mrs Lucy Mvubelo

Said Dr Motlana: "If

this is carried out honestly and truthfully and there is no small print, we cannot feel unhappy but congratulate the minister. But people must not be forced into integrated unions and blacks must stand for themselves.

The bombshell announcement sweeps away the worst criticism of South Africa's "new deal" for black labour — its denial of trade union rights to migrant workers and frontier commuters.

In doing so it opens the door to a possible stampede for registration among black unions, many of whom were expected to make a farce of the new legislation by refusing to register.

Even yesterday there was some initial confusion on whether the Minister indeed proposed to include migrant workers

in the new law's definition of "employee".

This was caused by his exclusion of "contract workers from foreign countries and persons who enter the country only temporarily to carry out a specific task after which they return again to their countries of origin".

However, a spokesman for the Department of Manpower confirmed that migrant workers would be part of the new deal.

"The only workers excluded from trade union rights will be workers from foreign countries which never formed part of South Africa," the spokesman said.

"Contract workers, or migrants, even from newly independent states such as Transkei, BophuthaTswana and Venda, will get trade union rights," he said.

UNION WARY ON RIGHTS

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THE TRADE Union with the biggest membership of contract workers in the Western Cape has reacted guardedly to the extension of trade union rights to migrant workers announced by the Minister of Manpower Utilisation, Mr S P Botha.

The 10 000-member Western Province General Workers' Union said yesterday that the concession might still mean that unions seeking registration would have to police themselves and exclude contract workers from their organising activities.

Conditions of registration had not yet been clearly specified by the Government and unregistered unions organising contract workers might have difficulty in obtaining registration or maintaining it, because of fluctuations in contract worker membership, a statement said.

"Unions are still being invited to register under a system of rigid control and supervision over their affairs," a statement said. — Sapa.

JOURNALISTS' UNIONS

Wasa's situation

The all-black journalists' trade union, Wasa (the Writers' Association of South Africa) may be on the verge of winning recognition from English-language newspapers

NO.	2920	251
ALL	1,41	1,1
65+	12,24	7,4
45-64	3,01	2,1
25-44	0,26	0,1
5-24	0,09	0,1
1-4	0,03	0,1
0-1	0,17	0,1

II

Wasa achieves recognition, as seems likely, it will join the minute band of unions with African members who have management recognition. Only two registered unions, the National Union of Textile Workers, and the Sweet, Food and Allied Workers Union, have written recognition agreements with managements. Recently, Wasa wrote to the South African Newspaper (Editorial) Conciliation Board, an unofficial negotiating body consisting of newsroom employee representatives and the managements of the "signature newspapers," requesting membership on the board. The signatory employers are the Argus group, Saan, *The Natal Mercury*, the (Durban) *Daily Witness*, *Uganda*, *The Cape Times*, *The Cape Herald* and Eastern Province News-ers. Hitherto only the Southern Africa Society of Journalists (SASJ), an unregistered non-racial union, has represented employees. The board initially replied that its constitution does not provide for the presence of two bodies on the employee side. But it invited Wasa to pursue the matter with

the SASJ so that the two bodies could jointly work out a way of including Wasa as a board member.

The two groups agreed that employee representation on the board would be divided between them on a 50-50 basis. This accord now awaits a mandate from members of the two associations. The chairman of the Conciliation Board, Saan's Raymond Louw, says he hopes that "formalities to change the board's constitution are speeded up to enable Wasa to participate."

The formalities could be delayed, however. The FM understands that the Wasa executive is unhappy about the terms of the agreement. They want a veto right on the Conciliation Board as well as a guarantee that they can remain an all-black union.

But Wasa's demands will be discussed at a meeting of the Board soon and sources close to the negotiations expect the deal to be sealed at a meeting in a fortnight's time. If it is, Wasa will become the first black union to be officially granted representation on what is, in

effect, an unofficial industrial council.

The situation is given an added dimension by the fact that the SASJ, which was formerly an all-white trade union that relinquished its registration in order to accommodate its declared intention to admit black members, has agreed to go along with the equal representation decision in spite of its numerical strength.

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NO.	2920	251
ALL	1,41	1,1
65+	12,24	7,4
45-64	3,01	2,1
25-44	0,26	0,1
5-24	0,09	0,1
1-4	0,03	0,1
0-1	0,17	0,1

C	M	F	B	M	F
	0,06	0,16		0,04	0,06
	0,07	0,05		0,03	0,04
	0,06	0,04		0,05	0,04
	0,54	0,56		0,34	0,36
	5,10	2,68		2,32	1,91
	12,59	7,51		6,16	4,10
	1,03	0,69		0,58	0,45

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TABLE I

MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)

(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

I

INFECTIVE AND PARASITIC DISEASES

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	9,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27
65+	1,04	0,72	1,61	1,98	5,48	2,78	5,45	2,93
ALL	0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
	399	315	198	159	3792	3146	3472	2593

139 ~~137~~

Mvubelo union hails new move

By JOE THOLOE

THE national executive committee of the National Union of Clothing Workers yesterday celebrated the extension of trade union rights to all blacks and announced that they will be applying for provisional registration as soon as possible.

They will be the first black union to apply for registration

At a party at Garment Centre, Johannesburg, the general secretary, Mrs Lucy Mvubelo, said this was the happiest moment in her life. She never realised that Africans would be defined as employees in her lifetime.

Mrs Mvubelo leaves tonight for a tour of the United States to meet industrialists and trade unionists and "fight sanctions against South Africa".

Her trip is sponsored by the South African Foundation.

Other major black unions were still cautious, waiting to see this morning's Government Gazette, which contains the new concessions.

The Minister of Manpower Utilisation, Mr Fanie Botha, announced earlier this week that "commuters" and "migrants" will now be allowed to join registered trade unions. He said an announcement on this will be in today's Gazette.

The exclusion of commuters and migrants was one of the major criticisms against the legislation that followed the Wiehahn Commission's report. This Industrial Conciliation Amendment Act comes into effect on October 1.

'POLICY STATEMENT'

The secretary of the Consultative Committee of Black Trade Unions (CCO-BTU), Mr Dan Tau, told POST: "So many times in the past we have praised the Government after a policy statement only to find that when this policy is spelt out as law it has a different meaning. We are not going to make fools of ourselves again."

"We will probably meet early next week to discuss the new developments."

The unions in the committee have a membership of more than 37 000.

Mrs Sarah Chitja, assistant secretary of the Clothing Workers, said the party was to celebrate "the end of a 55-year-old struggle for the recognition of black trade unions."



Lucy Mvubelo ... to fig

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Another black union says it won't register

ROOM 3/8/1979
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GENERALLY ACCEPTED ACC

APPLIED EXA

QUESTIONS

DEFERRED TAX

- A. Alpha Limited acquired an it on 1 May 19.6. Depreciation straight line. A 25% initi tax purposes, wear and tear balance. Tax rates were 40 and taxable income amounted respectively, for the financ and 19.7
- What is the balance on deferr of the plant at 31.12.19.7, a
 - deferral method
 - liability method?
 - Show how the tax charge will be disclosed in the income statement for the year ended 31 December 19.7, assuming
 - deferral method
 - liability method

(assume there are no other items causing timing differences)
 - How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?
 - How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.
 - Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.
- Draw up the income statement for the 19.8 financial year under
- liability method
 - deferral method
- Assume the tax rate remains 42%

By RIAAN DE VILLIERS
Labour Correspondent

A SECOND Cape-based black trade union has indicated it will not seek registration in terms of new labour legislation despite the concessions on union rights for blacks announced this week

Mr Jan Theron, secretary of the African Food and Canning Workers Union, said yesterday the union had taken a decision not to register prior to the announcement "But nothing has happened to make us change our minds"

His statement follows an announcement by the Western Province General Workers' Union that it would not seek registration as it had serious remaining objections to the new labour dispensation

Mr Theron said the fact that union rights for migrants and commuters had been extended by proclamation was unacceptable as the concession could be withdrawn or amended

The union objected to the system of provisional registra-

tion, affording state officials absolute discretionary powers to register or deregister unions

Provisional registration would mean unions could not force employers to negotiate with them in the way registered unions could, he said

● The registration issue is to be considered at a central committee meeting of the Federation of South African Trade Unions at the weekend

● Black workers should be allowed to decide which unions they wished to join, the first vice-president of the Trade Union Council of South Africa, Mr R C Webb, said yesterday in an address to the Graduate School of Business of the University of Cape Town

He welcomed the decision to extend trade union rights to all But the Government's separatist policy, confining eligible black workers to black trade unions could increase racial polarisation and produce an impracticable situation in the collective bargaining process he said - Sapa

Green light for the black unions

From today black trade unions can apply to become fully registered — and no employer, nor any trade union catering for other races, has any legal right to object to their registration

The Star approached two experts to separate facts from the myths and fears which threaten to prevent black unions from enjoying their newly-gained rights

For example, it is alleged that the Industrial Registrar has unlimited powers to refuse registration, and that registration would put black unions under rigid control and supervision

The Industrial Registrar, Mr Nico Hitchcock, spelled out the facts as follows

● "I have no sweeping or unlimited powers to refuse the registration of a trade union," he said.

● "Only a registered trade union is legally entitled to object to the registration of another trade union.

● "White or coloured trade unions will have no legal right to object to the registration of a black union. The right of objection is restricted to a union's scope of registration.

● "The applicant union need only satisfy me that it has enrolled enough members to function as a union in a specific industry and area.

● "The applicant union does not have to be repre-

South Africa's new labour law came into effect today, opening the door to the registration of black trade unions. The Star's labour reporter, SIEGRIED HANNIG, separates facts from fears which may prevent unions from registering.

sentative of the workers of any industry, although it can be registered only in a specific industry or industries.

● "It is for any objecting union to prove that it is representative of the industry in which the new union seeks registration. If the objecting union proves that it represents more than 50 percent of the workers, then the application for registration must be rejected

● "Unions may apply for provisional registration. This is granted without gazetting the application for possible objections from registered unions.

● "Racially mixed unions have to obtain permission from the Minister before applying for registration."

Mr Hitchcock pointed out that provisional registration does not entitle a union to join an industrial council, while subjecting it to the obligations which apply to registered unions.

These obligations include the submission of financial statements

Asked whether any steps might be taken against unions which

receive foreign financial support for education, organisation or strikes, Mr Hitchcock said:

"The law is silent on financial support from beyond South Africa's borders."

Professor Willy Bendix, of the Institute of Labour Relations at the University of South Africa, discounted the allegation of "rigid control and supervision" by saying

"There are no externally imposed controls other than those which existed before the new legislation.

"To my knowledge no registered union has complained about the existing controls. Why should an unregistered union have special privileges?"

However, he admitted that the Wiehahn Commission recommended

● That provision be made for the appointment of financial inspectors to undertake inspections and to analyse the financial affairs of trade unions and employer organisations

● That the National Manpower Commission be asked to keep "the position regarding the election or appointments of persons to responsible positions in trade unions under surveillance, with a view to making recommendations if necessary"

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Monday October 1 1979

GENERAL

Tug-of-war over registration of black unions

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8/2/79 11/10/79

By Sieg Hannig, Labour Reporter

Black unions which are the first to register will have an advantage over the others in that they can oppose the registration of unregistered unions which encroach on their territories

This may turn out to be an important consideration since rivalry has erupted among several unregistered unions

Among the first to seek registration is the black "parallel" union of Mr Ronnie Webb, past president of the multiracial Trade Union Council of South Africa

He said he would apply for the registration of the "Motor Industry Workers' Union of South Africa" today because "everything black trade unions have asked for has now been granted."

"Trade unions should confine themselves to the social and economic upliftment of their members," Mr Webb said.

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QUESTIONS

DEFERRED TAX

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1. What is the of the plan

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2. Show how the income statement assuming

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As South Africa's "new deal" for black labour got under way today, black trade unions were involved in a tug of war over whether they should take advantage of their rights to register

A weekend meeting of the Azanian People's Organisation (Azapo), a black political body, aggravated the controversy by taking an open stand against the Government's concession to black workers

The other school of thought wants black unions to take advantage of their newly won union rights, although registration will mean cutting any possible ties with political movements

This body argues that black unions must register or be irrelevant as bargaining bodies for the improvement of black wages and working conditions

(assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

Unions to confer on registration

GENI

By RIAAN DE VILLIERS
Labour Correspondent

AFFILIATES of the Federation of South African Trade Unions (Fosatu) are to consult other unregistered unions before taking a final decision on whether to seek registration in terms of new labour legislation

This was announced yesterday after a meeting of Fosatu's central committee at the weekend

Black unions affiliated to Fosatu are among those who decided not to apply for registration prior to the extension of union rights to black migrants and commuters from homelands announced by the Government last week

The exemption came into force yesterday with amended legislation setting the new labour dispensation into motion

In a statement, the union coordinating body said the committee accepted the exemption on membership of registered unions constituted an "important change in the situation"

But major changes effected by exemption created unnecessary uncertainty and the Government should ensure that such changes were embodied in legislation

Affiliates would continue to take a joint stand on registration and the new legislation, and Fosatu would consult with other unregistered unions "with a view to taking a common stand"

Fosatu and its affiliates would consider the new situation taking into account that substantial problems remained to be weighed against the exemptions

The statement followed an announcement by the black Western Province General Workers' Union last week that it would not seek registration despite the concessions and indications from a second Cape union, the African Food and Canning Workers' Union, that it would not seek registration

for R60 000
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QUESTIONS

DEFERRED TAX

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 - a)
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2. Show how the tax charge will be disclosed in the income statement for the year ended 31 December 19.7, assuming
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Draw up the income statement for the 19.8 financial year under a) liability method
b) deferral method

Assume the tax rate remains 42%

LABOUR UNIONS TAKE UP NEW LEGISLATION

By Sieg Hannig, Labour Reporter

At least one black trade union applied for registration yesterday — the day on which South Africa's new labour legislation came into force.

It is the Motor Industry Workers' Union of South Africa, a "parallel" union created by the coloured Motor Industry Combined Workers' Union of Mr Ronnie Webb.

"Everything black trade unions have asked for now has been granted," commented Mr Webb, past president of the multiracial Trade Union Council of South Africa.

But the Federation of South African Trade Unions (Fosatu), which represents 10 unregistered unions, has decided to give the matter further consideration.

ALL EYES

Now all eyes are on the nine black unions grouped together in the Consultative Committee of Black Trade Unions in Transvaal.

A spokesman for the committee said today that the unions are likely to take a decision on registration before the committee has to stand on the matter.

3/10/79 Post

Union is silent on members

THE ACTING secretary of the first black union to apply for registration under the new labour legislation, Mr Ronnie Webb, yesterday refused to disclose the membership of the union and the names of the office bearers.

The union is the Motor Industry Workers' Union (MIWU). The National Union of Clothing Workers will also be applying for registration under the Industrial Conciliation Amendment Act, which came into operation on Monday.

Mr Webb, who is also secretary of the union that gave birth to Miwu, Motor Industry Combined Workers Union for coloured and Asiatic only, yesterday told POST that Miwu had applied for registration.

"The application forms do not specify if the application is for provisional registration or not," he said.

Mrs Sarah Chitja, of the National Union of Clothing Workers, yesterday said that although the executive committee had decided to apply for registration, this had not been done yet.

"We will be applying for provisional registration," she said.

"This has been the wish of black people. For years we were not allowed to negotiate on our working conditions. Now we have the chance. We are walking into a new era."

The Central Committee of the Federation of South African Trade Unions (FOSATU) at the weekend decided to do some more "homework" before registration.

The committee said the Government should ensure that such changes were embodied in legislation.

The committee resolved:

● That FOSATU affiliates will continue to take a joint stand on registration and the new legislation.

● FOSATU will consult with other unregistered unions with a view to taking a common stand.

● That FOSATU and its affiliates will consider the new position taking into account that substantial problems remain to be weighed against the exemptions.

The committee will probably meet in a month's time to review the position.

The FOSATU unions have a membership of 45 000.

The Consultative Committee of Black Trade Unions is still to hold a meeting to decide on the question of registration.

4-1 3/10/79

Union chief fears split

By Sieg Hannig
Labour Reporter

Racial polarisation in the work force was imminent because of enforced racial separation in trade unions, a leading trade unionist said in Johannesburg today.

The warning was sounded by a "deeply disturbed" Mr Arthur Grobbelaar, general secretary of the multiracial Trade Union Council of South Africa, at the Business Outlook Conference.

Black workers would be bargaining for an improved status with their new trade union rights while established unions would be bargaining for

the retention of the status quo, he said.

The spectre of racial polarisation would recede if unions were permitted to promote the joint interest of the work force.

But the Government still insisted on racial separation within unions, except by ministerial exemption in specific cases, Mr Grobbelaar said.

However he said, it appeared the Government "is having second thoughts on this extremely sensitive issue".

He warned employers to avoid the temptation of playing off one group against the other.

Mr Grobbelaar was "apprehensive" about black and coloured political groups which had decided to couple political aspirations with trade union aspirations.

"We can't discount the possibility of such alignments taking place in due course, even though the law is going to try to prevent this," he said.

"If there is one thing that frightens me, it is that of experiencing further polarisation of the work force along racial lines, particularly if this polarisation is based upon political aspirations."

PRESSURE mounts for mixed unions

PRESSURE for permission to form racially mixed trade unions mounted yesterday amid the news that one registered union has submitted an application to open its ranks to blacks.

Mr Nico Hitchcock, the International Registrar, said yesterday that the application had been received from a union catering for white and coloured workers. He declined to name the union.

The application was being submitted to the Minister of Manpower Utilisation, he said.

At the same time the president of the multiracial Trade Union Council of South Africa, Mr Andre Malherbe, called for "full freedom of association" — as recommended by the Wiehahn Commission.

The choice of membership should be left to trade unions, he said.

"Trade unions need to be in the position to work

towards common goals within the unitary system proposed by the Wiehahn Commission", Mr Malherbe said.

Mr Ike van der Watt, General Secretary of the white and coloured South African Boilermakers Society, said his union was considering to open its ranks to Africans.

If it decided to do so, this would be on a limited

scale because he did not believe that the Minister would allow more than a specific group of Africans, say welders, to belong to the union.

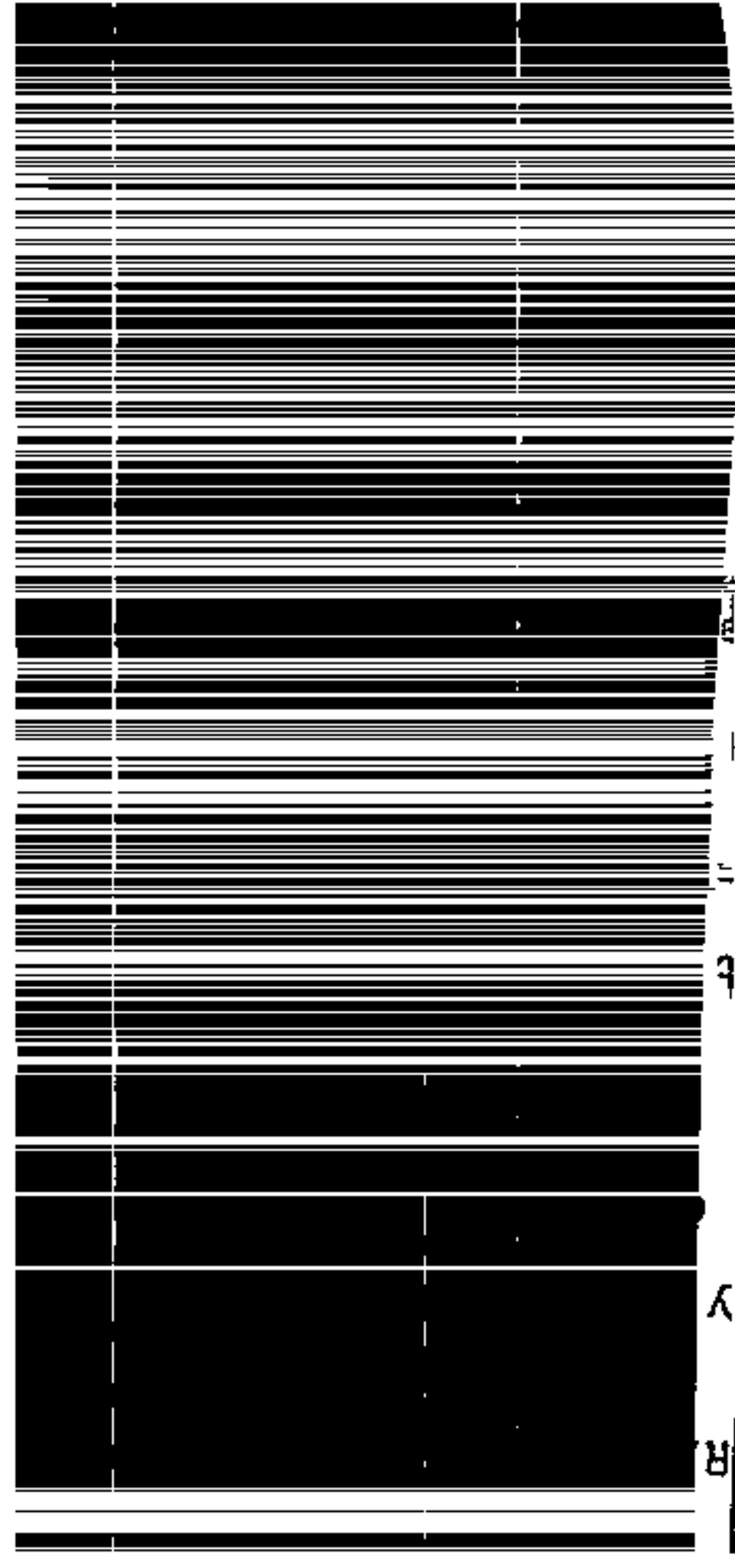
Consultation with African unions were still in progress on whether his union should form a "parallel" black union for skilled and semi-skilled workers, Mr van der Watt said.

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POST Thursday, October 4, 1979

Page 11



It has medical improve an abil applica the pro logy pr methods which w to Incoi program become c sensitiv

on registration would be taken en bloc by its affiliated unions. It also re-iterated its objection to aspects of the new system, such as the bar on mixed unions and the provisional registration system

At the same time, Fosatu general secretary Alec Erwin was mandated to contact other unions with a view to forming a 'common front' on the issue. So all eyes are now turned to the Consultative Committee of Black Trade Unions. Fosatu's major rival amongst black unions

Some Consultative unions favour rejecting registration. But the FM understands that there is strong pro-registration sentiment in the body. 'Our chief complaint was the migrants and commuters issue. If that is cleared up, most unions are likely to argue for registration,' says a Consultative source

Indeed, the source adds that, while some Consultative unions reject government's proclamation because it is not enshrined in law, others are talking of entering the new system even if the proclamation is not incorporated in the Industrial Conciliation Act. 'The fact that it is a blanket exemption has influenced a number of unions'

So Consultative unions could be the first independent black unions to enter the system. This view could change, however. The FM's source says that discussions with Fosatu unions on the issue are 'vital' and adds that attitudes could change as a result of these talks. 'If we are convinced that the problems they raise are important, we may be forced to look at other aspects of the new system'

Of course, many observers believe that the discussions about whether to register could become academic. They believe government is likely to make registration compulsory by placing new restrictions on unregistered unions. 'It's turning into a new ball game. The issue is fast becoming who will get registration not who will be prepared to ask for it,' says one source. If all unions are forced to apply, it is almost certain that some will be refused registration or granted provisional registration, which does not carry any of the benefits of registration, and denied full registration. An additional headache for the independent unions is the fear that parallel unions may attempt to block the entry of independent unions on the grounds that they were first in the queue and a 'duplication' of unions is unnecessary

Late published various communities has been avoided as stimulate thought, comment and, where necessary, action. der to place the preliminary invest- fality experiences ntifying major file of the com- n of the unhealthy e appreciated, they

If the F is neces munity c specific qualitat measuram The medi rather t being ma to be apj little a unhealthy Informati collectec

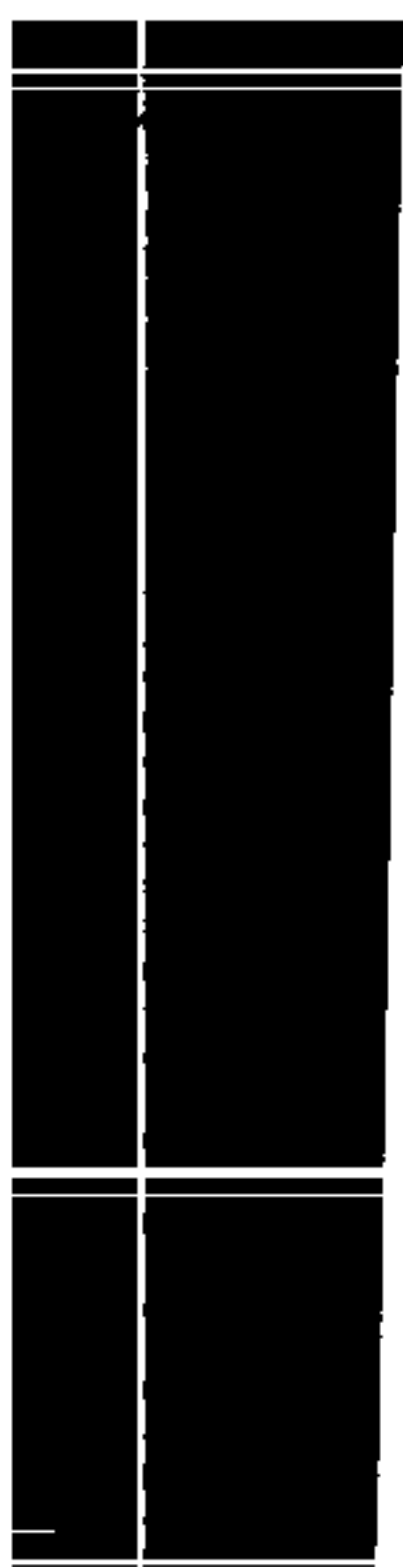
has begun to register One such, the Motor Industry Workers Union, has already applied to register under the new dispensation, which began officially last Monday. Manpower department officials tell the FM that two other unions have applied for an exemption to admit African members

More applications to register as well as more for exemptions, are certainly on the cards. Lucy Mvubelo's National Union of Clothing Workers is certain to follow soon, as are a number of 'parallel' unions. Indeed, Ronnie Webb, general secretary of the parallel motor union and Tucsa's immediate past president, says he is 'surprised that we are the first'

Webb expects all Tucsa-affiliated parallel unions to register. 'None have said they're against the idea.' They are likely to be joined in the next few days by newly-formed parallel unions outside Tucsa. Ben Nicholson of the SA Electrical Workers' Association says he will apply for registration for his union's parallel African union next week, and Archie Poole of the Engineering Industrial Workers Union says his parallel union will apply for registration as soon as its constitution is finalised

As the FM suggested last week, unregistered unions affiliated to the Federation of SA Trade Unions (Fosatu) as well as some unions in the Cape are almost certain to stay out unless they are forced to apply for registration although Fosatu is still stopping short of rejecting registration. Fosatu's central committee met at the week-end and decided that a decision

ing considerable variation depending on a number of factors, not the least of which are the resources available for its collection. There are further problems associated with reliability (See Pt. II).



LABOUR MATTERS

Who's for Fanie

FM 5/10/70

Most unregistered trade unions are still undecided about whether or not to become part of government's new labour system. But a trickle of "parallel" African unions

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sources of deaths before 1926, see reference 3, 8, page XVIII.

1928, detailed data on deaths in South Africa were published in the Annual Report on vital statistics. Intermittent reports covered the period 1962, since which time a regular series has been compiled. Figures for whites cover the entire period 1921-1970,



A new black union deal is born... but will the Government strangle the baby?

By Dick Usher

WITHE a terse announcement in last week's Government Gazette trade union rights were extended to all South African black workers, reversing one of the worst aspects of the new industrial legislation arising from the Weibahn Commission.

The Industrial Conciliation Act, as amended by Parliament this year, would have excluded large groups of workers who, although working in the Republic, were officially regarded as residents of "self-governing" or "independent" territories, or residents of black trust lands.

With Government policy aimed at creating a series of "independent" black homelands within South Africa's borders — with the dream that all black workers will commute or be part-time migrants to the industrial centres — larger and larger groups would eventually have been excluded from the right to industrial organisation within trade unions.

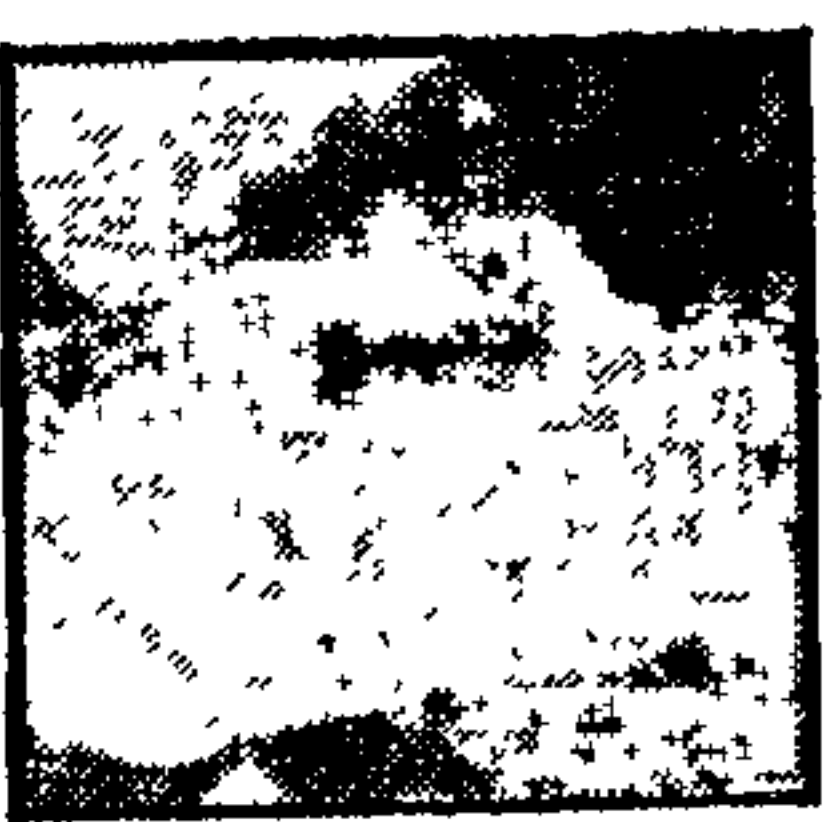
South African citizens but also citizens of territories "which previously had been part of the Republic" — will be allowed trade union rights.

While the move has been generally welcomed — Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, said it was the most progressive and dramatic step ever taken by any South African government — there are still many critics who view it as a threat to the non-racial trade union movement in South Africa while the legislation still conflicts with a basic tenet of unionism, the right to free association.

The right of free association is restricted or provisions in the Act prohibiting registration of a union by the registrar if membership is open to "employees of more than one population group."

Freedom of association according to the International Labour Organisation convention, means workers and employers, "without distinction whatsoever, shall have the right to establish and subject only to the rule of the organisation concerned, to join organisations of their own choosing without previous African workers not only

The fact that the Industrial Conciliation Act specifically excludes the formation of "mixed" unions and restricts the geographical expansion of existing "mixed" unions, unless the Minister sanctions registration or expansion, is clearly a denial of this basic right.



Critics fear this provision can lead only to confusion on the shop floor if unions are precluded from having mixed membership, then any new unions formed within industries will have to have separate organisations for white, coloured, Indian and African workers.

With possibly four bodies — or more depending on the number of categories of workers involved — participating in negotiations the possibilities for confusion appear enormous.

Apart from being inefficient the system also enshrines discrimination. In fact, unregistered unions with mixed membership, whose conditions enshrine non-racialism, will be forced to expel members if they wish to register as unions.

The Federation of South African Trade Unions (Fosatu), a grouping of 14 registered and unregistered non-racial unions serving mainly black workers, has so far stopped short of rejecting registration under the new dispensation.

After a meeting of its central committee last weekend Fosatu announced that affiliates would take a joint stand on registration and would also consult with other unregistered unions outside Fosatu "with a view to taking a common stand."

Meanwhile African unions organised in "parallel" with Tucca unions are starting to apply for registration.

The Motor Industry Workers Union has already applied to register and it is expected that all Tucca "parallel" unions will eventually apply as well as other parallel unions outside Tucca.

But the critics' objections go much deeper than denial of trade union rights.

QUOTE

Instead of acting as midwife to a lusty young union movement, the Government is acting as an authoritarian father Alex Boraine, MP

One of the most outspoken among them is Dr Alex Boraine, PFP spokesman on labour affairs, who sees the extension as part of the Government's total strategy against what it sees as a total onslaught facing South Africa.

He points out that although Prime Minister P. W. Botha has made some exceedingly enlightened noises in the area of race relations since he took office the "total strategy" approach implies increasing authoritarianism in many fields as the Government relaxes in others.

But, they foresee this could be merely a prelude to compulsory registration of unions.

Compulsory registration could include further measures which would make it difficult for an unregistered union to exist — a ban on receipt of overseas funds or refusing to allow unions to collect subscriptions via employers' stop orders.

Registration would involve the unions submitting to the controls laid down in the act, with the possibility of arbitrary deregistration on "a wide spectrum of considerations" including the prevailing circumstances in the particular industry and the implications as a whole in social, economic and political aspects.



Other critics share his fears. They point to the ever-increasing restrictions on the Press, specially through legislation passed during the previous parliamentary session, and the gathering of teachers into controlled professional bodies as two examples of this expanding control.

They also fear the Government, while attempting to put a face acceptable to the international community on its industrial legislation also realised that excluding

As Dr Boraine says, "Instead of acting as midwife to a lusty young union movement, the Government is acting as an authoritarian father."

Sunday 11/10/79

10/10/79 Post (139)

Mvubelo impresses yanks

NEW YORK — Mrs Lucy Mvubelo, head of South Africa's largest black trade union has emerged as one of the most successful opponents of disinvestment in South Africa to visit the US.

"In fact," said Mr John Chettle, director of the South African Foundation, "she is the most effective speaker we have ever brought to this country."

Mrs Mvubelo, Secretary General of the Union of Clothing Workers, is touring American cities as a guest of the South African Foundation, to express her opposition to American disinvestment in South Africa.

At a seminar held by the South African Consul General for Mrs Mvubelo to speak to New York bankers and business people, Dr Chettle said the trade union leader has had a "tremendous" impact on black civil rightists, congressional groups and the media. Her impact had been partly because she was black and partly because she was such a "formidable personality", he said

'NOTHING TO LOSE'

Mrs Mvubelo said she herself was reluctant to be too optimistic.

Addressing the seminar she said proponents of disinvestment were either intellectuals "like doctors and journalists" who had "nothing to lose" or they were exiles who would not suffer directly themselves.

"They are not my people, the workers are," she said.

Asked by an official from Citibank whether the recent changes in labour legislation were matched by parallel improvements in the political situation of black South Africans, Mrs Mvubelo answered, "Not this year, or next year . . . but in the future. You must allow time."

Questioned afterwards, Mrs Mvubelo said that the issue of the franchise for blacks had been brought up repeatedly during her tour so far

She will tour four more US cities before returning to South Africa in three weeks time

enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:

d 24% as a result of ts and with other new

s

%) felt that they had t the subjects from the hough only 31% were y satisfied with the ority specified in their liked course content out-cific subject to be ey would also have liked ut tutorial organisation, ents and research methods.

) felt that there had been ions at the Course , felt they would have e preferred to see staff lectures. 89% wished to es, and were satisfied

sample did not answer the ie questionnaire. This may the Sunday workshops, for dicated in their comments these not to have been held answer questions in this ad been long enough and had integrate into the University ree courses.

elt that their school : University, though less adequate and 18% nearly have liked an additional nd Examinations" and on comments a great many actical presentation of

ods course in the first d they would find it ery valuable indeed.

the effectiveness of a given amount of money when spent
different objectives, so that choices can be formulated in
of the alternatives we might afford - so many geriatric
care centres, so many child welfare clinics, etc.

statistics are not traditionally arranged on this basis but in
such as 'salaries', 'transport', 'medicines', etc. A separa-
between expenditure on different disease groups or age groups
ide.

g of expenditure into programmes is an art. Pole, an econo-
U.K. Department of Health, writes:

structure should, in my view, be mainly determined
decisions to the taking of which one wishes it to con-
er... One might suggest that where decisions are primarily
of political or moral judgement - of determining basic
lines - one would want the activities to be compared to
+ programmes - the mentally handicapped against
it is a more technical question of
achieved - drug therapy
the activities to
distinct-

Firstly, government's new labour deal
is largely intended to prevent links be-
tween unions and political organisations
And some unregistered unionists claim
that the purpose of the registered union
organising drive is to keep African worker
organisation within "respectable," conser-
vative bodies

Secondly, the existing unregistered
union movement is hardly likely to wel-
come an approach from Azapo. When
Buthelezi delivered his call some time
ago, unionists privately indicated that
they were not prepared to ally themselves
with Inkatha, although they recognised
that many of its members belonged to
unregistered unions

They are likely to feel the same way -
if not more so - about Azapo, which
certainly does not have a significant fac-
tory floor membership at this stage. The
unions have enough problems on their
plate without seeking an alliance with a
political grouping. It is also difficult to see
what Azapo could offer the unions -
unless it builds up a strong worker mem-
bership

Besides which, unions are hardly likely
to have much sympathy with Azapo's
stated policy - enunciated by Nkondo at
the weekend - of eschewing negotiations
Negotiations, after all, are some of
unionism is all about. Nor are some of
them likely to be impressed by his asser-
tion that all black people are workers - a
view that will sound strange to workers
employed by black businessmen

Nkondo tells the FM that his movement
has not formulated concrete plans on its
dealings with unions yet - but it is known
to have singled out the Black Allied Work-
ers Union as an early target. He could
have some success here, but Bawu, a
general union with strong black conscious-
ness leanings, is not in the mainstream of
the union movement

If Azapo is determined to establish a
union base, it will have to strengthen
Bawu considerably - or build its own
union move-
Even this strategy

doesn't seem to have many prospects. The
chances of government's new labour dis-
pensation tolerating Azapo-linked unions
are slim, to say the least

REFERENCE

Expert Timothy
Senaar, chair-
man among the
Investment
and 9
has been
of places
to enrol
rganiser
Johan-
national
Roth-
ndon
tor
del

There are various means of doing this;
expenditure be accounted for by the ends it is expected

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;

Programme budgeting, then, entails the attempt at this separation, sort-
ing 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

BLACK UNIONS Azapo woos

African workers and their trade unions
certainly do not want for suitors at pre-
sent. Government wants them in its new
labour dispensation, registered trade un-
ions are making a concerted attempt to
organise African workers, and now a bat-
tle for trade union support between two
black political organisations is looming.
The latest entrant in the race is the
Azanian People's Organisation, Azapo, a
black consciousness political organisation
which held its first congress last weekend.
Its newly elected president, Curtis
Nkondo, stressed that Azapo regards Afri-
can workers as a priority target, and
added that the body would seek the sup-
port of trade unions.

This makes Azapo the second black
political group to look to the unions as a
potential base for support. Chief Gatsha
Buthelezi recently suggested links be-
tween the unions and his Inkatha move-
ment. Although he stopped short of urging
unions to join Inkatha, he did make a point
of mentioning that Inkatha's constitution
makes provision for affiliation by unions.

Some observers are now predicting a
"fight to the death" for the unions be-
tween Inkatha and Azapo. The two organi-
sations are likely to be at loggerheads -
Azapo rejects homeland leaders - and the
union movement could be one area where
they will choose to do battle. But neither
has much chance of success.

F.M. 19/10/79 (139) (751) (139) (139)

FACTORIES ACT Safety at Revertex

Most employers would be irked by any suggestion that they need a trade union to tell them how safe their factories are. But a recent management-trade union dispute in the Durban area indicates that they sometimes do -- or so the union says.

The unregistered (largely African) Chemical Workers Industrial Union believes it is the first unregistered union to use the Factories Act to gain improvements in safety precautions at a factory. The factory concerned is British-owned chemical firm Revertex, which last year won an industrial safety award, and which subscribes to the EEC code of conduct -- and which vigorously denies the union's allegations.

According to the union, Revertex workers were becoming increasingly restive at what they considered were inadequate safety precautions at the plant, to such an

extent that "feelings were running high". The union believes that safety precautions at Revertex did not meet the requirements of the Factories Act and it recently sent the company a lawyer's letter asking it make certain changes or face a court action.

According to the union, management reacted to the letter by making a number of immediate changes. Many of the complaints centred around charges that workers were not provided with adequate protective clothing, and also that safety precautions against injuries sustained from contact with chemicals were lax.

According to a union spokesman, "most of the things the workers were unhappy about have now been attended to". He adds, however, that the union now wants management to make these changes permanent by committing to writing the verbal instructions it issued to supervisors.

The union adds that workers are very often afraid to raise safety issues. They thus remain unresolved and create tension on the factory floor. Only a union's intervention can bring these problems to management's attention. He cites this as an additional argument in favour of union recognition by management. "Revertex have consistently refused to recognise the union. This incident is further evidence that their workers need a union."

A Revertex spokesman denies that safe-

ty conditions were inadequate before the union's letter. He says "our safety record speaks for itself" citing the fact that Revertex received a merit award for industrial safety from Nosa (National Occupational Safety Association) in 1978. The union's allegations, he says, "were not well founded".

He says Revertex simply reacted to the letter by "assuring our workers of the company's commitment to strict safety precautions," and he rejects union suggestions that tension on the factory floor was rising as a result of the safety complaints. He concedes, however, that "certain specific changes were made" as a result of the union's letter.

Star 19/10/79

Giant all-race union planned

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By Sieg Hannig
Labour Reporter

Plans to merge into the first single trade union for workers of all races in an entire industry were announced today by the three trade unions in South Africa's furniture industry

One of the unions involved belongs to the conservative white Confederation of Labour, which has opposed black and mixed trade unions strongly in the past

Simultaneously, it was revealed that 5000 black furniture workers on the Reef had been organised into the new black Furniture, Bedding and Allied Workers' Union of South Africa

This massive recruitment, which started in April, was made possible through co-operation between employers and the registered National Union of Furniture Workers (for 10 000 coloured workers) which launched the black union.

Mr Mohan Lalaram, general secretary of both the black and the coloured union, intends to apply for registration of the black union as soon as this is permissible—three months after its formal inception

"But we intend to ask also for permission to es-

tablish a single union for all furniture workers," he said

"It makes no sense to have three trade unions when workers of different races are prepared to stand together

"We hope the Government will open the door to mixed trade unions very soon This is the best

way of promoting harmony and stability in industry"

The general secretary of the 800-strong white National Association of Furniture Workers, Mr A J Groenewald, foresaw no problem in getting his members to merge with the black and coloured unions

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nary funds has to be taken into account.

ndy justified by comparison with the alter- but there are additional costs involved in ans, or administrative and incentive costs are normally insignificant for any given verall amounts available for the health

g a given service use the same kinds of re- ons, the decision-making can be simplified g, though health service choices cannot mplified way required by this method.

ods of choosing means to obtain a given be available to aid the choice of object- ng be said on the question of the priority eases or age groups, whether to allocate

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(c) 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.

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicine', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping 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 a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics, but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties 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 question of techniques".

As: 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 fulfill 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 them separate".

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

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;

AFRICAN UNIONS Enter Sablatu

139
Sun 26/10/79

A second federation of unregistered trade unions is in the offing — possibly by the end of this year. The new organisation will be called the Association of SA Black Trade Unions, Sablatu.

Earlier this year, the Federation of SA Trade Unions was formally launched, thus becoming the first union federation with a predominantly African membership for nearly two decades. Sablatu would be the second such body to be formed since the resurgence of the African union movement in the early Seventies.

Sablatu is chiefly an attempt to strengthen the Consultative Committee of Black Trade Unions, which it will replace. However, the Consultative's Skakes Sikhakhane tells the *FM* that he expects not only the Consultative's seven unions, but one or two others, including a telecommunications union representing postal and allied workers, to join.

The decision to form Sablatu follows a period of soul-searching within the Consultative, a loose grouping of trade union secretaries and office bearers. Member unions complained that union secretaries dominated the body (they were its only members until recently) and also felt that the Consultative was too loose a grouping to offer effective leadership.

It is this problem which Sablatu is designed to solve. If successful, it could significantly increase the effectiveness of its member unions on the factory floor. Sikhakhane hopes to see Sablatu formed before the end of the year. "We have set December as the launch date."

The planned formation of Sablatu finally scotches the prospect of a single African union federation. Attempts to persuade Consultative unions to join Fosatu failed and the formation of Sablatu means that the Consultative unions have ruled out an alliance between the two groups — at least for the time being.

Policy differences between the two groups are still present, particularly over the issue of non-African involvement in the union movement. Some Consultative unionists are unhappy about the fact that

Fosatu, a non-racial organisation, has non-Africans in leadership positions. There have also been intense organising rivalries between the two groups and the wounds opened up by these battles have yet to heal.

Sablatu's formation could increase this rivalry. However, Consultative unionists do not rule out the possibility of co-operation between the two groups on specific issues once Sablatu has been formed. Nor do they reject the idea of a merger between the two some time in the future.



POSTAL ADDRESS
UNIVERSITY PRIVATE BAG
RONDEBOSCH 7700

ICES · LOVERS' WALK · RONDEBOSCH

UNIVERSITY OF CAPE TOWN
(IN WHICH IS INCORPORATED THE SOUTH AFRICAN COLLEGE)

U MICAL
for Registrar

UNION REGISTRATION

No common front?

Attempts by unregistered trade unions to forge a common stand on whether to enter government's new labour dispensation have run into serious difficulties

Following a meeting of its central committee earlier this month, the Federation of SA Trade Unions (Fosatu) decided to sound out other union groups with a view to a common stand on whether to register under government's new Industrial Conciliation Amendment Act

Meetings are scheduled with the Cape unregistered unions towards the end of this week. But attempts to arrange a meeting with the largest non-Fosatu union bloc, the Consultative Committee of Black Trade Unions, have been unsuccessful

A meeting between the two groups appears to be out of the question for the next few months. Consultative spokesmen Skakes Sikhakhane tells the FM that his committee is against such a meeting until Consultative unions have met, probably in December, to form (see p367) the Association of SA Black Trade Unions (Sablatu)

"At the moment we are only a loose grouping. We would prefer to wait until we have a formal executive which can discuss the issue," says Sikhakhane

But Fosatu is unlikely to be prepared to wait until December. A number of its unions are under pressure from rival "parallel" unions and Fosatu believes that a decision on registration must be made in the next few weeks.

The absence of a common front could nudge Fosatu thinking toward agreeing to register. Another factor which may make Fosatu unions better disposed toward registering is the clarification this week of an important "grey area" in the new dispensation

Fosatu unions have been strongly opposed to the system of provisional registration under the new Act. They argue that provisionally registered unions are

subject to all the controls registration brings without many of the benefits. They are at a unhappy about the way power, the Industrial Registrar will have to refuse provisional registration or to impose conditions on unions who receive it.

But Fosatu men have been mollified somewhat by the suggestion that unregistered unions can apply for full registration and thus bypass the provisional registration system. Manpower Utilisation Secretary Trip Giffers confirms that this is the case.

any union he says, can apply for full registration and the procedures for applying remain the same as they have always been. Other unions are invited to submit objections and if they do the decision is made on the basis of the applying union's representation. If the applying union is approved by the Registrar's decision it can appeal again.

The idea of provisional registration Giffers says is to make things easier for unions who are not yet representative. Objections are not called for in the case of provisional registration applications, he says. If a union is refused full registration it may be offered provisional registration.

The system could of course lead to the non-registration of some unions who would then be forced to choose between provisional registration and nothing. It also raises the prospect of intense rivalry between parallel and independent unions in some industries with attempts by one group to block the registration of others a real possibility. It could also lead to the unions' into a battle for paper membership (members who are signed up but who often do not participate

rely in union affairs) with their rivals. A common front has been anxious to well. The indications are however that Fosatu could well be prepared to accept the new system.

	W		A		C		B	
	M	F	M	F	M	F	M	F
3,01	2,58	1,47	0,21	0,26	0,54	0,56	0,34	0,36
0,17	0,13	0,00	0,21	0,06	0,07	0,05	0,04	0,06
0,03	0,07	0,07	0,00	0,07	0,06	0,04	0,03	0,04
0,09	0,05	0,07	0,05	0,06	0,04	0,05	0,05	0,04
0,26	0,33	0,21	0,26	0,54	0,56	0,34	0,36	

87 NEOLITHICS

MORTALITY RATES FOR THE 17 MAJOR DIVISIONS OF THE ICD (8th REVISION)

(Note: There are no tables for divisions V, XI, XII, XIII because of the small numbers in each of these categories).

INFECTION AND PARASITIC DISEASES

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1,99	2,2	9,81	6,60	55,55	51,04	29,36	27,05
1-4	0,16	0,13	0,76	0,79	8,27	7,48	3,56	3,42
5-24	0,02	0,02 *	0,07	0,08	0,21	0,21	0,20	0,22
25-44	0,06	0,03	0,17	0,20	1,14	0,78	0,36	0,45
45-64	0,25	0,13	0,75	0,45	3,30	1,37	2,15	1,27
65+	1,04	0,72	1,61	1,98	5,48	2,78	5,45	2,93
ALL	0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
	399	315	198	159	3792	3146	3472	2593

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Black union leader beat drum for SA investment

Stam
29/6/79

~~135~~
139

~~74~~

By Sleg Hannig,
Labour Reporter
South Africa's best-known black labour leader, Mrs Lucy Mvubelo, jetted into Jan Smuts Airport at the weekend with invitations from top labour organisations in the United States as proof of the success of her month-long anti-boycott tour of America

Her trip was "very successful" — more so than her 1971 visit during which she persuaded American companies successfully to provide equal employment conditions in their South African subsidiaries, she said at a Press conference.

Mrs Mvubelo met a wide range of American opinion-formers during her visit which was sponsored by the South African foundation, of which she is a trustee

Among others she met Mr Lane Kirkland, the man expected to succeed Mr George Meany as President of the AFL-CIO, America's big umbrella labour organisation, at the organisation's annual congress next month

POWERFUL

She said she had been invited to address this powerful body during the congress but was not sure whether her South African commitments permitted this.

She got a similar invitation from the large United Automobile Workers' Union for that union's convention next year.

Although she encountered much cynicism about changes in South Africa and strong support for disinvestment among students and exiles, she found organisations such as big banks unaffected by this.

Mrs Mvubelo added there was no need for any foreign pressure to hasten change in South Africa.

The Prime Minister, Mr P W Botha had done much unexpectedly — enough to jeopardise his re-election, she said.

"I still expect another miracle," said Mrs Mvubelo. She expected that urban blacks would get the franchise within her lifetime, she said, pointing out that she was getting old.

Although she faced a "bitter attack" from a South African exile, Mr Denis Brutus, now a lecturer at a Chicago university, many students continued to question her after Mr Brutus had left the meeting, she said.

On the whole she found that her many audiences listened attentively to what she had to say — that continued investment in South Africa was essential to create work for the unemployed.

ONION RINGS
Peel and slice large onions, and separate the rings. Heat a pan, add oil. Dip the rings in milk and then coat with flour, and fry till brown in the hot oil. Drain the oil off on a paper towel, and season with salt and pepper.

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FRENCH PANCAKES - 1902
2 eggs
2 ozs butter
2 ozs sifted flour

2 ozs flour
1/2 pt of new milk

Beat eggs thoroughly, add butter and beat to a cream, stir in sugar and flour, and when well mixed add the milk. Beat well for a couple of minutes. Pour on to buttered plates and bake in a quick oven for 20 minutes. Serve with a cut of lemon and sifted sugar, or pile on a hot plate, with a layer of preserves or marmalade between them. Time, 25 minutes, average cost, 6d, seasonable at any time.

SPATCHURRY - 1900

1 young fowl
brown bread crumbs
herbs

parsley,
onion

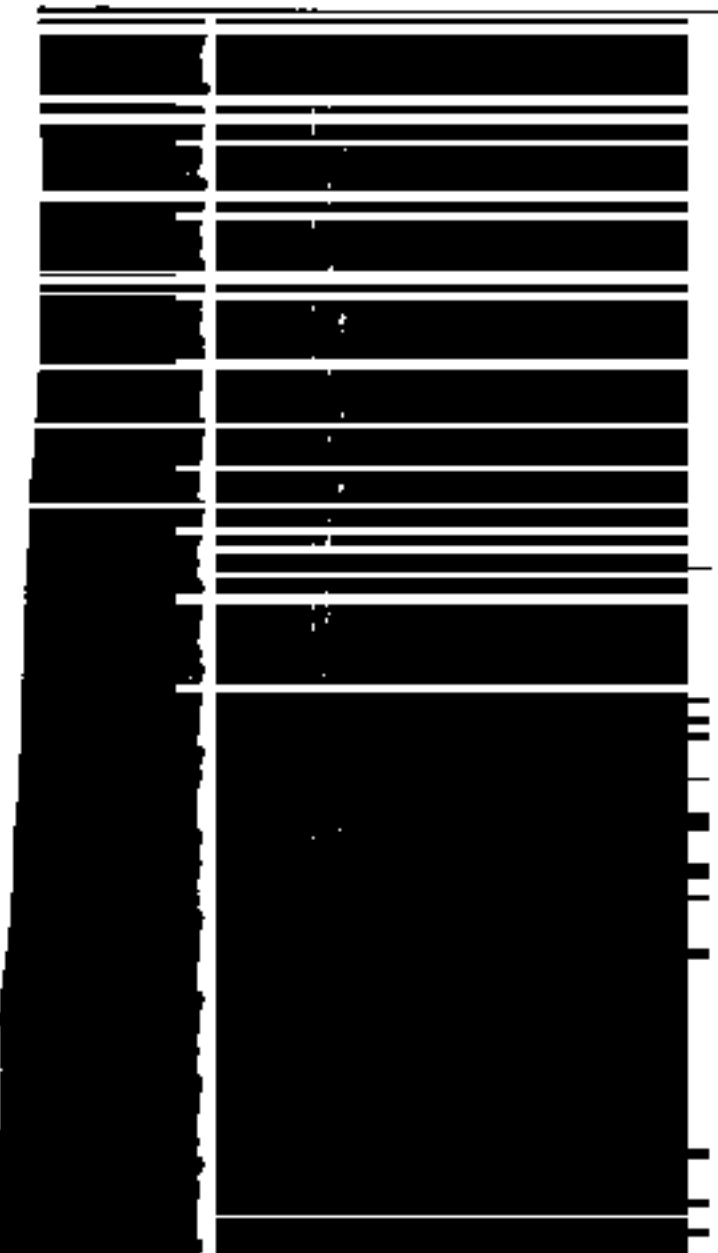
Cut the fowl through the back bone, and open out flat. Rub with salt and pepper, chopped onion and herbs. Sprinkle with mixed herbs. Grill and continue cooking

1820 and All That



MUTTON, ROAST SKELETON OF LAMB
CUT THE JOINTS OF MUTTON - SEE PAGE 1821
FOR THE JOINTS OF MUTTON - SEE PAGE 1821

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processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that a logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the net social benefit from the marginal expenditure on one programme much exceeds that on another, one can do better by withdrawing funds from the latter.

Mvubelo tells of her critics in exile

By DIAGO SEGOLA

DURING her recent visit to the United States, black trade unionist Mrs Lucy Mvubelo encountered strong opposition to her stand against disinvestment from South African exiles.

Mrs Mvubelo, general secretary of the National Union of Clothing Workers, said yesterday the most vocal of her critics was Mr Dennis Brutus, former president of the South African Non-racial Olympic Committee (Sanroc) and noted for his long campaign to force South Africa to change its policies through isolation in sport. She said her confrontation with Mr Brutus occurred during an address to students and staff at North-Western University, Chicago, where Mr Brutus lectures.

Mrs Mvubelo said her other strong critic was Dr Theo Kotze, former director of the banned Christian Institute, who fled last July.

Both Mr Brutus and Dr Kotze cannot be quoted in South Africa.

Mrs Mvubelo returned to South Africa at the weekend. Her visit to the US was sponsored by the South Africa Foundation.

She said during her many talks throughout the US, one fact that was hammered home to her was that the death in detention of black consciousness leader Steve Biko had given South Africa a bad name.

During her talk at Notre Dame University, Indiana, a professor asked her what black South Africans had done to avenge Mr Biko's death.

"He said the present generation of black South Africans should make sacrifices so future generations could have freedom. He was clearly talking about revolution."

"I told him it was very easy for people outside South Africa to prescribe solutions. I said I was against revolution, because it was our children's blood that would flow."

Many criticised her for advocating the continuation of US investment in South Africa. They told her the only way to break apartheid was to disinvest.

Mrs Mvubelo said she told her critics South Africa had entered a new phase, with rights and privileges being extended - although slowly - to black people. This positive process would continue, provided South Africa remained economically sound.

"I also suggested to some of the companies I visited that,

such intuitive processes can pick out only the grossest incongruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis, and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. 12 It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Potential health problems are first listed, and then given a score (from one to four pluses) under each of four headings:

Diagram 1

A method of ranking health problems

Specific diseases:	++	++	++++	++	36
Care					
V.D.	++	++	++	++	16
Dental problems	++++	+	++	++	16
TB	+++	+++	+++	++	54
Common cold *	++++	+	+	-	0
Yaws *	-	++	+++	++++	0

* Added to test scoring method

Unions meet on registration

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THE leaders of 14 black trade unions meet in Johannesburg on Saturday to work out a common stance on registration under the new labour laws.

The 14 unions meeting will consist of the 12 affiliates of the Federation of South African Trade Unions (Fosatu), the Western Province General Workers' Union and the Food and Canning Workers' Union.

Some of these unions are already registered because the old Industrial Conciliation Act allowed for the registration of coloured and Indian unions. African unions could not register until now.

The meeting on Saturday follows a meeting of Fosatu's Central Committee at the end of last month when it was decided that:

- Fosatu affiliates will continue to take a joint stand on registration and the new legislation; and
- Fosatu will consult with other unregistered unions with a view to taking a common stand.

Mr Alec Erwin, general secretary of Fosatu, yesterday said that he had tried to get the unions in the Consultative Committee of Black Trade Unions to attend, but had failed.

At least one of the unions meeting on Saturday has taken a strong stand against registration.

Shortly after trade union rights were extended to Africans, the Western Province General Workers' Union with a membership of 10 000 stated, "Unions

are still being invited to register under a system of rigid control and supervision of their affairs."

Some of the unions have decided at general meetings to opt for registration for fear that if they do not register now, parallel unions will register and get a foothold at shop-floor level.

"If we allow this to happen, it might mean the death of unregistered unions in less than five years," one unionist told POST.

The rivalry among unregistered unions may tip the scales in favour of registration at Saturday's meeting.

PROS AND CONS

The secretary of the Consultative Committee, Mr Dan Tau, yesterday told POST that the executives of the trade unions in the committee had been briefed on the pros and cons of registration.

They are now going back for their membership to take a decision.

Members of his union, the SA Chemical Workers Union, held a branch meeting on Saturday in Thokoza at the Sekhuthong Lower Primary School, Mofmoung Section, at 2 00 pm to discuss registration.

Other meetings are scheduled for Tembisa, Johannesburg, and the Vaal Triangle.

Another union in the committee, the newly-navigated Steel, Engineering and Allied Workers' Union, has given its national executive council a mandate "to investigate the process of registration under the new Industrial Conciliation Amendment Act."

Mr Dan Tau, secretary of the Consultative Committee of Black Trade Unions, whose union will be holding a branch meeting on Saturday to discuss registration.

9

AFRICAN UNIONS ^(1.9) ¹⁹⁸⁰⁻¹⁹⁸¹ **Fear over foreigners**

Migrant workers and commuters may now belong to registered trade unions -- but foreign workers are still excluded. While it has received little public attention, this exclusion could dissuade some unregistered unions from joining government's new labour system.

Most observers have assumed that there are few foreign Africans working in SA, other than on the mines. But that is not the experience of the Consultative Committee of Black Trade Unions. Most of the Consultative unions have foreign members -- mainly from Lesotho -- and some are leaders. Consultative unions are thus wary of registration while these workers are excluded.

The Consultative has thus renewed its request for a meeting with Manpower Utilisation Minister Fanie Botha -- an earlier request received no reply -- in an attempt to discuss this issue. 'We can't tell these people to leave our unions so that we can register,' says the Consultative's Skakes Sikhakhane.

Only says

One Mrs

Unionist, Mvubelo

By JOE
THLOLOE

MRS Lucy Mvubelo, general secretary of the National Union of Clothing Workers, yesterday said she would have been happier if one or two other black trade unionists had been included in the newly-appointed National Manpower Commission.

The Minister of Manpower Utilisation announced the appointment of 36 people to the commission on Wednesday.

The appointments are under the Industrial Conciliation Act, which came into operation on October 1.

Mrs Mvubelo is the only African trade unionist who was nominated by the Trade Union Council of South Africa (Tucsa) at their annual congress last September.

Trade unions affiliated to the all-white Confederation of Labour and the multi-racial Tucsa are represented on the commission are unionists from independent white unions.

There are seven trade unionists in the commission. The other members of the commission are representatives of the State and of employers.

Other blacks on the commission are:

Mr Sam Motsuenyane, president of the National African Federation of Chambers of Commerce (Nafcoc), who has still not indicated whether he will accept because he is overseas; Mr Z M Jakavula, personnel officer at Prolux Paints in Port Elizabeth and Mr J B Magazani, personnel officer at Hulett's Corporation.

Mrs Mvubelo yesterday said that she would have been happier if other unregistered unions had been represented, so that "this should not appear to be a Tucsa affair."

She said that she accepts that they are still a small voice, and that is probably why they were not given a bigger say.

"I am going to serve for two years," she said, "and I am hoping that in that time there will be stronger black unions from



Mrs Lucy Mvubelo

whom leadership may be appointed."

"Remember there are only 27 unregistered black unions."

The duties of the com-

mission are to investigate labour matters and policy and make recommendations to the Minister, Mr Fanie Botha.

by 1970, this figure had decreased to 15,7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15,2% to 7,1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

Fig. 4 provides an indication of the proportional contribution of selected causes of death to the overall mortality experience of the white, 'coloured' and African communities.

During the period 1929 to 1970, the whites have shown a changing spectrum of mortality which is classically associated with an improving health status. Infectious diseases have become less important and the major causes of death are increasingly related to Cardiovascular and Neoplastic diseases. The 'coloureds' and Africans, however, have a persistently high proportion of deaths caused by infectious diseases. The Africans exhibit a spectrum of

Unionist dies
 PROMINENT East Rand
 trade union organiser Mr
 Jack Makoela died at his
 KwaThema home last
 weekend.
 The cause of death is
 unknown.

characteristically associated with developing communities, appear to occupy an intermediate position between the white and 'coloureds' although it is clearly much more similar to the latter than to the former.

Concern about the 'intermediate' position of the 'coloureds' would appear to incorporate the worst of both the white and 'coloureds' experiences. This becomes apparent from a more detailed analysis of the different diseases in all mortality of the whites and 'coloureds' in the mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

(iv) Proportional Mortality, accounted for by specific conditions.
 (v) Expectation of Life. This was calculated both at birth (e_0) and at 45 years of age (e_{45}) for both males and females. It expresses the average number of additional years an individual would be expected to live beyond birth and 45 years.

For Africans, the proportional mortality was the only index calculated.

RESULTS

The infant mortality rates (IMR) and standardised mortality rates (SMR) for whites and 'coloureds' are provided in Fig. 2 and Fig. 3. Whilst the whites have experienced a steady decline in both of these indices since 1929, the 'coloureds' after an initial decrease, show a comparatively static IMR since 1950 and an increase in their SMR since 1960.

From 1941 to 1970, the white IMR has fallen from 50,9/1 000 to 21/1 000, an improvement of 57,6%. During this period, the 'coloured' IMR has decreased from 164,8/1 000 to 132,6/1 000, a change of only 19,7%.

This is of particular concern when it is appreciated that the greater the IMR, the more easily should improvements be accomplished. The decrease in SMRs between 1941 and 1970 were 28,4% and 25,7% for whites and 'coloureds' respectively.

The age specific mortality rates are summarised in Fig. 4. Since death is inevitable, it is to be expected that decreases in the mortality experience of younger age groups will give rise to a corresponding increase in mortality amongst elderly persons. Thus, although it is to be expected that for both whites and 'coloureds' the mortality rates for persons over the age of 65 years have shown a rising trend, it is of some concern that the mortality rates have also increased between 1960 and 1970 for 'coloureds' in the 25-44 and 45-64 years age groups.

The imbalance between the age specific mortality rates of whites and 'coloureds' has improved or remained constant for persons between the ages of 5 and 64. However, for children less than 5 years of age, the gap between whites and 'coloureds' is widening. In 1941, white children under one year old experienced 28,0% of the mortality of 'coloured' children;

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Construction of maps

Black unions demand changes in labour plan

Own Correspondent

JOHANNESBURG — The government faces a severe challenge from black trade unions over its new labour dispensation after 12 unregistered unions agreed at the weekend not to accept registration unless certain conditions were met

The decision was taken at the "summit" meeting of 17 unions convened by the 50 000-strong Federation of South African Trade Unions (Fosatu) and held here on Saturday

In an important development, Fosatu's 10 unregistered affiliates are to apply en bloc for registration on the basis of the criteria spelt out by the meeting

Another unregistered union, the African Food and Canning Workers' Union, will not apply for registration till labour laws conform with the criteria laid down

It is believed the remaining unregistered union at the meeting, the Western Province General Workers' Union, will also not seek registration

The criteria spelt out in a joint statement after the meet-

ing are

● Unions should be non-racial in membership and control

● Provisional registration will not be accepted and registration should at least accord with the present criteria for final registration

● No additional controls over unions will be accepted

● Existing unions should be acknowledged and unions should not be fragmented by registration

"Our struggle has been to create effective, national, broad-based industrial unions," the statement said

Mr Alec Erwin, Fosatu general secretary, said yesterday's discussions had been "serious and extensive" but participants had had no difficulty in agreeing on the principles involved

Applications would be submitted simultaneously in about a month's time Fosatu unions would respond jointly to the State's response

Mr Erwin said this was decided at a Fosatu central committee meeting before the joint meeting

In the joint statement, the 17 unions said they had agreed that their struggle was not for registration but the maintenance of certain basic principles

These internationally-accepted principles were the right of all workers to join unions of their choice and the right of workers to unrestricted control of their unions

It was agreed that the amended legislation continued to violate these principles by continuing to condone racially-segregated unions and by increasing State control at the expense of worker control of their unions

In a further statement released yesterday, Fosatu's central committee said it had resolved to set up a registration working group to co-ordinate the actions of all unions in

seeking registration
This would be done on the following basis

● It was of paramount importance that non-racial unions should be registered with no racial divisions in their executive structure

● Provisional registration would not be accepted, so that registration would be effected as final registration as presently embodied in the Industrial Conciliation Act

● The spirit of registration should be designed to acknowledge existing unregistered unions and not eliminate them

● Registration should be for broadly-based industrial unions and should not be used to fragment and localize existing organizations

The resolution added "Whether registered or unregistered, we will strive to eliminate all restrictions on union membership other than those prescribed by union constitutions and all areas of unnecessary State discretion and control"

C-Times

5/11/79

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processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Method where precise analysis

2.3

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Registration will divide us, warns union

RJM 5/11/79

By RIAAN DE VILLIERS
Labour Correspondent

A CAPE-based black trade union has called on unregistered unions to refuse to register in terms of the new labour dispensation until certain conditions are met by the state

The call has come in a memorandum compiled by the 10 000-strong Western Province General Workers' Union. It was distributed to unregistered unions on the eve of today's "summit" on the registration issue convened by the Federation of South African Trade Unions.

It suggested two "non-negotiable principles" were the right of workers to join unions of their choice and worker control over all aspects of union activities

The Fosatu meeting will be attended by representatives of 17 unions associated with the

predominantly black independent union movement

WPGU delegates are expected to plead strongly for a continued anti-registration front. But other unregistered unions have come under increasing pressures leading them to consider applying for registration

In its memorandum WPGU argues unregistered unions should not accept registration under conditions which would guarantee a "weak, divided and bureaucratically controlled union movement"

It criticises the unregistered unions for concentrating their protests on the previous exclusion of migrants and commuters from union membership

But it argues, "It is not too late to state clearly our objections to the Wiehahn report and the whole registration package"

Outlining its objections, the

union says the registration system proposed by the state would subvert the fundamental right of workers to join unions of their own choice.

Also, the state intended "riding roughshod" over the worker control of their unions

The only way to reject these was to refuse to register under the state's conditions

"We must now express our principles and our minimum conditions for registration, then it will be up to the state to make its response," it says

It argues that the new dispensation could not succeed without the active co-operation of presently unregistered unions

Member unions of the Consultative Committee of Black Trade Unions will not attend today's meeting

But they too are expected to decide on registration soon

This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

Informal Method for Setting Objectives

Following method for guiding the choice of priorities has been adopted by John Bryant. 12 It has been used by medical and nursing units in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to discussion, to draw on the experience of a group of people.

Initial health problems are first listed, and then given a score (from zero to four pluses) under each of four headings:

Table 1: A method of ranking health problems

Problem	Prevalence	Severity	Community concern	Vulnerability to management	Total
& poorly d families	++++	++++	+++	++	96
quate ante- & obstetric	++++	++	++	+++	48
ritition for medical	+++	+++	++	++	36
Specific diseases:	++	++	+++	++	32
al problems	+++	+	++	++	16
n cold *	+++	+	++	++	16
Yaws	-	++	++	+++	54
					0
					0

* Added to test scoring method

MIXED UNIONS
Testing the water

SA's new labour dispensation is only a few days old — but government attitudes to racially mixed trade unions are already being put to the test
According to Manpower Utilisation office

Financial Mail October 5 1978

400-404

this decided to consider forming a parallel union to cater for African workers who would not be allowed to join a mixed union

All this will wait on the conclusion of talks between the Boilermakers and unregistered unions But Van der Watt is optimistic "I'm hoping that they will agree to us enrolling skilled workers while not competing with them I'm optimistic about reaching agreement"

A source in one of the unregistered engineering unions confirms that talks have been held but says no decision has been reached "We are appreciative of the fact that they have consulted us, but there are still long-standing reservations about parallel unions" The talks are due to resume toward the end of this month If agreement is reached, the Boilermakers will apply for mixed status

Meanwhile, Ted Frazer, general secretary of two Cape unions which represent both white and coloured workers, says the unions are planning to admit Africans without asking for exemptions He argues that exemptions are not necessary for registered unions that are already mixed Frazer says the two unions — Jewellers and Goldsmiths and Brewery Employees — are registered to represent all "employees" in their industries As Africans are now "employees", the unions are entitled to enrol them without asking for

two unions have applied for exemptions to open their doors to Africans The I U has been unable to trace them but at least two others are likely soon to ask for exemptions and another two registered unions are planning to admit Africans, believing that mixed (white and coloured) registered unions don't need permission

before opening their ranks Arche Poole, general secretary of the Engineering Industrial Workers' Union, says his union is planning to apply for mixed status soon And the SA Boilermakers' Society has decided to apply for mixed status pending discussions with unregistered unions

Boilermakers' general secretary Van der Watt says he expects government to grant permission for a mixed union, only if a limited number of blacks (Africans) are enrolled They might give permission to recruit black welders but they are hardly likely to let us enrol a black engineering workers "His union has

SANDTON REPORT

In our issue next week the FIM publishes a Special Report on Sandton In the 10 years since people in the area formed their own municipality, north of Johannesburg, Sandtonians have had to change radically their country-style of living

The Special Report outlines the changes and developments that have taken place

This decade of rapid adaptation has resulted in a garden city that successfully combines rural settings with city sophistication

an exemption, says Frazer "Nobody has challenged me on this, so I assume I'm correct" In terms of existing legislation, however, the unions will have to have a separate African branch, he says

A number of registered unions known to favour mixed unions are not applying for exemptions, however Instead, they are seeking to have unregistered parallel unions registered One is the Motor Industry Combined Workers' Union, whose general secretary, Ronnie Webb, says "Our membership has already accepted the principle of a mixed union, but we decided

212	389	115	127	190	276	273	212
100%	100%	100%	100%	100%	100%	100%	100%

that obtaining permission will take a long time — it might even involve Cabinet approval So we decided to register the parallel union as a first step" He adds that he does not want "to force a mixed union on the African union membership"

Ben Nicholson of the SA Electrical Workers Association says his union has decided to press ahead with a parallel union for the time being "We believe it's the best way for black workers to get union experience When that happens, we may put the idea of a mixed union to them"

Unregistered unions that have mixed membership are unlikely to register at this stage and are thus not interested in exemptions to remain mixed They are, at any rate, opposed to the exemption system

104	42	13	84	18	76	11
15.4%	12.6%	12.5%	3.9%	2.8%	4.1%	3.4%
41	41	2	680	167	806	89
6.1%	12.3%	1.9%	31.3%	25.6%	43.1%	27.5%
677	333	104	2175	652	1868	324
100%	100%	100%	100%	100%	100%	100%

motor vehicle exhaust gas" is a code used in South (African) .

Mortality rates greater than 5/1 000 appear in italics in Table I. For all of these major causes of mortality, the Asian and 'coloured' mortality rates exceed those of the whites.

However, in this context, what requires emphasis is that by using the major disease classification a certain amount of detail is lost. For example, despite the fact that the overall rates for diseases of the circulatory system are comparable for whites, Asians and 'coloureds', within this broad category the mortality rates for specific diseases vary markedly.

Table II provides the proportional contribution of the major circulatory diseases for the whites, Asians, 'coloureds' and Africans whilst Ischaemic Heart Disease is the major circulatory disease in the white and Asian communities, Cerebrovascular Diseases are the major cause of Circulatory Diseases in the 'coloured' and African communities.

The two unregistered unions from Cape Town, the African Food and Canning Workers' and the Western Province General Workers' will not be applying for registration. In a joint statement after the meeting, the 17 unions said they would not accept registration which was not granted on the basis that:
 1. Unions must be completely non-racial in their membership and control;
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After the meeting, Mr Alec Erwin, general secretary of Fosatu, told POST: "Our intention is to test the agreed principles directly by submitting applications based on them."

The secretary of the
 Turn to Page 4

the South African population from all causes of death. The proportional contribution of the seventeen major disease categories of the International Classification of Disease (8th revision) to the overall mortality of the various communities is summarised in Fig 5. The whites show a typical 'developed' country spectrum of mortality with Infectious and Parasitic Diseases being of minor importance (2,0%) and 'coloureds' (15,6%) and Asians of the Circulatory system (50,5%) being of major importance. For urban Africans and 'coloureds', Infectious and Parasitic Diseases make an important contribution to the overall mortality (19,5% and 23,5% respectively), with diseases of the respiratory system and certain causes of perinatal mortality also being of importance. Within the category of Infectious and Parasitic Diseases, diarrhoeal diseases and tuberculosis are the most

Union accord on 3 main issues

THE nine unregistered unions in the Federation of South African Trade Union (Fosatu) will apply for registration on their own conditions.

- 1. That they be non-racial in membership and control,
- 2. That they bypass provisional registration,
- 3. and that they remain unfragmented.

The decision was reached on Saturday after a day-long meeting of the 14 Fosatu unions and three Cape-based unions in which there was agreement on the criticism of the new labour legislation, but sharp differences on registration.

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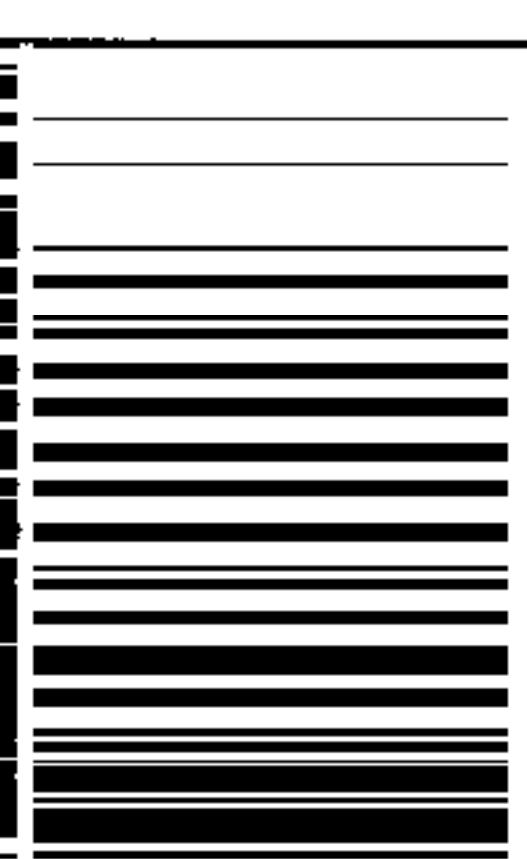
The secretary of the
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Clearly, the presentation of the cause specific mortality data as proportional mortalities conceals a certain amount of information. Table I provides a more detailed analysis of these data in the form of cause specific mortality rates for defined age groups by sex, race, and 'coloured' communities.

If the mortality rates (Table I) are compared with the proportional mortalities for the seventeen major disease categories (Fig 5), it will be noted that despite the relatively minor proportional contribution made by circulatory diseases in the 'coloured' community, the overall rates for these diseases are higher than those of the whites. The reason for this apparent inconsistency is that the mortality rates for infectious and parasitic diseases are so high that they effect a 'dilution' of the proportional mortality of the circulatory diseases in the 'coloured' community. In the white community, the mortality rates for most causes of death are low, the importance of the circulatory diseases become disproportionately exaggerated.

'coloureds' is summarised in Fig 6. It is not meaningful to calculate an expectation of life for urban Africans as this group is subject to a large measure of migration. The characteristically better expectation of life for women in comparison to men, is apparent for all three communities. However, what is of interest is the ratios of the expectations of life for the three communities. At birth, the white Asian 'coloured' ratios are 1 0,91 0,76 for males and 1 0,88 0,77 for females, at the age of 45 these are 1 0,91 0,83 for males and 0,79 0,85 for females. The 'coloureds' are less disadvantaged at e45 as compared to e0 for both males and females, a difference which is largely attributable to the high infant mortality rate in this community. It is also noteworthy that Asian females have the lowest expectation of life at age 45 of the three communities, which is in marked distinction from both males and females at e0 and males at e45. The fact that for the 65+ age group, Asian women have the highest mortality rates for respiratory, circulatory, digestive, genitourinary and ill-defined causes of death (Table I) may contribute to this anomalous situation.

Fig 7 summarises the percentage contribution to the expectation of life at birth subsequent to the total expectation of the mortality associated



processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

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Method where process: in ad analy

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Registration will divide us, warns union

By RIAAN DE VILLIERS
Labour Correspondent

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nutrition for medical	+++	+++	++	++	36
specific diseases:	++	++	++	++	16
social problems	+++	+	++	++	16
problems	+++	+++	+++	++	54
in cold *	+++	+	+	-	0
Yaws	-	++	+++	++++	0

* Added to test scoring method

TRADE

'Registered unions are keen to organise Africans to protect their own non-African members' — Fosatu

'Co-operation with management is the crux of industrial relations' — Arthur Grobelaar, general secretary of Tuca

'The parallel unions look after us when we are dead.

UNION WAR

When we are alive they do nothing'

— Worker

1/11/74
Sawley
105

LOOMS

HUNDREDS of thousands of South Africa's black workers are at the centre of a looming all-out union war that could either give them a new voice or leave their interests in the hands of white worker representatives and employers.

On the one side are the as yet unregistered independent black and non-racial trade unions

On the other are the "parallel unions" set up by the white-dominated registered unions

And, claims the 40 000-strong Federation of South Africa Trade Unions (Fosatu), the parallel unions are getting a big helping hand from many employers

That, says Fosatu, is because the parallels — dominated as most of them are by the registered white unions that set them up in the place — "will not cause employers difficulties".

To the individual black worker, say union observers, this could mean he won't escape the present situation in which his wages, working conditions and opportunities are ultimately determined in negotiations between white worker representatives and managements

The long-standing conflict between the independent black unions and the parallel unions has only recently grown into an all-out war. The white-dominated Trade Union Council of South Africa (Tuca) has rejected recent suggestions that it should not organise where non-parallel, independent unions have members

In fact at its recent conference Tuca slammed Fosatu for making such a suggestion

But this week Fosatu hit back in a report just released. Fosatu accuses the parallel unions of co-operating with employers against it

The report, based on the evidence of African workers in a number of factories, cites a number of instances where, it says, employers have invited parallel unions into their factories in order to get rid of the independent unions — and some cases where employers have set up their own unions

It singles out five parallel unions for special criticism. All have been formed recently.

Job bars

These unions, Fosatu complains, have ignored African workers until now, "when organising African workers has suddenly become easy and respectable."

A key motive in the formation of parallel unions is the fact that formal job bars are on the way out, says Fosatu.

Registered unions are thus keen to organise Africans to protect their

SUNDAY POST SPECIAL ABOUT CORRESPONDENT

own non-African members' job security

Fosatu says it has collected evidence which reveals that employers are helping the parallel unions by giving them facilities — often the same ones, such as access to workers and "stop order" facilities, which are denied the independent union

In some cases, the parallel union has actually been invited to organise in a plant to keep an independent union out.

In return, the parallel unions are agreeing to conditions, such as the retention of "the discredited liaison committee system" and the right of management alone to fix wages, which "weaken the entire trade union movement," says Fosatu

As evidence of this co-operation, it quotes a pamphlet issued by one parallel, the Motor Industry Workers' Union, which says "employers are with this union"

10 Pages

processes is essential; and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the social benefit from the marginal expenditure on one programme much that on another, one can do better by withdrawing funds from the second programme and increasing expenditure on the first. By simply looking a breakdown of the budget between programmes, the amounts spent on each may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the fits of expenditure under each programme to be, and analysis seeks to formalise (see below). For expenditure on preventive medicine constitutes expenditure on health, it may be felt that the of provision warrant an increase in the share of

Unfortunately, such intuitive processes can pick out congruities which are recognised by all, whatever used. The optimum level of expenditure on a particular from the point of view of intuitive judgement, high the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant. 12 It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data --

Ford's production returns to normal as talks continue

PORT ELIZABETH - Production at Ford's two Struandale plants returned to normal yesterday as management continued parallel talks with white and black worker representatives

On Wednesday Ford lost more production time as workers in the Struandale engine plant were given time off to hold an open air meeting to discuss grievances

Yesterdays talks concerned allegedly deteriorating relations between white and black workers at the plant

It is understood management was given an ultimatum to resolve the issue by next week or face further industrial unrest

The hitch at the engine plant follows a snap walk-out by workers in the Cortina plant on Wednesday

Black workers at both plants are to elect a "Committee of 10" to represent them either this weekend or early next week

So far the black United Automobile and Allied Workers'

Union has not been brought in to mediate between the workers and management

Mr George Manase, national organiser of the Union, said yesterday it appeared that the workers preferred to negotiate direct with management, but the union was prepared to assist at any point

Mr Manase said it was difficult to know at this stage all the grievances of the black workers "because each one has something different to say"

The main grievances raised by workers' spokesmen this week centred on the alleged "segregationist" criticism by white employees and alleged discriminatory practices within the company

Objections concerning overtime work appeared resolved on Wednesday as black workers went on night shift at the plant

Ford management was yesterday locked in discussions with the Iron Steel and Allied Industries Union over a range of white worker complaints including alleged indiscipline among black workers and the abuse of integrated facilities

Mr Lieb Pretorius, regional secretary of the Union, said yesterday he hoped to be able to send a circular to members on Monday reporting fully on the outcome of the negotiations

Among the major issues to be considered was the recent retrenchment of a white worker at the Struandale plant - Sapa

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* Added to test scoring method

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PARALLEL UNIONS

Factory floor war

A bitter trade union organising war has broken out on a number of factory floors — and employers have been accused of taking sides in the dispute.

At issue is the battle between parallel African trade unions organised by non-African registered unions and their independent counterparts. A document issued last week by Fosatu, the largest unregistered union umbrella body, accuses the parallels of trying to squeeze independent unions out of factories — and some employers of siding with them.

Fosatu says these employers are backing the "parallels" because "they will not cause them any difficulties." Says a Fosatu man: "Many employers tried for years to foist liaison committees on African workers. Now they are trying to force 'tame' compliant unions on them."

And some labour observers argue that, if the Fosatu allegations are well founded, employers are repeating the mistakes of the early Seventies. Says one: "You can't resolve disputes unless the trade union leadership enjoys the support of its members. To replace a weak discredited committee system with a weak discredited union system is asking for trouble."

Fosatu's document, which is based on the evidence of workers at a number of factories, charges some employers with granting facilities to the parallels, such as access to factories, which are denied independent unions in the same plant. Others are accused of inviting parallels in to squeeze out the independent unions — in some cases personnel managers are helping parallels to recruit, says Fosatu. Still others, like the Johannesburg Municipality, are accused of starting their own African unions (a municipal spokesman denies this, saying that the idea originated with the Council's liaison committee).

In exchange for this help, says Fosatu, the parallels are agreeing to the retention of "the discredited liaison committee system" and in some cases management's right to make unilateral decisions on the factory floor. "The price they are paying is exclusion from factory floor bargaining, the essence of trade unionism," says a Fosatu man.

The battle between parallels and independent unions has been on the go for some years. But it has become much more intense since the release of the Wiehahn report. A spate of new parallels has been formed and in many cases open membership battles between the two sides are being waged on the factory floor. At its recent conference, Tucsas rejected sug-

gestions that it should not organise in plants where African workers were already organised and Fosatu was slammed by a number of delegates at the conference. Tucsas decided at this meeting to redouble its organising efforts, although not all the new parallels are being organised by Tucsas affiliates.

The registered unions see "parallelism" as "organising the unorganised" in an attempt to provide African workers with union registration. The independent unions see it as an attempt to squeeze out democratically-controlled unions and replace them with "tame ones." They also believe that the registered unions are only interested in organising Africans because they fear undercutting by African workers if formal job bars disappear.

Tucsas general secretary Arthur Grobbelaar rejects the latest Fosatu allegations. "I don't know if our unions have formed an alliance with management — but if they have good luck to them. Co-operation with management is the crux of industrial relations. I hope Tucsas unions are co-operating with management. This falls

within the ambit of partnership in industry." He rejects as nonsensical suggestions that Tucsas unions have only begun organising Africans recently — a common independent union complaint.

Firms charged by Fosatu with inviting registered unions in to supplant independent unions are Leyland Non-Ferrous Metals (Durban) and Hella (Litenhage). A Non-ferrous Metals spokesman says he knows nothing of an approach by an independent union. He concedes that management has granted the "parallel" National Engineering Industrial and Allied Union facilities, but adds: "We have been told by Seifsa that not all unions will be registered under certain conditions. We are waiting to see who is registered before deciding who to recognise."

Others, such as Siemens, GEC Machines, Dely, and General Electric are also giving parallels "assistance" although, says Fosatu, these managements may not see this assistance as a means of supplanting independent unions.

GEC confirms that it is co-operating with the "parallel" Electrical & Allied Workers Union, but says workers aren't forced to join the union. Management will only recognise a registered union and this union "is in the throes of being registered."

Siemens MD Reinhard Saane says his company "can't express interest in a specific union, but would welcome mixed or parallel unions."

Dely says it has no objection to workers joining the parallel union which has approached it, but says this is the only approach the company has received. Workers may join any union they wish, says a spokesman.



Tucsas's Grobbelaar unions should co-operate with management

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MONIS & FATTIS End in sight

As the *FM* went to press, a settlement of the Monis & Fattis labour dispute was imminent. The dispute has lasted more than six months and sparked off a consumer boycott against the firm.

Earlier this week, management and representatives of the Food and Canning Workers' Union met to hammer out a draft settlement. While a number of details still have to be finalised, management is due to sign at week's end.

Full details of the settlement are not yet available, but the *FM* understands that Fattis has agreed to take back all workers who left as a result of the dispute at the same pay they were getting before the dispute began in April. This includes the five workers whose dismissal the dispute sparked off.

The possibility of a settlement comes after Fattis broke off negotiations with the union at the weekend and said it was attempting to settle with individual workers, thus by-passing the union. But the efforts of SA Council of Churches intermediaries brought the two parties back to the negotiating table.

Pressure for a settlement may also have been increased by the fact that Fattis' statement breaking off negotia-

tions provoked pledges from boycott groups to re-double their efforts. Other groups also reacted — the three shop workers' unions issued a statement this week saying that their members were becoming increasingly angry at the deadlock, and calling on supermarkets to reconsider stocking Fattis products.

While last-minute hitches before the signing of the agreement are still possible, the settlement talks appear to have been successful.

It has become increasingly clear that the boycott of Fattis products has had a considerable effect particularly in some Cape Peninsula areas. At the same time Fattis workers are living on subsistence allowances from the union and are keen to return to work. Hence both sides' willingness to settle.

THERE was a time when African workers who felt their wages were too low or their working conditions were bad, could do little about it

There were few trade unions for African workers and the unions that did exist were weak and small

Both employers and the Government were hostile to African trade unions, although these unions have never been illegal.

The only bodies which African workers had to represent them were works or liaison committees.

These did not achieve very much for they were often controlled by employers, and workers who sat on these committees feared victimisation by their bosses if they complained about conditions

In the early 1970's, however, a trade union movement for Africans began to grow. One of the reasons for this growth was the Durban strikes of 1973, when large numbers of African workers downed tools in protest against low wages.

There was obviously a growth in African workers' dissatisfaction at their work conditions and a new willingness among workers to take action to win improvements.

A trade union movement to represent these workers and negotiate for them began to grow

This was by no means the first time an African union movement had arisen.

In the 1920's, the Industrial and Commercial Workers Union, led by Clements Kadashe, a fiery orator from Malawi (then Nyasaland) attracted the support of many workers. It had over 100 000 members at its peak

In the '30s and '40s, the Council of Non-European Trade Unions brought together 119 black unions representing an estimated 158 000 workers. In the 1950's two union federations, Sactu and Fofatusa, held sway.

But all these unions faded from the scene, many because the government took action to crush them. In the 1960's there was virtually no African union movement. However, the union movement is very

active in their demands and refused to yield to employer pressure

The other union group is the Consultative Committee of Black Trade Unions, which hopes soon to form a union federation, Sablatu — the SA Association of Black Trade Unions

Last week's strike at Ford over the alleged vic-

made to bring these two groups together, but have failed up to now

The Consultative insists that its unions be controlled by Africans, and, although they are officially non-racial, they do not attempt to organise non-African workers

Fosatu insists on non-

For all unions have refused to join the institute and they believe that unions should only deal with management when they have built up enough support among workers to ensure that employers will not be able to ignore the union

There are African unions outside these bodies. In the Cape, the Western Province General Workers' Union and the African Food and Canning Workers' Union (which was involved in the Fattis and Monis dispute) are active

The WPGWU has about 10 000 members and places an even greater support on organisation at the workplace than Fosatu unions

Another element on the union scene is the Black Allied Workers Union, which recently suffered a split, with a breakaway organisation, the SA Allied Workers Union, being formed

BAWU has a strong black consciousness orientation and claims 20 000 members, although it does not appear to be trying to win recognition from employers

All these unions are regarded as "independent" in the sense that they do not depend on non-African union members

But there is a group of unions which has been organised by non-African registered unions, particularly those belonging to the Trade Union Council of SA (Tucsa).

All these unions either have strong links with the non-African "parent" union or are directly run by it. The best-known parallel union is Lucy Mvubelo's National Union of Clothing Workers

A spate of new parallel unions has been organised since the Wiehahn commission recommended that African unions be allowed to register

The unions have refused to join the institute and they believe that unions should only deal with management when they have built up enough support among workers to ensure that employers will not be able to ignore the union

They say the unions will be run by African workers once they are established, and point out that some independent unions have links with non-African unions.

The independent unions, however, see them as a direct attempt to compete with the African union movement. They say that these unions have been formed to control African workers and to make sure that they do not cause any trouble for non-African workers or employers.

Most of these unions are completely under the thumb of the registered union and their members have little say in what the union does, the independent unions claim.

They often quote the case of an official of a parallel union who said he couldn't attend a union meeting because he had to go to the bank for the 'misses' (the secretary of the registered union).

Despite its resurgence, the registered union movement has its problems.

Most employers are still not keen to deal with these unions and two years ago, close on 30 union officials were banned by the government.

Some of the banning orders have been lifted.

Now, however, the government has decided to offer these unions a place in its new labour system.

It remains to be seen whether accepting this offer will strengthen the unions or, as many of them fear, weaken and bring them under government control.

THE LONG STRUGGLE FOR RECOGNITION

This is the first of a series of three articles on trade unionism in South Africa written by SUNDAY POST's special labour correspondent.

Today's focus is on the rise of the trade union movement. Next week there will be an analysis of the present state of the unions, with particular regard to the Rickert and Wiehahn reports, and the final article will take a look at the future.



Thozamile Botha addresses striking workers as Ford officials look on worker power in Port Elizabeth last week

victimisation of PE Civic Association leader Thozamile Botha took place at Ford, where the United Auto Workers are active.

The union was not involved in the strike but helped to secure a settlement.

Fosatu unions place great stress on the role of elected worker leaders on the factory floor, called shop stewards. They accuse many registered unions of ignoring their rank-and-file members.

They have been able to win a number of battles with employers because workers in the factory and their elected shop stewards supported the

Seven unions belong to the Consultative, but more are expected to join when Sablatu is formed.

The Consultative's chairman is Skakes Sikhakha ne, secretary of the Food, Beverage and Allied Workers Union, and its secretary is Dan Tau of the S A Chemical Workers Union.

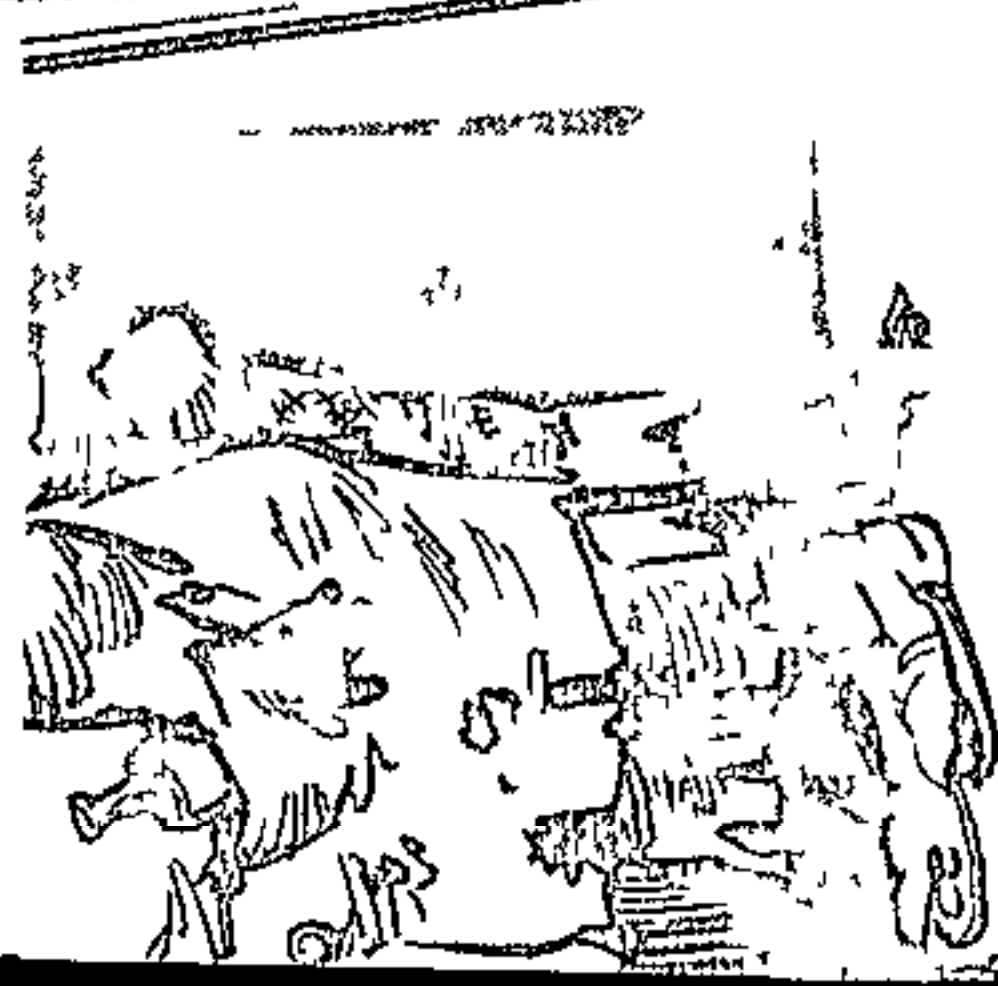
The Consultative Unions are based on the Reef although they have branches in other centres. Some Consultative Unions have, for example, been organising workers in the Newcastle area and some are active in Durban and the Eastern Cape.

Attempts have been

racial unions and often has non-Africans in leadership positions, something which has been criticised by the consultative

On the other hand, Consultative Unions are much more willing to cooperate with employers where they feel this will advance the cause of their members.

traced by the Consultative Unions have been prepared to join the Institute for Industrial Relations, a joint employer-union body, in the hope of influencing management to take a softer line towards black unions.



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Workers carry Thozamile Botha and colleague on their shoulders after Botha is reinstated.

much alive — indeed, the government's recent decision to register African unions is very much a reaction to the growth of movement

There are two major groupings of mainly African unions at present. The Federation of SA Trade Unions (Fosatu) has 14 member unions, most of whom are unregistered.

Until now, unions with African members have not been allowed to register with the government and unions which have African members have been unregistered.

But many have non-African members and are not strictly speaking African unions.

Fosatu is open to all races. Most members of unions which belong to it are, however, African

Fosatu's president is John Mke, of the United Automobile Workers Union, which is recognised by the Ford Motor Company and by another East Cape company, SKF.

Members of Fosatu in-

Fattis agreement: details tomorrow

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DETAILS of the agreement reached between Fattis and Monis and the Food and Canning Workers' Union are expected to be released at a Press conference in Cape Town tomorrow

The general secretary of the union, Mr Jan Theron, said yesterday both parties had agreed to keep silent on the details of the agreement.

"We will make further comment, after consulting the organisations which supported us, at the Press conference," he said.

The seven-month-old labour dispute which resulted in a "significant" boycott by blacks of the company's products, was amicably settled on Thursday.

In the agreement work-

ed out, the 56 workers who were fired in May after striking in sympathy with the dismissal of fellow workers, are to be re-employed in the group's Bellville factory

In a joint statement, the management of Fattis and Monis and the FCWU said they had reached an agreement after negotiations were resumed on Tuesday.

A director of Fattis and Monis, Mr Peter Moni, said the terms agreed on were almost identical to the terms which the firm offered directly to the affected workers this week

Mr Kassiem Allie, general secretary of the Western Cape Traders' Association which was one of the first organisations to come out in support of the strikers, said

his organisation would call off the boycott as soon as it had studied the agreement

"We are very pleased an agreement has been reached because it shows that the black consumer has a significant weapon, which if wisely used, could correct many of the injustices in our society," he said

Mr Hassan Howa, president of the South African Council of Sport, said he would call off the boycott as soon as he had been satisfied that a satisfactory agreement had been reached.

"The Fattis and Monis issue has made black people realise this economic power and I'm sure it is a weapon that will be used in the future," he said. — SUNDAY POST Correspondent.

25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
NO.	1973	677	333	104	2175	652	1868	324

ALL CAUSES

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1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	73,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	12847	18348	13062

May Bennett, Ridgeworth

SPRING GREEN SALAD

- 1 medium size lettuce
- 2 onions
- parsley
- 1 cucumber
- mint (fresh)
- scallions

Wash and shred the lettuce, chop onions finely and parsley; keep a few pieces for garnishing. Wash cucumber peel and cube. Wash scallions, and cut tops off leaving a short piece of the onion. Toss the lettuce, parsley, cucumber, onion and together, salt and pepper. Pour over a little French and serve in a glass bowl. Garnish with a few sprigs of parsley.

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Mrs Futter, East London

BEAN SALAD

- 1 d green beans
- 1 d salt, level
- 2 cups water

beans (sliced) with salt and onions till cooked, then he water.

- sugar
- powder
- 1 heaped T flour
- 1/2 bottle vinegar

dry powder, flour with a little water. Mix well, lumps form, and then add the sugar and vinegar, and stir all the time, then add the cooked beans, bring to boil again. Bottle.

May Bennett, Ridgeworth

STUFFED CABBAGE SALAD

- 1 fresh green medium size cabbage
- onions
- carrots
- tomatoes
- fresh pineapple
- radishes

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots

FORD STRIKE
Politics in gear

The four-day strike at Ford (SA)'s Struandale plant in Port Elizabeth is unique in two respects. Both the cause of the strike and management's handling of it, represent new elements in SA labour relations.

The cause was the resignation or dismissal (depending on which side you are on) of Thomazile Botha, a trainee draughtsman at Ford who is also leader of the Port Elizabeth Civic Association an organisation similar to Soweto's Committee of Ten.

It is certainly unique for 700 African workers (virtually the plant's entire workforce) to down tools in support of a white collar worker who also happens to be the leader of a community political group.

PE sources tell the FM that the strike was chiefly supported by younger workers - for employers an ominous sign of their radicalisation. And while there are those who claim Botha ignored company grievance procedures and was chiefly concerned with winning converts to his organisation the fact that 700 workers followed him may well herald a new militancy among East Cape workers.

The FM understands the Ford strike has attracted a great deal of attention in Soweto, where many see it as an indication of "how effective combined worker action can be". The incident could thus lead to a new worker militancy in other areas as well.

Ford's handling of the issue is also unique. All 700 workers are now back at work and will be paid for the time they were on strike. Whereas the majority of

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EGG SALAD

- hard boiled eggs
- salanaise

Cut eggs in half and lay on a flat salad platter; cut side down. Pour over salanaise.

May Bennett, Ridgeworth

- salt and pepper
- paprika and parsley

----o0o----

CHICKEN AND CUCUMBER SALAD

- 1 cup cooked chicken, diced
- 4 T finely chopped walnuts
- French dressing/mayonnaise
- lettuce

Marinate chicken, cucumber, nuts and peas with French dressing. Serve on lettuce with mayonnaise. Cover with greaseproof paper and refrigerate until ready for use.

S. Drury, East London

- 1 cup cucumber, peeled and diced
- 1 cup cooked green peas

French dressing:
Blend together 6 T salad oil and 2 T lemon juice.

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employers would probably have reacted by dismissing the entire workforce Ford chose to negotiate a settlement with the workers and their union the United Auto Workers

Ford recognises the union making it one of the few companies to recognise an independent African union. The union however played no role in the strike beyond attempting to resolve the dispute once the workers had walked out. Says unionist Fred Sauls: "We knew nothing about the strike until it happened. But at least half the strikers were union members and we obviously had to help achieve a settlement."

Sauls is enthusiastic about Ford's response. He concedes that the company could have fired the workers and replaced them with out-of-work motor workers - unemployment in the industry is high and Ford itself is on a three day week. By negotiating, says Sauls, Ford "showed it is an enlightened company which handles labour issues with a great deal of goodwill."

Many employers no doubt will be critical of Ford's "capitulation". They are likely to argue that it was forced to avoid a confrontation because it is a multinational which attracts a good deal of public attention in the US and thus feared adverse publicity if the dispute boiled over into a confrontation.

Ford itself is saving nothing. "We are in a no comment situation," says a spokesman. "No doubt the company feels that appearing weak to employer hawks may prove worthwhile if it helps the parent company in the US. But the dispute has also helped cement management - union goodwill," says Sauls. "They weren't weak. They were simply acting as enlightened employers should."

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WIEHAHN AND THE WORKERS

WHEN the Government-appointed Wiehahn Commission suggested that African trade unions be allowed to register, many people expected cries of joy from the unions. When the Government accepted the commission's recommendation, they must have expected even greater joy.

After all, although African unions have never been illegal, the fact that they have not been allowed to register with the Government has weakened them in their dealings with employers. Unregistered trade unions are not allowed to take part in Industrial Councils, where unions and employers decide on minimum wages for many industries. They have not been able to represent their members at the Wage Board, where minimum wages for many unskilled workers are fixed. While many registered unions are able to ask employers to deduct union dues from the pay of their members, most unregistered unions do not have this advantage and their finances have been shaky as a result.

Members of unregistered unions do not have the same protection against victimisation by their employers and it has been easier for employers to fire members of African unions because those unions are not registered. Most employers have been able to avoid dealing with unregistered unions and these unions have thus enjoyed much less power than registered unions. The Government decision, therefore, would seem to have finally given the unions the power they need to fully represent their members. But it is not as simple as that. Most of the unregistered unions had serious reservations about the Wiehahn report and the Government's reaction to it. They feared that the new system which the Commission recommended was designed to weaken the unions rather than allow them to grow.

is allowed to represent the unions' main worry, however, is that the new system will introduce new controls on trade unions — and they fear that these controls will be introduced specially to cater for the new African unions. A new Industrial Court was suggested which would have wide powers to keep an eye on labour developments and the unions fear that the court will make life harder for the unions the authorities dislike.

The unions are also worried about the fact that the commission has supported the idea of "works councils" which the unions argue are the old liaison committees under another name (although the liaison committees were for Africans only and the new councils are multiracial). Unions have always rejected these committees. They argue that the workers on them are always in danger of victimisation by their employers. Half the committee is nominated by the employer and the unions argue that the committees are always weak and achieve little for the workers.

Most black unions believe that the union itself should be involved in representing workers in the factory. The union, they say, is stronger. Union officials do not work for the employer and thus have no reason to fear him. So the unions had their doubts about Wiehahn. They feared it would bring them under greater Government control and weaken them on the fact that the unions had their own representatives in Durban's Umhlangi or KwaMashu or East London's Mabaridane) and foreign workers were not allowed to join trade unions. Racially mixed trade unions were not permitted. A new system, called provisional registration was introduced. Mixed unions were not allowed without special Government permission. The new law also contained an idea suggested by the Wiehahn Commission to join small white unions or very conservative employers would thus have the right to keep new African unions off this body. (The law has been changed to allow unions who are kept off the councils to appeal to the Industrial Court).



decided to apply for registration. But they have set certain conditions for accepting it. Unions must be allowed to be fully integrated without separate branches for the various race groups and segregated executives (Mixed coloured and white unions have been forced thus far to have segregated branches). The independent union believes that the "parahels" are deliberately trying to recruit their members (sometimes with the help of employers) in order to squeeze independent-run African unions out of business. They believe they will be able to withstand this pressure better if they have the benefits of registration. The Cape unions reply that registration will mean the weakening of the movement to such an extent that unions will be unable to fight for their rights. They describe the new system as "another Urban Bantu Council for the black people". There are also fears that the Government will not agree to register some unions and will impose new conditions on some of those it does register. Many people believe the Government will not accept the conditions Fosatu unions have laid down.

The next few months should provide some of the answers to these questions. It should also show whether the unions' fears about the new system are justified.

This is the second in a three-part series on the labour scene by SUNDAY POST'S Special Labour Correspondent. It looks at the effects on worker organisation of the Wiehahn Commission report and recent Government moves to allow all workers to belong to registered unions under certain conditions. Since the law was passed the Government has issued a proclamation allowing migrants and commuters into registered unions (although foreigners, such as those from Lesotho are still excluded) and unions like Mrs Mvubelo's have changed their minds. So have most of the parallel unions organised by non-African registered trade unions. The independent unions, however, still have their doubts about the new system, and those in the Cape have decided they will not register until all the new controls are removed. The unions in Fosatu have, however, recently

FORD UNREST

SA microcosm

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Feb 16/11/74

November has been a harried month for motor giant Ford. It is being squeezed between black worker militancy and white worker conservatism. Its problem is one which is likely to affect other employers in the months to come.

On Tuesday, black workers staged a work stoppage — the second in two weeks — but returned to work the following morning. According to Ford's public affairs director, Dunbar Bucknall, the stoppage happened because workers were unclear why those producing car shells were asked to work overtime, while those waiting for the shells had no work and were told to leave early.

The stoppage was short-lived and negotiations between management and the unregistered United Auto Workers' Union (which Ford recognises) have twice defused the situation. But the second walk-out is further evidence of growing black worker militancy in the Eastern Cape.

But Ford's problems don't end there — it is also facing a white worker backlash, occasioned by its sympathetic handling of African workers. At a meeting last Thursday, the conservative Iron, Steel & Allied

Workers Union decided to confront management with a number of complaints. Workers are objecting to integration of facilities, such as toilets and canteens, black strikers receiving pay for the days they were on strike, and black advancement.

They have also called for extra pay or leave for time they worked during the black strike, paid leave and bonuses for their workers who were retrenched, and the reinstatement of a white foreman who is to be retrenched at the end of the month. The union met management on Monday and discussions could continue until next Monday. According to Bucknall, a decision has been reached on the foreman.

So Ford is not only trying to handle black militancy — it is faced with simmering racial antipathy on the shop floor. Militant black and white workers are at odds and Ford will have to tread carefully to defuse matters.

Black workers, angered by white workers' objections to blacks using facilities, have been boycotting the canteen at the Struandale assembly plant since Monday. This boycott spread to the engineering plant on Wednesday, and the boycott is expected to continue until Iron and Steel backtracks.

A report in *Beeld*, usually close to government sources, says that Iron and Steel may take Ford to the Industrial Court (which begins operation next month), alleging that Ford's sympathy to African worker demands constitutes an "unfair labour practice".

If the case goes to the court both unions and employers will need to watch the outcome closely. The court would be faced with a microcosm of the entire SA labour relations scene and its reaction would give crucial pointers to its future attitude.

The Ford issue is certainly a test case. This is the first time that management has been placed so directly in the centre of racial conflict on the shop floor level. Complicating the issue is the attention that Ford will receive in the US.

714

the Cot

(2) The application may be made in accordance with other manner as the Court may direct, and the Court may order rectification of the register and payment by the company of any damages sustained by any person.

(3) On any application under this section the Court may order the name of any person who is a party to the application to be omitted from the register, whether the question arises between members or alleged members on the one hand, and generally may decide any question necessary for the rectification of the register.

Debentures

116. Creation and issue of debentures.—A company, as so authorized by its memorandum or by its articles, may create and issue secured or unsecured debentures.

117. Security for debentures.—(1) The binding of movable property as security for any debenture or debentures may be effected by—

- (a) a deed of pledge and the delivery of the movable property concerned to one or more debenture-holders or to a trustee for debenture-holders; or
(b) a notarial bond, collateral notarial bond or notarial surety bond executed in favour of one or more debenture-holders or of a trustee for debenture-holders; or

6

after discussion with staff and 24% as a result of discussions with senior students and with students.

2.4 The Course Information Lectures

The majority of the sample (73%) felt that they obtained some information about the subject from the course information lectures, though only 3% were completely or almost completely satisfied with the information obtained. The majority specifically commented that they would have liked course outlines and booklists on each specific subject handed out before lectures. They would also have liked information in the lectures about tutorial work loads, department requirements and re

The majority of the sample (52%) felt that they had enough opportunity to ask questions at the course information lectures though 30% felt they would have liked more; only 6.5% would have preferred to see staff in their offices instead of the lectures. They would also have liked to see staff as well as the lectures, and were satisfied with the arrangements.

2.5 The Student Workshops

Approximately one-third of the sample did not ask any questions in this section of the questionnaire because they did not attend the Sunday workshop. A great number of the sample indicated in their comments that they would have preferred these not to be held on a Sunday. Of those that did answer questions in this section 83% felt the Workshop had been long and helpful to some extent to integrate into their studies as well as in choosing their degree courses.

2.6 The Course on Study Methods

A majority of the sample (69%) felt that the methods of study were adequate at University level. Only 1% felt they were completely inadequate. Yet the majority (51%) would have liked a lecture on "Lectures, Revision and Examination Techniques"; in their comments a number of students suggested that a more practical practical approach to all topics might be desirable.

As regards an on-going study methods course over the next semester, 72% of the sample stated they would find it desirable and 30% would find it very valuable.

2.7 Library Instruction Course

An overwhelming majority of the sample were enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sample indicated as follows:

Bosses warn kam tyre workers

Own Correspondent

PORT ELIZABETH — Black workers at General Tire, Port Elizabeth, would be replaced unless they returned to work soon, the managing director, Mr R.G. Nicholson, said yesterday.

Production at the plant came to a halt again yesterday when about 900 black workers walked out at 12.30pm. It was their second walkout this week.

Mr Nicholson viewed the walkouts as illegal strikes.

Workers said they handed a list of 24 grievances to plant management at a meeting yesterday morning. They demanded the reinstatement of two recently laid-off workers.

Other grievances included a demand for union representation, claims of discriminatory pay and employment practices and inferior segregated facilities.

Both day shift and night shift workers turned up at the factory yesterday morning. They walked out after unsuccessful meetings with management. Before leaving, they elected a committee of five to represent them.

Asked to comment on the workers' complaint of inadequate representation, Mr Nicholson said: "I don't believe there is a union which represents our workers. I believe we need one."

Meanwhile worker unrest continued at the Ford Motor Company's Struandale, Port Elizabeth, assembly plant yesterday where about 60 paint shop workers walked out after a disagreement with management over overtime.

A Ford spokesman said that the paint shop was asked to keep working yesterday while other sections went home. The call was rejected and the workers left.

walkout workers sacked

PORT ELIZABETH. — More than 700 black workers at Ford's Cortina plant at Struandale lost their jobs yesterday after staging the fourth snap walkout in three weeks.

In terms of a new hard-line management approach spelt out yesterday, the workers were held to have terminated their own services by walking out soon after midday.

The chief grievances outstanding appear to be a demand by black workers that a colleague be reinstated after his recent retrenchment, and an insistence that management meet workers for a face-to-face report back on their grievances.

A Ford spokesman declined to comment on whether the workers would be allowed to reapply for employment.

For the first time since the dispute at the Ford plant began, the police mounted a visible presence at the plant, with plain-clothes policemen watching proceedings from a distance. — Sapa.



SECTION I : The Industrial Revolution in Britain. (May 30 - June 21)

The Industrial Revolution (conventionally, 1760-1830) turned Britain from a land of plough and pasture to one of factory and town. Production increased rapidly; and this could be seen as a vindication of the ideas of Adam Smith, the 'Father of Economics', who had argued that free enterprise would lead to the greatest wealth.

Lectures: (1) Outline and definitions (2) Adam Smith's Britain (3) Changes in consumer goods industries (4) Changes in capital goods industries (5) Population growth - cause or effect? (6) Transport developments (7) Capital growth (8) "Causes" of the industrial revolution.

SECTION II : The Aftermath of the Industrial Revolution.

The Industrial Revolution led to greater production but it did not immediately lead to greater prosperity for most people; it had led to greater poverty. Why? Thomas Malthus and Karl Marx gave different answers to this problem - answers that are still debated to-day.

Lectures: (1) Some social results of the Industrial Revolution (2) Malthus on the causes of poverty (3) Marx on causes of poverty (4) A survey of 19th century political development

SECTION III : The Spread of Industrial Capitalism. (August)

During the nineteenth century, capitalism spread through Europe and the United States. As it spread, it changed. Firms grew larger, international trade became "problems". International trade and oligopoly became a so-called depression towards the end of the century. Despite a so-called depression towards the end of the century, standards rose in the advanced countries. Capitalism reached India and Africa: the age of Imperialism began.

Lectures: (1) The spread of industry to France, Germany and the United States (2) Free trade and protection (3) The depression of 1873-96 (4) The transport revolution (5) Imperialism

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23/11/74

Employer group in new row over black unions

By Sieg Hannig
Labour Reporter

The Steel and Engineering Industries Federation has come into direct conflict with a major foreign employment code and has stirred up a major controversy in South Africa

Even employers have expressed reservations

about Seifsa's guidelines on relations with black workers belonging to trade unions in the metal and engineering industries.

"If Seifsa did not intend to stifle trade unionism 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 Drummond, director of Seifsa, has refuted all the criticism.

"We support trade unionism irrespective of colour but it is necessary for us to deal with unions which are registered," he said.

He regarded a union's refusal to become registered as a refusal to establish its credentials. "These credentials are important 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 recognition from unregistered and provisionally registered unions.
- Not "actively assist trade union organisation" and not accede to requests by unionists "allegedly 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.

XVI

SYMPTOMS AND ILL-DEFINED CONDITIONS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,54	2,10	1,24	7,00	6,86	19,69	19,83
1-4	0,04	0,04	0,21	0,35	0,75	0,77	2,58	2,48
5-24	0,01	0,01	0,09	0,06	0,08	0,03	0,21	0,23

They had undermined the influence of the union which could possibly have solved their problems diplomatically

Labour Reporter
 Port Elizabeth's black labour unrest hit a new peak today as 200 workers from a previously unaffected industry walked off the job.
 The stoppage by 200 shift workers at the SA Adams paper mill followed the sacking of 700 workers at Ford and 600 workers at the General Fire and Rubber Company.
 The paper workers gathered in the factory grounds, protesting against low pay, then liaison committee, no bonuses and a quick turn around of Sunday shifts.
 It appeared that there was no trade union membership of any significance among the paper workers.
 Meanwhile the national organiser of the black United Automobile Workers' Union, Mt George Mause, told The Star's correspondent today that those who walked out were "all losers".

PE Labour Unrest hits new peak

XVII ACCIDENTS, POISONINGS AND VIOLENCE (EXTERNAL CAUSE)

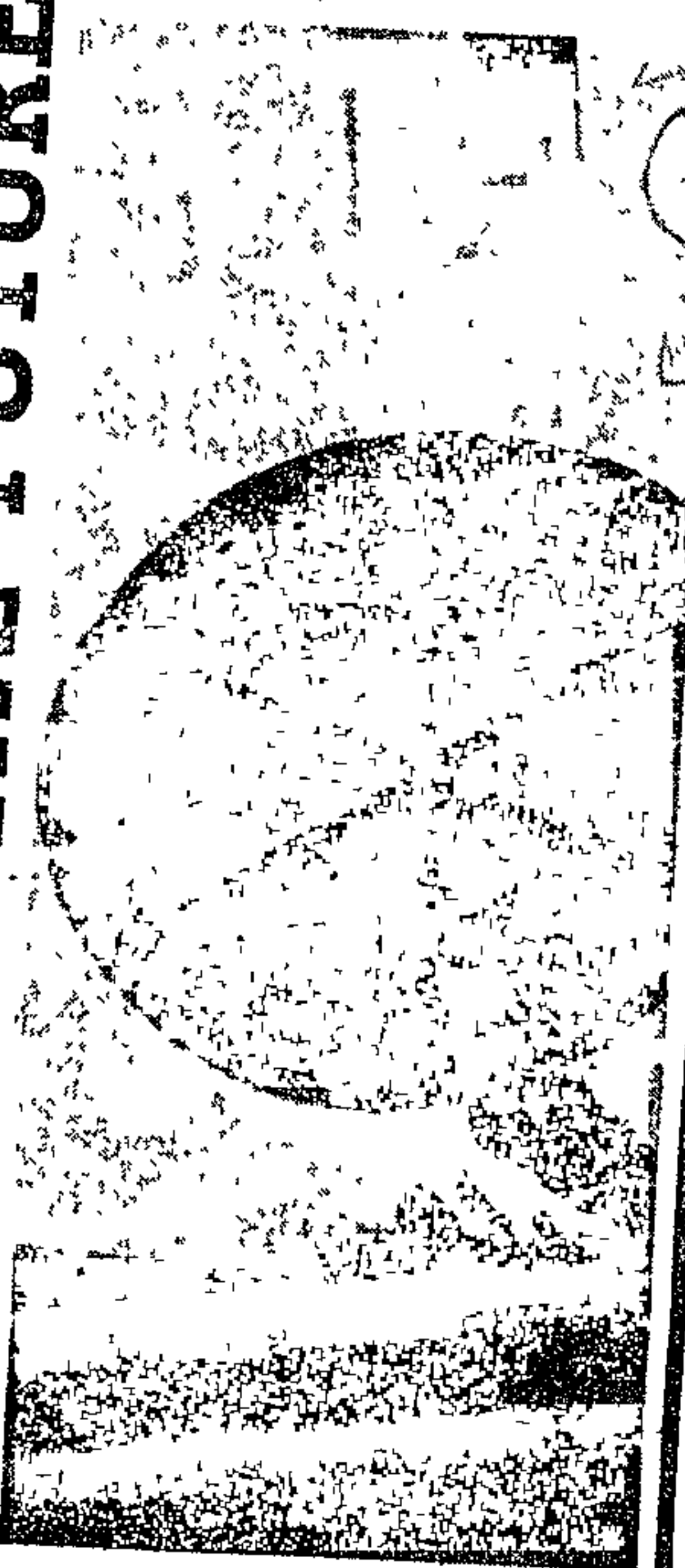
	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,85	0,69	0,70	0,31	1,18	1,24	0,32	0,19
1-4	0,49	0,21	0,31	0,27	0,63	0,61	0,21	0,20
5-24	0,71	0,22	0,68	0,20	1,40	0,38	0,68	0,12
25-44	1,18	0,30	1,43	0,37	3,32	0,70	1,22	0,26
45-64	1,25	0,42	1,55	0,40	2,89	0,76	1,10	0,31
65+	1,26	0,71	1,34	0,91	2,19	0,90	1,02	0,53
ALL	0,95	0,33	0,95	0,29	1,91	0,56	0,89	0,20
NO.	1973	677	333	104	2175	652	1868	324

ALL CAUSES

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	21,76	16,18	40,44	27,11	133,70	119,02	91,30	88,18
1-4	1,17	0,94	2,42	2,39	17,22	16,21	10,23	9,93
5-24	1,05	0,46	1,31	0,74	2,26	1,25	1,64	1,12
25-44	3,02	1,47	4,33	2,48	8,80	4,96	4,78	3,70
45-64	17,46	9,49	26,27	18,72	24,27	17,87	18,06	15,57
65+	73,62	54,55	92,20	82,93	96,90	71,79	53,38	45,89
ALL	9,44	7,40	8,03	5,51	14,62	11,00	8,77	8,13
NO.	19600	15374	2828	1967	16632	12847	18348	13062

BLACK LABOUR... THE FUTURE

Today SUNDAY POST carries the last of a three part series, written by our Special Labour Correspondent, on the future of South African workers and trade unions.



needed and there are not enough white hands to go around. That is why bosses and the Government are saying that Africans should be allowed to do skilled work. This does not necessarily mean that Africans will be able to compete with whites for jobs. But it does mean that, as whites move up into more skilled jobs, Africans will take their place lower down on the scale and in jobs which they have not been allowed to do before.

Some people argue that this will create an African "labour elite" which will be happy to turn their backs on their fellow-Africans in exchange for better jobs and more money. Others believe that being allowed to do more skilled

work will give many African workers greater power. At the same time, there is little doubt that African workers are becoming stronger on the factory floor. The Fattis and Momms' dispute is a case in point. Three years ago, many observers were surprised when African workers at Armourplate Safety Glass in Springs stayed on strike for nine weeks.

But the Armourplate workers lost. At Fattis and Momms, the workers won despite having to live on R15 a week for nearly seven months. They all got their jobs back at the same pay they were getting when the dispute began.

The last two weeks' events at Ford and General Tyre in Port Elizabeth provide further evidence of this. For the first time workers rallied

behind a political leader and struck in support of him. Then workers struck twice more — once about overtime and then over an alleged racial remark by a white foreman. Among other things, the strike showed that African workers in the Eastern Cape are not prepared to take what they see as insults to their dignity lying down.

What makes Ford more interesting is the fact that the company recognised an African union. But many of the workers seem to have felt that the union was not political enough and turned to the Port Elizabeth Black Civic Organisation (Pecco) and its leader Thozamile Botha.

Most employers try to avoid having anything to do with African unions

— particularly the stronger ones. The union at Ford, the United Auto Workers, is a member of Fosatu and many Eastern Cape companies want nothing to do with it.

They must, therefore, have been surprised — and more than a little shocked — to discover that some workers find even these unions too "tame", because they are not directly involved in politics. And what happened at Ford is that workers decided to bring political issues onto the factory floor and to rally behind a political organisation there.

This doesn't mean that trade unions are going to be replaced by political organisations in the factory. Workers at Ford agreed that the two have different roles. The union, they say, must represent workers in the factory. Organisations like Thozamile Botha's Pecco should represent them outside of it.

Ford shows that all unions will have to make sure that they are in touch with their members' feelings and that they push their case strongly. Otherwise workers will lose faith in the union and look elsewhere.

So African workers are beginning to show their muscle and African unions are likely to become stronger as a result. Many people believe that this is why the Government wants to recognise African unions. It will bring them into its new system, control them, and in this way make sure that only a "tame" views

union movement survives, say some trade unionists

Some employers realise that African workers must have unions to represent them. If they don't, they will turn to other, more radical bodies.

But, instead of dealing with strong, democratic trade unions, they are seeking to replace them with some of the tamer "parallel" unions — or in some cases, unions started by the employer himself. Many of the independent unions, such as those in Fosatu and the Consultative Committee of Black Trade Unions, fear that some employers want to deal only with unions which will not cause problems for them.

Some labour sources are gloomy about the future of the trade union movement, because of these trends. Both the new labour system and the growth of "parallel" unions, they fear, will make sure that the existing independent African union movement will either die, as those which have gone before it have, or become yet another "tame" union movement.

If workers have grievances, they say, they will try to do something about them. If their unions are strong and democratic, they will try to solve their problems by negotiation through the union leaders. But if the unions cannot help them — and they insist most of the "parallels" can't — workers will find other ways to express their views

Handwritten notes in circles: 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200.

POST, Wednesday, November 25, 1979

Page 4

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(Dis) Investment Controversy

Meanwhile, the AFL-CIO convention has not yet considered a resolution from its executive council calling on the United States to enact legislation to establish a binding code of conduct on American corporations doing business in South Africa -- with severe penalties for noncompliance.

and rejoice and still remain well-fed slaves in bondage. Our struggle is for total liberation. It is a struggle for our birthright.

he is at the beginning of a month's visit to the country as a guest of the State Department.

Last month, Mrs. Mybelo toured America, promoting the hard-line, unqualified message that those who wanted economic withdrawal from South Africa were "kicking the black masses in the teeth".

● Mrs. Mary Niscke, secretary of the Black Allied Workers Union, called for total economic withdrawal as a means towards strengthening the black fight against apartheid.

● Mrs. Lucy Mybelo, general secretary of the National Union of Clothing Workers, vigorously opposed disinvestment because she believed that increased economic development had forced the government into positive change.

OPPOSED

Mrs. Niscke said in an interview this week that she, the union she represented, the 28,000 members and most of South Africa's black leaders were vigorously opposed to foreign investment in South Africa because this investment "strengthened the structure of apartheid".

"Our fight is not for material acquisition. We do not want to eat

the 19th century, European nations extended their grip on Asia and Africa. Why do you think this

les would seem to be: (1) The growth of population and production; (2) A small group appropriated the extra production, leaving the rest with little more than before - economic development involves spending on capital goods for consumption goods. Which alternative do you think is more likely? Perhaps there are other possibilities?)

"The Real Wages of the Majority in Britain, 1800 to 1850" is the title of a book by J.L. & B. Hammond. Was it almost certain that they would have recorded a standard of life of large classes of the population" (the truth?)

"Peak Age" was an appropriate name for an Englishman in the first half of the 19th century?

Following subjects:

Each historian's need is the ability to weigh up evidence and make judgments. These essays are designed to help you to choose the subjects are ones over which scholars have disagreed. Read the evidence and come to a decision. A successful student will not look only at the evidence for one side. The essay should be handed to your tutor during the next period.

If you need help.

P.T.O.

consult your tutors

NOTICE 927 OF 1979

DEPARTMENT OF MANPOWER UTILISATION
INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as trade union has been received from the African Tobacco Workers' Union

Particulars of the application are reflected in the subjoined table

Any registered trade union 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/trade union—
African Tobacco Workers' Union

*Date on which application was lodged—*26 October 1979

*Interests and area in respect of which application is made—*Black persons who are employees for purposes of the Act and are employed in the Tobacco Manufacturing Industry

"Tobacco Manufacturing Industry" means the industry in which employers and employees are associated in establishments for the manufacturing, preparation, packing and despatching of cigarettes, cigarillas, snuff, snuff leaf, cut or roll tobacco, and includes all operations incidental to or consequent on any of the aforesaid activities, in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort and Springs

*Postal address of applicant—*217 York House, 57 Rissik Street, Johannesburg

*Office address of applicant—*217 York House, 57 Rissik Street, Johannesburg

KENNISGEWING 927 VAN 1979

DEPARTEMENT VAN MANNEKRAG-
BENUITTING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie van 'n werkgewersorganisasie/vakvereniging ontvang is van die African Tobacco Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die 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 van Mannekragbenutting, Laboriegebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

*Naam van vakvereniging—*African Tobacco Workers' Union

*Datum waarop aansoek ingedien is—*26 Oktober 1979

*Belange en gebied ten opsigte waarvan aansoek gedoen word—*Swartes wat vir die doeleindes van die Wet werknemers is en in die Tabakvervaardigingsnywerheid in diens is.

"Tabakvervaardigingsnywerheid" beteken die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die vervaardiging, bereiding, pakking en versending van sigarette, klein sigare, snuifblaar, gekerfde of roltabak en sluit in alle werksaamhede wat gepaard gaan met of voortvloei uit enigeen van voornoemde werksaamhede in die distrikte Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Krugersdorp, Nigel, Pretoria, Randfontein, Roodepoort en Springs

*Posadres van applikant—*York House 217, Rissikstraat 57, Johannesburg

*Kantooradres van applikant—*York House 217, Rissikstraat 57, Johannesburg

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Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union 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

J N HITCHCOCK, Industrial Registrar
(30 November 1979)

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging 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 soos voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

J N HITCHCOCK, Nywerheidsregistrator
(30 November 1979)

Mill workers were 'intimidated'

PORT ELIZABETH — Intimidation of black employees of the Adamas Paper Mill in Port Elizabeth has been reported after an announcement by the Adamas management on Monday that workers would be reinstated yesterday.

The managing director, Mr A C N Malkin, said yesterday the majority of shiftworkers failed to report for

duty on Monday afternoon and night.

Workers had arrived at the factory, but had been accosted by blacks outside and had left, Mr Malkin said.

On Monday 85% of the day staff had turned up but many had left after reports that their families would suffer and their homes

would be set alight. Mr Malkin said 40% of the day staff arrived for work yesterday.

Meanwhile the Ford Motor Company has received about 900 job applications since the dismissal of about 700 black workers at its Cortina plant last Wednesday. Forty appointments have been made, including

20 of the workers who walked out on Wednesday.

Ford's public relations director, Mr Dunbar Bucknall, said it was expected that a further 60 workers, including a number of those involved in the walkout, would be appointed today.

The workers appointed on Monday resumed work at the Cortina plant yesterday. — Sapa.

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PE labour troubles are foretaste of the 1980s

The industrial troubles that have erupted in Port Elizabeth are a foretaste of the delicate problems that can come in the wake of meaningful change in South Africa, writes GRAHAM FVSH. They concern the problems of the 1980s.

Parent company unlikely to address

NEW YORK — The American parent company of Ford in South Africa has not yet received the plea for help which black workers have reportedly sent it.

But it seems unlikely that the US company will agree to be drawn too far into the matter.

Mr W R Prutow, Personnel and Organisation manager of Ford's Middle East and Africa Division, said last night: "We cannot react fully until we have seen the letter."



Mr George Marase... aim is "liberation."

The Port Elizabeth industrial situation, says... "What is coming through is that what starts as a normal grievance in a plant assumes much wider implications in terms of other grievances at home and in politics."

"It is not simply a labour matter."

An examination of the incidents that triggered two black walk-outs at Ford reveals the nature of the discontent.

The first came after black civic leader Mr Thozamile Botha ("the Dr Ntsho Motlana of Port Elizabeth") resigned from his work at Ford. Mr Botha, head of the recently formed Port Elizabeth Black Civic Organisation

REACTION

The men later returned to work, but walked out again following reported remarks by whites at the factory that were disparaging of blacks. One remark was said to be that blacks could not behave themselves in the integrated canteen.

In both cases the issues were more political than industrial. The white reaction, particularly, were a reaction to enlightened practices which, in turn, prompted a reaction from the blacks who no longer are prepared to tolerate rudeness from their white superiors.

Mr Botha, a black map of Africa pendant swinging from his neck, concedes this, but asserts they were a catalyst for underlying grievances.

LIBERATION

The overriding political nature of the clash is confirmed by Mr George Marase, national organiser of the United Automobile Workers of South Africa.

"We are all fighting for the liberation of the black people," he says in his office in PE's Korsten suburb. "The politicians have interfered a bit too much in this matter. We should operate in our area — trade unions — and politicians in theirs. We must work on parallel lines."

"But our goal is the same, liberation — that is, democratic rights and majority rule."

"We are trying to pressure the employers. They can pressure the Government."

"Each is just a part of one big struggle."

The struggle, he might have added, of the 1980s.

65+	0,18	0,13	0,00	0,15	0,47	0,18	0,26	0,07
ALL	0,06	0,04	0,07	0,06	0,25	0,14	0,44	0,15
NO	128	85	26	23	289	164	366	187

viewing them as a threat. Rising black expectations meet white fears and prejudices on the factory floor. The heady mixture is stirred by militants and reactionaries to create a boiling political cauldron.

Comments Mr Ferreira: "It is in a way tragic that the company that has been in the forefront of viewing people as people has been caught — possibly as a consequence of its own actions, in the sense that it engendered expectations that cannot be fulfilled overnight in any society."

"On the other hand, people see themselves as having been deprived for many years and consequently they want more immediately."

Mr McGraw sees the situation as a reflection of the change in political action in South Africa between black and white. Dr Ali Borame, MP, Progressive Federal Party spokesman who made a special study of

65+	11,52	7,89	16,51	13,42	20,07	10,49
ALL	1,12	0,97	1,22	0,79	2,87	2,22
NO	2336	2019	433	282	3270	2588

But whites see the advancement that has already taken place as too fast. They are frightened and angered by what they see as preferential treatment for blacks. They resent black promotions.

Encouraged by their advancement, blacks want to advance even more quickly. To quote an unidentified black speaker at a recent Port Elizabeth meeting: "My children have been in darkness for such a long time, now that they see the light they are almost blinded by it."

STIRRED

Mr Thozamile Botha... given "ultimatum."

Very enlightenment that is the reason for Ford's troubles.

Encouraged by their advancement, blacks want to advance even more quickly. To quote an unidentified black speaker at a recent Port Elizabeth meeting: "My children have been in darkness for such a long time, now that they see the light they are almost blinded by it."

Mr Botha, a black map of Africa pendant swinging from his neck, concedes this, but asserts they were a catalyst for underlying grievances.

LIBERATION

The overriding political nature of the clash is confirmed by Mr George Marase, national organiser of the United Automobile Workers of South Africa.

"We are all fighting for the liberation of the black people," he says in his office in PE's Korsten suburb. "The politicians have interfered a bit too much in this matter. We should operate in our area — trade unions — and politicians in theirs. We must work on parallel lines."

"But our goal is the same, liberation — that is, democratic rights and majority rule."

"We are trying to pressure the employers. They can pressure the Government."

"Each is just a part of one big struggle."

The struggle, he might have added, of the 1980s.

Twenty-nine-year-old Johnson Ngodwana at first cannot explain why he went on strike at Ford's Strandale Plant in Port Elizabeth. Pushed for an answer, he finally says with a touch of bitterness: "The white foreman was rude to me."

His revealing remark goes right to the heart of the industrial "friendly city" — trouble that has led to mass walkouts involving 1300 workers at Ford, General Tire and Adams Paper Mills.

These are not regular industrial disputes. For one thing, they do not concern pay and working conditions as much as they concern political and racial clashes.

FAR AHEAD

Few deny that the Ford plant out of which Ngodwana and 700 of his co-workers walked last week is one of the most advanced in South Africa as far as labour practices are concerned.

The director of the Midlands Chamber of Industries, Mr Brian Matthews, asserts that Port Elizabeth employers — and notably Ford — are three to four stages ahead of their Transvaal counterparts when it comes to pay and working conditions.

"The Pretoria-Whitwatersrand-Vereeniging area has still to go through that," he says. "We have an industrial council and all we have to do is to accommodate the black trade unions into the existing system. That's a lot easier than starting from scratch."

"We have been working with the unions and their aspirations for a long time. And equal pay for equal work has always been accepted by the employers."

IRONIC

Ford's Mr Fred Ferreira, director of industrial relations, assets: "We have what is recognised as very enlightened practices, including substantial training programmes, including promotional prospects for non-whites and including encouraging people to see one another as people and not members of a particular race group."

It's in tune with Wehahn and Rieker. It's the mood of the 1980s. But, ironically, it is this

EAST CAPE UNREST

Still rumbling

(11)
30 11 77
(131)

The labour upheavals in Port Elizabeth seem to have subsided. But observers say a repetition of the wildcat strikes that hit three PE companies cannot be ruled out and the resistance among workers to return to their jobs has not been completely broken.

The majority of Ford workers who lost their jobs last Wednesday, are still stalling on returning to work. Fred Ferreira, Ford's industrial relations director, had hoped that most workers would have returned on Monday after they had cooled off. Less than 100 workers have asked for their jobs back — the rest will not return they say until their demands are met.

Hundreds of workers are waiting outside the plant's gates to take their place. On Monday and Tuesday around 500 workers queued for jobs and about 300 on Wednesday.

Reports claim that Ford is trying to employ as many coloured workers as possible. However, asserts Ferreira, 'this is not so. We are giving preference to employees who used to work for us'. Of those new to Ford about 20% will be coloured. He adds that no conditions will be imposed on those who return. But Ford is going from a three to a five-day week cutting its workforce by around 200.

Worker meetings have been taking place in the townships and a committee of seven, regarded by many as an arm of Thozamile Botha's Pebeo, has been elected. The committee has asked Ferreira to

Financial Mail November 30 1979

PUBLIC OF SOUTH AFRICA — COMPANIES Act, No. 61 of 1973

ss. 309-311

a private company shall, where it appears from the is to execute the judgment in question that he has not y to satisfy that judgment, be entitled to be furnished copy of the last annual financial statement of the company.

if fails to comply with a demand under this section within of, and any director of the company who knowingly is iltly of an offence.

to a charge under paragraph (a) to prove that the person ded a copy of the document to which the charge relates plied.

[Act No 64 of 1977 and repealed together with its heading 78]

negotiate with it

Ferreira says that he pointed out that he was prepared to negotiate with anyone representing the workers, but that the (unregistered) United Auto Workers Union, which Ford recognises, had to be present.

The UAW claims that Botha is now making overtures to the union to help reinstate all workers. Botha invited it to address workers on benefits in times of dispute. The steps to be followed to get

these benefits and on the union helping to reinstate all the workers. But UAW which suspects that Botha is trying to set his organisation up as an alternative to the union refused.

According to UAW's George Manase, agreeing would implicate the union in the unrest. We are only prepared to fight for members who approach the union. We learnt a lesson in the last month when we fought for all workers, asserts Manase. By Wednesday about 500 of General

953

- (a) a majority in number representing three-fourths in value or class of creditors; or
- (b) a majority representing three-fourths of the votes exercised or class of members,

continued on page 715

The worker dismissed a week ago had been re-employed. Manase says that the union urged workers to return. Only 2% of the 600 General Tire workers have not joined the union but General Tire MD Nic Nicholson asserts that the firm will not deal with an unregistered union.

However, union recognition was on top of the workers' grievances list, along with the reinstatement of two retrenched workers.

Only 40% of the 450 African workers who walked out of Adamas Paper Mill last Friday have returned. Adamas claims that on Monday 85% of the day staff turned up but many left after allegedly being intimidated by some of the workers. The employees walked out because management failed to report by Friday on a number of grievances put to management on Tuesday.

According to GM Colin Malkin, the workers' main complaints were low pay and differential rates. He added that race was not an issue as far as the latter was concerned.

There have also been reports of unrest among Cadbury workers. However, these have apparently been defused by the Sweet, Food and Allied Workers Union which advised the workers not to strike.

192 139 ROM 29 Nov 1979

Across the g

GREAT DIVIDE



Mr Thozamile Botha (right foreground) and former Ford workers during a mass meeting in

Port Elizabeth has experienced a wave of worker unrest which has major implications for industry throughout the country. Labour Correspondent **RIAN DE VILLIERS** examines the personalities and issues involved.

PORT ELIZABETH has been in the throes of the most serious and probably the most significant wave of industrial unrest in South Africa since the massive Durban strikes in 1973.

The wildcat strikes which have crippled three major companies and have thus far led to some 1 500 black workers losing their jobs started a month ago. Although the mass dismissals have largely ended worker action, the outcome is unclear.

More important is that the Port Elizabeth upheaval has differed in many respects from past industrial conflict.

This is especially true of Ford where the unrest started before spreading to General Tire and other firms — and it is Ford which raises the critical questions.

Ford is generally seen as one of the most progressive employers in South Africa.

What really distinguishes it is that it is one of a handful of companies which have formally recognised an independent black trade union.

On the face of it, Ford should have been one of the last companies in the country to be hit by industrial unrest.

As Mr Fred Ferreira, Ford's industrial relations director, has put it "We're one of the most enlightened companies in South Africa and have gone out of our way to set progressive employment standards."

"Our wages are non-discriminatory, we have desegregated our facilities and we have been the first company in the motor industry, and one of the few in the country, to recognise a black union."

"We have tried to establish open communication channels with our work-force in every imaginable way. During the last monitoring exercise in terms of the Sullivan code for US subsidiaries, Ford was rated in the top twenty bracket."

"Why this whole structure has failed is obviously the crucial question which we are analysing and researching."

The concern is not only Ford's. Observers generally agree that Ford may be regarded as a barometer of future industrial relations and events in Port Elizabeth may well be a foretaste of what faces SA industry as a whole in the Eighties.

The dispute at Ford certainly appears to encapsulate many elements likely to play a role in the changed situation expected in industry.

They include the effects of increased expectations, increasingly militant black worker demands, racial friction and a white worker backlash.

With larger-scale unionisation of blacks in the offing, perhaps the most crucial questions surround the position of the union during the dispute.

The United Automobile and Rubber Workers' Union is an independent black union affiliated to the Federation of South African Trade Unions (Fosatu), whose affiliates are still being almost universally rejected by employers as dangerous and militant.

But from the outset the union — which had a membership of some 50% in the Cortina plant — was pushed aside by the workers and although it tried to

mediate wherever it could it has played virtually no role in the conflict.

The union has in fact faced severe criticism from workers who have accused it of being ineffectual and siding with management.

Company and union men point out that the conflict arose around a key political figure in a highly politicised community and cannot be seen as a strict industrial dispute.

However, others argue that political issues will become an increasing problem on the shop floor.

The strikes at Ford were triggered off by the resignation of Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation (Pebco) which has had a meteoric rise to prominence in the black community.

Mr Botha, a trainee draughtsman who joined Ford in February, resigned on October 30 after he claimed he had been given an ultimatum to drop his outside activities or resign.

The company has demed he was given any ultimatum. In any event, hundreds of workers at the Cortina plant at Struan-dale, one of four Ford plants, staged a wildcat walkout in support of him.

The withdrawal of his resignation was negotiated and the workers returned to work. But the spiral of conflict had been set off.

The white backlash came a week later with white workers, members of the right-wing Yster, Staal en Verwante Nywerhede Unie, threatening to go on strike over a wide range of grievances.

Workers complained about black hostility to whites and accused Ford of capitulating to irresponsible black demands. Black workers were accused of antagonism and of misusing locker rooms, toilets and canteens.

Ford's programme of racial integration was cited as a cause of racial friction.

Blacks reacted angrily and conflict escalated over a range of issues with the embattled Ford management negotiating separately with black and white workers.

More walkouts followed. Unrest spread to General Tire with workers walking out over a wide range of grievances.

Ford management drew the line on Tuesday last week, outlawing further mass meetings on company premises and ruling that workers who walked off their jobs would be regarded as having terminated their employment.

Despite this, 700 black workers at the Cortina plant — including Mr Botha — walked out for the last time the next day and were paid out on Thursday as were some 625 General Tire workers.

The dispute has now moved into a new phase. Ford has started to recruit for the va-

cant jobs and, although it doesn't say so, it would obviously like at least some of the former workers to return.

But at mass meetings convened by Mr Botha last week workers decided not to return unless they were reinstated en bloc and certain demands were met.

In an important development, workers formed a Ford Cortina workers' organisation affiliated to Pebco and elected a committee of seven with Mr Botha as a member to further their cause.

While strategy decisions were not disclosed it is believed the workers want to further their cause through international protests — to which Ford as a high-profile multinational is vulnerable.

A drawn-out war of attrition is possible with worker solidarity pitted against the pull of some of the highest wages for blacks in Port Elizabeth in a harsh climate of unemployment.

On Monday, the first day of recruitment, there were only 20 ex-Ford workers among hundreds who queued up for the jobs.

What went wrong at Ford? Mr Ferreira believes there are no single or easy answers and is reluctant to draw firm conclusions.

Indeed, he is perplexed about many incidents during the dispute which he describes as "totally inexplicable" and he seems to suggest there may have been some planning behind the worker action.

At the same time, he says the company had created extremely high expectations among blacks — perhaps deliberately. "Blacks see this as too little too late, and the whites as too much too soon. This may be an oversimplification but it may be in this area that the problem lies."

He adds where far-reaching changes are brought in, some unrest must be expected.

"What has happened here are growth pains which we will have to go through due to the social and economic restructuring of the country. All change brings problems and stress."

His views are echoed by Mr Brian Matthew, director of the Midlands Chamber of Industries.

"What we have seen is reaction to change. Progress inevitably brings some adverse reaction."

"In Port Elizabeth companies have made tremendous progress, and this is the price you pay for it."

He adds the situation should not be viewed with complete alarm.

At this stage, he feels it is difficult for workers to differentiate between industrial issues and political issues.

But he adds significantly "Because there are no political channels acceptable to blacks, a lot of grievances are bound to

flow over into the industrial channels."

On the union issue, he says blacks had little experience in industrial organisation and were learning to organise themselves. "The strikes show they have a lot of learning to do."

The Ford dispute raises two main issues surrounding unionism. As far as employers are concerned, it suggests if the UAW could not contain conflict at Ford, the present almost universal strategy of blocking authentic black unions has no hope at all of securing industrial peace.

On another front, the dispute has raised serious issues concerning the relationship between the black labour movement and other black organisations.

Mr George Manase, national organiser of the UAW, says the strike was not a union issue and was politically inspired.

The union did what it could initially in trying to mediate but was undermined by workers when they ignored the union and demanded direct negotiations with management.

He suggests the management indirectly contributed to this by acceding to demands for direct negotiations.

He argues that Mr Botha did not want to lead the dispute but wanted the union to resolve it.

Since losing their jobs workers had approached the union for advice. "But how can we help them now? I told them if Mr Botha came to us we could straighten it out. Management will allow the union to represent them."

"But we have not been approached."

At the same time Mr Manase says the union has no quarrel with Pebco. "The political spheres and labour spheres are parallel and we are both working for the future of the blacks."

"If they accept our principles we'll accept theirs. But Mr Botha must not use us as messenger boys or use us for his own image."

Despite events at Ford he says the dispute has led to an upsurge of UAW support at other plants.

"Everyone is now aware the union is playing an important role. They also know there was political involvement at Ford."

Like others, he argues Mr Botha was not in favour of the escalation of the dispute but lost control over young militants.

Mr Freddie Sauls, prominent PE unionist and adviser to the UAW, says bluntly Ford's employment practices are completely unrelated to the dispute, which he sees as politically inspired.

"I'm not sure any union could have contained a situation like that. In a situation of mass emotions with black militancy against white reaction, what can shop stewards do? If they try to stop it, they are condemned as sell-outs."

But he adds it did show emergent black unions should put more emphasis on stronger shop floor leadership than the established registered unions, which may help to channel similar conflict.

"We have been trying to push black unions since 1973 but have been continuously rebuffed. So what confidence can one expect black workers to have in unions?"

"They have to be shown we can play a meaningful role. We haven't had that opportunity. All we've been doing is fighting managements."

He argues the dispute has been a good if very expensive lesson to workers on where they should draw the line between political interests and labour interests.

In the short term, more such incidents could be expected as blacks became more politicised. "Until trust and confidence in the labour movement has been built up and the procedures clearly defined, we can expect a lot more of these problems."

The dispute has implications for white unions too. Mr Henry Ferreira, deputy secretary of Yster en Staal, says unrest always had the effect of boosting the union's membership.

Unionisation of blacks, the scapping of job reservation and introduction of black apprentices may well have the effect of driving passive white workers towards unions.

EAST CAPE UNREST

Still rumbling

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The labour upheavals in Port Elizabeth seem to have subsided. But observers say a repetition of the wildcat strikes that hit three PE companies cannot be ruled out. And the resistance among workers to return to their jobs has not been completely broken.

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By Wednesday, about 500 of General

Tire's workers dismissed a week ago had been re-employed. Manase says that the union urged workers to return. Only 25 of the 600 General Tire workers have not joined the union, but General Tire MD Nic Nicholson asserts that the firm will not deal with an unregistered union.

However, union recognition was on top of the workers' grievances list, along with the reinstatement of two retrenched workers.

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BLACK TRADE UNIONS

Seifsa's tough line

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Seifsa's new guidelines on dealings with black trade unions have been bitterly criticised by both registered and unregistered unions. But Seifsa, which represents 5 000 employers in a sector which employs about half a million workers, is sticking to its guns.

It has asked members not to recognise black trade unions until they have received final registration and become a party to at least one of the three industrial councils in the industry.

Even if a union has provisional legal registration, employers should not recognise it. Seifsa has also recommended that there should be no "in-house" bargaining or negotiations with trade unions on matters that fall within the ambit of industrial council agreements, that black trade unions should not be given access to company premises for "recruiting or organisational purposes, or to place notices on company notice boards for the same purpose", and that employers should continue to use works and liaison committees for "effective employee/management communication at individual company level".

The guidelines also point out that in terms of the industrial agreements, members may not grant stop-order facilities to unions.

Hitting the unions?

Trade unions have described the guidelines as an "anti-union" move. Some of the newly-formed "parallel" unions are applying for provisional registration and would thus be excluded from bargaining. And unregistered unions have long argued that unions' chief function is to represent members on the factory floor — a role which the guidelines expressly exclude. They fear the guidelines seek to separate union leadership from the rank-and-file and their problems, thus weakening the unions.

The FM learns that at an employer-trade union consultation last week some employers tried to distance themselves from these guidelines. But Seifsa's director Errol Drummond asserts that "reports of unhappiness in the ranks is utter nonsense. If members were unhappy with the guidelines I would have been the first to know." Other sources claim that employer reservations have been overstated.

Unionists are convinced that Seifsa is trying to make life difficult for black trade unions. States Jane Hlongwane, general secretary of the unregistered Steel, Engineering and Allied Workers Union "I am not surprised. For years Seifsa has

taken that line."

Skakes Sikhakane, general secretary of the Consultative Committee of Black Trade Unions (to which Hlongwane's union is affiliated) has accused Seifsa of interfering. "They are trying to force unions to register. This should come voluntarily from the unions. And they are interfering in company affairs by suggesting that unregistered unions should not be granted access to company premises."

Fosatu's Alec Erwin says "We are not happy with the guidelines. Clearly, Seifsa is trying to force everything through the industrial councils."



Seifsa's Drummond... no unhappiness in the ranks

Many registered trade unions have also come out strongly against the guidelines, arguing that they are not in the interests of labour relations and will inhibit the unionisation of blacks. Says SA Electrical Workers Association general secretary Ben Nicholson "I'm afraid that black trade unions will become unco-operative, because employers have tried to hinder their organisation." And he adds that Seifsa is not keeping to the Saccola employment code which states that employers should not hinder the organisation

of workers

Some assert that Seifsa should take note of the recent unrest at Ford and General Tire, which they argue, shows the need for a strong union presence on the factory floor as a bulwark against unrest. But Drummond reckons that "if Ford had similar guidelines then it would not be in the pickle it is in now." Moreover, he adds, an analogy cannot be drawn between Seifsa's stand and General Tire, which refuses to deal with black unions.

A number of companies that see themselves as pace-setters in labour matters, such as Anglo American and Barlow Rand, have subsidiaries that are members of Seifsa. But Anglo does not see a conflict between the guidelines and its own industrial relations policy, which supports dealings with unions on the factory floor. Says Anglo's Graham Boustred "The idea that Seifsa is against black trade unions is ridiculous. Seifsa's whole record is one of encouraging participation. We are in favour of black workers exercising trade union rights through the industrial council system."

And one of Barlow's subsidiaries has had dealings with the unregistered Metal and Allied Workers Union. According to a Barlow's spokesman, the company will continue to have discussions with the union. The firm is currently defining its position in the light of the Seifsa guidelines, he adds.

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DUREAN — The Federation of South African Trade Unions (Fosatu) has chal-

lenged the newly formed "federation" of Black Trade Unions to prove that it is representative of 40 unions, as it has claimed.

The Federation of South African Black Labour Trade Unions was formed at a meeting here with the ostensible aim of recruiting members from the Trade Union Council of South Africa and Fosatu.

The general secretary of Fosatu, Mr Alex Erwin, said in an interview yesterday that his union was not convinced the "new" Federation do exist, this is a great disservice to work-ers by fragmenting and

"This body has still to prove that it is something more than a publicly stant," he said.

Fosatu was prepared to assist and co-operate with organisations which shared its policy position. "We stand for democratic and non-racial unions of workers controlled by workers committees and with effective shop floor organisations," he said.

FOSATU CHALLENGES NEW BLACK UNION

The fact that the only serious and sustained recognition campaign and the only agreement with unregistered trade unions in South Africa involved Fosatu affiliates, was testimony to the correctness of these policies, Mr Erwin said.

"The meeting to announce the 'Federation' was surrounded by complete confusion and Rosa in received two days notice of the meeting. As a worker-controlled and national federation, we do not decide to form a new federation in two days. The formation of Fosatu has taken 10 years of work by 100,000 workers represented by 100,000 workers," he said.

August 3/12/19

Call to form trade unions

SPEAKERS at a meeting in Cape Town yesterday called on workers to organise themselves into trade unions.

The meeting, held in St George's Cathedral Hall, was attended by about 200 workers and students.

Emphasising the importance of workers joining a trade union, Mr. Jan Theron, secretary of the Food and Canning Workers' Union, claimed that the reasons that the workers at the Fattis & Monis factory went on strike for seven months were not unique to that factory.

BASIC DEMAND

Two of the basic demands of the workers were for a R40 wage a week and a 40-hour week.

Mr. Theron said that even the rights a worker had by law were diluted or taken away by unscrupulous employers. The Wage Act, the Industrial Conciliation Act and other laws protecting workers in South Africa, by ensuring minimum wages and good working conditions, were not observed.

Wald one union move

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The desirability of insuring

THE Southern Trans-
vaal Region of the
Writers Association
of South Africa
(Wasa) yesterday
decided to step up
its efforts to create
a union covering all
black workers in
the newspaper in-
dustry.

Wasa is to approach
other workers in
the industry and
sound them on whe-
ther they would
like a new union
created or would
prefer amending
the present Wasa
constitution.

Yesterday's resolution
follows another taken
at Wasa's national con-
gress in September
where it was decided
that Wasa expand its
base to cover all black
newspaper workers and
fix closer links with
other black trade
unions

Up to now, Wasa has
been confined to journa-
lists — writers and
photographers

Other regions of Wasa
are also implementing
the decision

Speakers at yesterday's
meeting at Orlando
DOCC said the matter
was now urgent if pa-
rallel unions were to
be stopped from get-
ting a foothold in the
industry

The meeting also ratified
the cooption of Mr
Enoch Duma as to the
national executive as
a national vice presi-
dent. He replaces Mr
Thamí Mazwai who
stepped down because
of pressure of work

Mr Goba Ndhlovu now re-
places Mr Duma as
Transvaal chairman

Applications from senior
journalists were invit-
ed for a post of perma-
nent organiser to start
duties on January 2

Members of the Southern
Transvaal region agreed
to donate money to the
Batlokwa Relief Fund,
started by the Far Nor-
thern Transvaal region
after the start of the
removals of the Balo-
kwa people from their
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Wasa still out in the cold

By JOE THOLOE

THE Writers' Association of South Africa (Wasa) is now definitely out of the Newspaper Press Conciliation Board — a body that regulates working conditions at most English-language newspapers.

formula for representation.

Last night the president of the SASJ, Mr John Mattison, said there was nothing the Conciliation Press Board could do because Wasa wanted a separate agreement and the SASJ was part of the Conciliation Board.

He said the deadlock on salaries would now go for arbitration. Both the SASJ and managements are bound by the decision of the arbitrator.

The president of Wasa, Mr Zwelakhe Sisulu, was last night not available for comment.

And yesterday as it became "as you were" for Wasa, the mainly white-supported Southern African Society of Journalists (SASJ) talked about salaries — and reached a deadlock — with managements in a Conciliation Board meeting.

The SASJ was demanding a 15 percent increment for all journalists and another 7,5 percent to be distributed on merit at the discretion of managements. Management would not go beyond 11 percent.

Wasa had written a letter to the board saying they want a separate agreement with management, independent of the SASJ.

Yesterday's meeting noted the letter and the board said they would welcome Wasa should it decide to apply again for membership.

HOPES

There were hopes that Wasa — a black union of journalists — would be joining the board, sharing worker representation on the board 50-50 with the SASJ. The hopes followed a board meeting in September, which Wasa attended.

After the meeting Wasa national executive members ex-

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~~WEEK~~

By JOE THLOLOE
FIVE black trade unions have applied for registration —

Unions apply for registration

one provisional and four final — since the Industrial Conciliation Amendment Act came into effect on October 1.

This was said by the Industrial Registrar, Mr J N Hitchcock, from Pretoria yesterday.

And from Durban the secretary of the Federation of South African Trade Unions, Mr Alec Erwin, told POST that eight of the nine un-

registered unions in the federation will be lodging their applications by December 14.

The federation unions will be applying on "our conditions — that they be allowed to retain their non-racial constitutions, that they bypass provisional registration, and that they remain unfragmented."

The ninth union — the United Automobile, Rubber and Allied Workers Union — have

decided to merge with the registered National Union of Motor Assembly and Rubber Workers.

The Motor Assembly will also be applying to amend its constitution to make it non-racial.

Mr Hitchcock declined to say which unions had applied for registration, although two of the applications have already been gazetted.

The application of the Motor Industry Workers' Union was lodged on October 1, when the law came into effect, and was gazetted on November 2.

The application of the African Tobacco Workers Union was lodged on October 26 and gazetted in November.

Objections from registered trade unions to the registration of new unions has to be lodged within a month of the publication of the application.

In their November newsletter, Fosatu state: "We stand for the right of the workers irrespective of race or creed to join the union of their choice."

"We are against Government interference and control of trade unions."

"Therefore we cannot accept registration if the law will continue to be used to divide workers and control their organisations."

"By submitting applications setting out conditions for registrations based on our strong beliefs we have taken a clear stand."

"Now it is for the Minister of Manpower Utilisation to show everyone whether the new law will be used to divide and control workers or whether it is a real step forward in the struggle for freedom of association and against racism."

The Industrial Conciliation Amendment Act extends registered trade union rights to Africans.

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Black union rejects joint pay talks

By Sieg Hannig
Labour Reporter.

A Black trade union seems to have forfeited an opportunity of gaining recognition because it refused to join a recognised union in negotiations with managements.

But the black union, the Writers' Association of South Africa (WASA), has been invited to reconsider its stance.

This emerges from a statement issued in Johannesburg after a meeting of the SA Newspaper

Press (Editorial) Conciliation Board.

The meeting was told that WASA had decided not to join the predominantly white Southern African Society of Journalists (SASJ) in joint negotiations with newspaper managements in the board.

WASA wrote to the board that it wished to pursue a separate agreement on pay and working conditions with newspaper managements.

"The board announced

that it had noted WASA's decision," the statement said. "It would welcome a future approach by WASA should it reconsider its stance."

A few years ago the SASJ became the first white trade union to surrender its registered status under the Industrial Conciliation Act to open its ranks to all races.

But WASA later emerged as the most representative body of black journalists.

ss. 220-222

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without prejudice
to the meeting

representations need

NOT RECALLED AT A GENERAL MEETING OF THE COMPANY OR OF ANY OTHER PERSON WHO CLAIMS TO BE A MEMBER OF THE COMPANY UNLESS THE ABUSE OF THIS SECTION ARE BEING ABUSED TO PERFORM THE SPILTENED MATTER.

(5) The Court may order the company to pay the costs of a person's costs or an application on the subsequent application in which the director concerned, is involved in the proceedings.

(7) He has in the proceedings, the effect of depriving a person removed thereunder, of the position of director, shall be the same as if he had been removed therefrom. His termination shall be deemed to be a termination with that of director and shall be deemed to be a termination which may exist apart from this section.

Restrictions on Directors, their Powers and Certain Acts

221. Restriction of power of directors to issue share capital - (1) Notwithstanding anything contained in its memorandum of articles, the directors of a company shall not have the power to allot or issue shares of the company without the prior approval of the company in general meeting.

(2) Any such approval may be in the form of a general authority to the directors, whether conditional or unconditional, to allot or issue shares in their discretion or in the form of a specific and limited authority in respect of any particular allotment or issue of shares.

(3) If any such approval is given in the form of a general authority to the directors, it shall be valid only until the next annual general meeting of the company, and shall be renewed or renewed by a resolution of the company at each subsequent general meeting.

(4) Any director of a company who knowingly takes part in the allotment or issue of any shares in contravention of section (1), shall be liable to compensate the company for any loss, damages or costs which the company may have sustained thereby, but no proceedings to recover such loss, damages or costs shall be brought after the expiration of two years from the date of the allotment or issue.

222. Restriction on issue of shares and debentures to directors. - (1) No provision in any memorandum or articles or in any resolution of a company authorizing the directors to allot or issue any shares or debentures, convertible into shares, of the company at the direction of the directors, shall authorize the allotment or issue of any such shares or debentures to any director of the company or his nominee or any body corporate which is or the directors of which are or shall be acting in accordance with the directions or instructions of such director or nominee, or at a general meeting of which such director or his nominee is entitled to exercise or control the exercise of one fifth or more of the voting power, or to any subsidiary of such body corporate.

(a) the particular allotment or issue has prior to the allotment or issue been specially approved by the company in general meeting, or

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Seminar to analyse Press

By MALOSE MATSEMELA

A COMMUNICATIONS seminar starts this evening at the St Peter's Seminary Conference Hall, Hammanskraal.

It is organised by the Commission for Social Communication of the Catholic Bishops Conference (CSCCBC) and the Writers Association of South Africa (Wasa).

The seminar will be a "Critical Analysis of the Black Press". It ends on Sunday.

The 70 participants expected will converge from the Cape, Natal, Pietersburg, Johannesburg and Pretoria. Journalists, black leaders, clergymen, attorneys and university students are expected

CSCCBC and Wasa will take a critical look at the role of the Press, particularly in the black community

Security legislation and the free Press in a truly democratic country will be discussed

Starvation wages are still

paid in Babelegi

A KNITTING factory in Babelegi, Bophuthatswana, pays some of its workers R6.00 a week, which dwindles down to R3.50 after deductions.

The factory is the St John Knitwear (Pty) Ltd.

POST can reveal these shock wages almost a year after our original probe into slave wages in the Babelegi area.

We publish today the pay slips of two women employees of the company. One woman earned R6,00 on November 18 for 45 hours work. After deductions it went down to R3,50 nett pay. The other earned R7,00 gross and it went down to R5,62.

The pay slip of another woman shows gross of R13,50 for 45 hours work.

ANGRY

When POST telephoned the factory, a Mr Viljoen, who said he was managing the knitting section, angrily demanded to know what type of work the women were doing.

He said all the people in the knitting section do not earn less than R15,40 a week. He then slammed the phone down.

Ms Sarah Chitja, a senior official of the National Union of Clothing Workers and of the Knitted-Fabric Union, said her union does not cover Babelegi yet.

Their efforts to cover knitting workers in Babelegi have been frustrated, she said.

"But we have not given up yet," she said.



She said that the Industrial Conciliation agreement in the industry covers all workers including even watchmen.

"After our registration we will try to see the President of Bophuthatswana, Chief Lucas Mangope. We want to put our case to him. He will be happy if a ruling is made that the workers should be allowed to belong to trade unions for the purpose of collective bargaining and protection against unfair dismissal," Ms Chitja said.

ARREST

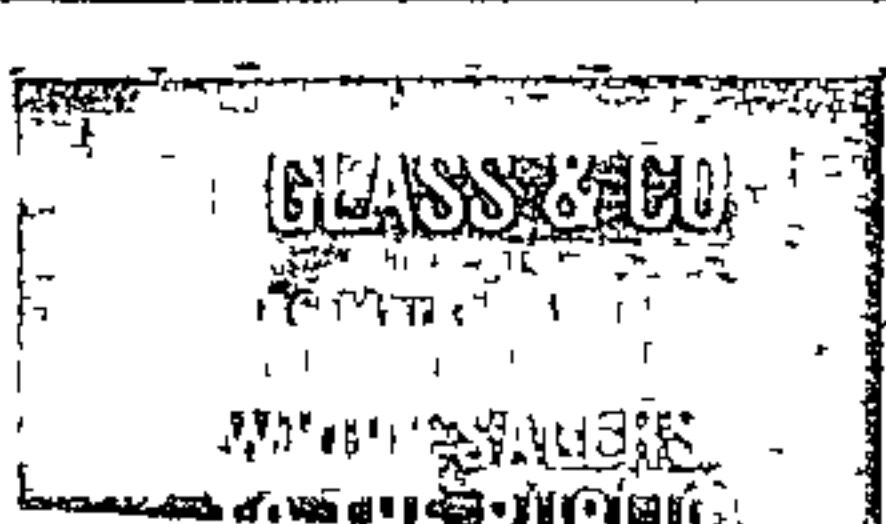
In January POST exposed slave wages in Babelegi. The expose led to the arrest of POST staffers, Thami Mkhwanazi, Thomas Khosa and Walter Nkosi.

After the series of articles on the slave wages in Babelegi, the Bophuthatswana Ministry of Internal Affairs promised to launch an inquiry into the wage structure at the Babelegi industrial area. Up to now nothing has been heard about the inquiry and factories do not seem to have improved the wages of their work-

EARNING DETAILS			HOURS	AMOUNT	EARNING DETAILS			HOURS	AMOUNT		
NORMAL			45,00	7,00	NORMAL			45,00	6,00		
SICK					SICK						
NIGHTSHIFT ALLOWANCE					NIGHTSHIFT ALLOWANCE						
OVERTIME 1			2,25	0,67	OVERTIME 1						
OVERTIME 2					OVERTIME 2						
OVERTIME 3					OVERTIME 3						
OTHER TAXABLE EARNINGS				AMOUNT		OTHER TAXABLE EARNINGS				AMOUNT	
1 PRODUCTION BONUS						1 PRODUCTION BONUS					
2 HOLIDAY PAY						2 HOLIDAY PAY					
3 HOLIDAY BONUS						3 HOLIDAY BONUS					
4 ANNUAL BONUS						4 ANNUAL BONUS					
5 HANDOUT BONUS						5 HANDOUT BONUS					
6 ATTENDANCE BONUS						6 ATTENDANCE BONUS					
NON TAXABLE ALLOWANCES				AMOUNT		NON TAXABLE ALLOWANCES				AMOUNT	
1 FIXED ALLOWANCE 1				0,50		1 FIXED ALLOWANCE 1				0,50	
2 FIXED ALLOWANCE 2						2 FIXED ALLOWANCE 2					
3 FIXED ALLOWANCE 3						3 FIXED ALLOWANCE 3					
GROSS EARNINGS				7,97		GROSS EARNINGS				6,50	
DEDUCTIONS				AMOUNT		DEDUCTIONS				AMOUNT	
1 PENSION 1						1 PENSION 1					
2 UIF						2 UIF					
3 PROVIDENT FUND				0,35		3 PROVIDENT FUND				0,30	
4 MEDICAL AID						4 MEDICAL AID					
5 SICK FUND						5 SICK FUND					
6 TRAINING FUND						6 TRAINING FUND					
7 COUNCIL				1,50		7 COUNCIL				1,90	
8 SLACK PAY						8 SLACK PAY					
9 UNION						9 UNION					
10 SAVINGS						10 SAVINGS					
11 ATTENDANCE BONUS				0,50		11 ATTENDANCE BONUS				0,50	
12 PETTY CASH						12 PETTY CASH				0,30	
13 STOP ORDERS						13 STOP ORDERS					
14 LOANS						14 LOANS					
15 GARN ORDERS						15 GARN ORDERS					
16 PAYE/BANTU TAX						16 PAYE/BANTU TAX					
TOTAL DEDUCTIONS				2,35		TOTAL DEDUCTIONS				3,00	
NET PAY CASH				5,62		NET PAY CASH				3,50	

Weekly wages of R7 and R6 are still being paid in Babelegi in spite of an expose by POST about the slave wages being paid in Babelegi early this year.

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(From left) Mr Curtis Nkondo, Dr Nthato Motlana, Mr Thomazile Botha, and Bishop Desmond Tutu at this week's conference.

CODES OF CONDUCT A 'DAMP SQUIB'

ARE the codes of conduct for foreign companies operating in South Africa a damp squib or a downright failure?

Both the European Economic Community code of conduct and the Sullivan Principles have been in operation for more than a year, but their effects are still to be felt.

The codes were introduced in response to mounting pressure on foreign governments not to invest in the country.

The thinking was that disinvestment would be detrimental to black workers' interests — and that foreign companies could play a role by improving the quality of life of the black worker.

The ripple effects of the improvements, it was envisaged, would transcend the work situation and would flow over to the socio-economic sphere.

However, flaws in the implementation of the codes have rendered them bereft of any effectiveness.

This lack of effectiveness can be summed up under the following:

- Lack of legislation or penalties in Europe and the United States to make the codes enforceable.

- The difficulty in creating an effective monitoring machinery that would be independent of company managements.

Because of this, the implementations have had to rely solely on the goodwill of individual companies.

A contributing factor to the lack of application of the codes is a fear by British and American companies that they have to compete with other foreign companies, particularly Japanese ones, whose countries do not insist on a code of conduct.

This is the same inhibition which has driven the two governments to resist disinvestment for fear that if they did so,

By
**ZWELAKHE
SISULU**

other countries would move in and consolidate their position.

The codes came in for heavy criticism during a Press conference this week which highlighted the labour situation in Port Elizabeth.

The conference was held by Mr Thozamile Botha, Mr Curtis Nkondo, Dr Nthato Motlana and Bishop Desmond Tutu.

Trade unions are particularly sensitive on the issue of the codes.

"The codes are very good on paper but they don't have teeth because there is no sanction — they are just empty," said Mr Leonard Sikhakhane, chairman of the Black Consultative Committee of Trade Unions.

"For the codes to be effective, the unions must be allowed to grow within the company and the codes must be monitored by the workers themselves," he said.

Workers were not even aware of the existence of the codes and any changes which may result from the implementation of the codes are perceived as a change of heart by the company.

Although the codes emphasise the need for trade union recognition, companies often ignore this.

Company managements have also developed a selective application of the code requirements.

SUNDAY POST's sister newspaper Post's Job Watch Team, who monitored the implementation of the codes, visited 40 multi-national companies this year.

In one company, which represented the selective approach, they found there was "lots of training, but mostly in areas that do not prepare workers for senior positions. Invariably the excuse would be that there are

no suitable people to train for the senior jobs. Black education was blamed."

Job Watch also found that "upward movement" that does take place does not stem from the "ending of apartheid" but because of a shortage of white skills.

Trade unions charge that since the responsibility of implementing the codes are left to companies, their existence as unions is being made obsolete.

"The codes can't be particularly effective because they don't lead to union recognition. In any event, they cannot replace organising by trade unions," Fosatu's general secretary, Alec Irwin said.

According to unions, far from generating union interest, the application of the codes in fact militated against unions to such an extent that they are sometimes seen as a direct threat to the efficacy of trade union activity.

Trade unions suggest that even if applied, the codes must not be seen as an end in itself — but as the beginning.

In addition to the two codes of conduct, yet another two exist. These are the South African ones, formulated by the Urban Foundation and the South African Employers Consultative Committee on Labour Affairs (Saccola).

The South African code of employment practice has reportedly been adopted by between 15 000 and 20 000 companies but there has been no feedback on their progress.

While the three codes have existed side by side, they do not seem to have had a liberalising effect in business practices.

Mr Thozamile Botha maintains that: "The problem is political and you cannot separate the interest of the worker in his work situation from his out of work situation."

What is clear is that as long as the codes cannot be enforced — they are doomed to fail.

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,54	2,10	1,24	7,00	6,86	19,69	19,83
1-4	0,04	0,04	0,21	0,35	0,75	0,77	2,58	2,48
5-24	0,01	0,01						

indomitable It took 26 years of struggle before the Nationalist government in the person of Manpower Utilisation Minister Fanie Botha recently proclaimed that trade union rights will be extended to all SA citizens and those from territories which previously formed part of SA Says Mvubelo "I'm satisfied because after many years we have got what we asked for"

She is neither bitter nor aggressive, not even after statements like the one made by Minister Ben Schoeman back in 1953 "I shall bleed all African trade unions to death"

Mvubelo's trade union involvement dates back to 1942 As a machinist in the garment industry she earned R2 25 a week

A dispute with employer management caused a factory lock-out of workers Mvubelo was initiated into the trade union movement That's when I started to realise that with a union you fight an issue



Mvubelo we want to negotiate a better deal for blacks

together The essence is to organise all workers into one big movement to speak with one strong voice when they make demands

Having been instrumental in achieving the recognition breakthrough she has no thought of giving up yet "We want to negotiate with the authorities to get a better deal for blacks as far as oppressive laws are concerned"

She has never accepted the homelands policy "We want the same documents as whites — the Book of Life I hate carrying a reference book It makes me feel as if I'm very small in this country" She wants a franchise vote system "We want to participate in the parliament in SA The way things are moving I think we will see

big changes in the next three to five years

Violence she abhors "I'm against the black consciousness movement They're only interested in blacks This country is for all of us I'm talking to so many organisations and universities about what is happening in SA If we don't finalise things amicably to suit everybody something very drastic will happen"

Her credo is dialogue "To save us all from destruction the only thing is to talk as Christians and to come to an agreement" On a recent month-long lecture tour in the US she preached against disinvestment That is not the answer, she says

Despite the frenzied campaigning she retains the warm comfortable presence of the traditional black earth mother The generous, well-upholstered frame behind the desk exudes reassurance, sympathy, warmth A haven from the storm to turn to when one is tired, poor, needy, trampled down The broad smile in the wrinkle-free face beams most of the time It's not difficult to imagine the comfort given by that ample bosom and wide arms when cuddling a frightened child

Not surprisingly people seek her out at all times The phone rings incessantly "I'm always committed," she says She wants to spread the trade union message "People have a sense of belonging to this wonderful thing, a trade union I wish people would stop calling us stooges, sell-outs to the government Everyone can see what we're achieving for workers They can come and inspect our books, see the benefits we have achieved" These include bursaries, projects, creches for children of working mothers, a provident fund "If workers feel they really have something they're working for, they get involved"

F.M. 14/12/79

LUCY MVUBELO

Earth mother

General Secretary of the National Union of Clothing Workers, Star Woman of the Year, the only black woman appointed an executive member of the National Manpower Commission — all that and much more is 59-year-old Lucy Mvubelo She has more commitments than she could ever handle but no one in need is turned away The word that best sums her up is

ALL CAUSES

Financial Mail December 14 1979	
0-1	21
1-4	1
5-24	
25-44	11
45-64	73
65+	
ALL	2,44
NO.	19600

8,13	8,77	11,00	14,62	5,51	8,03	7,40	2,44
1306	18348	12847	16632	1967	2828	15374	19600

NOTICE 971 OF 1979

DEPARTMENT OF MANPOWER
UTILISATION

INDUSTRIAL CONCILIATION ACT, 1956
APPLICATION FOR REGISTRATION OF
A TRADE UNION

I, Johannes Nicolaas Hitchcock, Industrial Registrar, do hereby, in terms of section 4 (2) of the above-mentioned Act, give notice that an application for registration as a trade union has been received from the African Transport Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union 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 trade union—African Transport Workers Union

Date on which application was lodged—25 October 1979

Interests and area in respect of which application is made.—Black persons who are employees for purposes of the Act and are employed as vehicle drivers, motor and diesel mechanics and/or apprentices, checkers and/or loaders, yardsmen, body builders, spray painters and labourers in—

(a) the Road Passenger Transportation Trade, which means the Trade in which employers (other than employers exclusively conveying school children between their places of residence and the school they attend) and their employees are associated for the purpose of conveying for reward on any public road any person by means of a power driven vehicle (other than a vehicle in possession of and controlled by the S A R & H Administration) intended to carry more than seven persons simultaneously, including the driver of the vehicle, and includes all operations incidental thereto or consequent thereon, and

(b) the Transport Undertaking (Goods), which means the Trade in which employers and employees are associated for the transportation of goods by means of motor transport for hire or reward and includes the transportation of soil, gravel, stone or sand which is intended for sale, whether or not such transportation is performed for hire or reward,

in the Magisterial Districts of Alberton, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Springs and Welkom

Postal address of applicant—P.O. Box 19, Johannesburg, 2000

Office address of applicant—Sixth Floor, Cape York House, 252 Jeppe Street, Johannesburg, 2001.

Attention is drawn to the following requirements of section 4 of the Act

(a) The representativeness of any trade union 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

J. N. HITCHCOCK, Industrial Registrar.
(14 December 1979)

KENNISGEWING 971 VAN 1979

DEPARTEMENT VAN MANNEKRAG-
BENUTTING

WET OP NYWERHEIDSVERSOENING, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, Johannes Nicolaas Hitchcock, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van bogenoemde Wet hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die African Transport Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging 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, Laboragebou, hoek van Paul Kruger- en Schoemanstraat, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

Naam van vakvereniging—African Transport Workers Union.

Datum waarop aansoek ingedien is—25 Oktober 1979

Belange en gebied ten opsigte waarvan aansoek gedoen word—Swartes wat vir die doeleindes van die Wet werknemers is en in diens is as motorvoertuig-drywers, motor- en dieselwerktuigkundiges en/of vakleerlinge, nasieners en/of laaiers, terreinwagters, voertuigbakbouers, spuitverwers en arbeiders in—

(a) die Padpassasiersvervoerbedryf, wat beteken die Bedryf waarin werkgewers (uitgesonderd werkgewers wat uitsluitlik skoolkinders tussen hul woonplekke en die skole wat hulle bywoon, vervoer) en hul werknemers met mekaar geassosieer is met die doel om enige persoon teen vergoeding oor 'n openbare pad te vervoer deur middel van 'n kragaangedrewe voertuig (uitgesonderd 'n voertuig in besit van of onder die beheer van die S A S - & H -administrasie) wat bedoel is om meer as sewe persone gelyktydig te vervoer, met inbegrip van die drywer van die voertuig, en omvat dit alle bedrywighede wat daarmee in verband staan of daaruit voortspruit, en

(b) die Vervoeronderneming (Goedere), wat beteken die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die vervoer van goedere teen huur of vergoeding deur middel van motorvervoer en dit sluit in die vervoer van grond, gruis, klip of sand wat vir verkoop bedoel is, hetsy sodanige vervoer teen huur of vergoeding geskied, al dan nie.

in die landdrostdistrikte Alberton, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Springs en Welkom

Posadres van applikant—Posbus 19, Johannesburg, 2000

Kantooradres van applikant—Sesde Verdieping, Cape York House, Jeppestraat 252, Johannesburg, 2001

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging 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 volwaardig was, in aanmerking geneem

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

J. N. HITCHCOCK, Nywerheidsregistrator
(14 Desember 1979)

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Black unions 'spineless'

By STEVEN FRIEDMAN
Labour Reporter

A SHARP attack on the black trade union movement was delivered by two black leaders at a Press conference yesterday

The labour code devised by the Rev Leon Sullivan, to which most American companies in South Africa subscribe, was also sharply criticised.

Mr Curtis Nkondo, president of the Azanian Peoples Organisation, said black trade unions were "spineless" if they avoided involvement in politics. As all existing black unions avoid direct political action, Mr Nkondo's remarks have been seen as a criticism of the union movement as a whole.

And Mr Thozamile Botha, leader of the Port Elizabeth Black Civic Organisation, whose "forced resignation" sparked off the current labour unrest at Ford, identified himself with a comment from Mr Nkondo that the black union at Ford "is a glorified committee."

Mr Botha said the union, the United Auto Workers Union, which is affiliated to the Federation of SA Trade Unions, "at first ignored our requests to help the workers because they said the strike was political. They have not communicated with their members as they should."

The Press conference was convened by the general secretary of the SA Council of Churches, Bishop Desmond Tutu. Mr Nkondo and Dr Nthato Motlana, leader of the

Soweto Civic Association, pledged support for 500-odd striking workers at Ford, who are refusing to return to work until management fully reinstates them.

Management has said it will re-hire the workers but will not reinstate them, a move which would involve paying the strikers their end-of-year bonuses.

Mr Botha told the conference that Ford still practised job reservation and did not pay black workers equally for equal work.

Bishop Tutu revealed that the SACC had volunteered to mediate between management and the workers, as it did successfully between Fattis and Monis and striking workers earlier this year. He said, however, that Ford had rejected the offer as "superfluous". He urged the company to reconsider its stand.

Both Mr Nkondo and Dr Motlana said they regarded the dispute as an indication that "the Sullivan code has failed". Dr Motlana said he had attempted to raise the Ford issue on sub-committees charged with implementing the code (Dr Motlana is a member of such a sub-committee), but without success.

He said that the Ford dispute had been greeted with "a deafening silence by the Rev Sullivan and his associates".

Mr Nkondo added that the Ford dispute had shown that "the Sullivan code is unable to deal with the South African situation".

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1979—Year of dramatic developments in the labour field



trial councils. They did not stop to think of the implications of the new law nor of the recommendations of the Wehahn Commission.

Mrs Lucy Myubelo, general secretary of the 21,000-strong National Union of Clothing Workers, described the exemption as "a wonderful gesture."

Her union promptly decided to apply for registration.

At the beginning of this month five unions had applied for registration — one provisional and four final — according to the Industrial Registrar, Mr. J N Hitchcock.

Most of the unions that have applied are African unions that were fathered by the registered unions in the Trade Union Council of South Africa (Tucsa).

Reaction from the other end of the scale has been uneven. The seven unions in the Consultative Committee of Black Trade Unions (CCOBTU) at first appeared to reject registration, but now there are strong indications that these unions will apply for registration.

The nine unregistered unions in the Federation of South African Trade Unions say they will apply for registration, possibly early in the New Year, on their own conditions — that they retain their non-racial constitutions, that they

by-pass provisional registration and that they remain unfragmented.

At least two Cape-based unions, the African Food and Canning Workers' and Western Province General Workers', have come out strongly against registration.

In a document they circulated among unregistered unions, the Western Province General Workers' Union called on the unregistered unions to stand together and unanimously reject registration "until such time as the State agrees to accept our principles of freedom of association and worker control of the unions."

The union pointed out that the thrust of the

criticism against the Industrial Conciliation Amendment Act had been wrong. The criticism should not have stressed the question of migrants and commuters, but the greater Government control over unions.

The Western Province argument appears to be true.

The Wehahn Commission has recommended criteria for registration and among these is "whether or not the organisation is a bona fide union which in composition and objectives is relevant to the legitimate needs of the employer-employee relationship in the undertaking..."

The ability for elec-

tion to offices in the unions the commission stated "... of the opinion that the matter is not of immediate urgency and that for the foreseeable future it would suffice if the constitution of the trade unions and employers' organisations were regarded as the most appropriate means for the regulation of this matter. The State should intervene only in the last resort in the event of problems arising, and it is the commissioner's view that the proposed National Manpower Commission should keep the matter under surveillance with a view to making appropriate recommendations when they arise."

The criteria for registration have not been spelled out, but it would appear the Wehahn Commission's recommendations will be implemented.

But all said and done, more unregistered unions will be applying for registration in the new year, thanks to rivalry among themselves and the belief that whoever gets in first will be able to keep rivals out.

The battle for the African worker is on in earnest...

It is a three-pronged battle: the parallel unions, the unions in the Consultative Committee and the unregistered unions.

Lucy Myubelo... described the exemption as 'a wonderful gesture.' Her union promptly decided to apply for registration

POST, Thursday, December 27, 1979

1979 WAS a dramatic year for the workers — both black and white. This was the year the Wiehahn Commission into labour legislation gave its first report.

It was the year there was some tinkering with one of the cornerstones of apartheid, the Industrial Conciliation Act. It was the year the black worker in Port Elizabeth flexed his muscle and reminded one of the 1973 Durban strikes when 60 000 workers downed tools.

It was also the year when the divisions among trade unions for Africans widened.

There was a whoop of joy when the Wiehahn Commission's first report was published in the first week of May because it recommended the extension of recognition to African trade unions

(Although African unions could exist, the law did not recognise them and they did not participate in Industrial Councils — the negotiation machinery — since the Industrial Conciliation Act was passed in 1924).

The Government's reaction to the commission's report was the Industrial Conciliation

JOE THOLOE
takes a look
at the state
of the unions
at the end
of 1979.



Amendment Act, which extended union rights to Africans who were "permanent in the white areas"

This new law excluded so-called commuters — people who travel daily between the homelands and their work in "white South Africa" — and "migrants" — people who work on annual contracts,

The labour movement attacked the new law to the point where the Minister of Manpower Utilisation granted a blanket exemption — migrants and commuters could belong to registered unions

For some this was the end of the battle. These had been fighting to join whites, coloureds and Indians in indus-



African workers . . . centre of the struggle

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INDUS. REL. - Workers' Orgo -

African Unions

1-9-80 - 31-10-80

Sugar industry to get its first black union

7/8/80
By JACK BRICKHILL
(F.V.N.)

UGAR millers are in a bumpy ride with their first registered black trade union.

The final nod from the registrar of Trade Unions is expected next week, but Selby Nsibandane, secretary general of the National Union of Sugar Manufacturing and

Refining, Employees, is washing his hands down the gauntlet to the employers.

His main concern is the continuation of discriminatory practices in a white-dominated industry. They say jobs are evaluated without regard to race, but show me one

black mill manager, foreman, chemist or fitter. Blacks are only advanced as maintenance workers," he says.

The country is facing a manpower shortage, but efforts to train blacks are ineffective. Even when workers have been to training centres little use is made by white managers to develop the

new skills. Other bones of contention include wages, housing, and leave conditions. The free housing and food perks have limited appeal to workers who need money to send back home to their families. Nsibandane is looking for substantial pay increases in the industrial agreement which

will be renegotiated soon. Another grievance is the use of coal stores which make living conditions unbearable in summer, especially for late shift workers who have to sleep in the morning. Bonuses for blacks are pegged at 7.5 percent from December, while whites receive 10 per-

cent leave for blacks is only two or three weeks while higher grades occupied by whites receive four weeks.

"We are now well organised to face this abominable discrimination in the industry," says Nsibandane, who has 4,200 members or about half the mill workers. Glyn Taylor, chairman

of the Sugar Manufacturing and Refining Employers' Association, says Nsibandane as leader of a delegation from the industry's works and liaison committees has been a willing partner to the existing conditions laid down in the last two industrial agreements.

Negotiations in the Industrial Council expected to start soon are

the time and place for Mr. Nsibandane to put forward his views and contentions," he says.

The official registration of the union will change the industrial arrangement from a gentlemen's agreement to a legally-binding agreement and could well lead to a hardening of workers' demands. Brick workers in Natal

are also known to be interested in organising themselves along similar lines. A sugar industry source says much of the dissatisfaction over black advancement is attributable to job reservation. But a combination of enhanced trade union rights and relaxation of labour laws should bring significant changes

Only six weeks ago the first five blacks were appointed in the sugar industry and the process is bound to accelerate. Previously blacks could only be appointed in the homelands. So far eight black unions have registered with the Department of Manpower Utilisation and another 10 are in the pipeline

Selby Nsibandane, who leads the first registered black union in Natal, is throwing down the gauntlet to the employers. His prime concern is the elimination of discriminatory practices in the sugar mills. His union is likely to be the forerunner of many other similarly organised unions in Natal.



Increases, as the particle penetrates deeper into the medium. The density of energy deposited ($-dE/dx$) is therefore highest at the end of the range (Fig. 25).

Relatively heavy particles such as the p or α are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy lost per collision is

Major boost for fruit workers

workers who have still to form themselves into unions. Ian Theron secretary of the Food and Canning Workers Union and African Food and Canning Workers Union said

But they demonstrated to these workers the power of a united group. It is a lesson to many and likely to have a ripple effect.

The districts where the agreement will apply are Caledon, Ceres, Montagu, Mossel Bay, Paul Smit, West The Strand, Tulbagh, Wellington, Worcester, Balmuccia and Joubertville.

Annual workers had demanded a 60 percent wage increase, they were satisfied with 26 percent. They reckon they could only go so far without the support of other

FRUIT and vegetable canning workers have scored a major victory with the signing of an agreement which affects 17 factories in 12 districts

The main points of the agreement are

- A basic minimum wage of R33 a week for women labourers and R35 for men — a rise of 7.5 percent
- Overtime from time and a third to time and a half
- Three weeks' paid leave instead of two
- Watchmen who worked a 7-hour a day week with no overtime will work a 60-hour week with overtime paid for additional hours
- Workers on night shift will receive 15 percent of their wages extra

MEETING

Negotiations were held in Cape Town from August 18 to 20. Twenty-four workers and 12 management representatives attended the conciliation board meeting.

The workers are all members of the Food and Canning Workers Union and the African Food and Canning Workers Union.

The agreement will remain in force for three years but wages will be increased by 15 percent each year.

charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass m_N is given by

$$E_{max} = 4m_n m_N E / (m_n + m_N)^2 \quad \dots \dots \dots (34)$$

Thus E_{max}/E is much smaller for heavy nuclei than for hydrogen.

(e) Gamma rays

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1, p.5) and pair production (section 2.3, p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq. (33) but with α representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components α_{pe} , α_C and α_{pp} , corresponding to the photo-, Compton and pair effects. Thus

$$\alpha = \alpha_{pe} + \alpha_C + \alpha_{pp} \quad \dots \dots \dots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and α_{pe} usually dominates for gamma energies below 0.5 MeV, α_{pp} for energies above ~ 1.0 MeV and α_C for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactivity. This is defined as the thickness $x_{1/2}$ of the particular medium required to reduce the fraction N/N_0 (eq. (33)) to one half for a particular gamma energy.

$$\text{Thus } N/N_0 = \frac{1}{2} = \exp(-\alpha x_{1/2}) \quad \dots \dots \dots (36)$$

Some values of $x_{1/2}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

White Railway workers welcome black unions

By Sieg Hannig
Labour Editor

South Africa's seven white railway trade unions are preparing to join ranks with other races and are putting pressure on the white Confederation of Labour to shed its exclusiveness too.

The 80 000-strong Federal Consultative Council of Railway Staff Associations (FCC) is preparing constitutional amendments to "facilitate the admission of all Railway unions, regardless of race or colour." FCC secretary Mr Johan Benade announced yesterday.

He said the South African Confederation of Labour (Sacla), which

recently expelled a union for admitting coloured members should be open to all races as well.

Speaking at the end of the congress of his own union, the 8 000-strong Running and Operating Staff Association (Runstaff), Mr Benade revealed that

● In the absence of black unions, the Railways' black works committees have been accorded the same privileges as the white unions — annual meetings with the Minister, Mr Chris Heunis, and with the general manager, Dr Kobus Loubser.

● If a black union were legally formed for

jobs covered by Runstaff, "we would welcome it and would be happy to give them such assistance as they might ask."

● Runstaff "will put no unjustifiable obstacles in the way of black job advancement."

● Runstaff's congress ratified an earlier recommendation from Mr Benade to Sacla to remove racial exclusiveness from Sacla's constitution.

In view of Mr Benade's position as secretary of the FCC, Runstaff is seen as representing the majority view of the white railway unions, five of which still belong to Sacla.

Union appeals against judge's labour ruling

ONE OF the most important test cases of South African labour law in recent years will be heard in the Appellate Division, Bloemfontein, today

At issue is the right of trade unions to represent their members in legal actions in court and the legal rights of workers who claim to have been victimised

Five judges are to hear an appeal by the Transport and Allied Workers Union (Tawu), the works committee of a Vereeniging company, P E Bosman Transport Ltd, and two dismissed employees of the company.

The appellants will ask the court to set aside a 1978 Supreme Court judgment by Mr Justice Eloff, who ruled that none of the appellants had "locus standi" — that is, a legal interest in the matter.

The applicants claimed that P E Bosman Ltd had victimised, and might continue victimising, employees seeking enforcement of an industrial council agreement through official means and Tawu

Mr Justice Eloff found:
 ● That the union had only an indirect financial interest in the matter and that its own legal rights were not at stake
 ● That, in terms of the

Black Labour Relations Regulations Act, works committees could not take up the cudgels on behalf of employees, except in negotiations with an employer.

That the dismissed workers would be greater interest in the application because they were no longer employed

If the earlier Supreme Court rulings are upset by the Appeal Court, the position of victimised workers would be greatly strengthened

The right of trade unions to bring "representative actions" on behalf of members has been an issue in several recent labour cases.

The general approach will now be applied to the problem in MAN. 530 which follows.

Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed by the Receiver of Revenue should be used. Further- more depreciation in this context includes the invest- ment and initial allowances.

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Test appeal will affect trade unions

STAFF 3/9/80
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By Drew Forrest and
Craig Charney

A key test case on the right of trade unions to sue on behalf of their members is being heard in the Appeal Court in Bloemfontein today.

Five judges are hearing the appeal in a case where a Vereeniging company, Bosman Transport, is being sued by the un-

registered Transport and Allied Workers Union, the company's works committee, and two dismissed employees.

They are asking the court to set aside a 1978 Supreme Court ruling by Mr Justice Eloff that none of the applicants had *locus standi* or a legal interest in the matter entitling them to sue.

The applicants originally claimed that works spokesmen were victimised after trying to raise grievances over drivers' log-books and overtime pay.

The case could have a far-reaching impact if the Appeal Court overturns the previous ruling and enables trade unions to protect their members' rights in court.

If it did not grant similar rights to in-plant works committees, such a ruling could also deal a body-blow to the Government-promoted alternatives to trade unions.

NO INTEREST

Mr Justice Eloff found in his ruling that the union had only an indirect financial interest in the matter, while its own legal rights were not at stake and that works committees also had no right to sue. He also held that the dismissed workers themselves had no interest in the case — an urgent application to prevent victimisation — because they were no longer employed.

Last week the new Industrial Court handed down a ruling in direct conflict with Mr Justice Eloff's in which it held that the unregistered Metal and Allied Workers' Union and a contract worker whose contract had lapsed, Mr Stephen Maponva, had standing to sue Mr Maponva's former employer, Precision Tools of Johannesburg.

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Mavi case

THE president of the Black Municipal Workers Union (BMWU), Mr Joseph Mavi appeared in court yesterday, but his case has been postponed until September 29.

Appeal refusal sets workers back

C.T. 4/19/80

Own Correspondent

JOHANNESBURG — In a setback for black workers, the Appeal Court yesterday refused to hear a crucial test case in which a Supreme Court ruling, which has been interpreted as a blow to the rights of black unions and works' committees, was contested

The court refused an applica-

tion that it condone the late filing of the notice of appeal in the court record. This means it will not hear the case.

The original judgment, handed down in 1978 and known as the "Bosman case", thus remains in force.

In it, Mr Justice C J Eloff ruled that unregistered trade unions had no right to appeal to the courts for an interdict

against an employer, restraining him from victimizing their members.

The court also ruled that unions could not go to court in an attempt to compel an employer to abide by an industrial agreement, which lays down legally binding minimum wages and working conditions.

In a blow to the government's works committee system, the court also ruled that a works committee had no power to go to the courts.

Legal sources interpreted the judgment to mean that black workers who feared victimization from their employers and who were not members of registered unions could only go to court individually.

Protection

They argued that this would be costly and would make it virtually impossible for these workers to seek protection from the courts in cases of threatened victimization.

The case had been brought against a Vereeniging company, Piet Bosman Transport (Pty) by the unregistered Transport and Allied Workers' Union, the company's workscommittee and two of its workers.

They had sought to interdict the company from dismissing workers or altering their terms and conditions of employment to their disadvantage.

They had also sought an order restraining the company from breaching the industry's industrial agreement.

In an attempt to overturn the Supreme Court judgement, the three applicants appealed to the Appeal Court in Bloemfontein.

However, the notice of appeal was filed late and the applicants needed permission from the court to proceed.

Sapa reports that the court yesterday heard argument from counsel for both the applicants and the company on this issue.

The court refused to grant this permission, saying that the reasons for the refusal would be given at a later date.

The application was heard by Mr Justice Wessels, Mr Justice Muller, Mr Justice Miller and acting judges of appeal Mr Justice Galgut and Mr Justice Van Heerden.

Implications

Legal sources said yesterday that they regretted the fact that it had not been possible for the court to hear the appeal. "The original judgement had important implications for black workers," one legal man said.

These sources said that, as a result of the fact that the appeal had not been heard, the Supreme Court judgement was now binding on Transvaal courts and had "persuasive authority" in other provinces.

Transvaal magistrates' courts were absolutely bound by the decision and a Supreme Court judge could only dissent from it if he was "absolutely convinced" that the original court had erred.

However, it was possible to appeal against a ruling by a magistrate who was bound by the judgement to a "full bench" of the Supreme Court. It would also be possible to take another similar case on appeal in an attempt to overturn the judgement.

The "Bosman" judgment does not affect the right of unregistered unions to take cases in which they allege their members are victims of "unfair labour practices" to the industrial court, the new court set up following a Wiehahn Commission recommendation.

Unregistered unions are now faced with a situation in which they can take up a wide range of cases in the industrial court but cannot bring certain cases to the Supreme Court.

(139) ~~139~~
C. Times 4/17/50

New union formed after split

DURBAN — The Durban and Empangeni branches of the Black Allied Workers' Union broke away and formed a new union to be called the National Federation of Black Workers following allegations that large sums of money belonging to the union were not accounted for.

The breakaway came after the union's national organizer, Mr M A Maphalala, and the general-secretary, Mr M T Oliphant, were expelled from the union

They said they had made inquiries about the money and could not get satisfactory answers from the president, Mr M J Khumalo

Mr Khumalo reacted by expelling them from the union, they said

The Durban and Empangeni branches demanded that they be reinstated. When this was not accepted, they formed a new union

Mr Khumalo could not be reached for comment — Sapa

THE JOHANNESBURG STRIKE

Dumping the dustmen

The Johannesburg municipal workers' strike was a far cry from the classic model of trade union strategy. But it happened, it made itself felt, and smelt to a remarkable extent and in the end it failed wholly. Was that the knock-out blow, or only half time?



It all started in, of all places, the sleepy surroundings of a Tucs conference a little less than two years ago.

The president of a 'parallel' union was attending his first conference together with the union's white general secretary.

A motion on human rights was before the floor and a speaker was talking about the bulldozing of Crossroads squatter camp. His right to speak on this was challenged and the meeting was asked to vote on the issue.

The president, a municipal bus driver called Joseph Mavi, wanted to vote for the Crossroads speech. But the general secretary said no, and warned Mavi not to raise his hand.

That incident started a train of events culminating in the week-long municipal strike which brought black worker

mutancy into the homes of white Johannesburg.

Shortly after it, Mavi made news for the first time. He and many of the black members of his union, the African Transport Workers Union, met on a pavement to pass a resolution firing the general secretary, Gert van der Walt.

They said they had to meet on the pavement because they had been locked out of the offices they were supposed to use.

The meeting was the culmination of a period of disenchantment with van der Walt. A host of allegations had been made against him, all of which he denied, but in sum the complaint was that he wanted to control his black members, not represent them.

It is a complaint which had often been levelled against parallel unions, but labour

insiders sat up and took notice. For the first time members of a 'parallel' union were themselves making the claims and were trying to take over their own union.

Those labour men who had long predicted a revolt with the 'parallels' noticed wisely. The time had come.

Well, it wasn't quite as simple as that. In a time-honoured response van der Walt announced that the meeting was unconstitutional and carried on as though the resolution had never been passed. And the technicalities were indeed on his side even if his members weren't.

What's more, he proceeded to sue Mavi and the Argus company, whose papers had printed Mavi's allegations about him.

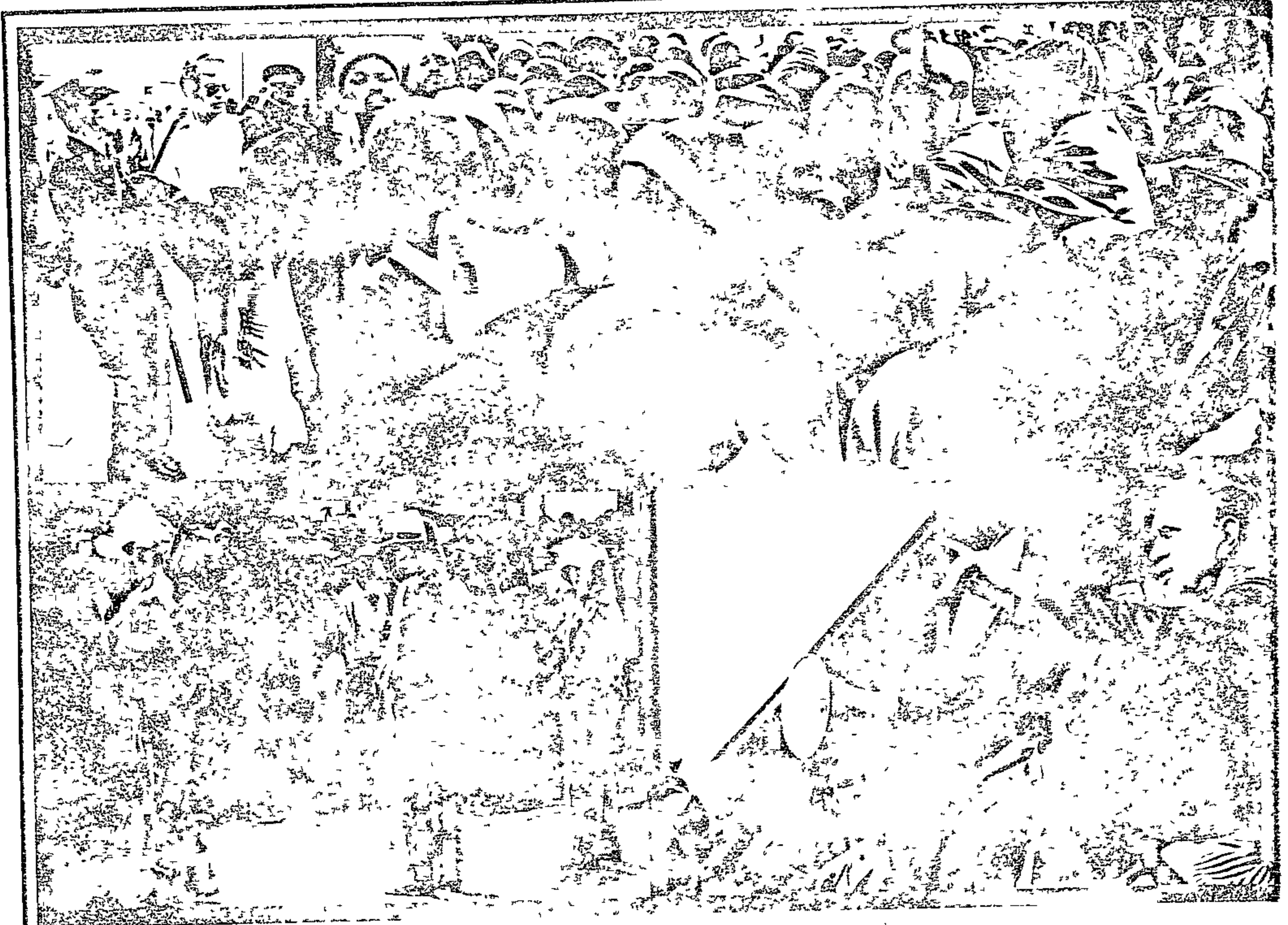
Mavi and his supporters retreated from the union, which went on to become the first black union to be granted registration.

PLEASE TURN OVER

ZAA

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100



The wage rises that were not welcomed

by the Government — the symbolism of which was not lost in the black union world

For Joseph Mavi the failed palace rebellion appeared to be the end of the labour line. Sure, he had added another case example to the uncomplimentary views many workers had of parallel unions.

But he had been outmanoeuvred, had a nasty court action hanging over his head, and van der Walt was still firmly in control of the union — even if there wasn't all that much left to control. 'The poor guy doesn't have a chance,' labour people said of Mavi.

That judgement turned out to be premature. Mavi had lost, defeated by an opponent who played 'hard ball', as the Americans put it, and knew how to do it well. But then as later, the importance lay not so much in the fact that he lost,

but in the fact that what had happened had happened at all.

The next time the labour world heard of Joseph Mavi was at a municipal workers meeting in the Johannesburg City Hall earlier this year. The meeting was called to launch a company union for city council workers.

Now, company unions are nothing new. Henry Ford introduced them in America around the turn of the century. He saw them as a way of thwarting the growing trade union movement and keeping his workers docile — with a little added help from the Pinkertons, a private squad of detectives.

Unions organised by the bosses obviously weren't too aggressive about the bosses. Although Ford's unions didn't reach the extremes of the Jo'burg council's current union which won't talk to the Press without the boss's permission, they came close.

At a time when there were no neutrals, and you were either a union man or a scab for J H Blair as a union song at the time had it, the American company unions didn't attract much support and they eventually passed into infamy and

obscurity.

Nonetheless, Johannesburg's city fathers went ahead with their plans to win the hearts and minds of the workers.

Shortly after the meeting began, Mavi stood up. He said in effect that workers had had enough of attempts to force certain types of unionism on them and they weren't really inclined to stay and hear what this particular attempt was all about. He walked out, taking most of the workers with him.

The Black Municipality Workers Union was about to be born. Once again, Mavi had come from nowhere to challenge the plans of the authorities.

The rest is history. The BMWU was formed and attempted, unsuccessfully, to get the council to talk to it. The council already had a union, and one that didn't make uncomfortable demands, either.

Barely a month later, an ironic twist catapulted the BMWU into the limelight.

The twist was a large wage increase gained by some of the highest-paid of the council's black staff — the black electricians at Orlando power station. They had just been finally put on to the long-awaited white wage scale, and their pay



Overleaf and above To avoid gatherings in the city, police required bus tickets of strikers wanting to leave compounds. Opposite page, clockwise from top left: A hand for a man injured when a roof collapsed. Rallying the crowds. Waiting waiting. City officials tried to find non-union representatives. Police on guard.

Pictures by courtesy of the RAND DAILY MAIL and THE STAR

had gone up by, in most cases, over R80 a month. The move was put across as a great milestone, the end of discriminatory pay scales.

When the initial enthusiasm died down, though, the black electricians discovered that although they were indeed on the 'white scale', their maximum notch was still R50 below the minimum notch which was actually paid to whites, all of whom were now classified as senior staff, and the minimum actual black pay was R120 below the actual white minimum.

A few years ago, the increase would presumably have been greeted with undiluted jubilation. But lately the mood amongst black workers in the racially borderline jobs has been more concerned with equality of pay and no longer only with the size of the pay packets. The disillusion of discovering that equality of scale did not mean equality of pay was a precipitating factor in what followed. Workers claim it was the prime cause, council sources that it was a trumped-up one. Certainly Orlando was already a stronghold of the new-born union, and union recognition was prominent among the demands the workers then made, but it seems unlikely that the union had planned on a test of strength at this early

stage - it hadn't ever acquired offices yet, and was still operating from a tiny back room with a borrowed phone.

600 workers at Orlando went on strike. The council refused to negotiate with the union and sacked the lot.

Mavi was thrust into the position of having to show his support in a hurry. He did to an extent which surprised just about everybody.

The compounds were already in ferment. Long-standing grievances about pay and conditions were once again helped along by upset over a recent wage increase. The increase had added a little over R2 a week to take-home pay - gross pay at the lowest level went up from R30.36 to R33 - and the scornful phrase 'Two ranc' - that's not money - became something of a catch-call in the tense days that followed at the compounds.

In addition there was unhappiness and misunderstanding over a simultaneous change from a weekly to a fortnightly payday and suspicion and more misunderstanding over the council's newly-announced 13th cheque which was to be paid in December.

In short order Mavi rallied two-thirds of the council's black employees. But Gert van der Walt wasn't the only opponent who knew how to play the hard ball. In fact in comparison with the city's overlord Francois Oberholzer he came across as practically an amateur.

Oberholzer and his men brushed the union aside, failed dismally in their attempts to get the workers to elect alternative representatives and then crushed the strike well and truly by the simple expedient of lining up every worker and asking him if he wanted to work or not. Those who demurred - including some who said yes but they also wanted more money - were escorted to a homeland-bound bus.

The union went to court and the council gave an undertaking not to force any workers onto buses - without conceding that it actually *had* forced any workers onto buses. It had only provided transport for those who wished to leave, it said.

Hours later, the buses were running again, with more of 'those who wished to leave' aboard - some of them wishing to leave in such haste that their possessions were left behind.

By the weekend Oberholzer was jovially proclaiming it a 'good week for labour relations'. He had won, after all.

And Joseph Mavi? The last the labour fraternity saw of him which was also the first for many, was when he was being led away from the corridors of the Rand Supreme Court by the security police, while a judge remained powerless to intervene. He had been pointed out to the

police by the chairman of the council's staff board, I C de Villiers.

He seemed a proud man as he stood there looking straight ahead at the lift doors waiting to be taken away. Onlookers rushed to intervene - there wasn't terribly much they could do - while other members of the union looked on fatalistically.

In many ways Mavi fits into the same category as Thozamile Botna. For one they had both sprung to sudden and perhaps short-lived prominence.

For another they were both charismatic leaders who emerged without much orthodox union background and without any of the careful strategy and tactics of the professional union movement.

The regular black unions face rumblings of discontent about their cautious systematic approach. When men like Mavi appear and grip the minds of the workers with wildcat walkouts the rumblings increase. The unions spend patient months training members in bargaining techniques. Many of the BMWU officials don't even know what a shop steward is but they nonetheless tapped a groundswell of support which surprised all sides.

But it is one thing for workers to strike quite another for them to win it. The union was out of its depth - and the council had the greater clout.

The hard line triumphed and there are many council officials preening themselves in the knowledge that next time the workers will think twice before trying it on with Obie. There's plenty of logic to that. After all many of the world's governments have taken the same approach in dealing with terrorism: no quarter given, nothing to encourage repeat performances in the future.

Whether the techniques of combatting terrorism belong in the field of labour relations is a secondary issue to many of the council's supporters - to some of whom the striker is the next thing to a terrorist anyway, they're both threatening the system.

Morality aside the cheers for the council may be misplaced on the facts. The Frame group has been taking the hard line ever since 1973, and that didn't stop it from getting hit again and again. Whereas Ford much sniggered at for its 'capitulation' to workers late last year, escaped the most recent batch of Port Elizabeth striking for the simple reason that its workers said they now preferred to negotiate.

With the soft line, there's no outright winner but no embittered loser either. With the hard line, there are both, and the problem doesn't go away, it just sinks from sight - for the moment.

Steven Friedman and Denis Beckett

GENERAL NEWS

First black metal industry union obtains registration

By Sieg Hannig
Labour Editor

The 2 000 strong Electrical and Allied Workers' Union has become the first black union in the metal industry to obtain registration.

This was revealed by Mr Ben Nicholson, general

secretary of the union

He said an application to have the union admitted to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry would be submitted as soon as the registration certificate had been

received

He hoped for a "big influx" of membership now that the union had been registered. In addition, "quite a number" of employers had promised co-operation once the union was registered.

Mr Nicholson said a meeting of the executives of all three electrical unions would be held soon to elect officials representing them on a "Federation of Electrical Workers' Unions," with more than 30 000 workers.

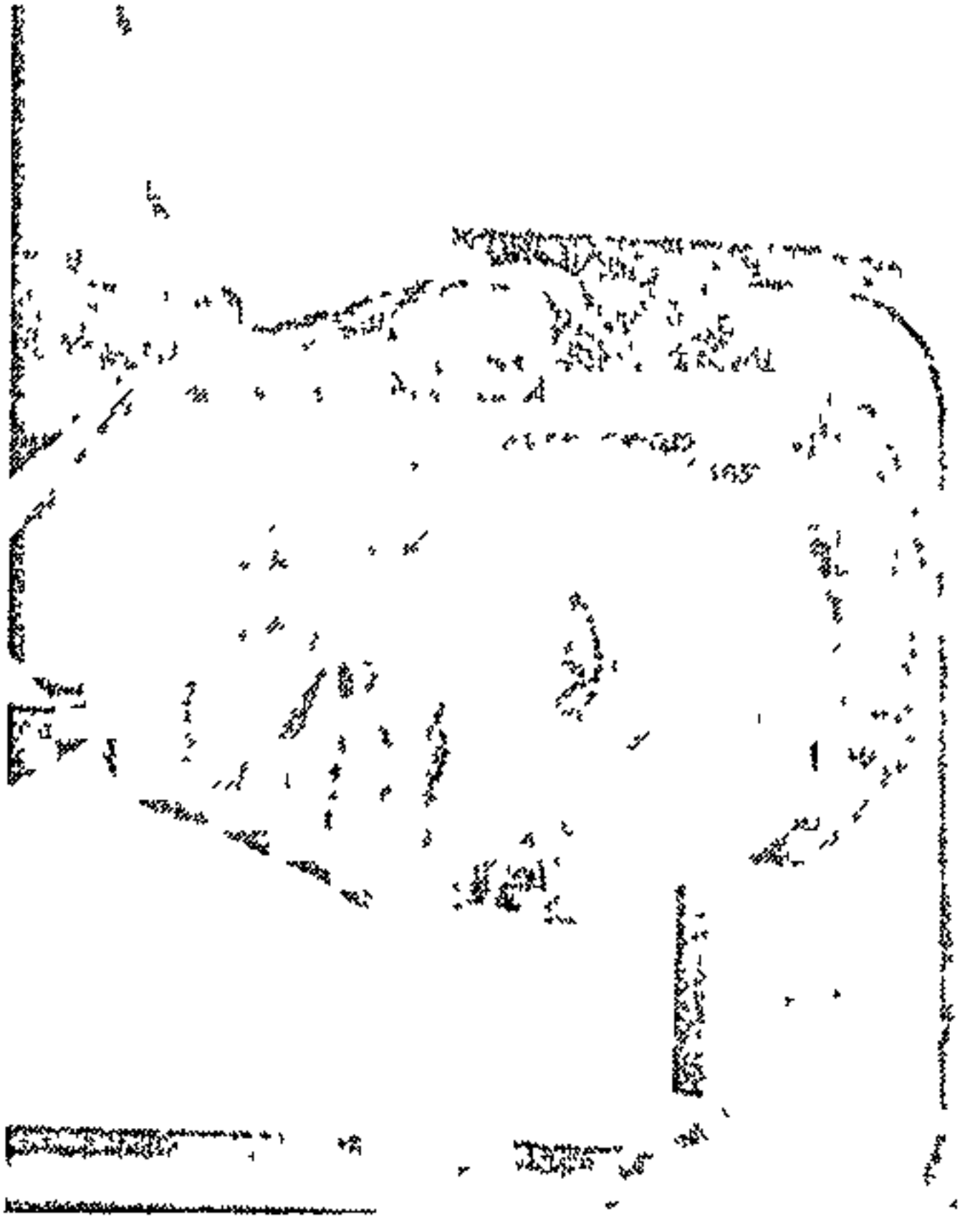
He is general secretary of all three electrical unions.



Flash-
back to
the strike
by Johan-
nesburg
municipality
workers

Destitute strikers get R5 000 church donation

POST
5/9/50



Joseph Mavi — now on bail.

By JOE THOLOE
JOHANNESBURG di-
ocese of the Catholic
Church has donated
R5 000 to workers left
destitute after the
city municipality wor-
kers' strike.

Officials of the Black
Municipality Workers
Union disclosed yester-
day that hundreds of
workers who were sent
to their rural homes are
now streaming back to
Johannesburg in search
of jobs.

The cheque for R5 000
donation is signed by
Archbishop Joseph Fitz-
gerald.

He was not available
for comment last night.
Since the return to
work, the union has tak-
en down the names of
300 people who have
come back to Johannes-
burg for work.

They are mainly from
Umtshulu and Matatiele
in Transkei and were
among workers taken
home by bus to break
the July strike.

POST spoke to one job-
seeker yesterday.

Mr X, a father of
three said: "We were ta-
ken to Matatiele in eight
or nine buses. We left
Johannesburg on a Fri-
day and arrived back
home on Saturday."

"For a while we lived
on my savings. These
ran out and I had to
come back to look for
work."

Mr X, is staying with
friends in Johannesburg.

Meanwhile union offi-
cials, three of whom are
facing charges under the
Sabotage Act, said the
union is growing rapidly.

⊙ The three officials on
bail pending their trial
are president, Joseph
Mavi, secretary, Phil Dia-
mini and executive mem-
ber Gatsby Mazwi.

East London workers vote to stay out

10m
13/11/83

By STEVEN FRIEDMAN
Labour Reporter

MORE than 2 000 workers from three strike hit East London factories resolved this week not to return to work until the companies had recognised their unions

The unions are the South African Allied Workers Union and the African Food and Canning Workers Union

At a mass meeting they also demanded that the companies recognise worker committees, elected under the auspices of these two unions

The workers were drawn from three factories where recent stoppages have not yet been settled. They are Ray Lite Batteries, Collondale Cannery and National Converter Industries

The meeting is further evidence of the rapid growth of worker militancy in East London, which is fast becoming an important centre of black worker action

There have been several strikes in the area in recent months and both unions report a 'dramatic growth in union membership. Their claims of substantial worker support have been confirmed by em-

ployer sources

Most of the strikes in the area have been caused by employer refusal to recognise the SAAWU or AFCWU and worker rejection of the Government's liaison committee system. Some strikes have followed allegations that worker leaders have been dismissed by employers

According to a SAAWU spokesman, Mr Thozamile Gqweta, most of the workers have been reinstated following union intervention. He will meet management today to take up the case of those workers who had not been re-hired

This week's mass meeting, the first to be called by the two unions since the Government's ban on public meetings expired, is a sequel to the strikes at the three factories

Management at the three plants have said that the strikers have been replaced and that production is almost back to normal

Yesterday, however, Mr Gqweta disputed this. He conceded that there was 'desparately serious unemployment' in the area, which enabled management to replace strikers

But he claimed that many of

the dismissed strikers were skilled workers who could not be easily replaced and said that the three factories had not managed to replace the striking workers

The growing union movement in East London has also attracted considerable attention from the authorities

Mr Gqweta and four workers who belong to SAAWU are facing trial on charges under the Riotous Assemblies Act and Mr B P Norushe, an official of the AFCWU, is in detention under security legislation

Several other union members have also been detained briefly and then released. Recently 128 National Converter Industries workers were convicted under the Riotous Assemblies Act. The union is appealing against this verdict

This week, a small company, manufacturers' agents Turner Brothers, became the latest to be affected by strike action

All 27 of the company's black workers downed tools after the chairman of their worker committee had been dismissed. They allege he was fired after he was delegated by workers to discuss an increase in overtime with management

New black union accepted

BDM
139
135
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Labour Reporter

ANOTHER "parallel" black trade union — the Electrical and Allied Workers Union — has been registered by the Government

Only "parallel" black unions — which have been established by non-black registered unions — have been registered so far, and none of the independent black unions which have applied for registration have been granted it thus far

The new union, with a membership of 2 000, has been established by the SA Electrical Workers' Association, a key union in the Confederation of Metal and Building Unions

It was formed last year in anticipation of the recommendations of the Wiehahn Commission, whose report led to a Government decision to allow black unions to register

The Electrical Union thus becomes the first black union in the metal industry to win registration

A number of independent black unions in the metal industry have applied for registration and are awaiting the outcome of their applications

They are the Metal and Allied Workers Union and the Engineering and Allied Workers Union, both of them affiliated to Fosatu, and the Steel, Engineering and Allied Workers Union, which is affiliated to the Consultative Committee of Black Trade Unions

All black unions in the metal industry were recently granted "stop order" facilities, which allow employers to deduct union dues from union members' pay packets on behalf of the unions

Mpetha now in solitary detention

VETERAN trade unionist and civic leader, Oscar Mpetha, detained nearly three weeks ago is now being held under Section Six of the Terrorism Act.

This was disclosed by a spokesman for the Food and Canning Workers' Union, of which Mr Mpetha is a national organizer.

It was also confirmed by Colonel Dennis Kofe, chief of the Cape Town security police.

Mr Mpetha can now be held for an unlimited period without charge in a detention facility in the Cape Town area.

Mr Mpetha, chairman of the J. S. Ganga Residents' Association, was arrested on August 17 by detectives in the murder and robbery squad.

Mr Mpetha is 71 and is a diabetic in need of medication. His lawyer, Mr Brian Tutzo, has applied for permission for a doctor to see him.

Permission is also being sought for Mr Mpetha's family to visit him in some of the detention facilities.

Previously, Dr Alex Boraine, a Progressive Federal Party MP, was allowed to see his son, Andrew, who was also detained under Section Six.

COMMERCE and industry must brace itself for an era of increasing black trade union militancy, says a special survey of the labour market.

This, adds the survey, will be aggravated by union leadership power struggles, lack of experience among union members and political agitation.

The survey fails to mention what labour experts reckon will probably be the major cause of industrial unrest. That is, a failure on the part of management to recognise that times have changed, and that black workers no longer want to be told what to do. Black labour has clearly opted for negotiation. If managements don't accept this, say the experts, they only have themselves to blame for the conflict arising out of their inflexible attitudes.

Seventy-seven percent of the respondents in the survey said they are prepared to "talk" to black trade unions. However, this does not mean they are willing to negotiate with a union of the work-

Growing black union militancy is predicted

By Z B MOLEFE

ers' choice, whether registered or unregistered.

The survey by Personnel and Executive Placements, which is the fourth of its kind, says black trade unionism is still not a major force to be reckoned with. Indeed, it says, a large degree of apathy appears to exist, except for the heavy industrial sectors such as steel, textiles and engineering.

But this is seen as a temporary phenomenon. Rapid growth of trade unions, coupled with increased militancy is expected, according to the survey.

The most disturbing aspect of the survey is the

lack of coherent plans of action among management. But firms generally felt that provided the issues remained economic, they would be able to handle them.

But employers agreed that black workers are becoming more politicised, and that political problems will crop up on the factory floor if nothing is done to solve them. Yet few reported having an experienced labour officer to deal with worker action, whether economically or politically motivated.

About 80 percent of the respondents saw the current labour unrest as be-

ing at least partly politically-inspired, with economic problems taking a secondary role. This is despite the increasing number of strikes in recent months over very low wages and factory floor issues.

Perceptions of how unions will evolve differs. It would appear, the survey goes on, that a polarisation will take place with mixed, partially mixed and segregated unions developing, depending on geographical and sectoral factors, numbers and physical concentration of workers. "Industrial action on the mines is not expected for example, because of the migrant labour system which makes it difficult to organise."

Another element, already present, is black unions with mixed leaderships. Most respondents felt integrated unions are desirable, although this is not expected in the short term. The lack of skills of the black union members will present no constraint to growth, according to 70 percent of the respondents.

S-POST 7/9/80 (139)

Personnel officers reply

By Z B MOLEFE

BLACK trade unions should accept the fact that the present socio-political situation provides problems on the line of registration and contact with black workers.

Mr Gabriel "Fighting Gash" Dlamini, former Transvaal welterweight champion and now personnel officer of the East Rand-based Bisonbord Limited, said this in response to SUNDAY POST's story last week where a number of black trade unions accused black personnel officers of retarding union progress.

Admitting that the present socio-political situation in South Africa was the real "stumbling block" which must be removed to allow black unions to be more viable, Mr Dlamini said the personnel officer plays "a catalytic role between management and workers"

In all, the black personnel officers (though they did not want their names revealed) were in chorus: It is time that they and the unions had a round-table meeting to "find each other". In fact, said Mr Dlamini, "Perhaps a personnel practitioner-black trade union symposium would serve the purpose".

Major coup for motor workers

FOR the first time in South African labour history, two companies will pay workers representatives to do full-time trade union work at their manufacturing plants

The two companies, Ford and Volkswagen, have agreed in principle to pay full-time shop stewards appointed by three motor industry trade unions to represent the motor industry's labour force

Ford has already put its signature to such an agreement.

And details are presently being thrashed out between Volkswagen and the three unions — a rightwing white union, a coloured union and a black unregistered union.

New
Ford
Union

D. Disr
9/9/80
(137)
CBA

PORT ELIZABETH — Ford Cortina plant workers who have been involved in a five month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union

The move by Ford workers, who constitute about 90 per cent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no-confidence vote was passed in the UAW executive

The workers claim the UAW is pro management at Ford and was ineffective in handling last year's dispute at the company

The dissident workers' new nonracial union, which has been engineered by the Ford Workers Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU)

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage

New workers

in cannery

jobs — strikers

EAST LONDON — Management at Collondale Cannery here hired a number of new workers yesterday to replace the 400 labourers who went on strike two weeks ago, some of the workers said yesterday

The managing director of the cannery, Mr Corder Tilney, was not available to speak to the press, according to the switchboard operator there

Workers at the cannery told a Daily Dispatch reporter the firm had hired several new workers yesterday and would do so again today.

Several of the strikers had returned, they said

The cannery was closed for more than a week after a walkout over the retrenchment of six workers

On August 29, management offered to pay off the workers but they refused, claiming they were still employees and they wanted their jobs back

The branch chairman of the African Food and Canning Workers Union, Mr Willie Mzozoyana, said only six of the strikers had returned

"We believe these six

workers were bribed," Mr Mzozoyana said

"We have heard complaints from workers that they were offered all sorts of bribes in order to get them to break the strike"

Mr Mzozoyana said the six workers who returned, two men and four women, were strong union members and would not have returned to work "normally"

He also said Mr Tilney told union members he had replaced strikers with 250 workers from a Kidd's Beach cannery which closed earlier this year

"That is incorrect," Mr Mzozoyana said

"The new people are all unskilled people who live near the cannery and need work. It is going to take ages to train them properly"

Mr Mzozoyana said he had also been unable to contact Mr Tilney yesterday

"The workers say they will continue to stay away until management rehires the men who were unfairly dismissed," he said

Last night Mr Mzozoyana pledged that as soon as management came to the negotiating table, industrial peace would be restored — DDR

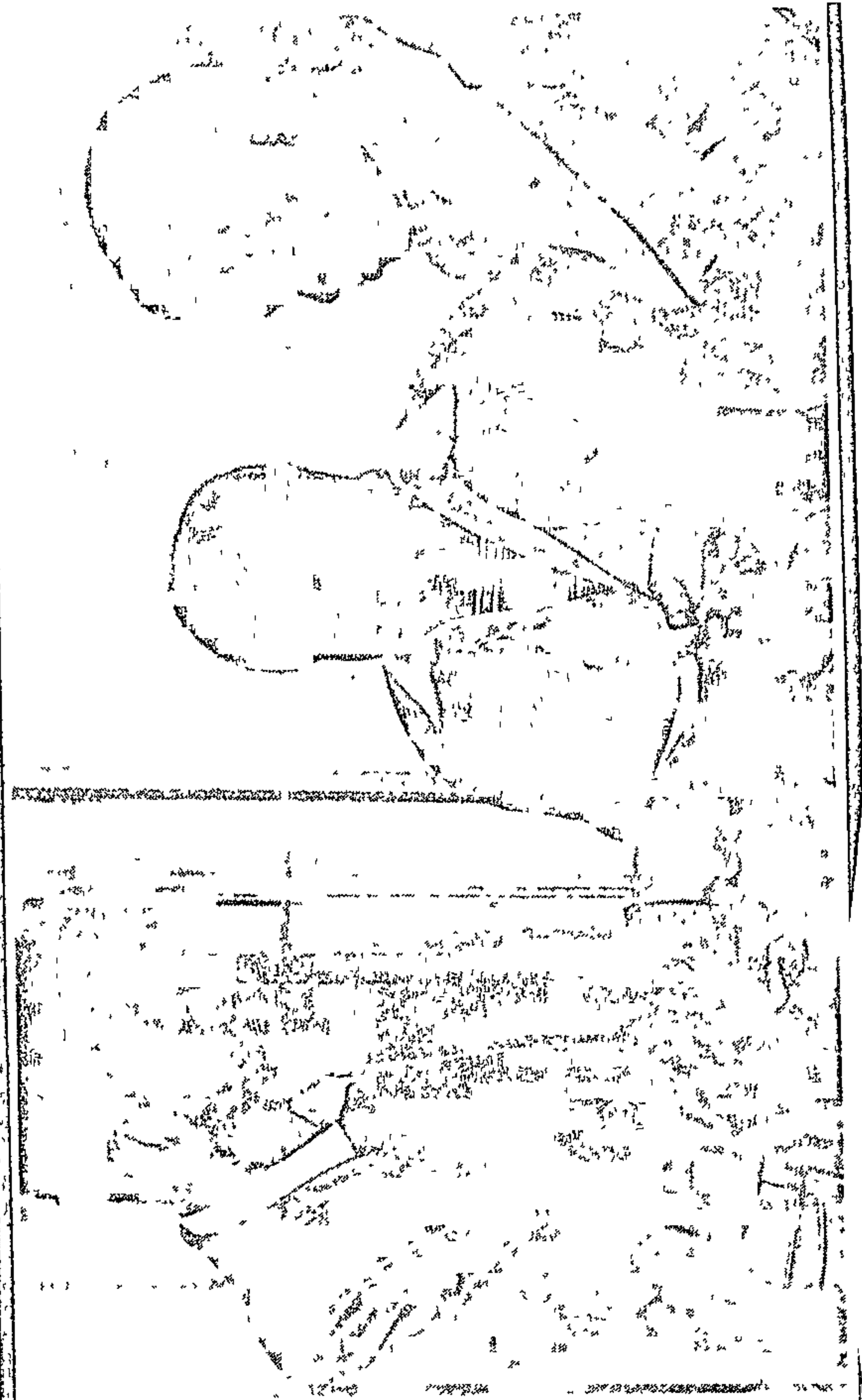
Union goes to aid ^{push} of workers left destitute by strike

THE Black Municipality Workers Union yesterday started distributing some money to workers left destitute after the recent massive strike

Within hours 30 workers had received R10 each from the R5 000 donated by the Johannesburg diocese of the Catholic Church.

"We know they can not survive on this," a union spokesman said "But it is better than nothing."

In the picture on the right two members from Mzimkulu in the Transkei, Mr Dalton Ntleko and Mr Martin Jaca, get money from the union's secretary, Mr Philip Dlamini (left), at the union's office



Cannery and union fail to end dispute

DAILY DISPATCH
10/9/80
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EAST LONDON — The African Food and Canning Workers Union (AFCWU) has been unable to resolve a dispute with management after a walkout at Collondale Cannery here.

The dispute centred around the retrenchment of five men two weeks ago, some of whom are union members.

Management has refused to rehire the men and union members feel they are being victimised.

The acting secretary of the AFCWU, Mr Thozamile Gqweta, met with the managing director of Collondale Canneries, Mr Corder Tilney, on Mr Tilney's farm near here yesterday.

Mr Gqweta said they had "frank discussions" but could not come up with a "constructive resolution".

Mr Tilney was not available for comment.

"The only actual point of deadlock is the reinstatement of the

workers," Mr Gqweta told the Daily Dispatch last night.

Mr Tilney said he had already employed new people and could not dismiss them to take on all the old staff.

Mr Tilney told them the five men in question had been dismissed because the firm was cutting staff — the recent drought had greatly affected the number of pineapples they were handling.

"Workers took the dismissals as union victimisation," Mr Gqweta said.

"They said Mr Tilney failed to explain why the men were dismissed."

Mr Tilney admitted he had "learnt a lot" and in future he would be more open to discussion with workers' committees, according to Mr Gqweta.

However, he had stopped short of actually recognising AFCWU as the workers' representatives.

"He will allow the union to collect subs on factory premises and to hold meetings, and if the workers indicate they want the union to act as their representatives, he will acknowledge this," Mr Gqweta said.

He was told there were about 250 people working at the cannery now, which was enough to cope with the supply of pines.

Thirty five new workers were apparently hired yesterday, he said.

Mr Gqweta said the union had loaned more than R2 000 to the former cannery workers who had refused to be paid off on August 29.

Mr Gqweta said Mr Tilney told him that if workers went back today, he was prepared to rehire some of them.

"But after we told the workers this, they repeated that they would not return until the retrenched men were taken back" — DDR

8 black trade unions have been registered

Case Times 10/9/80 (Mk) (MAM) (139) (WV)

Own Correspondent

JOHANNESBURG — Eight black trade unions have been registered since the government's new labour dispensation came into effect last October, the Director-General of Manpower Utilisation, Mr Jaap Cilliers, said yesterday.

In addition, there are now 40 mixed trade unions — many of whom are believed to have received permission to enrol black members.

Approached for figures on the composition of the registered union movement, Mr Cilliers said yesterday that 182 trade unions were now registered.

Of these, 80 represented white workers only, 54 coloured workers only and eight black workers. Another 40 were mixed, either for white, coloured and Asian workers or for all four races.

This meant he said, that the

all-white unions were now in the minority.

There are no figures available on the number of black or predominantly black unions in the country at present, but it is believed that at least 20 are still unregistered.

None of the black or predominantly black unions affiliated to the two major black union co-ordinating bodies, the Federation of SA Trade Unions and the Consultative Committee of Black Trade Unions, have been granted registration.

Labour observers regard the government's reaction to their registration applications as a key test for the new dispensation.

Thus far, only "parallel" unions — those with close links to their non-black counterparts — or black "company unions"

have been registered.

Recently several Fosatu-affiliated unions were granted permission by the Minister of Manpower Utilisation, Mr Fanie Botha, to apply for registration on a non-racial basis.

Some labour observers have criticized the fact that most of the "independent" unions — those not closely associated to registered non-black unions — have not yet been registered despite the fact that they applied several months ago.

However, its supporters reply that many registration applications took up to a year to process before black workers were allowed to join registered unions.

Several black or non-racial unions have decided not to seek registration, arguing that to do so would be to submit to increased government control.

CAPL TIMES 10/9/80

Ford workers to launch new non-racial union

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Own Correspondent

POR T ELIZABETH — Ford Cortina plant workers who have been involved in a five month dispute with the United Automobile Rubber and Allied Workers of South Africa (UAW) have decided to launch a new trade union.

The move by Ford workers, who constitute about 90 per cent of the UAW's Port Elizabeth membership, climaxes a series of efforts by their committee to unseat UAW officials following a heated meeting earlier this year at which a no confidence vote was passed in the UAW executive.

The workers claim the UAW is pro-management at Ford and was ineffective in handling last year's dispute at the company.

The executive has refused to hand over office to the dissidents.

Mr John Mke, UAW national and local president, said the Cortina plant workers' effort to unseat his executive was unconstitutional.

Since the workers' threatened legal action had not materialized, he had expected

them to come back to him to discuss their differences, he said.

It was only in Port Elizabeth that there was a stir within the union, Mr Mke said. He thought the dispute was based mainly on personal differences.

A UAW council meeting last night decided that it would approach the dissident workers in an effort to seal the cracks in the organization.

The UAW, an unregistered African union, is a parallel body to a registered coloured trade union, the National Union of Motor Assemblies and Rubber Workers (NUMARW).

The dissident workers' new non-racial union, which has been engineered by the Ford Workers' Committee, is to be called the Motor Assemblies and Components Workers' Union of South Africa (MACWU).

The committee's chairman, Mr Government Zini, said all Ford members of the UAW were expected to resign by the end of the week.

He said the decision to form the new union was taken at a meeting last week in the Holy Spirit Church, Kwazakale

which was attended by about 600 Cortina plant workers.

Mr Zini said he expected most of the Cortina plant men to join the new union, which would then start a recruitment drive in allied industries in Port Elizabeth and Uitenhage.

He said MACWU would concern itself with wider issues such as housing and living conditions and implementation of the Sullivan code.

The workers' committee claims that there has been widespread worker dissatisfaction with UAW officials over their handling of the Ford strike last year and the bonus issue.

Mr Zini said workers felt that the UAW executive was made up of liaison committee members who were pro-management.

'We have totally rejected liaison committees.'

He said another reason for dissatisfaction with the UAW was its failure to resolve the workers' bonus issue.

Ford management had said that workers who were not at the plant during its official closedown last year were not

eligible for bonuses. Most of the workers were on strike then.

Mr Zini said 'We agreed that the bonus issue should be handed over to the union but they did nothing about it. Although union officials claimed that they were negotiating with management, we got no feedback from them.'

He said his committee ended up fighting the issue.

The national secretary of the NUMARW and technical advisor to the UAW, Mr Freddie Saul, said if the dispute within the UAW continued it would be a setback for the black worker's struggle for recognition.

He said it would be to management's advantage because it would divide the workers at a time when unity was needed most.

Ford director of labour relations, Mr Fred Ferreira, said at the weekend that he was surprised at the news of the formation of a new union.

He said it was company policy to recognize it if it represented more than half the firm's workers.

CAPE TIMES 10/9/80

Workers won't go back, says union

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Own Correspondent

JOHANNESBURG — Striking workers at an East London pineapple canning factory have rejected a management invitation to return to work and would remain on strike till their grievances were dealt with, a spokesman for the African Food and Canning Workers Union said yesterday

However, a spokesman for the company, Collondale Cannery, claimed yesterday that production at the factory had returned to normal

He said that many of the strikers had returned to work and the others had been replaced by unemployed workers in the area

Labour unrest has increased sharply in East London and several companies have been affected by strikes. In a number of strikes, workers have demanded recognition of trade unions and have rejected the government's liaison committee system

Trade unions in the area re-

port a rapid growth in membership

Last month, about 400 workers at the cannery, its entire black workforce, stopped work. The stoppage was sparked by the retrenchment of five workers, including a leading member of the AFCWU

The company said that the workers were laid off because there was insufficient work at the plant. The union disputed this and said that workers believed the retrenchments were a "subtle form of intimidation"

As a result of the brief stoppage, all 400 workers were fired. The company later said that all the dismissed workers, with the exception of the five who were retrenched, could re-apply for their jobs on Monday

Workers said that they were prepared to do this if the company agreed to reinstate the retrenched workers. According to the union, only a small number of workers re-applied for their jobs on Monday

Hints Worry Unionists

Cape Times 10/9/80

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UNIONISTS

Own Correspondent

JOHANNESBURG — Fears of a new government crackdown on unregistered black and non-racial trade unions have grown after a speech by the Minister of Manpower Utilization Mr Fanie Botha which he hinted strongly at action against these unions.

Action against unregistered unions could eventually mean that only government-approved unions would be allowed to exist.

There are at least 20 unregistered black and non-racial unions in the country at present and they make up the bulk of the black union movement.

There has been speculation for some time that the government was planning to move against unregistered unions. This has been fuelled again by Mr Botha's speech to the Public Relations Institute of South Africa late last week.

Leading role

In it he referred to the recent strike wave in which he said, "certain unregistered trade unions played a leading role. He added 'One cannot

say that their role in the strikes was always responsible."

Mr Botha then went on to hint at future government action against these unions. "You can rest assured that the government is keeping a close watch on the situation and that adjustments in our system for the regulation of labour relations will be made if necessary," he said.

Observers believe this could herald new legislation in the next session of parliament to control or ban these unions.

Trade unionists allege that the government instructed employers not to deal with unregistered unions during the recent strike wave and they see Mr Botha's remarks as evidence of growing government hostility to these unions.

"I'm convinced they're preparing to get at us. We're not surprised at the minister's speech we've seen it coming for ages," an unregistered unionist said yesterday.

The director-general of manpower

utilization, Mr Jaap Cilliers, yesterday refused to comment on the possibility of legislation against unregistered unions.

"We are introducing a lot of legislation next session in order to implement the Wiehahn commission recommendations and I am not prepared to discuss details of this legislation," he said.

The issue of union registration hit the headlines recently when the Johannesburg City Council refused to deal with the Black Municipality Workers Union because it was not registered.

However, unregistered unions are not illegal and a small but growing number of employers have signed recognition agreements which bind them to negotiate with these unions.

Compulsory registration?

For some time however there has been talk in official circles of moves to 'put unregistered unions out of business'.

Two ways of doing this have been discussed.

The first is to make registration

compulsory as it was before 1956. This would make it an offence for any trade union to exist unless it was approved by the government and received registration.

According to some sources however, this idea is no longer in favour.

The other is to implement a recommendation of the Wiehahn Commission and make it illegal for any employer to sign a recognition agreement with an unregistered union.

This would make it impossible for these unions to win bargaining rights from employers and would make it impossible for them to fulfill the main function of trade unions.

The commission also recommended making it illegal for employers to deduct union dues on behalf of unregistered unions a move which would rob them of financial stability.

This has been partially implemented, but the government could decide to toughen up a ban on these "stop order" deductions.

Sullivan set to beef up code for firms

By STEVEN FRIEDMAN
Labour Reporter

DR LEON Sullivan's labour code for United States companies operating in South Africa will be toughened next year by increasing minimum wage stipulations for black workers and by stricter measures to ensure firms desegregate facilities

Another new and controversial stipulation for companies under the code is that they must join the National African Federated Chamber of Commerce as associate members. Nafcoc is the spokesman for black businessmen

This emerges from a questionnaire circulated to US companies who have signed the code. The Rand Daily Mail has a copy of the questionnaire

It is however, likely to disappoint black trade unions, because its instructions to signatories about black unionism are still ambiguous

But it was drawn up shortly before Dr Sullivan's recent trip to South Africa and informed sources say he has hardened his support for unregistered black unions since the visit

Dr Sullivan warned last week that firms which did not sign his code or did not adhere to it could face demands in the US that they withdraw from South Africa

According to the document, companies who do not comply with the new stipulations will be told they "need to become more active", which could increase pressure on them

Another feature of the document is that it emphasises that companies are obliged to make their rating under the code known to their black workers and to review its implementation with representative black workers

On the trade union issue, employers are asked whether they are prepared to recognise an unregistered black trade union, thus implying that this is demanded by the code

However, a guide to the questionnaire says companies are merely required to indicate their workers' right to "form or belong to" a union

This could open the way for companies to claim that they are abiding by the code if they do not stop workers joining a union, but nevertheless refuse to recognise it

Dr Sullivan emphasised during his visit, however, that signatory companies must recognise representative unions whether or not they are registered

According to the document, Dr Sullivan plans to add a new stipulation next year that companies must pay their lowest paid workers a set percentage

— 'say 30%' — above the various poverty datum lines for black workers

Up to now companies have only been asked to pay "above" these levels and no amount has been specified. Laying down a set amount will prevent signatories from paying only slightly more than the minimum level

Dr Sullivan will also demand "complete desegregation of facilities. Although the code demands desegregation, Dr Sullivan apparently believes that some firms are "formally" desegregating their plants, but not doing so in reality

The demand that companies join Nafcoc is seen as part of an attempt by Dr Sullivan to encourage them to assist the development of black business. By becoming associate members of Nafcoc, companies could presumably provide the organisation with finance and resources

The document asks companies whether they have assisted any Nafcoc endeavours in the last year or have supported the development of black, coloured or Asian business

A black business source said yesterday that Nafcoc's constitution did allow non-black businesses to join as associate members and added that a number of white companies had already joined the organisation in this way

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Hopes high for black union

By STEVEN FRIEDMAN
Labour Reporter

BLACK worker hopes that the Putco bus company will soon recognise a black trade union brightened yesterday after the company met representatives of the Transport and Allied Workers Union.

The TAWU claims that most Putco drivers belong to it and a union source said yesterday that Putco's "gentlemanly" attitude at the meeting had made the union confident it would be recognised.

Meanwhile, Putco's personnel executive, Mr Ted Pamphilon, revealed yesterday that the company had been approached by a second union, the Fosatu-affiliated Transport and General Workers Union. The TGWU has apparently been organising Putco drivers on the East Rand.

It is understood that Putco has already decided in principle to recognise a black trade union but the company is seeking clarification on the unions' support among workers and their constitutions before deciding finally.

Mr Pamphilon said the company would also meet a delegation from the TGWU.

Union recognition was among the demands made by Putco drivers when they struck recently. The drivers' wage demands are still in dispute and the Department of Manpower Utilisation is attempting a settlement.

A Transport and Allied Workers Union source said yesterday that no decisions had been taken at yesterday's meeting, but added that negotiations on the issue were continuing.

Another meeting could take place within the next week, he said.

He said that Putco had received the union delegates "in a very gentlemanly way" and added "we are confident that they will agree to recognise the TAWU soon".

Mr Pamphilon described yesterday's meeting as "a contact and discussion meeting" and said "it is obviously too early for finality to be reached".

S. Post
14/9/60

(M) (W) (134)

Lucy was behind employer loan to 'stooge' sugar industry union

SUNDAY POST Correspondent
CONTROVERSIAL Johannesburg trade unionist, Mrs Lucy Mvubelo, had recommended that the newly-established National Union of Sugar Manufacturing and Refining Employees should approach the sugar industry employers for a loan to meet preliminary expenses

This was disclosed in a statement to SUNDAY POST by Mr Glyn Taylor, chairman of the Sugar Manufacturing and Refining Employers Association.

Mr Taylor was asked to respond to criticism that the new union was management-initiated and controlled, because the sugar industry had granted it an interest free loan of R10 000

Mr Taylor strongly denied that the new union had any relationship with management and defended the sugar industry's right to grant the loan to the union

He said the union had to start somewhere and that it was entitled to seek a loan from anyone to meet preliminary expenses, such as for recruitment, printing of its manifesto and constitution, the appointment of legal and financial advisers, and the renting and furnishing of offices.

"I believe it was at the suggestion of Mrs Mvubelo that the embryo union approached the employers organisation for a loan"

However, the general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, says the new union is management controlled, and as such would not represent the true wishes of its members.

He said at no time in the history of trade unionism did management grant loans or initiate trade unions for members working in their industries.

"No amount of ducking and diving will whitewash the fact that management has something to do with this union.

"I am sure the membership of the union is soaring because management is pushing its workers to join. It seems the workers have no choice"

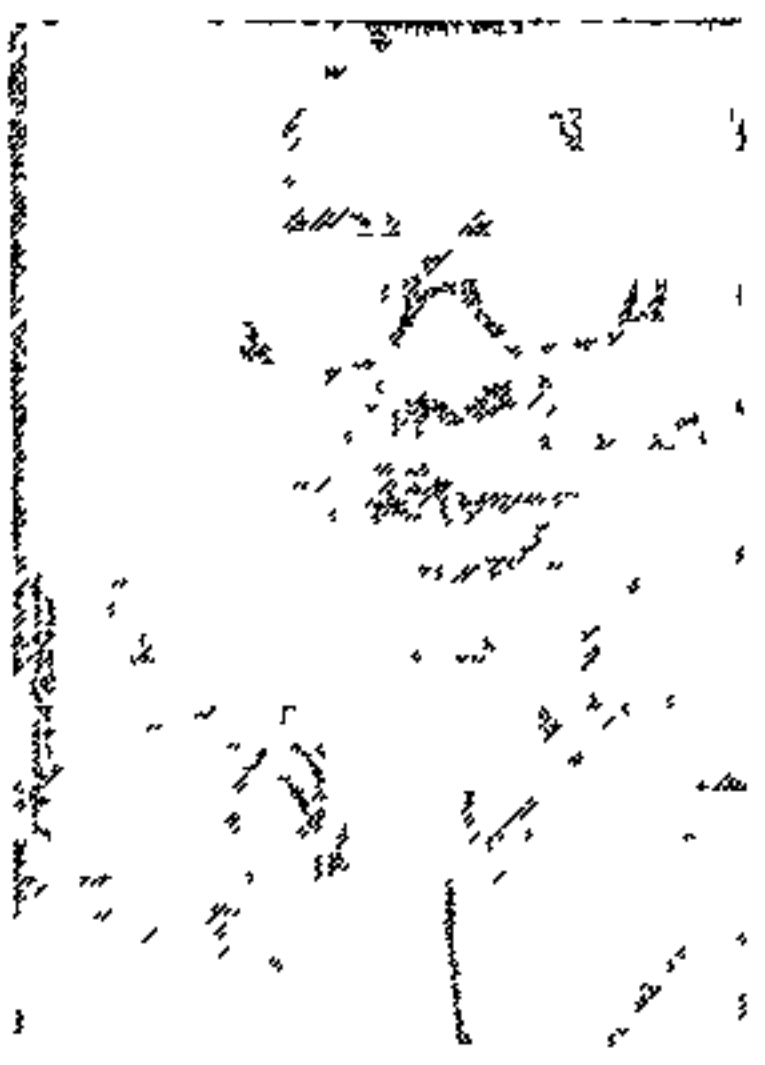
Asserts Mr Taylor: "No strings are attached to the loan and it is repayable when the union becomes financially viable."

Sketching the background to the formation of the union, Mr Taylor said when legislation was changed last year, the sugar industry's works and liaison committees began to explore various options open to them for the formation of trade union membership

"After a three-day conference, which was addressed by Mrs Mvubelo and Mr Wells Ntuli, and at which no employer representative were present, the decision was made to form a trade union

"As events would have it, the union has attracted substantial support from factory workers in the sugar industry. The union has now secured full registration and has made an application for membership of the industrial council

"From the employers standpoint, we believe representative trade unions make a major contribution to the preservation of industrial peace"



Mvubelo

By Z B MOLEFE

THE Black Municipality Workers' Union is enraged at the treatment being meted out to dismissed Johannesburg municipal strikers.

The union alleges that its 1500 or so members, who were discharged and endorsed out of Johannesburg after the strike are keen to return to their jobs, but are coming up against all sorts of obstacles.

A number of workers allege that they have been told by a white compound manager that the city council is no longer keen to employ strikers.

A group of the men from the Transkei's Umzimkulu district met SUNDAY POST at the union offices this week.

They said on Friday last Mr Aubrey Kheswa was sent to Umzimkulu with a list of names of former council employees. The men were told to return to Johannesburg because their jobs were waiting for them. On Wednesday the men reported to the Orlando Power Station.

The department head was keen to have them back, but was blocked by Mr Kleynhans, who is alleged to have said he was not interested in strikers. Mr Kleynhans denied knowledge of the list given to Mr Kheswa, according to the workers.

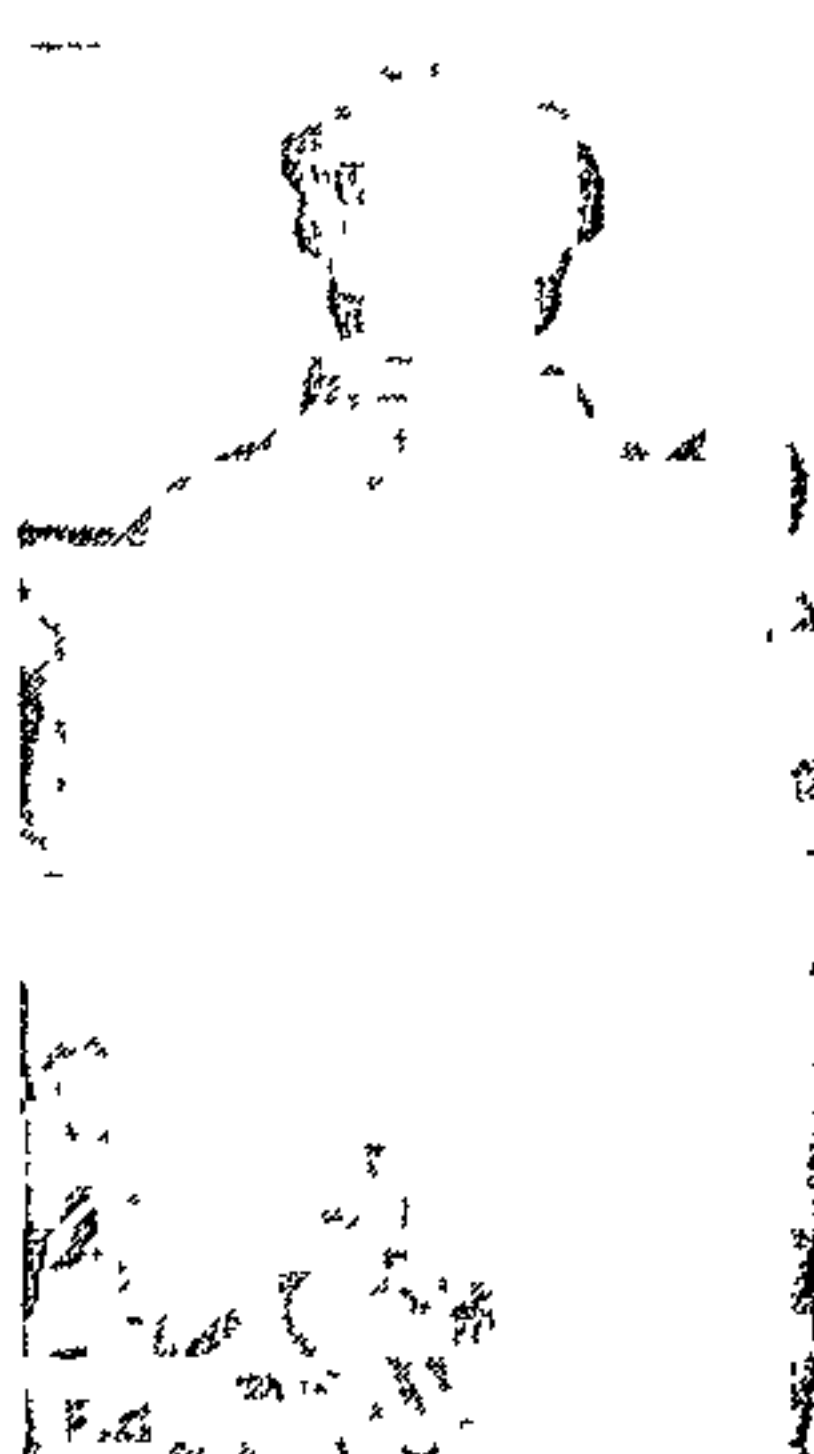
"We just don't know what we will do now," lamented one of the

Times are hard for fired council men

S. POST

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14/7/80



Waiting for work an ex-municipal employee stands idle

men as he showed SUNDAY POST his Transkei travel document which had a July 31 endorsement that read, "Ordered to leave the prescribed area of Johannesburg within 72 hours." The endorsement had the signature of the Municipal Labour Officer.

Mr W Barnard, the Council's Chief Electrical Engineer, was not available for comment. His office also told

SUNDAY POST: "Unfortunately he is the only person who has authority to talk to the Press."

An unconfirmed allegation from a union source is that another dismissed Council striker found a job with the railways, but the West Rand Administration Board's Labour Bureau refused to register him. He was told machines were broken.

This continued until the union's legal representatives took the matter up with the Board. The union was informed that the machines had been fixed.

Commented the union's assistant secretary, Mr Gatsby Mazwi: "Some of our members, who lost their jobs after the strike, do find employment. But it is when they report to the Board's Labour Bureau they are told to go back to the Council. These are some of the things which are causing frustration."

When SUNDAY POST contacted Mr Armand Steenhulzen, the Board's Director of Labour, we were referred to the Chief Labour Officer. His office would not give a statement to the Press, and referred us to Mr Steenhulzen

Added to this is the depletion of the R5 000 relief fund for dismissed council workers donated by the Diocese of the Catholic Church (Johannesburg). In two days the union paid out over R1 500 at the rate of R10 per member.

"And mark you," said Mr Mazwi, "we don't know how long our members will be out of jobs. We are hoping for the best, in any case."

Meanwhile, in just two days last week the union attracted over 100 new members.

New unions federation launched

CAPE TOWN
15/9/80
(139) (143)

Own Correspondent

JOHANNESBURG — A meeting of about 400 delegates in Johannesburg yesterday launched a new federation of trade unions, which has committed itself to 'the development of blacks in leadership' in the union movement.

The new federation the Council of Unions of South Africa (Cusa), claims a membership of about 30 000 workers, mainly on the Reef.

Its formation represents an attempt by member unions to expand nationally.

Cusa has been formed chiefly from unions which were represented on the Consultative Committee of Black Trade Unions, which has been dissolved to make way for the new organization.

The Federation of SA Trade Unions (Fosatu) the only other body to attempt to represent the black union movement nationally is a non-racial body. Cusa spokesmen have said they are open to co-operation with other union federations.

At a well-attended meeting yesterday in a Johannesburg church hall punctuated by hymns and union songs, delegates adopted a constitution endorsing the principle of 'equal opportunity for all workers'.

Community link

Ten black unions belong to Cusa and Mr Joseph Mavi, president of the Black Municipality Workers' Union, said at the meeting that his union would join Cusa.

The constitution also says that Cusa will assist the development of black leaders "in the community", a clause which holds out a possible link between it and the black community beyond the workplace. It also commits Cusa to monitor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

itor the implementation of codes of conduct in all economic sectors and to attempt to enforce worker rights as understood by the International Labour Organization's conventions.

The meeting was not, however without controversy. A number of delegates were apparently unhappy with the presence of Mr Gibson Thula, local representative of the Inkatha movement at the meeting.

Besides sending Inkatha's greetings to the meeting, Mr Thula also assisted in running elections for the organization's executive. This caused dissatisfaction amongst members of the black consciousness movement as well as some unionists although it is not clear whether these feelings were shared by rank-and-file delegates.

A further point of controversy was a speech delivered by Mr Louis Khumalo, which some delegates interpreted as criticism of the black union movement.

This prompted a walk-out by Mr Mavi and some of the other observers.

Yesterday's meeting elected Mr Albert Mosenthal president of Cusa and Mr Leonard "Skakes" Sikhakhane vice-president.

Mr Mosenthal is president of the SA Chemical Workers' Union and a black worker at AECI Paints, the first major South African company to formally recognize an independent black union.

Mr Sikhakhane is secretary of the Food, Beverage and Allied Workers' Union and was chairman of the Consultative

The meeting heard speeches by Father Buti Thlagale and Mr Khumalo.

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Most of the new unions are prepared to accept conditions from employers that will weaken the labour movement. This is particularly noticeable in their

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African women's attitude to strikes

IN SPITE of black women's feminist consciousness remaining overshadowed by the more immediate issues of survival there has been a dramatic increase in their resistance to oppression as evidenced by the numerous strikes in which they have been actively involved over the last decade

In an article in *African Perspective*, Miss Janet Shapiro of Rhodes University said that black women in South Africa were being forced into a role independent of men

The resistance by women is increasing in the workplace as is evidenced by the numerous strikes in which black women have been actively involved over the last decade from the Durban textile strikes of 1974 to the Eveready and Fatts and Mims strikes of the past two years she said

At one strike last year women who could not manage the long walk to work slept on plastic sheets outside the factory gates she said

Studies showed that the consciousness of women in and out of the workplace was becoming increasingly feminist. But the feminist consciousness remains overshadowed by the more immediate issues of survival she said

Contact with the majority of white women had given black women very little reason to feel a shared sense of oppression and studies revealed that the black domestic workers were acutely conscious of how different the experiences of their madams and themselves were

Similarly, for most white women the large social and economic distance between themselves and black women whom they mostly encounter in the servant role their own good life and their fear engendered by membership in a minority oppressor group does not allow for much feeling of shared womanhood she said

There does certainly not seem to be much basis for sisterhood and until such times as black and white women share the same economic reality I cannot see much hope for any movement in South Africa that has universal sisterhood as its starting point she said

Alison Gillwald

Cannery

row action

About 400 dismissed employees of the Collendale Cannery in East London have called for a community boycott of Collendale products to support their demand for reinstatement.

They have also appealed to workers in other East London canneries to "black" their respective principles from the Collendale plant.

The workers — many of whom are members of the Industrial African Union and Communist Workers Union — were put off two weeks ago after a protest and stoppage.

Minister's new line on unions

18/9/60 RDM
139
16/8

By STEVEN FRIEDMAN
Labour Reporter

IN A speech which seemed to indicate a marked shift in Government attitude, the Minister of Manpower Utilisation, Mr Fanie Botha, has warned employers against refusing to deal with representative trade unions

"Management should deal with whatever leadership group holds credibility among the workers. To impose a group favoured by management but not by those they are supposed to represent will lead to disaster," Mr Botha warned

But at the same time he said that black unions had to be brought under "statutory control" in order to prevent them becoming "the prey of our enemies"

Mr Botha was speaking in Pretoria yesterday at a symposium on industrial sociology organised by the University of South Africa's Sociology Department

Labour observers said yesterday the speech was "in marked contrast to other recent speeches made by the Minister in which he appeared to attack the independent black unions"

One observer said the speech indicated "a much more realistic approach to labour issues on the part of the Government — at least in theory"

Mr Botha also told the meeting "Trade unions should be viewed positively. Without their leadership role it would be more difficult to deal with conflict in industrial relations in South Africa"

If there was no union, employers should establish effective committee systems

Black trade unions have long suspected that, despite recent reforms, the Government fa-

vours the committee system, which unionists see as weak and ineffective

Mr Botha's remarks are seen, however, as the first Government statement unequivocally backing unions and making it clear that employers are to rely on committees only when representative unions do not exist in their plants

They could be effective in persuading reticent employers to deal with representative black unions

The Minister's remarks appear to imply criticism of those employers who have decided to deal with "parallel" and "company" unions of their own choosing rather than with representative unions.

Some employers have sought to set up their own black unions or to persuade registered unions to recruit black workers in an attempt to "freeze out" independent black unions.

Black trade unions have suspected that this strategy enjoyed tacit support from some Government officials and that the authorities preferred some unions to others.

Mr Botha's statement now appears to commit the authorities to recognising the rights of representative unions, however unpalatable they may seem to some employers.

Some observers may interpret it as an implied criticism of the Johannesburg City Council's handling of the recent municipal strike, in which the council refused to deal with the Black Municipality Workers Union and insisted on dealing with its own "company union"

Observers also point out that these remarks run counter to a number of recent speeches by the Minister in which he appeared to put the blame for the recent strike wave squarely on the shoulders of black unions.

Miki MSP 19/9/80 (139)

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 Pamie 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 Raythe Patersons, which was hit by a riot 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 constitution 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 work, he 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 dined 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 dismissals, substitution of skilled labour by scab labour and accusing trade unions of being inciters were no answer to the present labour situation.

"All such measures to bring the situation under control, only prove counterproductive and lead to more strained employer-employee relationship."

"Complete recognition of unregistered and non-racial trade unions is the only answer," Mr Gqweta said — DDR

(139)

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Milestone Union deal by SA firm

139
20/9/80

By STEVEN FRIEDMAN
Labour Reporter

A SUBSIDIARY of a major South African company has recognised an unregistered black trade union, becoming one of the first locally-owned companies to do so.

It is AECI Paints (formerly Prolux Paints), a subsidiary of the giant AECI group, which has recognised the SA Chemical Workers Union (SACWU) at its Alrode plant near Alberton. The union is affiliated to the Consultative Committee of Black Trade Unions.

It was also revealed yesterday that Rennie's Bulk Terminal, owned by the locally-owned Rennie's Group, is in the process of negotiating a recognition agreement with the unregistered Transport and General Workers Union at Durban harbour.

Although over a dozen companies have signed recognition agreements with black unions, few have been locally-owned and the fact that two major companies are dealing with black unions may have a significant influence on labour relations.

AECI Paints' decision to recognise the union was revealed yesterday in a statement issued by the SACWU, which has a membership of over 4 000.

The union said that the agreement entailed the recognition by the company of union shop stewards and the union's right of access to company premises at Alrode. A grievance and disciplinary procedure had also been agreed.

The union represents about two-thirds of the 210 workers at the plant.

Although the SACWU applied for registration last December, it has not yet been registered. In the statement, it said it was "anxiously waiting" for registration.

SACWU's general secretary, Mr Dan Tau, said yesterday that the AECI agreement was the first formal recognition agreement the union had signed.

He added however: "We have informal arrangements with a number of companies and are hoping to formalise these soon."

A spokesman for AECI Paints, Mr John Russel, yesterday confirmed that the union had been recognised at the Alrode plant.

"The negotiations were very constructive and mature. There was no animosity," he said.

In Durban, the managing director of Rennie's Bulk Terminal, Mr John Trathen, confirmed yesterday that his company was negotiating a recognition agreement with the TGWU, a Fosatu affiliate.

The union claims to represent 148 of the company's 168 workers at the Durban docks. The two parties have signed an agreement which gives the union limited facilities at the company.

Mr Trathen said yesterday that negotiations have advanced to the stage where we now tacitly recognise the union.

A union spokesman confirmed yesterday that a preliminary recognition agreement had been reached. The talks were between the union and other employers at the docks in an attempt to conclude a labour law agreement.

(1987) (152)
Union call
(1391)
for Cele

murder
RDM 20/9/80
inquiry

Labour Reporter

THE National Union of Textile Workers has called for "a thorough investigation" into the murder of a worker leader at the Frame Group of textile factories

Mr Samson Cele, a shop steward of NUTW at the Frametex mill and a member of the black liaison committee of the company, was shot dead by a masked gunman on the evening of July 11

His killing occurred shortly after a week-long strike by an estimated 7 000 Frame Group textile workers earlier this year. The strike was marked by violent clashes in Clermont, Durban, between strikers and Frame Group employees

Police are investigating the murder

A spokesman for the union said yesterday "Things were very tense in Clermont at the time and an investigation is necessary to clear the air"

Mr Cele was one of three worker leaders at the Frame Group to be arrested as they left negotiations with Frame management during the strike. The other two were Mr J Gwala and Mr M Nzama

The three men were charged with inciting a strike and Mr Cele was awaiting trial when he was shot

On July 16, Mr Gwala and Mr Nzama were acquitted by the presiding magistrate who found that the State's evidence had been unreliable

The union cites this verdict as evidence that "the strike was caused by angry and frustrated workers and not agitators as the State and management would like to claim"

By OWEN VANQA

THE East London branch of the African Food and Canning Workers' Union has called for a boycott of products of the Collondale Canneries in the city.

This follows the dismissal of the workers at the cannery last month. Workers downed their tools when some of their colleagues were retrenched, including one after very long service.

The management dismissed the strikers and told them to reapply, but few reapplied.

Now the head office of

(139) (146) (152) S. Post
21/9/80

Cannery strikers call for boycott

the African Food and Canning Workers' Union is busy informing the community and organisations about the condition of workers at Collondale.

"Workers themselves passed the resolution calling for the launching of a boycott, demanding the reinstatement of the dismissed workers and appealing for the support of other canning workers in East London, so that they

do not handle Collondale products," a unionist said.

The union held its 40th conference in Paarl at the weekend. It received greetings from unions throughout the country and the world.

"They have offered us support in the struggle for union rights for wor-

kers and better working conditions. We will notify these unions of the conditions at Collondale," the unionist said.

Management at Collondale is said to be feeling the pinch and is said to be approaching individuals asking them to reapply. The scab labour that replaced the workers has been locked out of their houses by farmers at Kidds Beach and told to find accommodation somewhere else, since they are employed.

Fourth ²⁶⁶
~~329~~ ~~452~~ ¹³¹
municipal

union
ADM 21/9/80
man held

Staff Reporter

SECURITY Police yesterday detained the acting secretary of the Black Municipality Workers Union, Mr Gatsby Mazwi, at the union's offices in Sauer Street, Johannesburg.

He is the fourth union official to be held since the recent strike by municipal workers.

The union's lawyers said yesterday that they had established Mr Mazwi was being held under Section 50 of the Criminal Procedure Act.

The union's president, Mr Joseph Mavi, and its secretary, Mr Philip Dlamini, are in police custody and have been charged with contravening Section 21(d) of the General Law Amendment Act of 1962, commonly known as the "Sabotage Act".

A third executive member, Mr Hope Mamabolo, was taken away from his work at the city council's traffic department last week by men who said they were from the Security Police. Yesterday four policemen took Mr Mazwi to John Vorster Square for questioning.

When Mr Mazwi arrived at the union offices he found two Security Policemen waiting for him outside. They asked him who he was and told him they were from John Vorster Square and that they were looking for him.

A "Mail" reporter who was present was also asked who he was and when he identified himself was asked what he wanted from "this man".

They then said to Mr Mazwi "Let's go for a short break," and told him they would take him to John Vorster Square. They searched him and the office, and told him to lock up because he would be away for a while.

Tawu's AGM 137 deferred

POST
22/9/80

By CHRIS MORE

THE annual general meeting of the Transport and Allied Workers Union (Tawu) was yesterday postponed to a later date to give the executive more time to pore over the all-important talks with the Putco management on Wednesday.

About 100 members of Tawu agreed that the talks with Putco were more vital to the union and should thus be given preference over other activities. The meeting, held in Vosloorus, Boksburg, thus concluded that the executive prepares for a full scale "attack" on the Putco management. There was near-disorder when a speaker from the floor suggested that the meeting continue as scheduled. The house felt that if the meeting was continued and a new executive committee elected, the latter would be jeopardised at the Wednesday talks as they would not be on the same level with the Putco management regarding the negotiations.

Mid-way the scheduled agenda, it was moved that the present executive committee remain to continue discussions with Putco. This came as matters arising from the minutes of the last annual general meeting were discussed and the Putco affair was raised.

The new date of the AGM has not been set. Members will be notified through branch leaders. The chairman of the union, Mr Johannes Monamo made a request to all shop stewards to present their books before Wednesday as they have to be analysed before the meeting with Putco.

Erab elections

THE East Rand Administration Board (Erab) hold the first community council elections in Wat-

Mavi is
266 1517
freed
139 1517
on R500
bail 23/9/80

Staff Reporter

MR JOSEPH Mavi, the president of the Black Municipality Workers Union (BMWU) who is facing a charge under the Sabotage Act, was allowed bail of R500 by the Johannesburg Magistrate's Court yesterday.

The charge stems from the recent municipal strike.

The prosecutor, Mr A du Plooy, told the court that although investigations were not complete, the damage resulting from the strike was estimated at between R300 000 and R400 000. He said that Mr Mavi, 42, was facing a serious charge.

Mr Phillip Dlamini, of Soweto, the BMWU secretary, is appearing with Mr Mavi.

Earlier yesterday, Mr Dlamini, 29, was released on R1 000 bail. Mr R Mokgoatlheng, appearing for him, did not oppose the amount.

Mr Mavi's bail was at first fixed at R1 000, but Mr M Bassian representing him, asked for it to be reduced to R500 because Mr Mavi could not afford more.

The State opposed this, saying the police had information that the Black Consciousness Movement of Azania had R5 000 available for his bail.

The magistrate, Mr P C van der Merwe, said the amount would make no difference to whether or not Mr Mavi would stand trial.

Mr Mavi and Mr Dlamini, who have not yet pleaded to the charges, have to report daily to Jabulani Police Station in Soweto and surrender any travel documents they have.

The hearing was postponed to August 28.

'It's great to be in the fresh air again'

Staff Reporter

MR JOSEPH Mavi, freed on bail, said 'It's great to be out in the fresh air' as he walked from the Johannesburg Magistrate's Court yesterday afternoon.

He is the president of the Black Municipality Workers' Union — which led the week long strike by 10 000 men in Johannesburg last month.

The trade unionist walked from the cells to the courts exit

assistant when he emerged he could not conceal his joy he smiled at relatives, friends and newsmen.

Asked how he felt about being on bail, Mr Mavi said 'I'm very happy to be outside. I look forward to seeing my family. I've missed them for three weeks.'

Mr Phillip Dlamini, a co-accused also released on bail, was met by his wife. He also seemed in high spirits.

Mr Mavi, a father of seven, was detained by Security Police in the corridors of the Rand Supreme Court on July 31, minutes before his union brought an urgent interdict against the Johannesburg City Council and the Minister of Police to prevent the council and police taking action against union members.

Mr Mavi came to Johannesburg from Transkei in 1957, soon after matriculating. He joined the Johannesburg City Council in 1964 as a bus driver.

In 1973 he was elected to the executive of the then African Transport Workers Union. He resigned from the council twice, then rejoined in 1977.

'Clamp' on black unions attacked at Tucsa meeting

Labour Staff

SEVERAL foreign governments and trade union movements yesterday criticised the state of labour relations and the "repression" of black trade unions in South Africa.

Their views were conveyed to the annual conference of the Trade Union Council of South Africa (Tucsa) which opened in Durban yesterday.

A letter from the British Trades Union Congress read to the conference said the TUC shared with other overseas unions its "concern about the recent wave of repression" against independent black unions, reports Sapa.

Several black trade unionists have been arrested or detained without charge in the wake of the strike wave which gripped the country earlier this year and the TUC's remarks are believed to be a response to these arrests.

The TUC said it hoped Tucsa would address itself urgently to this problem and oppose the "thwarting of development" in collective bargaining for blacks.

The Canadian Labour Movement also expressed its "deep concern" to South Africa over the arrest of black labour leaders, Mr Ed Skrabec, a counselor at the Canadian Embassy, told the conference.

Stressing the importance Canada attached to its labour code for reforms in South Africa, (which is similar to the code of the European Economic Community), he said South Africa was not being singled out.

But the racial factor in the South African situation "is profoundly objectionable to us" and Canada would maintain a close watch on the South African labour scene, he said.

Mr Frank Golino, the United States regional labour officer, said external influences such as the US Sullivan Code had contributed to the "fragile momentum" for change in labour relations, by reinforcing already perceptible trends.

If the Government's present labour reforms had come 25 years ago — "before attitudes of workers had hardened and become acutely polarised" — the situation in South Africa would be very different, he said.

Tucsa's president, Mr Andre Malherbe, told delegates that the recent labour reforms were "praiseworthy" but had come "too late in the day".

"The Wiehahn Commission of Inquiry is nearing completion and we can only hope the findings will be made public without undue delay and that the Government responds to these findings in such a manner as to promote harmony within the work force of South Africa, and for the full utilisation of manpower," he said.

Mr Malherbe also warned that advances in computer technology had made "thousands of skilled artisans" redundant.

"We can't stand in the way of progress. We have to embrace it and make it work for our own good. If we don't make sure we get the benefits of microtechnology for ourselves and other workers, then no one else will," he said.

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Cusa comes in for examination

IF THE recently-formed predominantly-black Council of Unions of South Africa (Cusa) is not a viable proposition within three years it should close, a leading black industrial relations consultant declared this week.

Mr Louis Khumalo argued that Cusa claims to have 30 000 members and that membership should be able to carry the council.

He went on. "Cusa should be adopted by blacks. We should say it is our effort. Otherwise, there is the danger of foreign ideologies creeping in."

Mr Khumalo was speaking to POST on the paper he delivered at the meeting which saw the birth of the federation.

The paper left a number of unions divided while Mr Joseph Mavi of the Black Municipal Workers Union walked out.

Last week POST spoke to a number of unions to gauge their feelings on Mr Khumalo's paper.

Said Mrs Agnes Molefe, secretary of the Laundry, Dry Cleaning

and Dyeing Workers Association. "Mr Khumalo was right in what he said. The problem is that he speaks as an intellectual. Maybe that is why most people did not understand him."

On the other hand, Mrs Jane Hlongwane, secretary of the Engineering and Allied Workers of South Africa, saw it differently. "Unlike political parties who are led by their leaders, trade unionists have to be guided by membership."

Mr Khumalo was in agreement with Mrs Hlongwane. "Most secretaries of black trade unions are removed from membership. In the course of my work I have come across workers who have never met the secretaries of their unions."

On the accusation that he advocated that unions should represent skilled workers when negotiating for better wages, Mr Khumalo explained "A living wage for black workers is the responsibility of the unions. And this means that there is going to be pressure on employers for living wages in the next five years."

"And when this living wage has been achieved the unions will find themselves saddled with the problem of members who are unskilled."

"It is because of this, though a few discriminatory labour laws have been removed, that the white skilled workers will not be threatened for the next five years."

In order for blacks to have a large slice of the country's economic cake, emphasised Mr Khumalo, we must have skilled black workers.

"That is where the strength of the unions lie. It is a crime if these unions do not encourage their members to improve their skills."

This would pave the way for blacks to achieve independence and get into the nerve-centre of the country's economy, he added, and this "would help the black worker negotiate at a higher level."

On strikes (which were also the talking point among some of the unions who attended last week's Cusa meeting) Mr Khumalo said some black trade unions do not do their homework before taking strike action. "Strikes are costly to both sides. No matter which side wins."

Another observation from Mr Khumalo was that many strikes by black workers were easily broken because unions tend to rely on signed-up membership instead of the paid-up membership.

He explained: "You will find a union claiming 3 000 members. This on close scrutiny will show that about 1 000 are paid-up members and the rest are signed-up members. During a strike it is the paid-up members who will endure. But the others will fall by the wayside."

Another weakness of most black trade unions. They are good organisations but weak movements. Their ideologies are high-

centralised at the top, the membership on the factory floor does not understand them.

He cited an example: "Most union members join for funeral benefits. Remove that and their membership will drop drastically. Union awareness on the shop floor is still very low. Most workers still do not see themselves as the union, but the office as the union."

Another flaw Mr Khumalo saw in black unions was that most members join them through emotions. He cautioned: "Our unions should realise that emotions have no place in industrial relations."

How did he see black unions shaping up in the next three years?

"I foresee splits. And it will be a stormy relationship with management. But I believe that having some strong unions with people of foresight and vision leading them, they will overcome their problems."

POST 23/9/50

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Tawu to meet Putco for nod

By KINGDOM
LOLWANE

THE Transport and Allied Workers' Union (Tawu) meets Putco tomorrow for talks on its recognition.

The meeting will be held at the Putco depot in Wynburg and discussions might include other issues relating to the general working conditions in the company, according to the union's general secretary, Mr Michael Mchatlal.

The union's meeting with Putco comes during a proposal by the Department of Transport that the Carico family — proprietors of Putco — relinquish their control of the big bus company.

The proposal was made following growing con-

cern over public money being poured into the company as subsidies. Putco has received over R75-million from the Government — in the last three financial years — to subsidise black and coloured fares.

And during the past six weeks various black organisations have called upon people to reject the bus fare increases and have threatened to walk to and from work if these are put into effect.

While negotiations for

the recognition of Tawu continue on one hand, Putco drivers — with the help of the Department of Manpower Utilisation — still press for a wage increase.

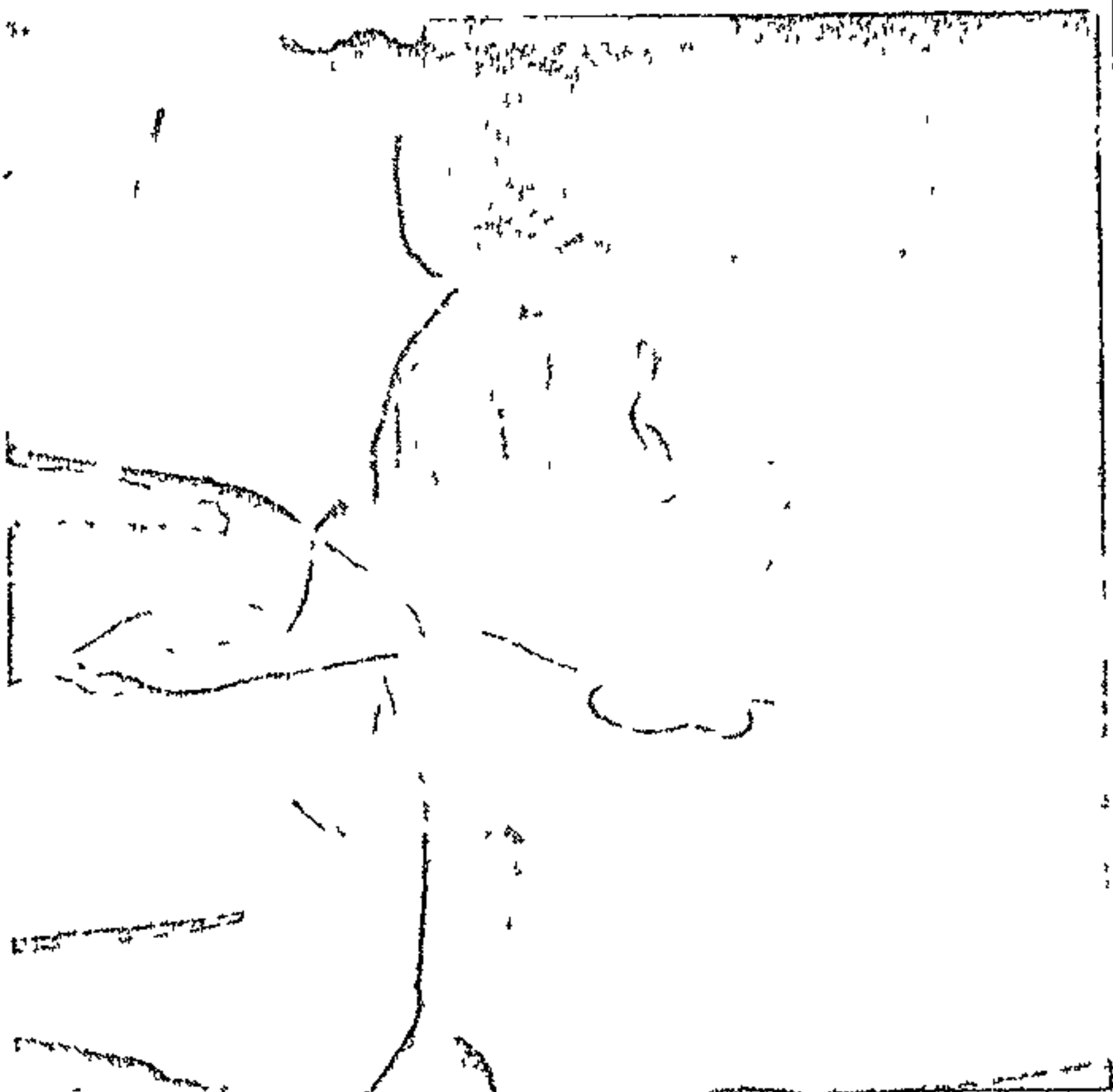
Two months ago the drivers downed tools for three days after Putco had refused to meet their demand for a R35 a week wage increase.

The company had offered them a 15 percent wage increase which they rejected.

Still unemployed



Mr Simon Fide . . . Council gave him R38,64 as benefits.



Mr Willie Eloy . . . 27,000 of services with the City Council.



Mr Elliot Magese . . . evicted victim of the eviction from the council compound.

Picture by Len Furnish

BY KINGDOM LILWANE

THE MORE THAN 1000 black contract workers who lost work went on strike and were fired by the City Council, still have problems in finding jobs with other companies.

The workers, who this week gathered at the Black Municipal Workers'

Union office in Johannesburg to collect their gratuity payment, accused the West Rand Adjoining Board of collaboration with the council and preventing them from being employed by other firms.

They claim that Wiat refused to register them even when they have elsewhere to go for employment. "We have also been evicted from the com-

plaint in which we have during our employ with the council," one said, "and we now face arrest for vagrancy and for being in Johannesburg illegally."

The workers, now from Natal and the Transvaal, claim that the council did not give them all their employment benefits after terminating their services. Mr Zebulon Mbandela (34) who had been with the council for 10 years,

said he was only given R200 and told to go away. He earned R40 a week.

Mr Simon Fide (45), who was attached to the electricity branch of the council, said he earned R51 a week and was given R38,64 when he was sacked. Mr Fide is from Bheana in the Transkei and had been working for the council since 1957.

LONGEST

Mr Willie Galovi, one of the council's longest employees (he started working in 1959), was paid R60,19 as benefits. He earned R33 a week.

Mr Jan Bosman, said this week that the workers would not be allowed to register as work-seekers.

"They are contract labourers," he said "and they were only allowed to remain in Johannes-

burg while employed by the City Council.

"It would have been a different case if a worker was recruited from the homeland by another employer, we would then have registered him under a new contract — Section 10 (1) D. There would have not been any

problem in that," Mr Bosman added.

Neither Mr De Vries, chairman of the council's staff board, nor Mr Oberholzer, chairman of the management committee, could be reached for comment. But according to reports, they have denied the allegations.

Fired workers 'fear arrest for being here illegally'

Lucy lauds Tucsas' courageous stand

24/9/80
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LUCY Mvubelo, general secretary of the National Union of Clothing Workers, yesterday told the 26th conference of the Trade Union Council of South Africa (Tucsas), that only a few years ago she could not in all honesty have accepted affiliation to Tucsas because of its decision in 1968 to

Joe Thiboe reports from Tucsas conference

close its doors to black unions

She said her union was now affiliated to Tucsas and she was seconding a motion which demanded that Tucsas rededicated itself "to the ideals of decency, democracy and human dignity"

The conference, held in Durban, unanimously rededicated itself to "the preservation of democracy, decency, and to secure the social and economic advancement of all the workers in our country"

Mrs Mvubelo is outgoing deputy vice president of Tucsas

She said the trade union movement was no longer the outcast of the body politics of the country because Tucsas had retained its identity throughout the decades when the movement was under attack

"I also know that when it became necessary to push the attack on all workers Tucsas did so courageously and without considering the consequences which may at the time have followed" Mrs Mvubelo said

Moving the resolution Mr Robbie Botha of the Mine Surface Official's Association said "During the storms that Tucsas had had to weather in the quarter century of its existence, it has been accused among others of abandoning the majority of our workers to their fate

"Perhaps Tucsas was forced during these difficult years to make decisions which were not popular and which earned it the unjustified accusations of being racist

"But let us not lose sight of the fact that many unions, among them some of Tucsas's most ardent detractors were also forced by law to take those self same actions"

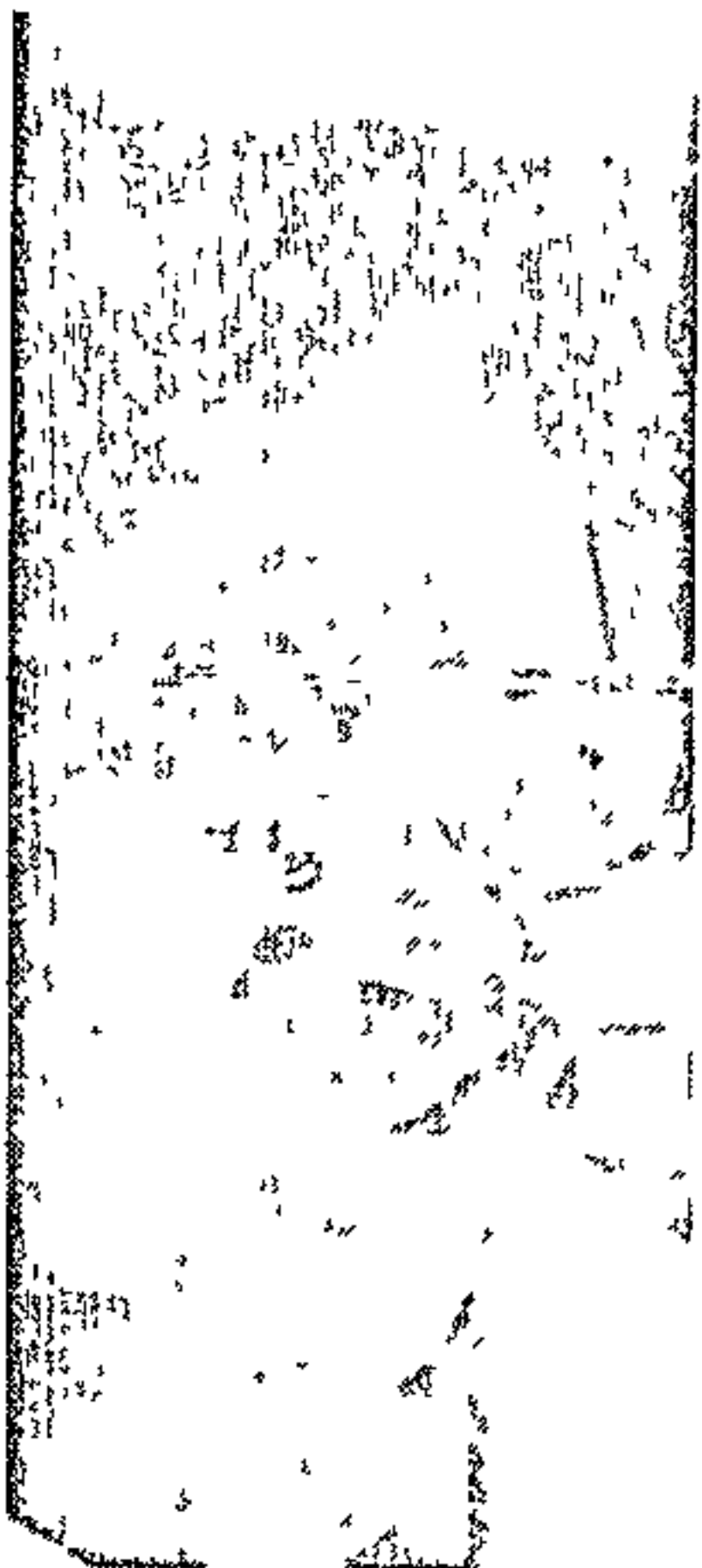
The conference also called on the Minister of Manpower Utilisation Mr Fanie Botha to abolish "all legal or administrative barriers which prevent workers from forming or joining a trade union which can effectively protect and represent their interest

Mr A E Poole of the Engineering Industrial Workers Union, attacked some unions outside Tucsas as irresponsible — making promises to workers when they were not in a position to do anything for them

The general secretary of the South African Typographical Union, Mr E van Zonder said he was moving this resolution of freedom of association, although he believed in the principle of closed shop agreement — agreements where employers hire only members of a particular union

He said he was aware that the resolution could mean a renewed onslaught on a closed shop provision as practised by many of us"

Fifty unions with a membership of 279 439 are represented at the conference, in Durban



Mrs Lucy Mvubelo.

4.8 Fission and Fusion

In the stable nuclei the nuclear binding energy per nucleon increases. To we plot the ratio (B/A) versus A in fig. 22. The ratio is approximately constant and reaches a maximum of ≈ 8 MeV nucleon⁻¹ for "medium" nuclei ($A = 40-120$). The lower values for light nuclei can be attributed to enhanced 'nuclear surface tension'. The lower values for heavy nuclei ($A > 120$) can be attributed to the enhanced Coulomb repulsion of the protons in these nuclei.

If we fuse light ($1 \leq 10$) nuclei into (fission) heavy ($1 \sim 200$) nuclei into a system will therefore be more tightly bound (fig 22). In other words, there is energy (like latent heat) which will kinetic energy of the reaction products. fusion one or both of the initial nuclei energy to overcome their mutual Coulomb nuclear separation to within the range of radioactivity in these cases a nuclear reaction, for example by bombarding ^{235}U with neutrons (fig 23). The fragments produced exhibit a range of initial states and therefore radioactivity are also released in the fission process in the production of self-sustaining fission of the energy, released in each fission as the kinetic energy of the fission products

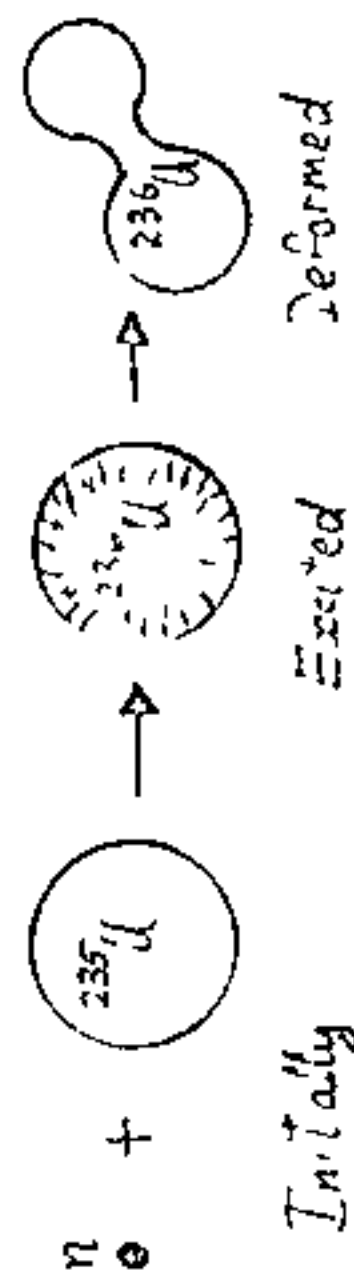


Fig 23 Example of a fission

51 ML 26/9/80

Black unions not hindered - official

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DURBAN — A total of 11 black trade unions had received registration by the end of last week, the Industrial Registrar, Mr Mat Le Roux, told the annual conference of Tuesday.

He denied "disguised accusations" that his office was deliberately hindering the registration of trade unions. This, he said, he could hold no substance by anybody who read the legal provisions or picked up a telephone to speak to him.

To improve understanding, he had obtained authority to meet trade unionists in the country's major centres in the near future.

In addition to the 11 black unions registered so far — out of a total of 18 applications — Mr Le Roux had also received 12 applications for the registration of new unions who wanted to represent all workers.

None of these had been approved yet because their processing was more complicated.

But the Minister of Manpower Utilisation had given approval in principle to constitutional amendments which would allow 23 existing unions out of the 34 which had applied so far to enrol people of other races.

Mr Le Roux assured Tucca that he was not allowed to register purely company unions.

Referring to an earlier reference to the only company union in South Africa, Mr Le Roux said that this union had not been registered.

He explained that the company involved was the only representative of its industry in the area concerned. Therefore it could be argued that it constituted an industry in the area for purposes of registration.

STAR 26/9/80

Mavi to charge council

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The president of the Black Municipality Workers Union, Mr Joseph Mavi, is to lay a charge of contempt of court against the Johannesburg City Council.

The charge arises out of a controversial newsletter to the City of Johannesburg distributed by the council this week, in which its handling of the recent municipal workers' strike is strongly defended.

Describing the document as 'outrageous,' a spokesman for the union's lawyers said today it could prejudice

the outcome of the forthcoming State case against Mh Mavi.

Mr Mavi is charged under section 21 (1) of the General Law Amendment Act of 1962 — commonly known as the 'Sabotage Act' — for his alleged role in the municipal strike.

Two other executive members of the BMWU face charges under the Act, which carries a minimum penalty of five years imprisonment and a maximum penalty of death.

Page 7 Lesotho slates SA at I N.

UNION REGISTRATION

Delays for Fosatu

FM 26/9/80 139

After six months of wrangling over constitutions, six unions affiliated to the Federation of SA Trade Unions (Fosatu) have reached the final stage of their registration battle. Their applications for government registration were gazetted last Friday.

But the final stage may take some months. Although the gazetting indicates that the Industrial Registrar has approved the unions' constitutions, rival unions still have the opportunity to lodge objections. The objecting union has to show that it represents more than 50% of the workers before the Registrar can uphold the objection.

Fosatu's general secretary Alec Erwin says he expects objections against all the applications except one — the Paper, Wood and Allied Workers Union. But, he adds, "I cannot see any of the objections being sustained. It will be almost impossi-

ble for the unions to show the needed quota of representation in the respective industries."

Rivalry between unions trying to organise in the same industries has become more acute in recent months and there are some labour observers who fear the conflict is undermining worker bargaining power.

Although most of the objections to the Fosatu applications are expected to be lodged by unions affiliated to the Trade Union Council of SA (Tucsa), there is a lobbying force within Tucsa calling for greater worker unity.

A resolution put before Tucsa's annual conference in Durban this week drew attention to the maxim "unity is strength."

The resolution reads "Conference notes with alarm the establishment in recent times of more than one trade union acting for the same groups of workers in the same industries or trade where the organisation of black workers is concerned."

It calls on conference to urge trade unions to

- Refrain from establishing new unions where workers are already organised in trade unions catering for such workers,
- Exert every effort to resolve existing differences between competing trade unions, and
- Urge leaders of competing unions to settle differences by means of fraternal discussion and negotiation.

A premier move

In a move that could influence management thinking on unregistered, but representative unions, a subsidiary of food giant Premier Milling this week recognised the Food Beverage and Allied Workers' Union

In doing so, Premier Biscuits ran counter to its parent's public stand on recognition. Premier Milling has publicly stated that it will deal only with registered unions, but a company spokesman tells the *FM* the agreement does not contravene company policy as the union has applied for registration.

The recognition of unregistered unions has been a thorny issue for many companies, a large number of whom have learnt through bitter experience that representation, rather than registration, legitimises a union's activities in the eyes of the workers.

Leaders of independent unions and certain employers have for some time been calling on companies to deal with organisations which represent their workers rather than rely on company or parallel unions. But only recently has organised commerce and industry given impetus to the move.

This week the Federated Chamber of Industries (FCI) announced a set of guidelines for SA employers in which it advised them to deal with and recognise representative unions. The FCI has been debating the issue for some months.

The guidelines did, however, point out that employers should protect the Indus-

trial Council system and that recognition agreements should contain clauses to this effect.

Fanie Botha, Minister of Manpower Utilisation expressed similar sentiments last week when he warned of "disaster" unless employers spoke to bodies which were truly representative of their workers.

Says Dr Bill Lombard, Premier group human resources manager "Our advice to management is to deal with its employees' representative bodies. Preferably these should be registered but negotiations should not be delayed while formal channels are being explored."

Unregistered independent unions have managed to win a number of recognition agreements. The most recent has been AECI's recognition of an independent black union at one of its subsidiaries. Ford, Volkswagen, and General Motors all deal with an unregistered union while the paper and pulp industry granted stop-order facilities to the Paper, Wood and Allied Workers Union a month before its registration application was gazetted.

Putco is at present negotiating with two unregistered and one registered union and has said it will deal with whatever union is most representative of its workers — registered or not.

Labour expert Loet Douwes Dekker says "The Premier agreement is important as employers seem to be reading between the lines. Instead of forcing a show of strength through drastic actions

such as wild-cat strikes, they appear to be moving towards settling disputes across the negotiating table."

Adds Skakes Sikhakhane, general secretary for the Food Beverage and Allied Workers' Union "The agreement is heartening. If other SA companies can follow along the same lines, labour relations in this country will improve greatly."

Powerful new trade union merger on non-racial lines

By STEVEN FRIEDMAN
Labour Reporter

TWO unregistered trade union groupings have joined forces after they split from the Black Allied Workers Union (Bawu) — a general union which backs the black consciousness philosophy

And in a statement issued yesterday, they called on all union groupings to meet next April for a labour 'national convention' which would attempt to resolve the differences splitting the union movement at present

Recently, two branches of Bawu, in Durban and Empangeni, broke away from the union to form the National Federation of Black Workers

(NFBW). Their decision followed a dispute between the Bawu leadership and two union officials, Mr M Clapham and Mr A Maphahle.

Yesterday, they announced that they had decided to drop in their favour the South African Allied Workers Union (Sawu) which was itself formed out of a split in Bawu ranks.

Their members will now become Sawu members.

Sawu has attracted attention from labour observers lately because its East London branch has shown a dramatic increase in support in recent months.

East London has become a key centre of black worker ac-

tivity and some independent sources believe Sawu has members in virtually all factories in the area.

Leaders of the NFBW have claimed that almost 100,000 of Bawu's Durban and Empangeni branches are likely to join them.

But Bawu spokesmen claim that the workers who supported the latest split and the union continues to enjoy worker support, particularly in the Newcastle and Ladysmith areas.

In a statement yesterday, Sawu said it was committed to non-racial trade unionism and was "total" opposed to registering under the Government's new labour

dispensation.

It labelled the Bawu leadership as 'stooges' and accused the union of being 'racist' because it was open to black workers only.

Sawu also announced that it would attempt to convene a meeting of all trade union groups next April.

It is not clear how or whether this attempt to bring warring groups in the labour movement together will succeed.

Divisions between rival union bodies run deep and are unlikely to be reconciled easily.

An attempt by Sawu to involve other groupings in a meeting in Durban in a last year met with no response.

JOSEPH MAVI, the president of the Black Municipality Workers' Union, will be appearing in court tomorrow to face charges under the Sabotage Act in connection with the recent Johannesburg's municipal workers' strike.

Although he shot to prominence two months ago as a leader of the strike, he is still an unknown quantity to most people

Mavi was in the public limelight once again last week at the funeral of the Soweto leader Reverend Mashwabada "Castro" Mayathula

There the lanky 42-year-old labour leader, clad in an Afro suit, stood before the hundreds that packed the Regina Mundi Catholic Church and laid bare his soul. Still many mourners did not understand the champion for justice that is Mr Mavi.

This week SUNDAY POST met Mr Mavi at his humble but neat Soweto home and a story of dedication and sacrifice unfolded — the story of the Transvaal-born young man who, 23 years ago, decided to come to Johannesburg to work and seek his fortune.

The first job he landed was that of a recorder with the City Council's Water Branch at the Nancefield depot in Soweto, little knowing that it would be in a fight against this, his first employer, that he would establish himself as a fighter for his people years later.

Like all young men hungry for adventure and fortune in the city of gold, Mr Mavi had to move. In 1959 saw him working as a clerk for National Cold Storage in Doornfontein.

After nine months with the company he joined the Central News Agency. Still, this was not enough for the hungry soul that was Mr Mavi. "In 1960 I enrolled for a driver's licence course. At the same time I was saving every penny I could lay my hands on and accumulating 'lobolo'."

Two years later Mr Mavi was the proud owner of a driver's licence and he again moved to another job, this time working for cartage company as a truck driver.

Again the city council played a part in Mr Mavi's life. In 1963 he was back with the council's water branch and the following year he notched an "historic" job with the council's Transport Department.

"Historic" in the sense that he and a few

A working class hero

blacks were the first to be employed as drivers in the Transport Department in the scheme which saw much of the council's "apartheid" system crumble.

He fondly remembered the occasion this week. "The late Casey Motsisi of the now-banned World newspaper interviewed us on how we felt about our jobs."

"And," Mr Mavi's face lighted up, "my colleagues had chosen me to be their spokesman to give the interview to Casey."

In 1968 he resigned from his "prestige" job and threw himself full time into working for his people — he joined the Bantu Federation of South Africa.

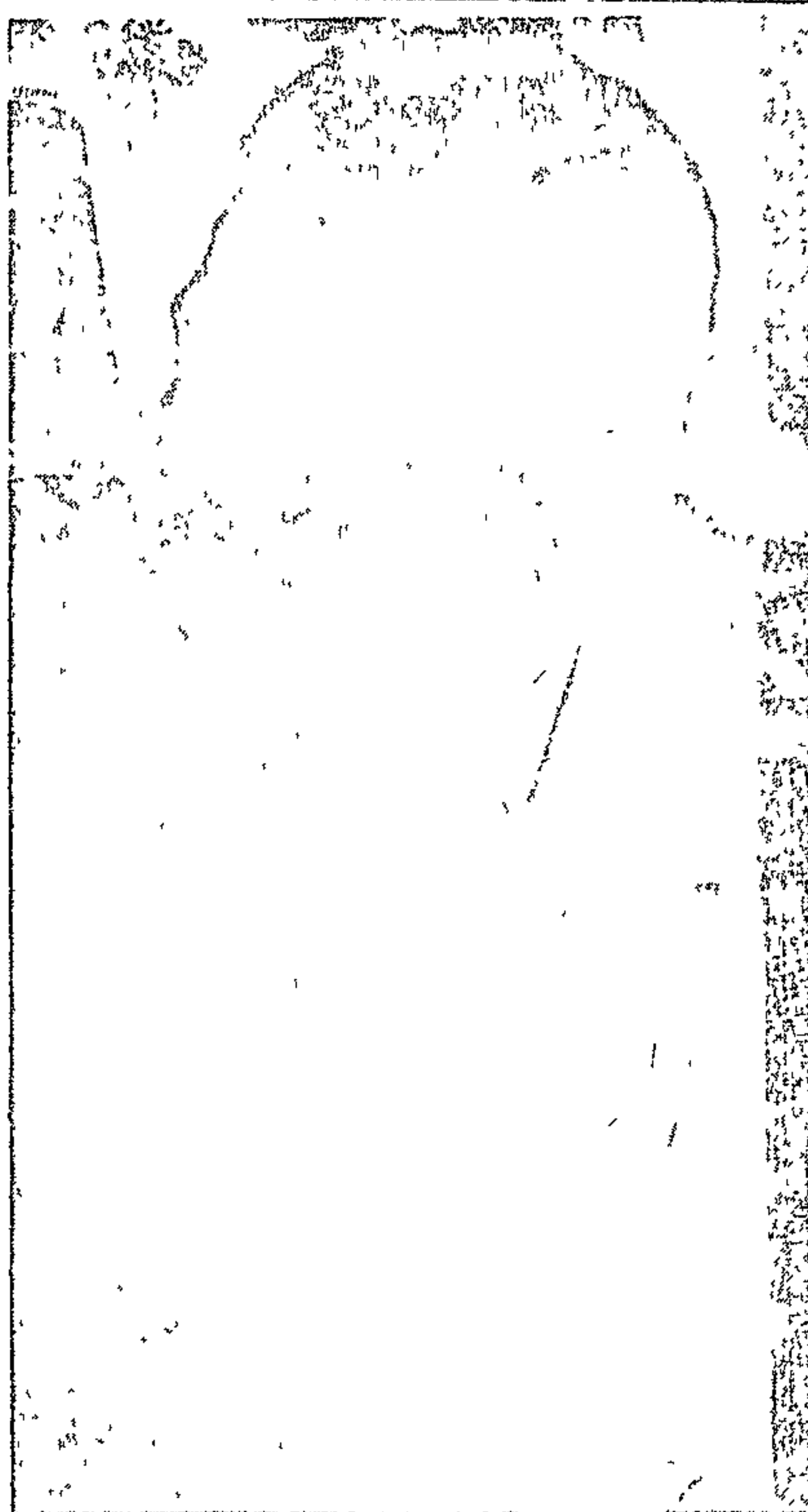
The federation another, indelible mark on Mr Mavi. This was the era of that fiery champion in black civic politics, Mr James "Sofasonke" Mpanza. Mr Mavi rubbed shoulders with the great "Sofasonke" in the federation.

But a test was coming for the never-say-die Mr Mavi.

Federation members in the Orange Free State's Bethlehem township were up in arms. Their houses were being demolished by the local authority without any compensation. Mr Mavi with a 21-man delegation, including the federation founder Mr G Ndawo, went to Bethlehem to tackle the problem.

Arriving at Bethlehem, the delegation found the location residents congregated at the local square. The clerk who had arranged to meet the residents was not there. Mr Mavi and a few of his colleagues had to dash to the town and approach the town clerk at his house and remind him of his obligation.

Warming to the interview, Mr Mavi gave a smile of satisfaction. "That is water under the bridge now. We won the battle and the residents were finally paid their compensation when



Z B Molefe tells the story of Joseph Mavi, the man who led the recent municipal workers' strike, and of his dedication to the cause of the worker in SA

they were moved.

In 1970 Mr Mavi went back to work, working for a large furnishing company as a long-distance driver. It was here that he had his first taste of trade unionism.

He was voted onto the executive of the African Transport Workers Union. But this was to cause him pain.

"I discovered that the union's executive had no real power in

the running of the union. Some whites were running the show," continued Mr Mavi.

More problems surfaced: one white official resigned from the union and another was introduced as a general secretary. At the same time Mr Mavi was elected vice-president. In 1975 he was voted president, and the power struggle was now becoming a reality.

Mr Mavi, an irresistible force, was meeting the immovable object which was the white officials in the union, and something had to give. Matters came to a head during a Trade Union Council of South Africa (TUCSA) conference in the Cape.

According to Mr Mavi, "One delegate at the conference moved that a motion supporting human rights in South Africa be adopted by the conference. The white members of our union were not keen that I vote in favour of the motion. There were the days when the Crossroads squatter camp was pricing consciences in our land."

April 1977 saw Mr Mavi back with the Council's transport department as a driver again and was voted secretary of the Transport Department's work committee. After 1973 the country was having the Verhoef Commission findings and recommendations as a breakthrough in industrial relations.

He told this story. "Immediately after that, the city council introduced the Union of Johannesburg Municipal Workers. This embraced all liaison committees in the council.

"We in the transport department were the last to be consulted on the formation of this union. At a meeting with this union we asked a number of pointed questions. Some of the questions bordered on what was their motive and their constitution. There was a breakdown in the talks."

At another meeting with the union at the council's Seloy depot, there was another breakdown in talks. "In fact, the union told us in no uncertain terms that it would do without us." On January 23 this year a crucial meeting was called at the Johannesburg City Hall by the union to officially adopt the constitution. But

there were questions from the floor. A number of those present wanted to clarify a number of points in the constitution.

Mr Mavi's features became tense and his voice rose to a crescendo. "I was the fourth speaker when the chairman refused me permission to speak. He told me that he could not allow that because all along I had dissociate myself from the union. I had no choice but to walk out of that meeting."

But Mr Mavi was not alone in the walk-out. Something like 113 of those in the meeting followed him out of the hall. After that, he and those who followed him out of the meeting decided to form another union. But the road was strewn with thorns.

According to Mr Mavi, when they approached the council on their intention to form a union, the council ruled that only the new union could cater for its transport department employees.

But they were not deterred. On June 23 this year, exactly six months after the city hall meeting which he walked out of, Mr Mavi and others called a meeting at the city hall to formally launch the Black Municipality Workers Union.

At this meeting Mr Mavi was elected president of the union, and five other members were elected to the executive.

The rest is well known — the clash with the city council that led to the largest strike by workers under one employee in South African history, the shunning out of those workers who did not accept the council's terms and the arrest of Mr Mavi, who now faces a number of charges under the Criminal Law Amendment Act, commonly known as the Sabotage Act. He appears tomorrow in the Johannesburg Magistrate's Court with two of his union colleagues.

It is the unwavering dedication of this man to the cause of the worker in South Africa that has made him such a compelling voice, and a voice from which we are likely to learn much more.

By Sieg Hannig,
Labour Editor

No instant solutions to the recent run of "new era" strikes were offered at last week's annual conference of the 283 000-strong Trade Union Council of South Africa

On the contrary, the conference showed that Tucsas was at war with the very organisations that have given employers the worst headaches

One speaker described it as a total war among black trade unions. Another said the division was one between responsible and irresponsible trade unionism

Specific allegations that pinpointed some of the ideological differences were

○ Unions that resorted to strike action as a weapon of first recourse instead of as a last resort

○ Black workers' bodies dominated by white students and academics

○ Unions that did not confine themselves to any industry or sought to represent workers in industries in which they had no previous interest

○ Unions that claimed to be independent but belonged to bodies that allowed little independence to member unions and had a foreign "pymaster"

○ The "strange motives" of a union that did not seek recognition for itself from employers or the Government

Several speakers pointed out that the workers were the losers in the union conflict which was giving the whole labour movement a bad name and which played into the hands of the employers

They won acceptance of a resolution calling for efforts to settle these differences. But no one seemed to have any real hope that this could be done

It was clear that many

Tucsas

STAR

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hits at

outlaw

unions

Tucsas unions shared the employers' hostility towards the groups on the other side of the fence

The conference gave no impression of sharing what the British Trades Union Congress (TUC) called "concern about the recent wave of repression against independent trade union organisations of black workers"

Indeed it ignored the TUC's call that the conference should address itself urgently to this problem

Far from feeling repressed, Tucsas's black and non-racial unions expressed satisfaction with their newly found rights and liberties

Clearly they did not identify with the policies and tactics of those unions that suffered from the "wave of repression"

It wasn't that Tucsas had abandoned any of the old principles on which it was founded and for which it incurred the wrath of the Government in past years

Yet there was no doubt

that Tucsas had achieved respectability in the eyes of the authorities and the establishment

The conference reiterated previous calls for a national minimum wage and for a national contributory pension scheme with somewhat less vigour than before. There was even some opposition.

Some observers will call this a sign of realism that is sure to win Tucsas new members from the white labour movement

Others will say that the true relevance of a trade union federation in South Africa at this stage depends on its growth in black membership

The question is whether Tucsas unions, will be able to enrol and retain more black members than unions outside Tucsas

The answer could well depend on whether black workers find it profitable to belong to unions that are prepared to work within tried structures.

At this stage it is not clear how many will join less patient unions which resort to unorthodox methods to overcome the inequities inherited from a generation of apartheid.

Trade Union Leader Vanishes

POST 29/9/80 139 524

MYSTERY sur- rounds the disap- pearance of Mr Martin Sere, vice- president of the Black Municipal Workers Union (BMWU), and it is feared that he might have left the country.

Mr Sere (28) of 78 Mohapi Street, Mohlakeng, Randfontein, was last seen by his family a few days after the first court appearance of three BMWU executives who are charged under The Sabotage Act

Orlando Power Station but never returned. "Nobody seems to know where he is," his grief-stricken mother, Mrs Pauline Sere, said yesterday Mrs Sere, a widow and mother of nine children, said her son had kept the home fires burning. "since the death of her husband 13 years ago Shortly after his disappearance, she said, the family received a letter from the

City Council stating that he must report to the offices to collect his pension benefits Early last month a team of security police, claiming to be from John Vorster Square, arrived at her house in search of him The police allegedly ransacked the house and later left, after questioning her at length Police could not be contacted for comment last night

As Mr Sere was the only source of income, his family predict problems in running the house These might include eviction as no one would be able to pay the rent. "He had accounts with business establishments in the city and some of his property might be repossessed if these are not paid for," Mrs Sere added

The "sabotage" case against the three BMWU executives comes up in the Johannesburg Regional Court today. Appearing before the court are Mr Joseph Mavi, president, Mr Phillip Dlamini, general secretary and Mr Gadsby Mazwi, treasurer Their appearance is a sequel to the strike by more than 1 000 black municipal workers who demanded more pay. Hundreds, including the three, lost their jobs as a result

A former employee of the Johannesburg City Council, and sole breadwinner at home, Mr Sere left for work at the

Mavi case is put off

THE "sabotage" case in which the three Black Municipality Workers Union (BMWU) leaders are appearing was yesterday postponed to Friday, October 17

The three, Mr Joseph Mavi, president, Mr Phillip Dlamini, general secretary and Mr Gaseby Mazwi, treasurer appeared before Mr J Myburgh in the Johannesburg Magistrate's Court

They were not asked to plead and no evidence was led

Their appearance is a sequel to the strike by more than 1000 black municipal workers who demanded more pay.



Joseph Mavi.

MAN IN

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Re: Term 5: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. This stream is the tax shield arising from the tax deductibility of the interest on an equivalent (the displaced) loan

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed by the Receiver of Revenue should be used. Further- more depreciation in this context includes the invest- ment and initial allowances.

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

Saawu, NFBW are 'close but separate'

2/10/80 Rom

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Labour Reporter

THERE would be no immediate merger between the South African Allied Workers' Union (Saawu) and the new National Federation of Black Workers, a NFBW spokesman said yesterday

He was reacting to reports in which the nonracial Saawu announced that it had joined forces with the new federation

Both organisations broke away from the Black Allied Workers' Union (Bawu), which backs the black consciousness philosophy

The spokesman confirmed

that the two organisations had forged close links, but said they would keep their separate identities for the time being

The new federation would also remain a blacks-only body for the foreseeable future, he added

The two organisations have accused Bawu of being 'racist' because it admits blacks only. In response, Bawu accused the two break-away groups of "being ashamed of being black"

But the NFBW spokesman yesterday rejected this charge

Cannery risks overseas union action

By STEVEN FRIEDMAN
Labour Reporter

AN EAST London pineapple cannery could face international trade union action following a five-week labour dispute at its plant

At the same time, more than 1 000 union members in East London have called for a boycott of the company's products and are refusing to handle any goods which are destined for the cannery

The company is Collondale Cannery, which dismissed its entire black work force — about 400 workers — after a brief work stoppage five weeks ago

The stoppage occurred when workers demanded a meeting to discuss the retrenchment of five workers, including a leading member of the African Food and Canning Workers Union at the plant

All were dismissed and only a few have been re-employed

A spokesman for the AFCWU said yesterday that workers were refusing to collect their pay because they still regarded themselves as Collondale workers

According to the company's management, all workers have been replaced and production is back to normal

Yesterday, the union released the text of a telegram sent to the company by the Geneva-based International Union of Food and Allied Workers (IUF), which has affiliates throughout the Western world

The telegram "sharply protests" against "the massive lock-out of workers exercising their legitimate rights" The IUF, it adds, supports the demand for the reinstatement of all Collondale workers

The IUF also hints at action against the company "Our affiliates will be made fully aware of the company's attitude" to the dispute, the telegram adds

And in Johannesburg yesterday, two unions, the AFCWU's Transvaal branch and the Commercial Catering and Allied Workers Union, revealed that they had held a joint meeting earlier this week to discuss the dispute

According to a joint statement, the two unions expressed "dismay at the manner in which management at Collondale had summarily dismissed over 400 workers at the plant," and backed the call for reinstatement

They condemned management's refusal to negotiate and the involvement of police in the dispute

"This is in direct contradiction of the Minister of Manpower Utilisation's statement that management should deal with representative unions and appears to be an escalating trend in the settlement of disputes," the statement reads

SUNDAY POST 5/10/80

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Support mounts for dismissed cannery workers

SUNDAY POST Reporter

SUPPORT is mounting for the 400 strikers dismissed from an East London pineapple canning factory

Trade unions throughout the country and the International Union of Food and Allied Workers have strongly condemned the Collondale Cannery for its treatment of the strikers. Durban's Release Mandela Committee has also pledged its support for the workers, who have called for a boycott of Collondale's products.

Five weeks ago the Collondale workers downed tools in protest against the retrenchment of five colleagues, one of whom was a leading member of their union, the African Food and Canning Workers Union. The workers saw this as a form of intimidation by management, who has refused to have any dealings with the union or the committee elected by the workers.

Collondale is among a number of factories recently hit by strikes in East London. The AFCWU and the South African Allied Workers Union (SAAWU) have been involved in the strikes, most of which have been over union recognition.

The police have played an active part in the strikes. Union officials complain of police harassment and detentions under the security laws. Strikers are met by police at their factory gates. And recently 128 workers were convicted under the Riotous Assemblies Act.

This week the Federation of South African Trade Unions (Fosatu), the largest umbrella body for unregistered trade unions, said, "Fosatu fully supports the Collondale strikers' demands and condemns management for handling the strike in the worst possible way."

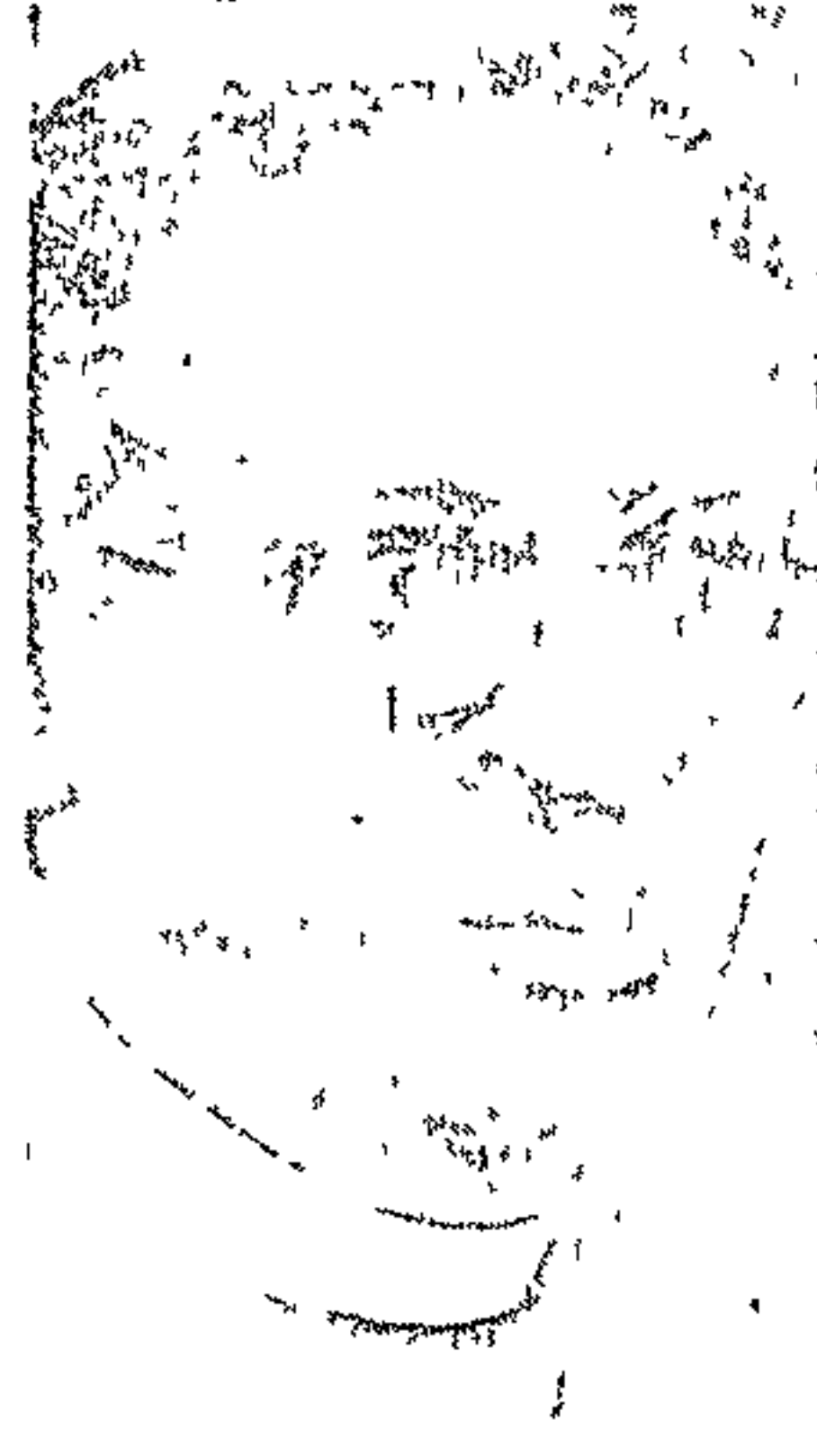
The fired workers, who have refused to collect their pay, are demanding reinstatement.

And in a joint statement, AFCWU's Transvaal branch and the Commercial Catering and Allied Workers Union, which is affiliated to the new black union body, the Council of South African Trade Unions, condemned "management's refusal to negotiate reinstatement of the workers, and also the intervention by riot police in the dispute."

They added, "This is a direct contradiction of the Minister of Manpower Utilisation's statement that management should recognise representative trade unions and appears to be an escalating trend in the settling of labour disputes."

Others that have come out in support of the strikers are the Western Province General Workers Union — also a victim of police harassment — and SAAWU.

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Bishop Desmond Tutu

R5 000 aid to the unemployed

THE SOUTH African Council of Churches has granted R5 000 for the relief of unemployed workers sacked after the recent Johannesburg municipal strike.

The grant will be administered by the Black Municipality Workers Union, SACC General Secretary Desmond Tutu announced yesterday.

The money will be used to feed workers, dispersed and directed to the Lamonts for their jobless in the municipal

pal strike. More than 400 have since drifted back to Johannesburg in search of work, say MIBVU officials.

Many workers remain unemployed, the official's claim, because the Johannesburg City Council has refused them letters, giving them permission to serve the rest of their migrant labour contracts with other employers.

Bishop Tutu said it was SACC policy to help workers who had fallen victim to the "system."

Mavi (139) charges City RDM 8/10/80 Council

By MONTSHIWA MOROKE

THE president of the Black Municipality Workers' Union (BMWU), Mr Joseph Mavi, formally laid a charge of contempt of court against the Johannesburg City Council yesterday

Mr Mavi and two other union officials, Mr Phillip Dlamini and Mr Gatsby Mazwi, are accused of contravening Section 21 (1) of the General Laws Amendment Act of 1962 — commonly known as the "Sabotage Act" All three are on bail

Mr Mavi's contempt of court charge arises from an article in the September issue of a council newsletter, "Our City Johannesburg", concerning the recent black municipal workers' strike

In an affidavit to the police, Mr Mavi states: "I consider that this publication wrongly comments on the events involved in my trial and, more particularly, my alleged role in regard to the strike

As such I consider it to be in contempt of court and I desire prosecution"

Police told Mr Mavi his affidavit was not adequate and asked him to make a more detailed statement

Mr Mavi later consulted his lawyers who said afterwards that more particulars would be furnished once counsel was taken

UNREGISTERED
trade unions
5 TAX 9/10/80
— crackdown
seems likely

By Sieg Hannig
Labour Editor

SPECULATION about the chances of a Government crackdown on unregistered trade unions mounted today after a meeting between top Government representatives and employers in East London yesterday.

Asked about the Government's attitude towards unregistered unions, the Minister of Manpower Utilisation, Mr Fanie Botha, said today

"We cannot have two different systems in South Africa. If we want to have order, we must have one system for all people.

"Over the years, there were calls for black trade unions to be recognised and became part of the system

"Now it is interesting that there are bodies which don't want black trade unions to become part of the system"

Mr Botha confirmed that he met employers in East London yesterday together with the acting head of his department, Deputy Director General Dr P J van der Merwe

He said the meeting had been called by his department. But he declined to comment on it beyond saying that it was his normal duty to speak to people with labour problems

Six or more East London companies were involved in labour unrest in East London a few months ago and nearly 1 000 black workers were dismissed

"VICTIMISATION"

The unions, associated with the unrest — the African Food and Canning Workers' Union and the South African Allied Workers' Union — have not sought registration

Distinguishing features of the East London unrest were that it occurred in the presence of large-scale unemployment and that most of the unrest was not a result of wage demands.

Much of the unrest resulted from alleged employers' victimisation of trade union representatives.

Only a few East London employers are reported to be dealing with the unregistered unions. Most are reported to be siding with the authorities in an alleged common stand against the unions

STAR 9/10/80

Union squabble looms in Springs

Putco could be in for inter-union trouble after yesterday's meeting between the Transport and Allied Workers Union and the company's management

Describing the talks as "fruitful," TAWU secretary Mr Mike Mohatla said they had paved the way for a recognition agreement between the company and the union covering the entire Reef.

One of the outstanding obstacles to agreement, he said, was the Springs depot — which the rival Transport and General Workers Union (TGWU), a Fosatu affiliate, has claimed as a stronghold

But TAWU had a big "lapsed membership" in Springs, said Mr Mohatla, and was in the process of reviving it

By November 5, when the next negotiations with Putco begin, TAWU would be able to show majority support among the Springs drivers

"The TGWU will need magic to keep us out," Mr Mohatla said

But his claims have been branded as nonsense and propaganda by Mrs Lydia Kompe, Transvaal secretary of the TGWU

"The fact is that Mr Mohatla's union has neglected its members on the East Rand," she said "If they have

four members at the Springs depot I would be most surprised"

TGWU shop stewards last week invited Mr Mohatla to the depot to ask him not to create confusion among the drivers Mrs Kompe said

"The stewards are still waiting for him.

"The independent union movement is still too weak for this kind of unnecessary conflict," Mrs Kompe concluded "The only group that benefits from it is management"

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Fanie Botha flies to EL for labour talks

(139)
RDM 9/10/80

By STEVEN FRIEDMAN
Labour Reporter

THE Minister of Manpower Utilisation, Mr Fanie Botha, yesterday personally intervened in labour events in East London where a spate of strikes has occurred and black union membership has risen dramatically.

It is understood that Mr Botha flew to East London yesterday to hold a "closed doors" meeting with local employers. The meeting was held at Mr Botha's request.

A spokesman for the Minister's office yesterday confirmed that Mr Botha had left for a meeting in East London, but was unable to furnish further details.

Informed sources expect the Minister to use the meeting to spell out the Government's attitude to the labour unrest in the area, regarded by many as the key area of black worker action at present.

Labour observers regard events in the East London area as "a crucial test" for the Government's new labour dispensation.

Up to now, employers and the authorities in the area have been taking a tough line against

two unions operating in the area — the South African Allied Workers' Union and the African Food and Canning Workers' Union.

Strikers have generally been fired and replaced by unemployed workers and most managements have flatly refused to recognise either union.

It is also known that the authorities in the area have been urging employers to take a "united stand" against the two unions.

Among other measures, they have suggested that employers keep lists of the unemployed in the area and make known to their workers that these lists exist. It is suggested that this will dampen worker militancy.

It has also been suggested that employers "motivate" and encourage more conservative trade unions to organise in the area as a way of keeping the two unions out.

It is not clear what Mr Botha's department's attitude is towards these suggestions.

While it is not yet known what Mr Botha told employers yesterday, he has publicly opposed the practice of bringing in unions that do not have "worker credibility" in order to keep out the representative unions.

The East London area has been closely watched by labour observers for some months now.

SAAWU and the African Food and Canning Workers' Union have been growing rapidly and official sources in the area have recognised that they have a substantial membership in East London factories.

The unions, who work closely together, reject registration under the Government's new labour dispensation. Employers regard both unions as "militant" and have claimed there are "political overtones" to their organising work.

The area has been hit by several strikes in the past few months in a range of industries. They have concerned demands for union recognition or allegations that management has fired worker leaders.

At the same time, several unionists have been arrested or detained under security laws by police. An official of the African Food and Canning Workers' Union, Mr B P Norushe, is still in detention and some SAWU officials are awaiting trial on charges arising out of the labour activity in the area.

● See Page 4 and editorial comment — Page 8

Firms warned: Stay out of unions

By STEVEN FRIEDMAN
Labour Reporter

IN AN important policy speech, the Minister of Manpower Utilisation, Mr Fanie Botha, warned employers again yesterday against setting up 'sweetheart' unions and said the Government's liaison committee system should not be used to keep black unions out of factories.

He again criticised unregistered unions and hinted that action could be taken against them.

He also appealed to management to set up effective communication channels, "within the broad framework of our industrial legislation".

The speech is seen as further evidence of a growing trend in Government labour policy. Mr Botha appears to be intent on making the official labour system more palatable to black unions by eliminating 'phases', of which unions have complained.

This is seen as an attempt to persuade unions to enter the official system. And at the same time the Government appears intent on taking action to ensure that unions do not operate outside this system.

Speaking at a seminar organised by Stellenbosch University's Business School yesterday, Mr Botha said it was not the function of management to organise unions.

Those that did were "thwarting this right to organisation".

However, "it has come to my notice that there are companies in South Africa which are trying to evade their role and are attempting to establish com-

pany trade unions — the so-called 'sweetheart unions'," he said.

This approach held dangers for management and for the maintenance of 'healthy industrial relations'.

Management would therefore have to set up 'effective channels of communication within the broad framework of our industrial legislation'.

Mr Botha also warned that the official system of negotiating through industry-wide industrial councils could not survive if a 'parallel system of collective bargaining at plant level, through committees', developed.

Black unions have attacked the committee system, arguing that it enables managements to keep unions out of their factories, even if these unions are allowed to bargain at industry level.

However, Mr Botha is still committed to the committee system. He said committees should not be seen as an alternative to trade unions. But as organisations for communication on company-related issues of mutual interest.

But he warned against a "dualistic system" in which some unions used formal (official) channels while others used their own "informal" channels.

He said this was "not conducive to a stable, strong and responsible trade union movement, nor is it in the interests of the economy".

This indicates continued Government impatience with unions which do not register and could indicate action against them.

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Optimism over Putoo Union talks on wages

THE Putoo — Transport and Allied Workers Union talks may ultimately end with the two bodies entering into an agreement. Another round of talks revealed yesterday

All areas of conflict with the Putoo Drivers Union have been eliminated and recognition of the union should be given in future.

The next meeting is

on November 5, where an agreement may be reached. This assessment follows the optimism of both parties about the talks.

A Putoo spokesman said no agreement was reached yesterday but a lot of progress had been made.

The company manager said at previous meetings with the union

had expressed acceptance in principle of the union. The union was allowed to organise members at all depots. The company wanted the number of drivers backing the union.

If the drivers' union gets recognition, negotiations will be made earlier on issues such as wages and dismissal "for petty reasons".

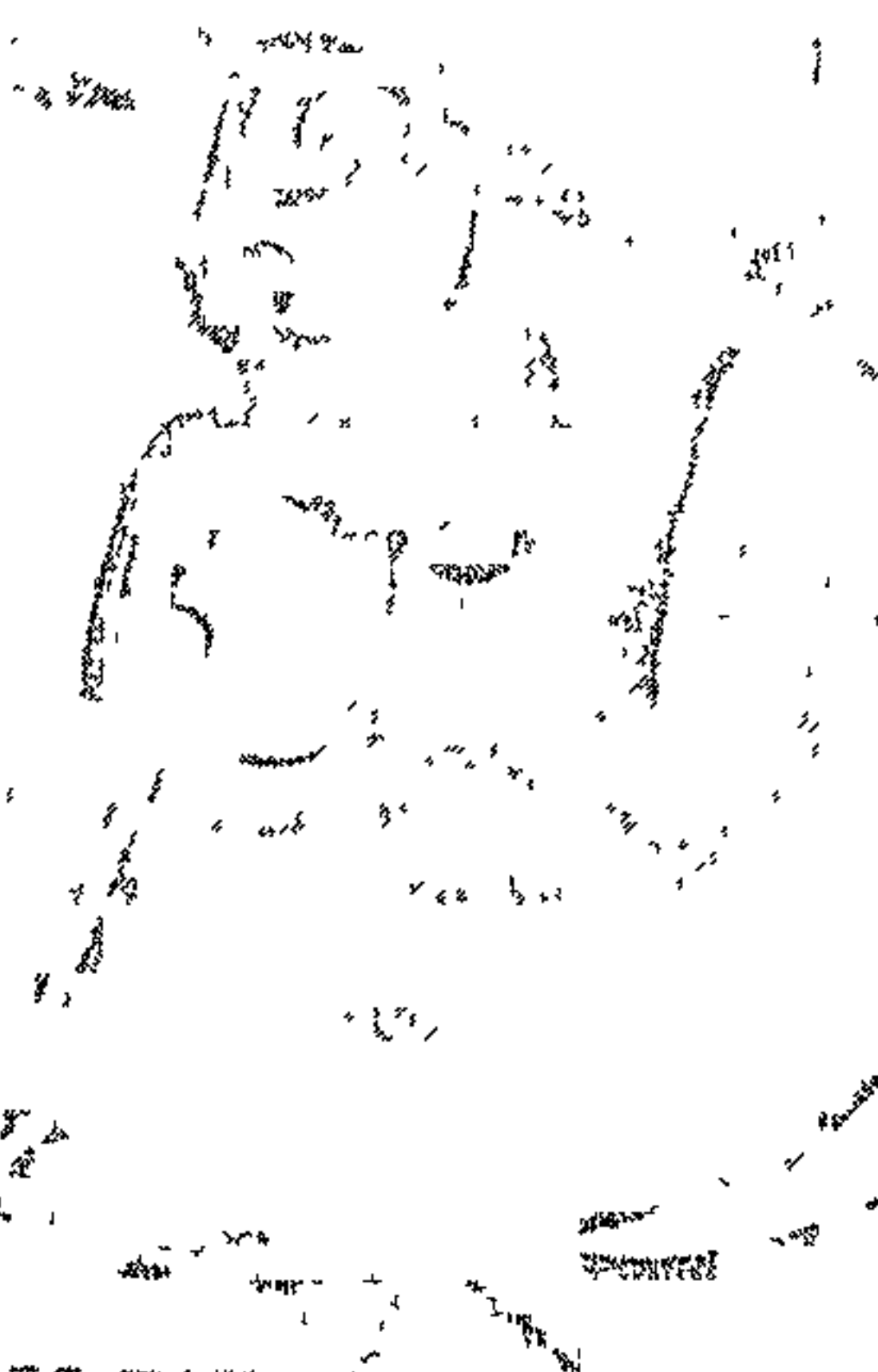
The major issue facing

the drivers is the Wage Board hearing on October 20 to consider the union's demand for an increase of R35 a week.

The company has offered a 15 percent pay rise but at their last meeting, the drivers decided to stick to the R35 increase.

The Wage Board will submit its recommendations to the Minister of Manpower in November.

MR FANE OUBA... MINISTER OF MANPOWER



DD 9/10/80

ELIABOUR talks

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JOHANNESBURG — The Minister of Manpower Utilisation, Mr Fanie Botha, yesterday personally intervened in labour events in East London.

It is understood that Mr Botha flew to East London yesterday to hold a "closed doors" meeting with local employers. The meeting was held at Mr Botha's request.

A spokesman for the Minister's office yesterday confirmed that Mr Botha had left for a meeting in East London but was unable to furnish further details.

The president of the Border Chamber of Industries, Mr John Rich, declined to comment on Mr Botha's visit.

Informed sources expect the Minister used the meeting to spell out the government's attitude to the labour unrest in the area, regarded by many as the key area of black worker action at present.

Labour observers regard events in the East London area as "a crucial test" for the government's new labour dispensation.

Up to now, employers and the authorities in the area have been taking a tough line against two unions operating in the area,

the South African Allied Workers Union (Saa-wu) and the African Food and Canning Workers Union.

Strikers have generally been fired and replaced by unemployed workers and most managements have flatly refused to recognise

they have suggested that employers keep lists of the unemployed in the area and make known to their workers that these lists exist. It is suggested that this will dampen worker militancy.

It has also been

suggestions.

While it is not yet known what Mr Botha told employers yesterday, he has publicly opposed the practice of bringing in unions without worker "credibility" in order to keep out representative

From a special labour correspondent

either union

It is also known that the authorities in the area have been urging employers to take a "united stand" against the two unions.

Among other measures,

suggested that employers "motivate" and encourage more conservative trade unions to organise in the area as a way of keeping the two unions out.

It is not clear what Mr Botha's department's attitude is towards these

unions

The East London area has been closely watched by labour observers for some months now.

The Saa-wu and the African Food and Canning Workers Union have been

growing rapidly and official sources in the area have recognised that they have a substantial membership in East London factories.

Both unions, which work closely together, reject registration under the government's new labour dispensation. Employers regard both unions as "militant" and have claimed that there are "political overtones" to their organising work.

The area has been hit by several strikes in the past few months in a range of industries. They have concerned demands for union recognition or allegations that management has

fired worker leaders. At the same time, several unionists have been arrested or detained under security laws.

An official of the African Food and Canning Workers' Union, Mr B P Norushe, is still in detention and some Saa-wu officials are awaiting trial on charges arising out of the labour activity in the area.

Observers believe events in the area are "a crucial test" of employer and government willingness to come to terms with unions who are seen as "militant".

(Union system criticised, page 5).

Cater for black unions—Stevenson

Organised industry would have to help both in the establishment of black trade unions and in convincing existing unions to admit blacks as members.

Mr R L Stevenson, president of the Building Industries Federation of South Africa (Bifsa), said today

Addressing a National Development and Management Foundation conference in Johannesburg,

he said black labour entrants into the building industry were expected to number about 12 500 a year for the next few years.

It had to be accepted that these new workers would either join existing unions or organise themselves into separate unions. The emergence of black contractors and sub-contractors was also on the cards.

Building Conference

In the modern-day context organised industry would have to take the initiative. The education of white union members towards admitting black members was vital, he said.

Mr Stevenson said that during 1979 investment in building in real terms increased by 4 percent whereas an increase of 8 percent was expected this year.

He said industry growth rates for 1981, 1982, 1983, 1984 and 1985 should be about 5 percent, 4 percent, 5 percent, 6 percent and 5 percent respectively.

But, he noted, based on employment figures, the present level of building activity was still about 20 percent to 30 percent below the level attained during the early part of the decade, notwithstanding the fact that building activity had increased in the past two years.

He was confident that these levels of activity would be reached within the next two years and that this high level would be maintained throughout the 1980s.

On future trends he said with interest rates probably hardening over the next two years and the price of building materials likely to rise

further, these and other factors would give rise to a continued trend to smaller, more compact houses as well as smaller stands.

Higher interest rates, tighter liquidity, higher mortgage rates, which would influence property values, and an end to the long term bull trend on the stock market — these were the forecasts of Mr Andre Hamersma, group economist, Standard Bank, at the conference.

Borrowers were advised to finalise needs soon while lenders were encouraged to sit on funds and await higher returns.

South Africa might have to relax exchange controls in order to prevent international liquidity generating domestic inflation.

Mr Hamersma also warned of the consequences on the balance of payments if the present trend of rising imports and falling exports was to continue. On the assumption of a gold price of 600 dollars an ounce, this trend could produce a deficit in the current account of the balance of payments by 1981.

If South Africa was to

be totally independent of foreign fuels by the end of the century, it would cost in the region of R10 000m, consultant techno-economist, Mr Terry le Roux, told the conference.

He said projects which were currently being evaluated in respect of the manufacture of synthetic fuels had a cost in 1980 terms of around R3 500m.

Other major projects included the production of ammonia for the explosives industry. Fedimis had indicated that it would construct such a plant at an estimated cost of around R350m.

Other projects currently under evaluation included ethylene oxide and ethylene glycol (AECI), a polyols plant (AECI or NCP) and a number of projects that were confidential as they were at a sensitive stage of evaluation. The capital required for these projects was in the region of R150m to R200m, he said.

Mineral sales for the first seven months of the year have improved by 69 percent compared with the same period last year and the total for the year should reach R1 500m,

Chamber of Mines, president, Mr Bill Lawrence, said.

He told the conference that the end of the mining industry's growth cycle was still a long way off and estimated that capex for the next five years, which had been announced, amounted to R6 000m.

The immediate year ahead would be characterised by spending of about R3 000m. In his view this level of expenditure could help ease a major cyclical downturn in the general economy which would normally be expected to occur sometime in the early 1980s.

Govt drive 1 maverick un

By STEVEN FRIEDMAN, Labour Reporter
THE Government is to go all out to make its labour system more attractive to black trade unions — but it will not tolerate unregistered unions which operate outside this system.

Legislation for changes along these lines will be introduced early in the next session of Parliament and is regarded as a "priority"

According to informed sources, this is the message the Minister of Manpower Utilization, Mr Fanie Botha, conveyed to a meeting of employers and officials

in East London on Wednesday.

East London is a centre of rapidly growing black worker activity and is regarded as a "key test" of the Government's new labour policy.

The meeting with Mr Botha took place against a background of strikes in the area and dramatic growth in membership of two unions which reject registration — the South African Allied Workers Union and the African Food and Canning Workers' Union.

Mr Botha appears to have called the meeting to inform employers of his attitude to the East London situation and to unregistered unions in general.

No comment from his office was available yesterday, and he was reported to have declined comment earlier in the day on details of the meeting.

According to the Rand Daily Mail's sources, Mr Botha strongly advised East London employers to take a hard line and not to deal with unregistered trade unions.

*He told them the country could not afford a system in which some unions were registered and others were not.

He asked East London employers to "hold out" against SAAWU until March next year, when, he promised, legislation would be introduced to deal with the matter.

Mr Botha said the legislation would be aimed at ensuring the autonomy of trade unions. Some black unions have complained that registration would subject them to severe official control.

Mr Botha is understood to

have expressed repeatedly the Government's attitude to the "maverick" unions which operate outside the system by relating it to a concept acceptable to them.

If unregistered unions, Mr Botha was reported to have said, they would not be able to deal with political organisations and their members would be protected from financial abuses.

He also apparently told the meeting it would be unwise to compel unions to register but repeatedly stressed that the Government would not tolerate the emergence of an unregistered union movement, free from official control.

He apparently suggested strongly that within a short time no unregistered unions would exist.

His message is consistent with a newly emerging Government strategy towards the black union movement which he has conveyed in two recent speeches.

Mr Botha has indicated a growing concern over "defects" in the official system which have been attacked by black unions.

These include the existence of plant-level committees which can be used by employers to "freeze out" unions from their factories, and the fact that "company" and "plant" unions have been planted in factories to undermine official unions.

The Government now appears to be trying to improve these and other aspects of the official system.

It was reported to have been decided to ensure that employers are prevented from using their influence to prevent unions from engaging in direct political action.

It seems clear the Government will not tolerate unions which decide to stay unregistered after the changes are made.

Official action against them appears inevitable.

Botha gets a cool reception

EAST LONDON — Trade union leaders here yesterday gave the visit by the Minister of Manpower Utilisation, Mr Fanie Botha, a cool reception

The secretary of the South African Allied Workers' Union (Sawu), Mr Sisa Njikelana, said it would have been better if the minister had seen both management and workers' leaders during his visit

Approaching one side and leaving out the other could hardly be expected to produce positive results to the problems that had plagued the area, he added.

On trade unions organised by management, to which Mr Botha had referred in a statement, Mr Njikelana said workers knew their leaders and would stand by them

"We have had instances where workers have seen deductions on their pay

for trade unions they have never asked to be members of," he said.

"In such cases the idea has been to ensure there is an organisation that will dance to the tune of management all the time — something that defeats the very basis of trade unionism which is bargaining by workers with employers," Mr Njikelana said

The general secretary of the African Food and Canning Workers' Union, Mr Jan Theron, said the visit by the minister could raise no hope that there would be a change of heart from employers or the authorities unless the public knew what was discussed and with whom He said it was clear workers wanted strong unions in which they had a say.

"Management will have to learn to talk with the genuine representatives of workers," he said. — DDR.

Govt may act

to curb unions

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JOHANNESBURG — Informed sources here say that the government is to go all out to make its labour system more attractive to black trade unions.

However, these sources say it will not tolerate unregistered unions who operate outside the system.

Legislation introducing changes along these lines is expected to be introduced early in the next session of Parliament and is regarded as a "priority".

According to the sources, this is the message which the Minister of Manpower Utilisation, Mr Fanie Botha, conveyed to a meeting of selected employers and officials in East London on Wednesday.

East London is a rapidly growing centre of black worker activity and is regarded as "a key test" of the government's new labour policy.

The meeting took place against a background of labour unrest in the area and the dramatic growth in membership of two un-

ions which reject registration — the South African Allied Workers' Union (SAAWU) and the African Food and Canning Workers' Union.

Mr Botha appears to have called the meeting to inform employers of his attitude to the East London situation and to unregistered unions.

No comment from Mr Botha's office was available yesterday and he was reported to have declined to comment on details of the East London meeting.

According to information received in Johannesburg, Mr Botha strongly advised employers in the area to take a hard line and not deal with unregistered trade unions. He is said to have told them the country could not afford a system in which some unions were registered and others were not.

He is believed to have asked East London employers to "hold out" against the SAAWU until March next year, when he promised that legislation would be introduced to deal with the matter.

The legislation would be introduced early in the

parliamentary session.

Mr Botha is also reported to have said that the legislation which would be introduced would be aimed at ensuring the autonomy of trade unions. Some black unions have complained that registration would submit them to severe official control.

If unions joined the system, Mr Botha is understood to have said, they would not be able to link up with political organisations and their members would be protected from financial abuses.

He also apparently told the meeting it would be unwise to compel unions to register, but repeatedly stressed that the government would not tolerate the emergence of an unregistered union movement, free from official control.

Mr Botha's reported message to East London employers is consistent with a newly emerging government strategy towards the black union movement which has been conveyed in two recent speeches by him — DDC

Worker claims he was fired over union link DD 10/10/80 139

EAST LONDON — A former employee of Collondale Cannery, Mr Jackson Nkomo, 62, claimed he was fired this week after the management accused him of belonging to the African Food and Canning Workers' Union (AFCWU) — a non-registered trade union

Mr Nkomo said he was told to vacate the house he was occupying on the cannery premises, and is now living with a relative in a tent. He said the company had not yet paid him out for the time he had worked

Last month, there was a dispute between the cannery and the AFCWU when the cannery management retrenched five men representing the union, and 400 others walked off the job



MR NKOMO

The managing director of the cannery, Mr Corder Tilney, could not be reached for comment on Mr Nkomo's case yesterday.

Mr Nkomo said he had been working as a machine operator for the cannery since about 1945, first in Cape Town, then in East London. He was one of the 400 men who walked off the job, but he later returned.

"I told management I was no longer a union member," he said yesterday. "But when friends who were union members visited me on Sunday, the management became angry and told me to get off the premises immediately. They accused me of playing a double game." Mr Nkomo said there was no question of the company pensioning him off. "As soon as you are too old to work they just fire you," he said. "They don't put you on retirement. There is no pension." — DDR

Rehiring: union tells of wait

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EAST LONDON — The management of Collondale Canneries had made it clear there was little chance of any of the 400 workers dismissed from the firm last month being reinstated before March next year, the general secretary of the African Food and Canning Workers' Union, Mr Jan Theron, said last night.

This was despite assurances given to two overseas unions, who had protested at the dismissals, that the factory management would re-employ all former workers including the five whose retrenchment sparked off the dispute "if and when vacancies occurred," he said.

Mr Theron held talks with the Collondale management this week and said they had made it clear there was no likelihood of vacancies occurring. Management was

also not prepared to dispense with any of the "scab" workers hired to replace the 400 who were fired, he said.

"They said the only possibility of taking a substantial number of workers back would be in March next year at the start of the next season," Mr Theron said.

"We view this offer as no more than an attempt to portray management in a reasonable light.

"The workers, however, still refuse to accept their dismissal and after five weeks the vast majority have still not collected their pay. This is an indication of the hardship they are prepared to face to secure a fair settlement in the dispute," Mr Theron said.

The management of Collondale Canneries could not be contacted for comment last night. —
DDR

Mavi to apply for passport

Sunday Post
12/10/80

(139)

SUNDAY POST Reporter

MR JOSEPH Mavi, president of the Black Municipal Workers Union (BMWU), who is presently facing charges under the Sabotage Act, has been invited by the African-American Institute to speak at a conference to be held in Sierra Leone in December.

The conference, which will focus on major policy issues in the 80's between the USA and Africa, will be addressed by African cabinet ministers, MPs, media representatives and leaders of various southern African liberation movements.

From America, participants will include among others, senators members of Congress, trade unionists and representatives from black community organisations.

This will be the 11th of a series of conferences organised by the African-American Institute which since 1968 have been held in various African countries, including Lesotho in 1976. Mr Mavi will be among about 125 African and American leaders expected to attend the conference.

Yesterday Mr Mavi told SUNDAY POST that he was keen to attend the conference but did not know if the Government would allow him to attend it. He is on R500 bail.

He said: "I have these bail conditions on one hand and a passport application on the other. I may succeed with one and not the other, but I am definitely going to apply for a passport and I see no reason why the authorities should not grant it."

New black media union

THE Writers Association of South Africa (Wasa) has disbanded, and a new organisation has been born.

POST 13/10/80 (139) (144)
The new organisation is the Media Workers Association of South Africa (Mwasa) and membership will be open (only) to all black workers in the publications industry.

This was resolved at

the 4th annual congress of Wasa held at Langa township, Cape Town, at the weekend.

The reason given for the dissolution of Wasa was that a new organisation was needed that would open its doors to all workers in the industry.

The aims of the new organisation are:

● To promote the interest of black workers in the publication industry.

● To engender a spirit of self-reliance and competence among black workers in the media.

● To provide training for members, and

● To engage in activities that would benefit the black community.

The congress condemn-

ed the continued detention of Drum editor Stan Motjuwadi, Cape Times reporter, Zubeida Jaffer, and all other political detainees.

The national executive was returned with the secretary being Mrs Maud Motyanane, Zwelakhe Sisulu returned for the third term as president, and Willie Bokala assistant treasurer.

More likely to join now black union is registered

STAR
14/10/80

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By Sleg Hannig,
Labour Editor

Johannesburg's 1 000-
strong black textile Workers' Union in the Transvaal expects an upsurge in membership now that its last obstacle to full recognition has been overcome

The union has been registered in terms of the In-

dustrial Conciliation Act for the magisterial districts of Johannesburg, Benoni, Germiston, Alberton, Randfontein, Nigel and Springs

"We already have the recognition of most employers in the textile industry on the Reef," said the union's overjoyed general secretary, Mrs Evelyn Seloro

APPLICATION

"The few employers who refused did so because we did not have registration"

She said she was applying for membership of the industrial council so the union could play its long-denied role as a negotiator for legally enforced minimum wages

But she did not propose to recruit workers outside the Transvaal where other black or mixed unions are active

Instead, she hoped to form a federation with the Cape-based Textile Workers' Industrial Union

Mrs Seloro said her union was established in 1973 as an offshoot of the largest black union, the National Union of Clothing Workers Both unions are affiliated to the Trade Union Council of South Africa

She attributed most of her membership to the co-operation of textile firms which allowed her access to their premises for the recruitment of members

City liaison officer plan slammed by black union

S-TAR 15/10/80 (240) 139 (144)

Johannesburg City Council plans to streamline worker-management relations by the appointment of a "labour liaison officer," were attacked yesterday as "irrelevant" by the Black Municipality Workers' Union

The plan, announced by Town Clerk Mr Alewyn Burger, will go before the council at its next full meeting on October 28.

It appears to be a response to the recent municipal strike, which was explained by some council officials as being partly due to "inadequate communication."

The labour liaison officer would supplement and, where necessary,



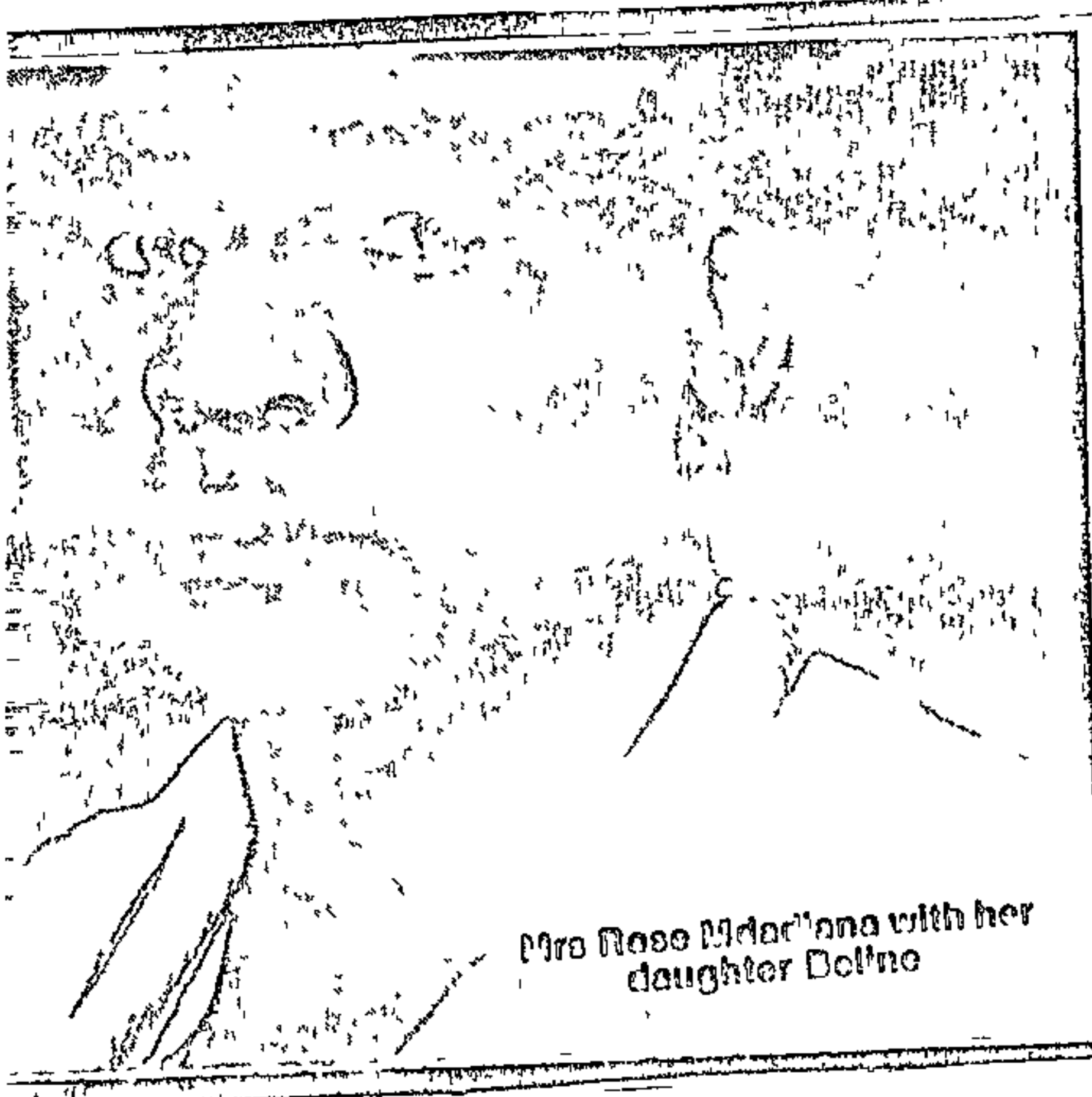
MR BURGER

override the existing compound supervisors, Mr Burger said. He would be in "constant direct contact" with the municipal work force, acting both as an information officer and a channel for worker grievances

But the scheme was

slammed as "irrelevant" by the assistant secretary of the BMWU, Mr Gatsby Mazwi. "Communication is not the issue," he snapped. "The Council is well aware of what the workers want — more money."

And by having the proposed liaison officer deal directly with the workers, Mr Mazwi added, the council was merely trying to bypass the union



Mrs Rose Mdadlana with her daughter Dol'no

Girl (15) held - 'Why must they keep her so long?'

FIVE Cape Town children younger than 16, are being held under Section 6 of the Terrorism Act. Our Cape correspondent tells of the misery surrounding a home where a daughter is detained

1980 has not been an easy year for Mrs. Rose Mdadlana of Guguletu

Her husband is still out of work after he went on strike with 800 other meat workers and her eldest daughter is being detained under Section 6 of the Terrorism Act

Mrs Mdadlana cannot stop the tears when she talks about her daughter Ethel Nomane (15) who she has not being able to see after she was detained at her home in Guguletu on August 19

"Is that the law? she asked when POST asked her about her daughter

"She is still so young why must they keep her so long?" she asked, crying

Mrs Mdadlana was at the hospital when Nomane was taken away

Neighbours say the security police took her away from home at about 2 pm

COLLAPSED

"When I arrived home, I was told of my daughter's detention. I just collapsed because I could not believe it," Mrs Mdadlana said

Nomane is the eldest of three children. Gladstone (9) is a pupil at Bonga Lower Primary, while there is also Belme (5)

Nomane, a pupil in the Transkei, came home in June to get money from her father, Mr Goodman Mdadlana

"When she came here, he was not working. He had been on strike with his fellow meatworkers since May

"Obviously he could not give her any money because we were only surviving on R15 a week - strike money that he was getting from the union - Mrs Mdadlana said

NO REGRETS

Mrs Mdadlana said she has no regrets that her husband went on strike

"Now that the strike has

been called off, and we do not get money from the union anymore, it has been going tough

Goodman was the only one in the family who was working. Now there is nobody

"We have only been living off donations and with the help of relatives and friends," she said

Nomane is one of several young people being detained in the Western Cape

Carol Plaatjies (14), Nancy Nomvuyo Quika (14), Nokuzola Joyce Daniso (15) and Mildred Maxhama (15) are the youngest of more than 20 people known to be held under Section 6 of the Terrorism Act

17 council 'strikers' back after three months

9 STAR
15/10/82

(137) (138) (139)

By Marion Duncan

Seventeen city council workers fired during the July strikes have been reinstated — three months later — after repeated politicking and lobbying by PFP councillors Mr Harold Rudolph and Mrs Janet Levine

This brings the estimated total of labourers

accepted back at work to between 150 and 200 11 to 15 percent of the estimated 1300 dismissed for striking

Accurate figures are not available. The council steadfastly refuses to release the information

Mrs Janet Levine said the council had been slow in reinstating and re-

engaging skilled and semi-skilled workers

Among this latest batch of returned labourers is 61-year-old Mr Madoka Nadopi whose case was taken up by The Star in August when it was discovered that he had been fired "by mistake"

After publication of the story, Mr Madopi's cause

was championed by Mr Harry Rudolph, who took a detailed statement to the council and lobbied for reinstatement

Harry Rudolph has tabled 10 questions which will be put to the next Council meeting on October 28

They include

① How many men were dismissed during the strikes?

② Have any dismissed workers applied to be reinstated?

③ What procedure should be adopted for such applications?

④ How many workers have been (a) reinstated (b) re-engaged, (c) refused permission to be either reinstated or re-engaged, (d) why have they been refused such permission?

Union seeks recognition

The unregistered Transport and General Workers' Union has presented a draft recognition agreement to the Putco management — bringing the union a step nearer recognition at the disputed Springs depot.

Only two obstacles now stand between the TGWU and formal recognition, union secretary Mrs Lydia Kompe said yesterday

A first requirement would be the ratification of the agreement by the executive committees of Putco and the union, she said

Putco's suggested amendments to the draft would be discussed at a further meeting and the final agreement submitted to the company's executive committee next Wednesday

Open battle starts for Ford workers

By STEVEN FRIEDMAN
Labour Reporter

PORT ELIZABETH — Conflict between worker groups at the Ford factory in Port Elizabeth has come to a head with the official launching of a new trade union the Motor Assembly and Components Workers' Union of SA (Macwusa).

The union is a breakaway from the United Automobile and Rubber Workers' Union — an affiliate of the Federation of SA Trade Unions — and represents those workers who regard the UAW as too conservative.

Ironically the UAW is regarded as "militant" by many employers. It has criticised the new union, arguing that it is out of touch with worker needs and is led by white-collar workers.

Representatives of Macwusa said yesterday that they were

committed to "a union role in the community as well as in the factory".

Most black unions have restricted their role to labour issues, arguing that it is not a union's job to become directly involved in community "political" issues. However, the new union's leaders reject this argument.

Macwusa was launched officially at a meeting in Port Elizabeth at the weekend attended mainly by workers at Ford's Cortina plant, the scene of a major strike late last year.

However, the union's chairman, Mr Dumile Makhanda, said later that workers from General Motors and Feltex had also attended the inaugural meeting and had joined the union's interim executive.

Workers at other Ford plants had expressed interest in joining

The union planned to ask Ford for recognition, Mr Makhanda said.

The company has said it will recognise any worker group which represents the majority of workers.

The union was formed because of dissatisfaction with the UAW's role in the Ford strike. Macwusa representatives accuse the UAW of being "pro-management" during it.

The UAW rejects this, arguing that it played a major part in the settlement which ended the strike.

Macwusa, which is opposed to Government registration, is a non-racial union, although its executive is composed entirely of black workers at present.

Mr Makhanda said it was formed because workers felt their existing unions were "not negotiating, but simply trans-

mitting management instructions".

UAW officials concede that about 500 Cortina plant workers have joined the new union. They say, however, that Macwusa's support is mainly confined to the Cortina plant.

They also claim the new union is doomed to failure.

A UAW representative said "They have no experience and they don't realise the need for a considered union strategy. They think that workers can win victories simply by making demands, but they are in for a shock".

UAW men also say Macwusa is led by white-collar workers who do not have the same interests as other factory workers.

Mr Makhanda claims, however, that only four of the union's 23 executive members are white-collar workers.

PORT ELIZABETH — Conflict between worker groups at the Ford factory here came to a head with the official launching of a new trade union, the Motor Assembly and Components Workers' Union of South Africa (Macwusa).

The union is a break-away from the Fosatu-affiliated United Automobile and Rubber Workers' Union (Uarwu), and represents those workers who regard the union as too conservative.

Ironically, the Uarwu is regarded as a "militant" union by many employers. It has criticised the new union, arguing that it is out of touch with worker needs and is led by white collar workers.

Representatives of Macwusa said this week they were committed to "a union role in the community as well as in the factory."

Most black unions have restricted their role to labour issues only, arguing it was not a union's job to become directly involved in community "political" issues. However, the new union's leaders reject this argument.

The launching of the union was attended mainly by workers at the Ford Company's Cortina plant, the scene of a major strike last year.

However, the union's chairman, Mr Dumile Makhandu said workers from

New union pledges role in community

two other plants, General Motors and Feltex, had attended the inaugural meeting and had joined the union's interim executive.

Workers at other Ford plants had expressed interest in joining, he said. He added that the union planned to ask Ford for recognition.

The company has said it will recognise any worker group which represents the majority of workers.

The union was formed out of dissatisfaction with the Uarwu's role in the Ford strike. Macwusa representatives accused the Uarwu of being "pro-management" during the strike.

In another development, the first election of full-time trade union shop

stewards in South African labour history has taken place at the Volkswagen Company's plant at Uitenhage.

The introduction of full-time shop stewards in the Eastern Cape has been hailed by unions and some employers, but has been criticised by some academic observers.

Shop stewards are union representatives elected on the factory floor and one of their key jobs is to take up union members' grievances in the plant.

Critics of the system fear the full-time shop stewards will be identified with management because they are still paid by the company. They argue that the system could "recoil" on both the companies and the union — DDC

LABOUR

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condemned



Mrs Levine " . . .
It's irrelevant "

Johannesburg City Council plans for the appointment of a "labour liaison officer" have come under fire from PFP councillor, Mrs Janet Levine.

The plan will go before the council at its next full meeting on October 28, town clerk, Mr Alewyn Burger announced yesterday

Providing for "a liaison figure" who will act as an information officer and a channel for worker grievances, it has been denounced as irrelevant by the Black Municipality Workers' Union

Mrs Levine said the creation of the post "would not solve anything

REPRESENTATIVES

"If this is to be the management committee's only concession they have missed the whole point of the strike," she said

Rather than impose a system of communications from above, she said, the management committee should enable the city's black workforce to elect its own representatives and be prepared to deal with them

Nothing short of this would be credible to the workers, she said

A further weakness was the management committee's apparent desire to give the post to a white. The appointment of a black might go some way towards demonstrating the council's sincerity in seeking closer contact with its workforce, she said

Putcoworkers demand pay increase

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139

MEMBERS of the PUTCO Drivers' Action Committee reiterated their demands for a R35 across the board weekly increase at today's wage board meeting.

But in their written evidence to the board, they indicated a willingness to compromise on a R25 figure.

Among the committee's grounds for its demand were the superior rates for drivers/conductors employed by the Johannesburg Municipality and impending rent increases in the black townships.

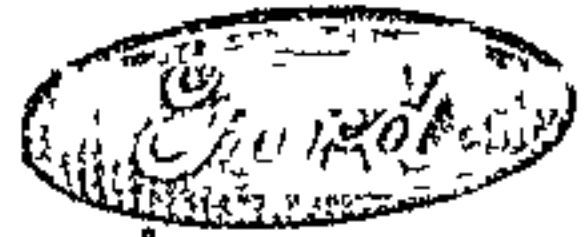
The drivers struck in rejection of a PUTCO offer of a 15 percent increase earlier this year.

The dispute was referred to the wage board for a determination after subsequent wage talks broke down.

A R35 increase would give the lowest paid PUTCO employees a starting wage of R75. Drivers/conductors would receive a starting minimum of R101 per week.

PUTCO management indicated in its oral evidence to the board that the company could not afford more than the 15 percent originally offered. The offer was in line with that given by other bus companies on the Reef.

Any increase over the 15 percent would be passed onto the great mass of black people in the form of higher fares.



Labour events at Ford's Port Elizabeth plant often contain important

pointers to labour trends. Now, a battle has emerged between two unions at the company which may have significant implications. After a recent trip to the area,

Labour Reporter STEVEN FRIEDMAN assesses these developments



SOME years ago, an ad man came up with the slogan "There's a Ford in Your Future". He might well have been talking about South African labour relations.

Ford has a habit of being the first to experience new labour trends.

And, just as that company's strike last year heralded strikes throughout the country, so a battle raging now between two unions at Ford's Port Elizabeth plant may provide pointers for other factories and the country as a whole.

The battle is heated and has sparked claims on both sides. It is being watched with interest, for it may well pinpoint a new union militancy.

One of the unions is the United Automobile and Rubber Workers Union (UAW), which is affiliated to the Federation of SA Trade Unions. It was recognised by Ford some years ago.

For many years, this union, like other FOSATU unions, was regarded as dangerously radical and some employers still see things that way.

Ford's decision to recognise it was hailed as a sign of the company's willingness to deal with genuine worker representatives.

Particularly so because many employers did (and still do) attempt to "freeze out" FOSATU unions in favour of the "tamer" alternatives.

The other union is the Motor Assembly and Component Workers Union (Macwusa), which was officially launched at a meeting earlier this month.

It was formed by disenchanted workers at the Ford Cortina plant, who felt that the UAW was too "pro-management", a charge which UAW men hotly deny.

Its chairman, Mr Dumile Makhandha, a clerical worker at Ford, claims that the UAW "simply transmits management's decisions to the workers".

Most of Macwusa's office-bearers are members of Pebco, the Port Elizabeth equivalent of Dr Ntshotho Motlana's Soweto Civic Association, which sprang to prominence last year, died down and is now in the process of being revived.

But Macwusa men stress that Pebco played no part in launching the union.

An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions.

Thus far, Macwusa has recruited about 600 of the 800-odd black workers at Ford's Cortina plant, about 500 of whom have resigned from the UAW.

It has also been active at two other neighbouring plants, General Motors (which also deals with UAW) and Feltex, a textile company which makes motor car fittings, and both companies have representatives on its interim executive.

It aims to win recognition at Ford, thus supplanting the UAW, and then to go on to other motor and components plants and perhaps to other industries.

For its part, Ford has wisely opted to stay out of the battle. It has said it will recognise any union with majority membership and has withdrawn to watch nervously from the sidelines. Company spokesmen refuse to discuss the dispute.

The break-away has its origins in last year's strike, which threw up tensions between the Pebco-linked Ford Workers' Committee and the UAW.

It is generally acknowledged that one reason for the strike was the fact that Ford's recognition of the UAW had been channelled, by mutual consent, through the Government's liaison committee system.

The union remained weak on the factory floor and the workers' committee saw it as "pro-management".

An important dent to the union's image occurred when its president, Mr John Mke, agreed to interpret for management during the strike, a move which the UAW now concedes was a mistake.

Macwusa men charge the UAW with not negotiating toughly enough during the strike and of not winning back strikers' bonuses when they returned to work.

UAW spokesmen insist they intervened only when requested to do so by workers and that the union played a significant role in hammering out the settlement that brought workers back to work. "Without us they would have got nowhere," a UAW man claims.

The post-mortem after the strike led to significant changes at Ford. Both the company and the UAW recognised the need for a strong union presence on the factory floor and both worked to bring this about.

Several changes were introduced, culminating in an agreement that unions members at Ford could elect full-time shop stewards, whose job it would be to take up worker grievances and to organise organising work at the plant.

But the dispute between the two factions continued. Earlier this year, a UAW meeting, attended chiefly by Cortina plant workers, voted Mr Mke and his Port Elizabeth branch executive out of office and elected their own committee, made up of Worker Committee representatives.

But the meeting was unconstitutional and the executive remained in office. The dissidents left to form Macwusa.

The "militant" UAW was now challenged by a "more militant" union.

Thus far Macwusa has recruited a majority of Cortina plant workers and has made some headway at GM and Feltex. It believes it can expand further.

The UAW concedes that Macwusa has support in the Cortina plant. But they insist it has little worker backing outside it.

"At best, they could win a majority in Ford as a whole. That would make them, in effect, a company union. But they have little support outside Ford and they aren't likely to gain any," says Mr Veefoot Ah Shene, a UAW organiser.

He and Mr Fred Sauls, UAW organiser and a veteran Eastern Cape unionist, see the break-away as localised and based on "personalities, not principles".

Labour observers in the area are not so sure, however. They see Macwusa as a growing force and expect it to win majority support at Ford. This support, they argue, could spread to other companies in the area.

Says one: "The present union leadership were right for the time they came to power. But there's a new, more militant, mood now, which is tied up with political discontent in the area."

And one local man adds a sobering thought: "It's not going to end here. In a few years, people like me will have a leadership which will be seen as too docile."

"I see this drift toward more militant union leadership carrying on for at least the next five or ten years," he said.

One interesting facet surrounding Macwusa is the fact that it has won its support at Ford's Cortina plant. The company has two plants in Port Elizabeth besides Cortina. But worker militancy at

Ford has always stemmed chiefly from the Cortina plant. The reasons for this are significant. "Cortina plant workers are younger and have a higher standard of education. We are more worried about exploitation," says Mr Makhandha and other members of his executive.

In other words, younger, more articulate, workers with higher expectations are coming into the factories and they are more prepared to challenge long held management prerogatives.

Which is why Mr Makhandha is confident of winning support at the other two plants. "Younger workers are moving in there and they support us," he says.

There's an old theory that the black workers can be bought off by higher wages, higher educational qualifications, greater status and the like.

But the New Brighton home in which Macwusa's leaders gather raises serious doubts about that suggestion. The house is small, and it and its environs are certainly not comparable to conditions in the white suburbs.

But it is well furnished and there's a large TV and stereo set in the corner. And the men inside it have formed a new, more militant, union.

Indeed, one aspect of the new union that has attracted UAW criticism is the fact that at least four of its executive members are white collar workers.

The UAW has argued that the new union is "elitist" because it is dominated by men who have no experience of real worker problems.

Mr Makhandha and his executive acknowledge that they have white collar members — a personnel officer at one company has applied to join, they say.

But the majority of ordinary members are shop floor workers, they say, who have elected a few white collar workers onto the executive.

Most white collar workers are opposed to Macwusa, they say, and they complain bitterly that many black management men are "stooges".

But those white collar workers who identify with the union are welcome, they say. "A black office worker knows that he could become a labourer at the stroke of a pen. So they have a good reason to identify with us," they argue.

An early, although perhaps temporary, casualty of Macwusa's birth could be Ford's full-time shop steward system.

The shop stewards are elected by UAW members and Macwusa members may reject them. They could thus be placed in a position where they are unable to channel worker grievance because they are shunned by grass-roots workers.

What does Macwusa stand for? Mr Ah Shene believes it will have little success because "they don't understand trade unionism".

"They believe they can win victories by pressure, rather than negotiating. They are raising expectations which they can't fulfill."

Management is no push-over and Macwusa are going to discover this. When they do, they are going to have a lot of disappointed members on their hands.

Macwusa men stress that they want to negotiate, that they want to fulfil all the traditional functions of a union.

Their complaint, they say, is simply that the UAW hasn't been tough enough.

Their union they say, is non-racial, a "people's union". But Macwusa members say tension between black and white workers at Ford is high and they have doubts about coloured workers.

"We're not sure whether we can trust them. They have been given some of the crumbs of apartheid and they don't always identify with us."

But they stress that they are prepared to recruit workers of other races who "identify with the struggle".

Macwusa also rejects Government registration, which the UAW has accepted. "Registering means becoming part of the system," its executives say.

But one of the chief divides remains the issue of community involvement. UAW men argue that unions cannot be involved in community political issues. Their role lies in the factory, they say.

They point to Uitenhage, a FOSATU stronghold, where senior officers of Ubeo, Uitenhage's Pebco, are also senior UAW officials. "They realise that our roles are complementary and that they don't conflict with each other."

But Macwusa men want their union to be actively involved in community issues. "You can't separate a worker's work life and his home life. Everybody who pays rent in the township is a worker," says Mr Makhandha.

Organisations like Pebco "need a helping hand" from unions, he adds.

The Government, of course, is concerned to prevent unions from community involvement, although only direct links with a political party are illegal.

But community involvement is regarded as important by a growing number of black unions. Not that they want to be directly involved, but they do believe in cooperation with community organisations.

Indeed, Mr Brian Mathew, director of the Midland Chamber of Industries argues that some level of community involvement by unions is inevitable, and employers will have to come to terms with it.

The UAW's leadership are skilled unionists, and there's no doubting their commitment to unionism. Interestingly, the union is making significant strides in Uitenhage, where it enjoys the support of Ley Ubeo members.

Macwusa has no traditional union background, but it has support. Whatever its future, its emergence is important. If the UAW, the men with the skills, do make up ground at Ford, it will be because they have adapted to the demands of a union like Macwusa.

As worker demands are met, new demands emerge. This is inevitable particularly in a politically-charged labour set-up like our own.

Labour relations take place in a political context and, particularly in South Africa, political tensions are felt on the factory floor.

In such a situation it is inevitable that what appeared to be militant yesterday will seem moderate today. The backlog of black worker grievances is sufficient to ensure that.

The Eastern Cape is, admittedly, a centre of black labour and political action but there is no reason to believe that the tensions which are felt at Ford will not become felt elsewhere.

As black workers become better trained, better educated, and as they win rights in the factories, militancy will inevitably increase. Other new and more militant unions have shown remarkable growth in East London for example.

The existing union leadership will either adapt or new unions will emerge.

The process may well continue for five, 10 or more years.

Ford's unions: Where the 'militants' become the 'moderates'

61 see this drift toward more militant union leadership carrying on for at least the next five or ten years.

RSM 22/10/80

Frame group is in another labour row

By STEVEN FRIEDMAN
Labour Reporter

THE Frame group of textile companies is involved in a new labour row -- this time at an East London subsidiary, Consolidated Fine Spinners and Weavers.

Yesterday, the South African Allied Workers Union, an unregistered union whose membership in East London has grown rapidly, issued a statement detailing worker grievances at the plant and claiming the company had not responded to union calls to discuss the grievances.

The union had taken legal action against the company on one of the complaints it had received, its national organiser, Mr Thozamile Gqweta, said yesterday.

SAAWU says it represents 50% of the company's 3 000-odd workers.

Yesterday's attempts to put the allegations to the company's joint managing director, Mr Selwyn Lurie, were unsuccessful.

The Frame Group was hit by a week-long strike by about 7 000 Pinetown workers earlier this year.

In its statement yesterday, SAAWU claimed there were serious worker grievances at the plant and that the union had been inundated with requests from workers to solve these.

Letters from SAAWU to the company had been ignored to a company official who had not taken any action and attempts by the union to contact a senior executive of the company had failed, the union claimed.

SAAWU also accused the company of encouraging a rival registered union to organise at its plant and SAAWU's general secretary, Mr Samuel Kikine, claimed the Frame Group was 'totally anti-union'.

It claimed the company had

forwarded complaints from the union to the Department of Manpower Utilisation rather than discussing the grievances with union representatives.

According to SAAWU, it has received complaints about the company which related to:

- Insufficient medical attention at the plant
- Long hours and low wages
- Claims that a foreman had assaulted workers
- Allegations that workers with long service had been dismissed 'without good reason' and,
- Claims that women workers at the company had difficulties in obtaining medical benefits



Workers outside the offices of the Black Municipal Workers' Union yesterday. There was hardly standing room in the office.

Picture: BONGANI MNGUNI

Aid for former municipal men

137 POST 22/10/80

TWO more churches and the Institute of Race Relations have donated money to help workers left destitute by the Johannesburg municipality workers' strike in July

The Evangelical Lutheran Church in Southern Africa donated R2 000; the Federated Evangelical Church of South Africa, R1 500; and the Institute of Race Relations, R150.

The Johannesburg diocese of the Roman Catholic Church led the way with a donation of R5 000 early in September. This was followed by another R5 000 from the South African Council of Churches.

The money is distributed among the workers by the Black Municipality Workers' Union, led by Mr Joseph Mavi.

In a letter signed by the assistant general treasurer, Mr R Schultz, the Evangelical Luther-

By Joe Mavoto

an Church says "We were very much disturbed by the way in which the authorities dealt with the whole issue, leaving hundreds of families without incomes, not to mention the inhuman way in which the strikers were treated by the authorities, including the police."

Since the first donations, the BMWU has been giving about 400 workers subsistence allowances of R10 a week.

"These are the workers who have come back to Johannesburg looking for work," secretary Philip Dlamini said.

"We have now written to magistrates in the areas where we have more members who are destitute and asked for their postal addresses so we can send them money too."

The union believes that there are 800 other workers who have not received help of any kind

The union's offices in Cambridge House, Johannesburg, yesterday were a hive of activity. Workers come to report that they had not got jobs yet, others come for their subsistence allowance, more come to be with other union members. There was hardly standing room.

"Since the strike, we have signed on another 5 900 workers as members," Mr Dlamini said.

"We lost a carton with about 4 000 membership forms during the strike."

"Of these 2 000 are fully paid up."

In the meantime the executive of the union meets this weekend to decide whether to register under the Industrial Conciliation Act or not.

A rival union, the Union of Johannesburg Municipal Workers, was registered when it had a paid up membership of 40

Victimisation charge rejected ^{STAR} 22/10/80

23 198 347 134
An executive of a company charged with victimising an employee yesterday admitted "he could not explain" the sudden rash of entries on the employee's record-card after it was discovered she was a trade union member

Mr William Bailey, managing director of the Boksburg company, SAG Ceramics (Pty) Ltd, was giving evidence in the Boksburg Magistrate's Court

The company is facing a private prosecution under the Wage Act brought by Mrs Angel Makhanya, a nursing sister and former employee. She claims to have been dismissed in August 1978 because of her membership of a trade union

The action is believed to be the first of its type in South African law

Mr Bailey told the court that Mrs Makhanya and another shop steward, Mrs

Catherine Moeng, were dismissed because of "unsatisfactory work-performance" Their membership of the Building Construction and Allied Workers' Union had no bearing on their discharge, he said

He denied suggestions by the prosecuting counsel, Mr M Brassey, that the company had "built up a case" against them in order to circumvent a possible charge of victimisation after their dismissal

The case has been postponed to October 28

Funds fall short of workers' need

STAR 23/10/80

137

Only five local organisations have responded to the Black Municipality Workers Union's appeal for funds. The money raised is not enough to support the 1200 workers left unemployed by the July strike.

Mr Philip Dlamini, secretary of the BMWU, said slightly more than R11 000 had been raised and only 400 workers had been catered for since the first donation. They were being given an allowance of R10 a week.

These, he said, had come back to Johannesburg looking for work. There are 800 others in

homelands who have not been provided for.

Mr Dlamini said some of the workers in Johannesburg were asking for money to go back home as they did not have accommodation.

The first donation came from the Johannesburg Diocese of the Roman Catholic Church and the next from the South African Council of Churches. Fich gave R5 000. The latest donations are from the Evangelical Lutheran Church in Southern Africa (R2 000), the Federated Evangelical Church of South Africa (R1 500) and the Institute of Race Relations (R150).

Some years ago, an ad man came up with the slogan "there's a Ford in your future". He might well have been talking about South African labour relations.

For Ford has a habit of being the first to experience new labour trends. And, just as that company's strike last year heralded strikes throughout the country, so a battle raging now between two unions at Ford's Port Elizabeth plant may provide pointers for other factories and the country as a whole.

The battle is heated and has sparked claims on both sides. It is being watched with interest, for it may well point to a new union militancy.

One of the unions is the United Automobile and Rubber Workers Union (UAW), which is affiliated to the Federation of SA Trade Unions (Fosatu). It was recognised by Ford some years ago.

For long, this union, like other Fosatu unions, was regarded as dangerously radical. Ford's decision to recognise it was hailed, however, as a sign of the company's willingness to deal with genuine worker representatives.

The other union is the Motor Assembly and Component Workers Union (Macwusa), which was officially launched at a meeting earlier this month.

It was formed by disenfranchised workers at the Ford Cortina plant, who felt that the UAW was too "pro-management" — a charge that UAW men hotly deny.

Its chairman, Mr Dumile Makhandu, a clerical worker at Ford, claims that the UAW "simply transmits management's decisions to the workers".

Most of Macwusa's office-bearers are members of Pebeo, which sprang to prominence last year, died down and is now in the process of being revived.

But Macwusa men stress that Pebeo played no part in launching the union.

An important feature of the new union is its stated belief that unions must be involved in "community issues", that they must look beyond the factory floor and take an interest in township conditions.

Thus far, Macwusa has recruited about 600 of the 900 odd black workers at Ford's Cortina plant, about 500 of whom have resigned from the UAW.

It has also been active at two other neighbouring plants, General Motors (which also deals with UAW) and Feltey, a textile company which makes motor car fittings. Both companies have representatives on its interim executive.

It aims to win recognition at Ford, thus supplanting the UAW, and then to go on to other motor and component plants and perhaps to other industries.

For its part, Ford has prudently opted to stay out of the battle. It has said it will recognise any union with majority membership and has withdrawn to watch from the sidelines. Company spokesmen refuse to discuss the dispute.

The breakthrough has its origins in last year's strike, which threw up tensions between the Pebeo-linked Ford workers' committee and the UAW.

It is generally acknowledged that one reason for the strike was

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Ford's militants of yesterday become moderates of today

STEVEN FRIEDMAN examines the claim that Ford in Port Elizabeth has a habit of being the first company in South Africa to experience new labour trends.

The fact that Ford's recognition of the UAW had been channelled, by mutual consent, through the government's liaison committee system

The union remained weak on the factory floor and the workers' committee saw, it as "pro-management"

The union's image was dented when its president, Mr John Mike, agreed to interpret for management during the strike — a move which the UAW now concedes was a mistake

Macwusa men charge the UAW with not negotiating toughly enough during the strike and of not winning back strikers' bonuses when they returned to work

UAW spokesmen insist they intervened only when requested to do so by workers and that the union played a significant role in hammering out the settlement that brought workers back to work

The post-mortem after the strike led to significant changes at Ford. Both the company and the UAW recognised the need for a strong union presence on the factory floor and both worked to bring this about.

Several changes were introduced, culminating in an agreement that the union's members could elect full-time shop stewards whose job it would be to take up worker grievances and do union organising work at the plant.

But the dispute between the two factions continued. Earlier this year, a UAW meeting, attended chiefly by Cortina plant workers, voted Mr Mike and his Port Elizabeth branch executive, out of office and elected their own committee, made up of worker representatives.

But the meeting was unconstitutional and the executive remained in office. The dissidents left to form Macwusa. The "militant" UAW was now challenged by a "moderate" union.

Thus far Macwusa has recruited a majority of Cortina plant workers and

has made some headway at GM and Feltey. It believes it can expand further.

The UAW concedes Macwusa has support in the Cortina plant, but insists it has little worker backing outside it.

"At best, they could win a majority in Ford as a whole. That would make them, in effect, a company union. But they have little support outside Ford and they aren't likely to gain any," says Mr Voefoot Ah Shepe, a UAW organiser.

Labour observers in the area are not so sure. They see Macwusa as a growing force and expect it to win majority support at Ford. This support, they argue, could spread to other companies in the area.

Ford has two plants in Port Elizabeth besides Cortina. But worker militancy has always stemmed chiefly from Cortina.

The reasons for this are significant. "Cortina plant workers are younger and have a higher standard of education. We are more worried about exploitation," say Mr Makhandu and members of his executive. In other words, younger, more articulate, workers with higher expectations are coming into the factories and they are

that they want to negotiate, that they want to fulfil all the traditional functions of a union. Their complaint they say, is simply that UAW hasn't been tough enough.

Their union, they claim, is non-racial, a "people's union". But Macwusa members say tension between black and white workers at Ford is high and they have doubts about coloured workers.

"We're not sure whether we can trust them. They have been even some of the criminals of apartheid and they don't always identify with us."

But they stress that they are prepared to recruit workers of other races who "identify with the struggle".

Macwusa rejects also government registration. When UAW has accepted, registering means becoming part of the system, its executives say.

But one of the chief divides remains the issue of community involvement. UAW men argue that unions cannot be involved in community political issues. Their role lies in the factory, they say.

But Macwusa men want their union to be actively involved in community issues. "You can't separate a worker's work life and his home life. Everybody who pays rent in the township is a worker," says Mr Makhandu. Organisations like

Pebeo "need a helping hand" from unions. The government, of course, is concerned to prevent unions from community involvement although only direct links with a political party are

illegal.

But community involvement is regarded as important by a growing number of black unions. Not that they want to be directly involved, but they do believe in co-operation with community organisations.

Indeed, Mr Brian Mathew, director of the Midland Chamber of Industries, argues that some level of community involvement by unions is inevitable, and employers will have to come to terms with it.

The UAW's leadership are skilled unionists, and there's no doubting their commitment to unionism. Interestingly, the union is making significant strides in Intenhage, where it enjoys the support of key UAW members.

Macwusa has no traditional union background, but it has support. Whatever its future, its emergence is important.

Labour relations take place in a political context and, particularly in South Africa, political tensions are felt on the factory floor.

In such a situation what appeared to be militant yesterday is likely to seem moderate today. The backlog of black worker grievances is sufficient to ensure that

As black workers become better trained, better educated, and as they win fights in the factories, militancy seems certain to increase. Other new and more militant unions have shown remarkable growth — in East London for example

Letters —
Page 2

Since the Uitenhage strikes, trade union action is on the increase and some employers are moving to recognise the growing unions. At the same time, workers are leaving the more conservative parallel unions for their more 'militant' rivals. Labour Reporter STEVEN FRIEDMAN examines this trend.

THE strikes which rocked Uitenhage earlier this year are over. But their effect is still felt — chiefly in Uitenhage, but throughout the East Cape as well.

Union membership has risen sharply since the strikes. The former "parallels" and established unions who have opened to blacks are losing ground steadily.

A growing number of employers are responding by recognising unions affiliated to the nonracial Federation of SA Trade Unions, unions which many of them were desperately shying away from only a short time ago.

And, in an area in which labour issues are closely interwoven with continuing political tensions in the townships, most observers believe more strikes can be expected throughout the Eastern Cape.

Labour events in the East Cape often foreshadow events elsewhere. And there is no better place to look at the growth of unionism and of worker action than in the small but heavily industrialised town of Uitenhage.

Four Fosatu unions, in the motor, textile, chemical and food industries, are active there and the United Auto Workers are obviously the major union in an area dominated by motor assembly and components plants.

All the unions report growing membership since the strikes. Even at plants like Goodyear, which fired workers during the unrest, membership continues to rise, according to Fosatu unionists in the area.

"It's slower here than at other companies. But workers are angry and don't seem to have been scared off by the firings," says a Goodyear shop steward.

Other factories are showing a sharper growth in union membership and both union and employer sources agree union activity is on the increase.

Since the Government cut back on Fosatu's funds, union resources have been substantially trimmed. But that doesn't seem to matter, Fosatu men say.

"We aren't able to send people to stand outside factory gates recruiting. But that doesn't seem to matter — workers are coming to us and asking to be organised," says Fosatu unionist Mr Fred Sauls.

Some of the growth in union membership has been at the expense of the established unions in the area, the "parallels" and established conservative unions who have opened to blacks.

Recently, scores of black and coloured workers resigned from "parallel" unions to join the Fosatu unions. In a ballot at Veldspun, a local textile plant, workers chose a Fosatu union and rejected a Tucca-affiliated rival.

Fosatu and other independent black unions have consistently charged that employers favour the established unions and help them to organise.

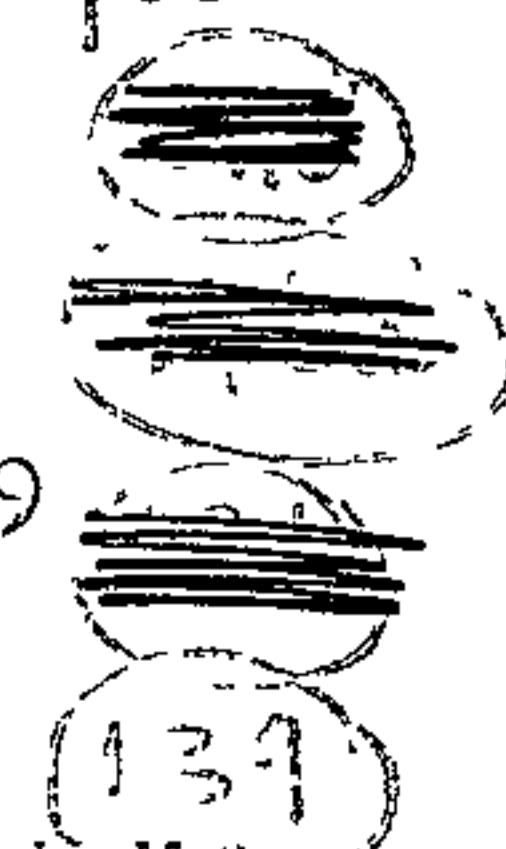
Some in Uitenhage and elsewhere in the area still deal with these unions, but others are turning away and negotiating with more "militant" unions (although Fosatu is certainly not militant in the East Cape union spectrum).

Elsewhere an attempt to introduce a "parallel" met with unanimous worker rejection and the company is now negotiating with UAW, says Mr Veefoot Ah Shéne, a UAW organiser.

"The parallel unions and their equivalents are dying out here. This is

'The workers are coming to us, asking to be organised'

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becoming a Fosatu stronghold," explains Mr Sauls. "As a result, a wind of about 100 Fosatu organisers from members of a 'parallel' at one plant."

Mr Ah Shéne says: "Workers see these unions as glorified benefit societies. They offer workers services, but when negotiating time comes along, they keep on talking about management's prerogatives."

"We don't believe in management prerogatives, only in management-worker prerogatives. Workers are demanding to have the same say as shareholders."

He also claims that UAW is more democratic than its established rivals.

Another factor in the decline of "benefit society" unions, as their critics dub them, is that some are introduced to workers by management.

"Workers here won't tolerate that. They see a union being introduced by management and they want nothing to do with it," says Mr Ah Shéne.

Employer sources say that the trend towards more democratic unions is also being encouraged by the fact that the workers are now, for the first time, in control of their own destinies. Mr Ah Shéne, director of the Midlands Chamber of Industries.

One factor which unionists cite to explain the growth of membership is "constant communication" between union leadership and members.

Regular shop stewards meetings are held together with week-end seminars at which grass-roots leadership is taught negotiating and union skills.

Sources on both sides also confirm a growing employer willingness to deal with the more "militant" unions.

Unionists say some managements originally took a tougher line after the strikes, but attitudes have softened. "Employers are realising that workers demand to participate in decisions," says Mr Ah Shéne.

Companies which are dealing with Fosatu unions in Uitenhage and elsewhere in the area include Veldspun Batteries, Borg-Warner, GKW, Docal Batteries, Veldspun, Industex, and Cape of Good Hope Textiles.

The unions also have long-standing agreements at Volkswagen and SKF in Uitenhage and with the Port Elizabeth motor giants.

"Management accept that we must deal with those who have credibility. Companies are turning to leaders who have support, and can control their

members," says Mr Ah Shéne. "The Midlands Chamber itself has played a role — as labour guidelines across the board for employers to recognise workers' freedom of association."

Mr Fred Ferreira, industrial relations director at Ford, agrees that there has been a change in management attitudes. "Not only are more companies doing so, but some are taking membership ages sharply," he says.

One reason is that many companies in the area are multinational with a high international profile. The pressure on them to move ahead is greater.

But, in Uitenhage as elsewhere in the area, employers are also faced with a sharp growing worker militancy. They thus have a greater need to seek ways to channel worker grievances into the negotiating table.

Indeed, unionists in the area say a major factor in the growth of union recognition is "the fact that we showed that we could be disciplined."

Mr Ah Shéne says: "While we do not have a formal discipline, we are able to control our members. There we can get what we want by negotiating, not striking."

An interesting feature of the Uitenhage area is co-operation between black and coloured workers. Both participated in the strikes and UAW shop stewards cooperate closely with those in Fosatu's registered motor union in the area.

The doubts which Port Elizabeth black workers once about co-operation with their coloured colleagues seem less of an issue in Uitenhage.

Another key difference, which plays a role in union growth in Uitenhage, appears to be the dovetailing between the unions and Ubeo, Uitenhage's Pebeo.

While a battle rages in Port Elizabeth between Pebeo supporters and the UAW, in Uitenhage several key UAW officials are also senior Ubeo men and there appears to be no conflict between the two organisations.

Attempts by Macwala in Port Elizabeth to woo unionists away from UAW appear to have been unsuccessful.

Unionists say there is no conflict because Ubeo men are involved in UAW.

Some link between black unions and community groups is a growing factor

in labour relations. Fast-growing unions in several areas make no bones about their belief that unions must not isolate themselves from community issues.

Not that UAW in Uitenhage actively involves itself in community issues. It wants that this is not a union's job. But the co-operation of office-bearers means that the two organisations' activities dovetail to some extent.

In the inter-union battle at Ford, one side has the skills, the other substantial support. In Uitenhage, the skills and the support coincide.

Black observers in the Eastern Cape argue that Fosatu's hold over the Uitenhage area is weakening as worker in Mancy proceeds apace.

This could occur, but there are few signs of it — at least in the near future. One reason is clearly the dovetailing of union and community groups.

This obviously has implications for the Government's determination to keep unions "out of politics." That may simply mean a bar on links with political parties. But if it means that unions must isolate themselves from the townships, its prospects of defusing conflict are dim.

Few people in the area, employers and workers alike, believe labour and community issues can be separated.

Indeed, while arguing that many of the problems in the area are merely the result of "teething troubles" as black unionism takes off, Mr Mathew stresses that one cause of labour unrest is the fact that "we have had progress in the labour field which hasn't been matched in other areas."

Local employers, he says, recognise this and are involved in housing and education projects in an attempt to defuse political tensions.

And, while labour relations in the area appear to be developing fast, there is a growing realisation that the strike wave of 1980 will be repeated and that there will be more industrial disputes.

Since the strikes, several changes have hit Uitenhage. As the local man puts it, "as we are a factor of industrial life."

No industrialised Western country has a sided strikes, and they've started to see with them. Why should we be any different," he argues.

But, more importantly, the East Cape remains a volatile political area. Black militancy continues to grow and black demands are not being rapidly met.

"I can't believe we're going to see more blacks of anything until they occupy senior positions themselves. We're particularly concerned about education as a means of bringing that about," says Mr Mathew.

But improved black education and status for black workers in industry are likely to increase demands for change — as Ford has found in Port Elizabeth.

Local observers stress that the Eastern Cape is a volatile political area and some of this volatility will inevitably spill onto the factory floor, where black workers see a potential for making progress.

Employers, argues Mr Ferreira, must adapt to the situation. But more upheavals are probably unavoidable.

That is why unionism is making progress in Uitenhage. And that is why tensions on our factory floors are going to be with us for a long time to come.

SAAN bans Mwasa meeting

POST
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MORE THAN 80 black staff members at the South African Associated Newspapers yesterday defied a management ban on the first Mwasa meeting on their premises in Main Street, Johannesburg.

The unit executive of the Media Workers Association of South Africa (Mwasa) had called a meeting of all black workers — from journalists to messengers — to discuss the organisation's congress resolutions.

The congress earlier this month decided to change the Writers Association of South Africa (Wasa) into a union for all black workers in the communications media.

A few hours before the meeting the chairman of the Mwasa unit, Mr Ameen Akhafwaya, got a memorandum from the group personnel manager, Mr Larry Hall, banning the meeting.

"It is not company policy to allow the use of company premises to outside organisations, particularly without an approach to management for their approval and permission," the note said.

A few minutes after the meeting had started in the canteen, Mr Hall came in and tried to stop it.

The 50 or so people present unanimously voted to carry on. This meeting later swelled to more than 80.

Mr Hall had also stopped the president of Mwasa, Mr Zwelakhe Sisulu, and the Southern Transvaal Regional secretary, Mr Joe Thlolo, from getting into the canteen.

After the staff had decided to go on with the meeting Mr Hall and his personnel office staff allowed Mr Sisulu and Mr Thlolo to go in.

Those present, including newly-recruited members of the South African Typographical Union, said there was a need for a strong union of black workers in the newspaper industry.

Discussions on the new structure are continuing.

Saan are the publishers of the Rand Daily Mail, Sunday Times, Sunday Express and the Financial Mail, among others.

Later in the day the Saan management and two Mwasa unit officials there met for lengthy discussions, where it was agreed that although they understood the actions of the other, they did not necessarily agree with them.

But indications are that the two parties will continue talks on their future relationship.

See Times 26/10/80 (139)

Industrial ~~346~~ council set-up ~~124~~ 'must change'

By Andrew McNulty

RADICAL changes must take place in the industrial-council system if emerging non-racial trade unions are to accept the centralised system as their collective bargaining forum, thereby prolonging the industrial peace it has helped create.

This is the view of a prominent trade unionist, Ben Nicholson, general secretary of the South African Electrical Workers' Association.

Addressing a Manpower 80 symposium held by the Electrical Contractors' Association in Johannesburg Mr Nicholson made a strong plea for acceptance by all non-racial unions

He said: "Employer policy towards trade unions has invariably affected the attitude of employees to trade unions.

"If, therefore, employers' associations make it clear to their members' companies that they should be positive towards unions, and favour the trade union which represents all, irrespective of race, then the evolution of non-ra-

cial trade unions will be accelerated.

"But if employer policy opposes recognition of trade unions, and is not accepted by employees, then conflict will certainly occur — either overtly or covertly — and the implementation of the concept of freedom of association will then not have brought advantage to either party.

Mr Nicholson warned that the advent of unions representing semi-skilled or unskilled workers could lead to a decentralisation of collective bargaining.

Such unions would see their power base as being in the numbers they represented.

They would view as a threat to their power the industrial-council system, which rules out independent action at shop-floor level and has mechanisms delaying the use of strikes to achieve objectives.

Unions representing semi-skilled and unskilled workers would inevitably become socio-politically oriented, says Mr Nicholson, and could act as major pressure groups

SUN POST

26/10/80

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Journalists on strike over pay

SUNDAY POST Reporters

STAFF members on the weekly newspaper, The Cape Herald, went on strike on Friday, and other workers employed by the Argus and South African Associated Newspapers (SAAN) have also demanded salary increases.

Twenty-three of the 27 staff members on the Cape Herald, including typists, drivers and messengers, went on strike after their pay demands were not met.

The Herald strikers say they will continue to stay out until they get a response from management.

According to a spokesman for the strikers, "We were told that the manager could only respond on Tuesday after discussing the matter with Argus head office."

This is the second strike this year at an Argus newspaper. In August POST and SUNDAY POST was hit by an eight-day strike.

Late yesterday members of the action committee met with the editor, Mr Ted Dorman, who suggested that the staff members should continue working while waiting for a decision on Tuesday. But the proposal was not accepted.

According to informed sources, if staff members continue the strike today, Mr Dorman will not assist in the production of the newspaper.

The Cape Herald chapel is an affiliate of the Media Workers Association of South Africa (MWASA).

The manager of the Cape Herald, Mr L P Willis, was not available for comment last night.

In another development, editorial staff members of Post Natal have also given their management until Tuesday to improve salaries.

On Tuesday about 60 members of the largely white South African Society of Journalists (SASJ) will gather at the Star building to picket the start of wage negotiations with SAAN and Argus.

The SASJ are demanding a 16 percent minimum wage increase. Management has offered a mere six percent across-the-board and a further six percent on merit.

Said a journalist: "This is an outrageous offer. The cost of living has gone up 14 percent, and an 18 percent rise is predicted for next year."

What's more, Argus and SAAN have reported outstanding increases in profits this year.

Many journalists say they are prepared to strike if management doesn't meet their demands. Others are talking of a go-slow on Wednesday. If a strike is called newspapers around the country will be affected.

Last year the SASJ went to arbitration, after a deadlock in wage negotiations. They were awarded a 13,5 percent increase.

Said a journalist: "Our negotiations were worthless. Look what they're offering us now."

Said another: "Arbitration was for nothing. Management has totally disregarded the rulings. Therefore management, by their attitude, are inviting a strike."

The salaries, being demanded by the Herald staff are basically the same as those received by POST and SUNDAY POST workers after their strike.

Union leader defends role

Own Correspondent

PARIS — South African trade union leader Mrs Lucy Mvubelo, on a four-nation European fact-finding mission, said here she sometimes had to defend herself from accusations that she was "a female Bishop Muzorewa"

Mrs Mvubelo told a press conference that a church minister in Amsterdam had attacked her in this manner several days ago. She had replied "I have chosen evolution instead of revolution"

She admitted to French journalists that similar criticisms were made against her by young people in Soweto, but claimed that "only a minority do so. Many others come to me to thank me for getting them a job"

Mrs Mvubelo said the minister in Amsterdam had told her "You are being used just as South Africa used Bishop Muzorewa. He lost the elections because the people did not back him. Do your people back you?"

She had replied, "I am proud of my record. We do not want to get handouts as though we are cripples. We want to work and I organize work"

She is vice-president of the International Textile Federation and represented her 21 000-strong National Union of Clothing Workers at the federation's recent annual conference in Vienna. The union was founded in 1953 and Mrs Mvubelo joined the same year.

Mrs Mvubelo said she favoured the constellation of states idea on condition that homelands were dissolved.

She has a number of engagements in Paris with French trade union leaders, businessmen and members of several delegations planning to visit South Africa.

She leaves Paris at the end of the week for Brussels before returning home.

MD Miller expresses regret

Mr Hal Miller, managing director of The Argus Company, issued the following Press statement in Johannesburg today

"We regret that the staff of the Cape Herald have decided to strike

"The newspaper is a signatory to the agreement with the South African Society of Journalists which is at this moment negotiating new salary scales to apply from January 1 1981

"Whatever those new scales are they will, of course, apply fully to the editorial staff at the Cape Herald and they will set the pattern for the rest of the non-editorial staff of the newspaper

"In the meantime the staff are not at work and until further notice the newspaper will not be published

"The staff are being paid up to the date they went on strike

"Their employment will be resumed and their salaries paid from the moment they return to duty

"We are ready to continue discussion of their complaints with the staff as soon as they return to duty"

Cape Herald hit by costly strike

Own Correspondent

CAPE TOWN — The Cape Herald will not be on the streets today because its staff is on strike

And this will mean a loss substantial to its proprietors the Argus Company because the newspaper would have published today its largest issue this year — 40 pages

The editor of the newspaper, Mr Ted Doman, said he was not on strike

I have no further comment to make about my feelings on the strike"

A spokesman for the strikers said there was no chance that the paper would appear

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The spokesman said the Cape Herald had the support of various organisations and other newspapers

"Post in Johannesburg will meet tomorrow to discuss management's response to us

"The Southern Transvaal Chapel of Media Workers Association of South Africa (MWASA) has also expressed sympathy

"The Post Natal have given management an ultimatum to meet demands or it too will go on strike" the spokesman said

The Cape Herald staff are striking for better working conditions and higher salaries

Youths claim police torture

Court told of shocks

POST 29/10/80

(139)

(138)

SCARS found on the fingers of a number of youths charged with public violence were consistent with injuries resulting from electrical shocks, a doctor told a Strand magistrate yesterday.

He was giving

SA Press Association

evidence in a hearing to determine the admissibility of statements made by 15 young men charged with public violence.

The youth originally all pleaded guilty and were convicted, but their convictions were withdrawn after they

claimed the police had administered electrical shocks to obtain statements from them.

The accused were all arrested in connection with incidents of stone-throwing during a strike at Kromrivier Apple Co-operative Ltd in Grabouw on April 25 this year in Cape Town.

They are among the 700 seasonal employees of the co-operative who went on

strike to demand a minimum weekly wage of R40.

The men who appeared in the Strand Magistrate's Court yesterday are Mr David Damons (18), Mr Neville Eoo, son (20), Mr Flip Sturman (20), Mr Ronnie Claassens (18), Mr Benjamin Sauls (21), Mr Sidney Adendorf (18), Mr Willem Sauls (18), Mr Moos Konstabel (18), Mr Jan Palmer (18), Mr Lunel Koert (18) and five youths under 18 years.

About 40 people were originally charged. Some have been acquitted, while others are due to appear in court on November 10.

The doctor told the court yesterday that he had examined a number of the men at a house in Eot River after they were granted bail at a preliminary hearing. He listed their complaints of torture at the hands of

Doctor tells of scars

From Page 1

the police and the injuries he found on their bodies.

On 16 of the 21 men examined, he found lesions on the insides of their little fingers which were consistent with electrical shocks. He could think of no other possible cause of the scars.

Mr Booyesen told the court he was arrested in Grabouw on April 25 and taken to the police station, where he made a statement.

"That night I was taken to an office where two detectives and two (uniformed) policemen sat. They handcuffed my hands behind my back and tied two wires to my little fingers. One of the policemen said I must say that I threw stones."

"He turned a handle on a machine and I got a shock. I said that I threw stones," he said.

Mr Booyesen pointed out a Lieutenant Retief as the policeman who administered the shocks. He said he was told by another policeman and by the police prosecutor to

plead guilty when he appeared in Grabouw Magistrate's Court on April 28. He then pleaded guilty, but later changed his plea.

Mr Keith Engers, for the 19 accused, challenged the prosecutor's claim that Mr Booyesen had made his statement before being shocked. He said the statement was dated April 27, the Sunday following the alleged torture on April 25.

The hearing continues today. Mr Stuurman was remanded in custody. The other men are on bail of R50 each.

Council mum on strike ^{RDM} probe ^{29/10/80}

By SEAN O'CONNOR
City Editor

PROBING questions about the recent municipal workers strike in Johannesburg were disallowed yesterday at the monthly meeting of the Johannesburg City Council.

The questions, aimed at the city's management committee, could not be answered because of a ruling by the council's chairman, that they contravened a council standing order.

The order prevents the publication or disclosure of information about any legal proceedings in which the council is involved or any matter which might be prejudicial to the council.

At present, the council faces a contempt of court charge arising from the distribution of its September newsletter "Our City, Johannesburg", in which the council defended its role in the recent strike.

When the newsletter was distributed, there were charges pending against Mr Joseph Mavi, the leader of the Black Municipal Workers Union, and two other union officials.

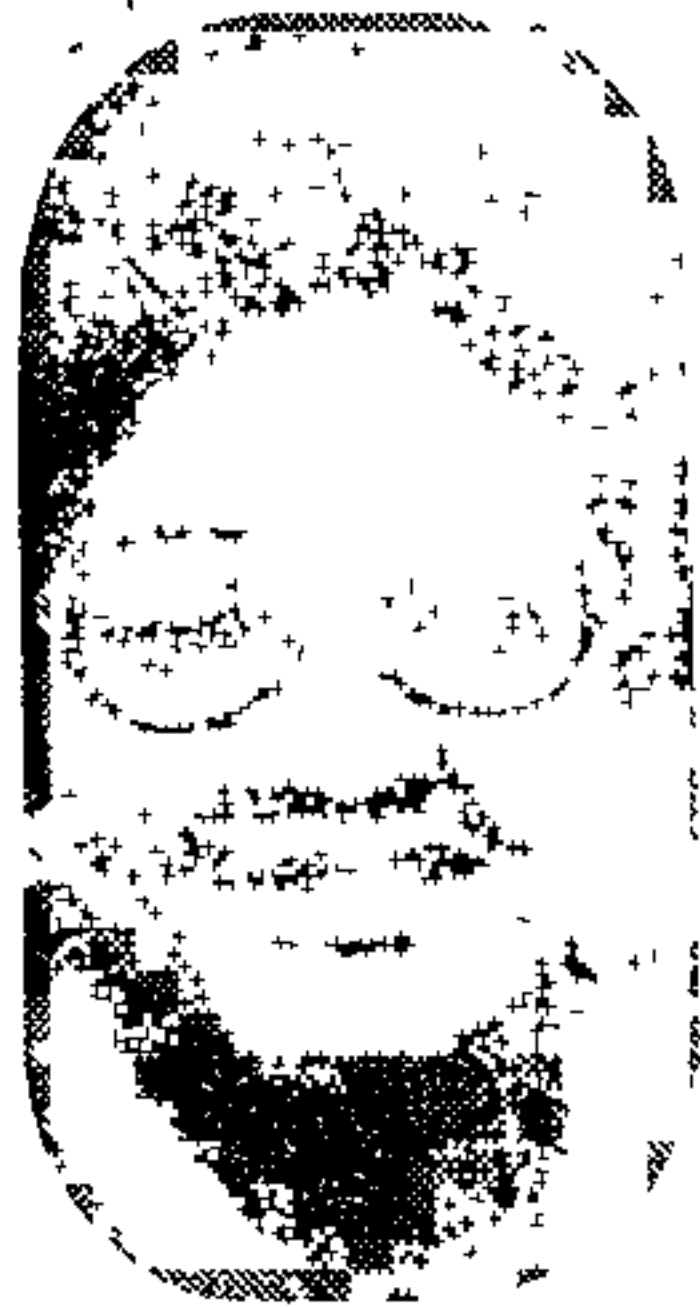
Mr Mavi and the two other union office bearers, Mr Philip Dlamini and Mr Gatsby Mazwi, are still awaiting trial on charges arising from the strike.

They are accused of contravening the General Law Amendment Act of 1962, known as the Sabotage Act, and Mr Mavi's lawyers believe allegations contained in the council newsletter deal directly with issues which may be raised at the trial.

The questions which were to have been put to the management committee yesterday were drawn up by Progressive Federal Party city councillor Mr Harold Rudolf.

Mr Rudolf, councillor for Hospital Hill and a lecturer in law at the University of the Witwatersrand, was to have asked, among other things, how many council employees were dismissed during the strike, which almost brought the city to a standstill for nearly a week.

He also wanted to know if any of the dismissed workers had since applied to be reinstated by the council and, if so, how many.



LUCY MVUBELO

I back
STAR 29/10/80
evolution,
says
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Mvubelo

Own Correspondent

PARIS — Trade union leader Lucy Mvubelo backed "evolution instead of revolution" during her visit to France as part of a four-nation European fact finding tour.

At a Press conference in Paris she rejected suggestions that she was a "female Bishop Muzorewa"

She said she had met with similar criticism in Amsterdam earlier in her tour.

"I have chosen evolution instead of revolution," she retorted

She accepted that similar criticisms were sometimes made against her by young people in Soweto, but said they were a "minority"

"Many others come to me to thank me for getting them a job," she added.

CRITIC

Mrs Mvubelo said she had told her Amsterdam critic "I am proud of my record"

"We do not want to get handouts as though we were cripples. We want to work — and I organise work"

Mrs Mvubelo, who is vice-president of the International Textile Federation, represented her 21 000-strong National Union of Clothing Workers at the federation's annual conference in Vienna

Inter-union rivalry post 29/10/80 in media industry

INTER-UNION rivalry looms in the newspaper industry now that the black journalists' union has opened its ranks to printing workers.

The union concerned is the former Writers' Association of South Africa (WASA) which is known for its black consciousness.

It recently changed its name to Media Workers Association of South Africa (Mwasa) and amended its constitution to include all workers in the communications field.

This included drivers, messengers and printing staff, confirmed Mr Zwelakhe Sisulu, President of Mwasa.

But large numbers of black printing staff already belong to the South African Typographical Union (SATU)

which recently obtained an exemption to enrol blacks into its previously white and coloured ranks.

Almost all of the black printing staff of South African Associated Newspapers (SAAN) belong to SATU, some of these workers attended a Mwasa meeting in a SAAN canteen during lunch time on Thursday.

Asked whether the printers were not best accommodated in the printing union, Mr Sisulu said "Our point of view is that we are essentially in the same work situation and that whatever grievances we have are common."

He said the workers would decide what union they preferred.

Mr Sisulu confirmed that he and Mwasa's Regional Secretary for the Southern Transvaal,

Mr Joe Theloe, were initially prevented from attending the Mwasa meeting at SAAN.

"Management's idea was that the meeting should not take place, but the workers voted that it should go on," he said. "We were later allowed in."

SAAN's Group Personnel Manager, Mr L. S. Hall, denied that the workers had defied a management instruction not to hold the meeting.

"It was not a question of defiance," Mr Hall said. "They decided to proceed with the meeting in spite of a request to defer it."

Mr Hall said he had expected Mwasa to go through the courtesy of approaching management before holding a meeting on the company's premises.

Mr Zwelakhe Sisulu, president of Mwasa.

Colleagues show solidarity with newsmen

POST
20/10/80

(132)

By CHRIS MORE

THE STRIKE by the Cape Herald journalists yesterday gained momentum as solidarity meetings were held in various newspaper units throughout the country in support of colleagues.

A supporting message was also received from the International Federation of Journalists (IFJ) to the Western Cape region of the Media Workers' Association of South Africa (Mwasa) and in particular, the Cape Herald unit.

DEMANDS

By late yesterday, the Action Committee representing the newsmen at the Cape Herald, had not reached an agreement with management on their pay demands. The talks resume this morning at 8 am.

"After several rounds of intensive talks with management we reached no agreement," a spokesman of the committee told POST. The talks began at 11.30 am and were only adjourned at 6 pm.

The Herald management has already taken punitive action against the strikers. A total of R2 174 was deducted from the pay of 28 workers in the October pay packets. This action was strongly criticised by newspaper workers at other establish-

ments and they urged the management to repay the workers their money.

At a "solidarity" meeting held at POST, the unit sent urgent messages to the Managing Director of the Argus Company, Mr Hal Miller, urging the company to pay the striking newsmen for the time they have been on strike and also gave an ultimatum that the demands be met by 8.30 this morning.

WARNING

The POST unit also called on the Argus Company to improve the salary, wages and working conditions of all black workers throughout the company. Another meeting at POST is scheduled for this morning at 8.30.

At The Star, messages were sent to the Argus management warning of the action the unit would take if the demands of the Cape Herald workers were not met. The Star is also in the same group as the Cape Herald under Argus management.

The South African Associated Newspapers (SAAN) held a meeting yesterday morning after which a letter was written to the Cape Herald management asking them to talk to the workers to avoid confrontation. The SAAN unit expressed solidarity with the striking workers and promised their support throughout their fight for a fair deal.

Jo'burg plans to liaise with black staff

RDM 30/10/80

(139) ~~139~~

By SEAN O'CONNOR
City Editor

THE Johannesburg City Council agreed this week to appoint a labour liaison officer to deal with the needs of the city's 13 000-strong black municipal labour force

The post will be created on December 1 this year — just three months after the black municipal workers strike which almost crippled Johannesburg for nearly a week

Observers believe that depending on who is appointed the post may go some way towards improving the channels of communication with the council's black workers

A report before the council at its monthly meeting on Tuesday said the main facets of a necessary communications programme with the council's

black labourers included

- Continuous contact with compound residents,
- Information on the employer and the conditions of service offered,
- Explanations of changes in conditions of service and determining the needs, aspirations and grievances of workers

The report said the communications programme should be conducted preferably through word of mouth in the vernacular

But Progressive Federal Party councillor Mrs Janet Levine warned that a labour liaison officer would not be able to determine the aspirations of black workers until he had gained credibility among them

She asked for an assurance from the council's management

committee that the best man would be selected for the post — whether he is white, black or brown

Mr Wouter du Toit, a management committee member, assured Mrs Levine that this would be the case

The report before the council said most of the council's black labour force, numbering between 13 000 and 14 000, were migrant workers, and that at any one time between 10 000 and 11 500 were accommodated in various council compounds

Until now the report said, contact between the council and its black workers had usually been conducted through the council's staff board personnel officers

The council also decided this week to appoint a deputy director (compounds) from December 1

RJM 30/10/80 (139)

Store makes staff pay fine, so union steps in

By HARRY MASHABELA

THE Commercial Catering and Allied Workers Union of South Africa (CCAWUSA) yesterday stepped into the Randburg Pick 'n Pay case where black employees were forced by the branch, store management to pay off a R240 fine imposed by health inspectors on the store for uncleanliness

Mr Morris Kagan, the union's spokesman, said CCAWUSA would demand from management a refund of the R1 each worker was made to pay

The union, he added, was disturbed by the attitude of the store's management towards black employees

He said the employees had already complained to the union and that the union was "taking up the matter with the management of the supermarket store at the highest level"

Reacting to a Pick 'n Pay statement that the works committee had agreed that workers be charged R1 to pay off the R240 fine, Mr Kagan said "Works committees are not free instruments of workers. They are inclined to do what management expect of them"

Black workers at the branch store complained to the Rand Daily Mail on Tuesday that they had been forced to pay R1 each so that the store could pay off the R240 fine

They said they had been threatened with dismissal if they refused to pay.

Mr E T Hoult, general manager of the company, said it was not the company's policy to make employees pay fines imposed on the store, but that the workers had in this instance been made to pay up because they had "misused facilities".

He also said the matter had been discussed with the works committee and that the committee had agreed that each worker be made to pay R1

Mr Hoult said only two workers had refused to pay the R1, but the store would not take any action against them

Strike by black journalists

— statement by Argus MTD

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3/10/80

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The strike by black journalists, members of the Media Workers' Association of SA (MIVASA) continued today at the Cape Herald, which is not publishing, at Post (TV) and at The Star. Post appeared today but will not be published tomorrow. Sunday Post will not be published, nor will a Monday edition of Post.

Mr H W Miller, managing director of the Argus Company said today. "It seems that management is being accused — wrongly — of refusing to negotiate and thus causing the strike. Yet management was never given time to negotiate — and is in fact

offering more pay than the strikers are demanding."

Explaining the background to the strike he said

"Cape Herald has been a signatory to the SA Newspaper Press Editorial Conciliation Board for some time. It became a signatory at the request of its editorial staff who, at that stage, wished to obtain the benefit of the SASJ scales of pay. Both the newspaper and its staff have since been bound by the terms of the Conciliation Board agreement.

"The staff received the benefit of a recent arbitration award to all SASJ journalists and they will benefit from the new higher salary scales and the minimum general increase of 12 percent which will apply from January 1, 1981.

"On October 17, while the Conciliation Board was itself preparing for a salary negotiation, the manager of Cape Herald received a letter from Cape Herald's staff demanding considerable improvement in salaries and working conditions. Arrangements were made to discuss the matter at Head Office with the Cape Herald's manager on October 27. Before that

could happen the Herald staff went on strike on October 24.

"In essence, they are seeking salary adjustments similar to those made at Post Transvaal earlier this year after a strike at that newspaper. It is necessary to emphasize immediately that, in line with the wishes of its staff, Post Transvaal has never been a signatory to the Conciliation Board and no formal agreement has ever governed the salaries and working conditions of its editorial employees.

"The new scales negotiated for Post Transvaal in the middle of this year were based on salaries actually being paid in this expensive Transvaal labour market. They were somewhat higher than the existing basic SASJ scales but are a good deal less than the new levels which have been negotiated by the SASJ for next year.

"We have said clearly to the staff at Cape Herald that the new SASJ scales and the general increase will apply fully to the editorial staff from January 1 1981, that we are ready to adjust other salaries and wages at Cape Herald in that pattern from the same date and will discuss this in detail when they return to duty; and, finally, that we will not pay them while they are on strike. We have added that, if they wish, their absence during the strike may be offset

against the leave which they have due to them.

"The Herald staff are insisting on being paid while they are on strike and on an immediate increase in addition to the increase they will receive in January. We have said that we cannot do this. It is not for management to pay those who strike.

"We have emphasised to them and to MIVASA members at Post Transvaal that the newspapers of the Argus Company other than Post Transvaal are at this moment governed by the Conciliation Board agreement and that we and the staff cannot escape the obligations of that contract while it is in operation. If a majority of the editorial staff of these newspapers wish to withdraw from the Conciliation Board agreement and replace it with some other sensible negotiating mechanism we would recognise their wishes but would need to give appropriate notice to the Board.

"In the meantime, the editorial staff on Cape Herald have received the benefit of the arbitration award and, most important, the salaries which have been fixed for January next year are a good deal higher than they are seeking at the moment."

POST strike

EDITORIAL AND other staff members of POST yesterday went on strike after demanding that the Argus Company management meet the demands of staff of the Cape Herald, who have been on strike since last Friday.

The staff at POST said that they would "wait" for management and "our colleagues" to inform them of a settlement.

The strike in Cape Town was sparked off by demands for increased salaries and improved working conditions.

Yesterday, a spokesman for the Herald staff said that they had received full support from the International Federation of Journalists.

"We believe, too, that Argus employees in Zimbabwe have noted our strike and have expressed sympathy and will issue a statement at a later stage," he said

Yesterday, black journalists on The Star also went on strike in support of the Cape Herald staff

The Editor of Cape Herald, Mr Ted Doman, said while he was not out on strike and did not support the strike, he did support some of the demands which were made by his staff.

"I have tried to get my staff back to work But there is no change in the situation and negotiations are continuing," he said.

Strength from unity

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FM 31/10/80

The Eastern Cape motor unions have again taken an important step which will have ramifications for the black labour movement throughout SA

Last week three auto unions agreed to merge — a move which will create the strongest independent non-racial union in the country. At a unity conference held in PE last weekend the United Automobile Workers' Union (UAW), the National Union of Motor Assembly and Rubber Workers' Union (Numarwosa) and the Western Province Motor Assembly Workers' Union (WPMWU) effectively announced their merger. All three are affiliated to the Federation of SA Trade Unions (Fosatu), and the International Metalworkers' Federation.

The move follows a long-awaited go-ahead from government to allow Numarwosa, hitherto a coloured union, to open its ranks to black members. The union submitted an application for nonracial status nine months ago, and two weeks ago the Department of Manpower Utilisation gave its permission.

The UAW will enter the new union body next week while the WPMWU will join its ranks on January 1.

Although the final step of signing the merger agreement was dramatic, it was the end-product of a long association between the unions. The possibility of UAW and Numarwosa becoming one union has been in the pipeline since UAW's emergence, since which the two unions have acted "as one" during negotiations and the signing of agreements with management.

WPMWU's association with Numarwosa goes back even further to the early Sixties when merger talks were initiated. But there was strong worker resistance to the move during the mid-Sixties when both unions were in the throes of changing their leadership and policies, and the decision was postponed indefinitely.

The most significant aspect of the merger is that the unions will now have greater thrust and bargaining power. The new union will have a paid-up membership of nearly 12 000 — 1 000 from WPMWU, 7 000 from Numarwosa, and 4 000 from UAW. It will now also cover the entire automobile and rubber industry as well as the components industry.

But, just as important, the initiative is a commitment to "unify the labour movement and to see workers as workers, no matter what colour," as one union leader put it.

The final merger blueprint, announced to executive members of the unions'



Motor industry workers now with unity

branches on Sunday, was met with euphoria. Union leaders and rank and file members expressed strong support for the unification. However, a number of serious practical problems still face the emergent body.

The greatest of these is the "legal" stance which Numarwosa has to adopt. Because it is the only registered union, it

has, in legal terms, to "adopt" UAW and WPMWU.

But the constitution drawn up takes careful account of this. The *modus operandi* decided on stipulates that, although the executive council of Numarwosa will be the legal body vested with the administration of the union, the executive councils of all three would form an advisory council and would make decisions which would be binding on the council. The advisory council is to operate for not less than six months.

Another resolution passed was that all branches, regional committees and shop stewards of the respective unions would continue functioning until such time as new elections are held.

One stumbling block — which nobody felt was of major significance — was naming the new union. This problem has been referred back to union branches for consideration.

There is another sensitive area which, although unrelated to the merger, may cause problems for the emergent body. There is dissension among the ranks of Ford Cortina plant workers, some of whom have resigned from UAW to join the recently-formed Motor Assembly and Component Workers' Union (Macwusa). Macwusa has recruited the majority of the plant's workers — some 600 of the total workforce of 900 — and is planning to recruit at General Motors.

The new union has slammed UAW for

its "conservative and pro management" stance and also its lack of involvement in community issues. Although UAW has strongly denied these allegations, a split in the ranks of workers — particularly along colour lines — may well put a spoke in the wheel for the merger union.

Duroile Makanda, a Macwusa organiser, says: "We will definitely benefit from the merger. The principles of UAW and the way they have been applied with that in mind are very good. We will be able to do a better job of representing the workers and the community. There is a real need for a union which can take a place in the new South Africa."

But despite the fact that UAW says it does not see a merger as a problem, it is clear that the merger will be a major test for the union's ability to handle a united front.

To solve these problems and doubts, the overriding feeling among workers was that the merger should happen and that the practical problems that may arise