

IND. REL. —

Workers' Orgs. —

African Unions.

1-1-81 — 31-7-81

On the surface, the
Brazil strike by
the Metal Workers'
Association of
South Africa
(Mwasa) was
mainly to do with
the numerical
demand that
strikers be paid
strike pay. But
there was clearly
more to the Mwasa
strike than met the
eye. The first
comprehensive
account of the
background
appears in the
current edition of
Frontline maga-
zine. These
articles are
republished from
that article, which
is by the editor
of Frontline,
Denis Beckett
(below)

MWASA: SIMILARITY OF STRIKE

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Among editorial executives, the prevailing feeling was that Mwasa was trying to divert the liberal Press for the sake of removing the prime obstacle to polarisation and clearing the ground for that much predicted clash of opposing nationalisms from which in the long run there can be only one winner.

That seems unlikely. If for no other reason than that the strikers had not the to feel that it is not without foundation. For years there have been numerous angry black journalists fretting about those ignored issues of national relevance. At the same time, the liberal Press of offering irrelevant information to whites.

In this respect, the strike could hardly have come at a more appropriate time. The great White South African fell in the middle giving the point a topical edge way beyond what could have been expected.

"I couldn't believe my eyes," said one striker. "The employers keep telling us how they're on our side and doing their best for the black man and every time I open a paper all I see is a lot of rubbish about this TV programme."

That is the real problem. For the whites, apartheid is just one of many topics to deal with. For us it makes everything else insignificant. Evidently not everyone agreed. A Mwasa meeting

on Dallas night ended early by request. Much of Mwasa's hostility towards the liberal Press was aimed at the liberals' worth of objectivity. The essence of the complaint was that objectivity as seen through white eyes is really a bias in favour of conformity. Liberalism is an ideology when a liberal speaks from his ideological platform he can by no stretch of the political vocabulary claim to be objective," said a leading article in Mwasa's bulletin.

Clearly, the idea of "committed journalism" does not make the best bed. Low with the staple maximum of the established Press that "commitment is free but facts are sacred". However, there is room for doubt as to quite how sacred the facts ever are, even in the quarters which pay the most enthusiastic lip-service to the maxim. And it may be that the two principles are not wholly irreconcilable.

Within Mwasa there are some people who believe that facts which damage the cause must be suppressed. But this is by no means a belief unique to Mwasa, although when you're twisting facts in order to support the status quo it is a lot easier to persuade yourself that you're being objective than it is when you're twisting them the other way.

In any case there are other Mwasa people who say that "commitment

journalism" should temper with facts of accuracy at all, but that it really means losing those accuracy facts to a narrow view of the overall goal for the side.

There are some of us who bring out the fact that the other side's propaganda is often more effective than the liberal's. At one black magazine, Brian for its black page reports on the level of success of the two sides in promoting the national cause.

"I've said for a long time that we're in a struggle of the present and the future. We're not just fighting for the present but for the future. The report is stuck at work."

It was not hard to anyone in the profession. But many blacks had scorned the great triumphs of the Press — the Inke Scandal and so on — since they didn't change the system. Not that there were blacks who had zero interest in those years of well-meaning but ineffective leading articles. Not that black journalists rejected the idea of harnessing the black readers' concept of change directed by people with swimming baths and servants and the benefits of whiteness and wealth. But all that, too, had become old hat, taken as a stock exercise which was good for grumbling and blowing off steam.

Now what? Was Mwasa actually telling us seriously? Well, yes.

We've challenged the liberal who are always talking about black rights, said one of Mwasa's leading lights, and they've turned and run. They want to go on editing about about change. The only way to see it happen.

There were aspects which world in a made a 1984 plan. At the Rand Daily Mail, social and journalistic went on strike in protest against the most dramatic (which had in any case been promised followed by a "re-engagement etc.).

Here were the staff of one company striking in protest against the uncertain outlook of employment of another company. It had been striking for solidarity with a third lot of strikers who were already long since back at work.

The forces espouse the cause of non-racism. To many of the black journalists non-racism is a dirty word. That is not because they hate whites — the actual level of gut racism among the militants tends to be less than among many of the people who present a tabloid as exterior — but because non-racism would in practice leave whites as the leaders and blacks as followers.

Liberal journalists denounce Mwasa in tones of hostility previously reserved for the government. The dormant white radical resentment of black consciousness became open. Mwasa's name was punned into "Medoore" Workers Association.

Many white journalists strongly resented the turmoil and agony they were being plunged into over the question of how far to support a rival organisation which had made a regular practice of kicking them in the teeth, and had for a long while tried to have their union now the open ore expelled from the International Federation of Journalists to leave sole representation to itself, the racially exclusive one.

The white journalist's had grown so used to the official black consciousness line that liberal's were irrelevant getting in the way of black self-expression hypocritical, and so on, that many had come to believe this was just moral-boosting beating of ritual drums. Now, it suddenly seemed that maybe the blacks meant it after all.

The root of the problem is the demand that change be locked at with the impatience of the victims of discrimination rather than the measured tolerance of its more ethical beneficiaries.

How far this stretches who knows? Even within Mwasa there are many who seek nothing more than speedier progress within the existing rules of the game and who have no desire to start electing their own bosses. And Mwasa itself has a certain difficulty in sustaining its claim to be the representative of the ideas of the people Vanguard, maybe, but what is representative is difficult to pin down.

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S-TAR 9/1/81

Another Mwasa official banned

Political Staff

A third executive member of the Media Workers' Association of South Africa was today placed under house arrest and served with a three-year banning order by Security Police.

He is 32-year-old Mr Mathata Tsedu, general secretary of Mwasa's far north region and a reporter at Transvaal Post.

The banning order was served at his home in Seshego, near Pietersburg.

Mr Tsedu's banning comes on the eve of a Mwasa executive council meeting where the banning orders of Mr Zwelakhe Sisulu, national president, and Mr Marimatu Subeymonev were to be discussed and their posi-

tions filled.

Mr Tsedu was to have attended the council meeting but his banning will now appear on the agenda.

In terms of the banning order he is restricted to Seshigo Township and has to obtain permission to go to Pietersburg or anywhere else.

A member of Mwasa's constitutional committee, Mr Tsedu joined the organisation in 1978, the year he was appointed Northern Transvaal Bureau chief of Post.

The publicity secretary of the Azanian People's Organisation, Mr George Wauchope, said the banning must be linked with Mwasa's recent strike.

S A Read

For the best final year student.
General J B M Hertzog Prize

D H Pryce Lewis

For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

David Haddon Prize

Miss C Tredgold

For the best woman student
in third year.
Molly Gohl Memorial Prize

P A Rappoport

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
Helen Gardner Travel Prize

P F Duncley

Sixth Year

For the best student in :-
of Architects' Prize
Cape Provincial Institute

FINE ART & ARCHITECTURE

ARCHITECTURE

Another
RPM 10/1/81
senior
Mwasa
member
(39)
banned

By DIAGO SEGOLA

ANOTHER member of the executive of the Media Workers' Association of South Africa (Mwasa) was banned for three years and placed under house arrest yesterday

The banning of Mr Mathata Tsedu, secretary of Mwasa's Northern Transvaal region, follows the bans imposed last week on Mwasa president and Sunday Post news editor Mr Zwelakhe Sisulu, and on Mr Marimuthu Subramoney, a BBC correspondent and national vice chairman and Natal regional secretary of Mwasa

In terms of his banning order, Mr Tsedu, a reporter for Post newspaper, is restricted to Seshego, near Pietersburg, on weekdays and will be under house arrest over weekends and on public holidays

He is restricted to the magisterial district of Seshego and is required to obtain permission to go to Pietersburg

His banning order prevents him from entering any newspaper office or educational institution and also from attending social and political gatherings

Mwasa and the Azanian Students' Organisation (Azaso) yesterday condemned Mr Tsedu's banning

Mwasa said in a statement "The banning of Mathata Tsedu leaves us in no doubt about the intentions of the South African Government

"The intention is to destroy Mwasa by picking at the leadership Mathata Tsedu's contribution, both as a journalist and a senior Mwasa member, obviously did not go unnoticed by the Security Police"

The statement said the latest banning had followed events which began with the bannings of Mr Sisulu and Mr Subramoney and the refusal to allow Mr Ken Ashton (of the British National Union of Journalists) entry into South Africa

In its statement Azaso said "The national executive of Azaso condemns in the strongest possible manner the banning of our comrade, Mathata Tsedu

ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
For the best student in :-

Sixth Year

P F Dunckley

Helen Gardner Travel Prize
For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
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Molly Gohl Memorial Prize
For the best woman student
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David Haddon Prize
For the best student of
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Surveying) in the subject
of Professional Practice.
D H Pryce Lewis

General J B M Hertzog Prize
For the best final year student.
S A Read

Osborn Prize
For the best work in fourth
year.
D H Pryce Lewis

John Perry Prize
For the best work in
third year.
R A van Rosenfeld.

Banning of Mwasa official condemned

The banning yesterday of Mr Mathata Tsedu, the Northern Transvaal chairman of the Media Workers Association of South Africa (Mwasa), has been condemned by the Mwasa executive and the SASJ.

Mr Tsedu, a reporter on-Post (Transvaal) based in Pietersburg, was handed a three-year banning order by the Security Police yesterday and placed under house arrest.

The Mwasa statement, issued by the organisation's national executive, said the banning left no doubt about the Government's intentions.

Mr Tsedu is the third senior Mwasa official to be banned.

"The intention is to destroy Mwasa by picking at the leadership Mr Tsedu's contribution both as a journalist and as senior member of Mwasa obviously did not go unnoticed by the Security Police," the statement said.

Mr John Allen, president of the South African Society of Journalists (SASJ), said to ban a journalist such as Mr Tsedu was a demonstration of weakness for it required strength to face up to and respond to the challenge raised by such men.

243 195 STAR 10/11/81
139 152 328

Cape Provincial Institute
of Architects' Prize
For the best student in :-

Sixth Year

P F Dunckley

Helen Gardner Travel Prize

For a student who has

satisfactorily completed

1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

For the best woman student

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Miss C Tredgold

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Architecture (or Quantity

Surveying) in the subject

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D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

S A Read

Osbourn Prize

For the best work in fourth

year.

D H Pryce Lewis

John Perry Prize

For the best work in

third year.

R A van Rosenfeld.

ARCHITECTURE

GENE

Mtimkulu

acting as

head of ^{STAR} 12/1/81

Mwasa

Political Staff

Mr Phillip Frederick Mtimkulu was yesterday elected acting president of the Media Workers Association of South Africa (Mwasa).

The decision was taken at a national council meeting at the weekend.

Mr Mtimkulu takes over from the recently banned Mr Zwelakhe Sisulu.

The two other banned executives, Mr M Subremoney of the Natal region and Mr Mathata Tsedu of the Far North region, have not been replaced.

Mr Mtimkulu, who was Mwasa's Transvaal vice president, said his organisation did not recognise the bannings of their leaders but had made appointments merely to carry out the functions of those now banned.

Mwasa intends holding a national convention in May.

The Press organisation is working on a memorandum about alleged Security Police harassment

This will be distributed locally and overseas

Transvaal secretary Mr Joseph Nong Thloloe takes over from Mr Mtimkulu as Transvaal vice president.

able financial loss on meat employers, but the union's organisation in the industry was effectively crushed and only 15 of the strikers were re-employed.

Although union sources in Geneva feel the campaign against the SA venue will prove effective, local sources have dismissed it as "another useless objection to South African involvement on an international scale." Says Lucas Fouché, meat industries PRO coordinating the conference: "There is no chance that the conference will be cancelled. There has been a lot of campaigning and response so far has been good."

Opic has also brushed aside all political objections. In a letter to the federations it says: "Celebrating the world meat congress does not imply a political stand of support or objection to the internal affairs, political labour or otherwise of the place in which we meet. The federations will continue to ask workers to limit pressure to bear on their local employers - through constructive discussion where a good working relationship exists, or by taking industrial action."

Pat Dan Cullen, general secretary of the International Union of Food and Allied Workers Association, one of the federations, says: "We do not accept this conclusion. The selection of a venue does imply a political stand."

ers in Cape Town have "provided ample evidence of their profound hostility to trade unions and their contempt for their employees" according to a statement released by the International Meat Workers' Conference in Brussels. The conference represents four international meat and agricultural federations.

The federations allege that Cape Town employers violated every principle of free and democratic association and that the city is therefore an unsuitable venue. They have called on the Permanent International Meat Office (Opic) to move the conference to a "location that is not identified with serious infringements of basic human rights."

In particular, the Congress accuses Cape meat employers of failing to recognise an elected workers' committee, sacking employees who went on strike, refusing mediation by church, political parties or retail employers, taking advantage of apartheid laws for repression of the strikers, and seeking government support for smashing the strike.

The Western Province General Workers' Union, which represented the workers during the dispute, has also called on international employers to reconsider their decisions to attend the conference.

General strike

"By holding the congress in Cape Town, international meat employers are sanctioning the attitudes and actions of the local meat bosses taken in the meat strike last year. We would like to know whether they are going to sanction this attitude to industrial relations, or if they will take a stand against it."

In May last year meat workers staged a general one day strike which was supported by 800 workers, 200 of them migrant. Employers refused to allow them back to work and a red meat boycott was called by the strikers to support their demands. They were that management reinstate them, and recognise unregistered worker committees in two factories.

The boycott drew widespread support in the African community in the Cape but failed to gain national support.

Management and government took a tough line amid rumours that the two were working hand in glove. Management refused to negotiate with the strikers and all attempts to bring in a mediator failed. The state played its role by detaining six union leaders, banning meat boycott pamphlets and "endorsing" 42 contract workers out of the area.

The 12-week stayaway inflicted consider-

FM 16/1/81
MEAT CONVENTION

World row grows

In May the "Mother City" will host the fourth World Meat Congress - the largest international conference ever held in SA. What is already plain is that the 3 000-odd delegates will have more to chew on than the workaday problems on the agenda.

An international campaign has been launched by four large meat and agricultural union federations to cripple the conference by bringing pressure to bear on employers. The lobby has been launched on the grounds that meat employ-

~~139~~ 139
READING THE BANS FN 16/1/81
Another executive member of the Media Workers' Association of SA (Mwasa), Mathata Tsedu, is banned and placed under house arrest in Seshego, near Pietersburg.

RDM 17/11/81 (139) (182)
Thirty strike over dismissals

DURBAN. — About 30 workers demanding reinstatement of dismissed colleagues and recognition of their trade union went on strike at the Montana Liquor Hypercellars in Durban yesterday.

The strikers said the Montana management wanted to replace the entire staff, who were

joining the union.

Mr Matthews Olphant of the National Federation of Workers said the firm had been dismissing them at a rate of two a day.

The workers are demanding that their colleagues be reinstated or the entire workforce be dismissed.

A spokesman for Montana

said the management was not aware the workers had a union and would be happy to co-operate with it. He denied allegations that the firm was systematically firing union members.

Dismissed workers produced termination slips and claimed they were fired because they belonged to the union. — Sapa

Carlton talks on grievances

By MARIKA SBOROS

A DELEGATION of Carlton Hotel black workers will meet the management tomorrow to discuss grievances

This results from a strike on Tuesday when, it is said, 500 workers — many of them members of the unregistered Hotel, Liquor and Catering Trade Employees Union — stayed off the job for three hours

The management says only 250 stopped work

Labour unrest at the Carlton, began last week when two cleaners were dismissed over the alleged theft of liquor

Now other workers are demanding the immediate and unconditional reinstatement of their dismissed colleagues, and union recognition

At tomorrow's meeting the delegation will also discuss claims of regular dismissal of union members as part of a victimisation campaign, and claims of racist treatment by white employees in the catering department

Mr Pat Burton, the hotel's general manager, said yesterday that only about 250 workers walked off the job on Tuesday — and the situation returned to normal after he had addressed them

He said in some cases white employees had done the cleaners' work

Denying workers' claims that as many as four workers a day had been dismissed during November and December, he said the allegation was "unfounded". The hotel had a multi-racial staff of more than 1,000

and total turnover last year was 60%. This included "voluntary as well as involuntary" termination of employment

Mr Burton said the hotel had an excellent record on work conditions "Racism is not allowed, and employees can be dismissed for using racist language"

Mr Burton could not say how many union members had been dismissed recently "We are not aware of who are union members and who aren't"

He said the hotel would not negotiate with the union because there was no agreement between it and management — there could be no agreement until an assessment had been made of how representative the union was

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will adjust his offer price to take all that into
selling off his ownership, because the new buyer
escape projected future change—not even by
the value of his boat. The boat owner cannot
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owner will suffer or enjoy the entire future pro-

one day's error in estimated catch. But the boat
the rent is set per day, the fishermen lose only
be adjusted to match the expected net catch. If
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"day"? To see, look again at the rental case: The
men at least four fish. Why do we emphasize
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fishermen, he (the employer) bears the risk for
at least four fish. If the boat owner hires the
enough) fish to pay for the day's rent and have
ing enough (or the boon of catching more than

Uncertainty about the prospective catch intro-
about performance.
methods, renting and hiring—assuming certainty
tant point is the identity between the two payment
make a difference. For the moment, the impor-
mistaken estimates of the catch, and that does
But someone must bear the consequences of
there is certainty about the output performance,
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Macy's, building and facilities and paying ren
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is there, then, no difference between Macy's
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ample between fishermen renting the boat or th
ing him 14 fish. There is no difference in this ex
paid four fish, a total wages bill of 20 fish, leav-
a total catch of 34 fish with five people, each is
he keeps the total catch, minus those wages. Of
smidgeon of fish each to fish on his boat while
in the latter case, he must pay them four plus a
we could say the boat owner hires the fishermen.
only. Instead of saying fishermen rent the boat,
The same situation could be described differ-

Employees in fisheries
detail later.
socialist countries and will be examined in more
vate ownership of firms is dominant in most non-
property scenario permits those conditions. Pri-
to the boat, and (c) keep the receipts. A private-
and (b) he is allowed to charge a price for access
is used, that is, how many are allowed on board.

RDM 23/1/81 (152) (194) (139) (142)

Sappi meets workers to discuss grievances

Staff Reporter
WORKER representatives from the Enstra Mill in Springs met the management of the South African Pulp and Paper Industry (Sappi) yesterday to discuss worker grievances.

Sappi management agreed to negotiate with the workers' representatives after virtually all black workers at the mill downed tools on Wednesday, demanding more pay.

A Sappi spokesman said the meeting had taken place after workers had agreed to elect representatives to present their

grievances to the company. Management had held talks with two representatives from each of the six departments at the mill and a representative of the Paper Wood and Allied Workers' Union.

The spokesman said workers had demanded a minimum basic wage of R3 an hour, but later reduced this demand to R2 an hour.

Other grievances were:

- That the 10% increase earlier this month had been eroded by pension deductions which rose proportionately with income

- That meal hours were too short
- That the cost of hostel accommodation had been increased to R2,70 per week

Management refused to grant permission for the union to hold a report-back meeting of all workers at the Enstra Mill.

"As there are some 2 300 employees at the mill, this request was refused," the Sappi spokesman said "But the company offered an alternative venue for the report-back meeting on a company-owned soccer field."

Negotiations are expected to be resumed on Monday.

Cape Provincial Institute of Architects' Prize
 For the best student in :-
 Sixth Year
 P F Dunckley

Helen Gardner Travel Prize
 For a student who has satisfactorily completed 1st, 2nd and 3rd major courses.
 P A Rappoport

Molly Gohl Memorial Prize
 For the best woman student in third year.
 Miss C Tredgold

David Haddon Prize
 For the best student of Architecture (or Quantity Surveying) in the subject of Professional Practice.
 D H Pryce Lewis

General J B M Hertzog Prize
 For the best final year student.
 S A Read

Osborn Prize
 For the best work in fourth year.

RDM 24/1/81
**Striking bus
 drivers go
 back to work**

DURBAN — All 55 drivers employed by the KwaZulu Bus Service were back at work last night after striking during the day over a dispute.

A police spokesman said 40 drivers from Ezakheni, near Ladysmith, and 15 from Watersmeet, near Van Reenen, had refused to drive buses.

The strike started when an inspector reported a driver who allegedly assaulted a child in a bus. The driver was dismissed.

A police spokesman said the bus drivers refused to return to work until the inspector was dismissed — Sapa

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FINE ART & ARCHITECTURE

ARCHITECTURE

Cape Provincial Institute
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Helen Gardner Travel Prize

For a student who has

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1st, 2nd and 3rd major courses.

P A Rappoport

Molly Gohl Memorial Prize

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in third year.

Miss C Tredgold

David Haddon Prize

For the best student of

Architecture (or Quantity

Surveying) in the subject

of Professional Practice.

D H Pryce Lewis

General J B M Hertzog Prize

For the best final year student.

S A Read

Osborn Prize

For the best work in fourth

year.

Carlton to consider union recognition

STAR
24/1/81
139 152 289

Labour Reporter

The management of the Carlton Hotel has agreed to look into union representation for its staff.

Last Monday, household staff went on a brief strike to protest over the dismissal of two of their colleagues.

And on Tuesday most of the Carlton's black staff went on strike and only agreed to return to work after the hotel's general manager, Mr Pat Burton, agreed to meet worker representatives.

Mr Burton gave an undertaking to workers representatives yesterday that he would examine the question of organised representation.

Mr Hamilton Makadama, chairman of the Hotel Liquor and Catering Union which represents many of the workers, described the meeting as "fruitful".

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S A Read

Osborn Prize

For the best work in fourth

year.

The Sowetan goes daily from next week

26/1/81
243 227 (139)
152

The weekly black newspaper The Sowetan will be published as a daily from Monday to Friday starting next Monday February 2.

It will sell at 15c.

This was announced today by Mr Hal Miller, managing director of the Argus Company

Mr Miller said: "The newspaper will be edited by Mr J Latakomo and will be staffed by many of the journalists who used to work on Post Transvaal and Sunday Post

"The company's activities in the black newspaper field will, however, be considerably reduced

as a result of the closure of the Post newspapers and it will therefore be necessary to retrench some of the editorial staff

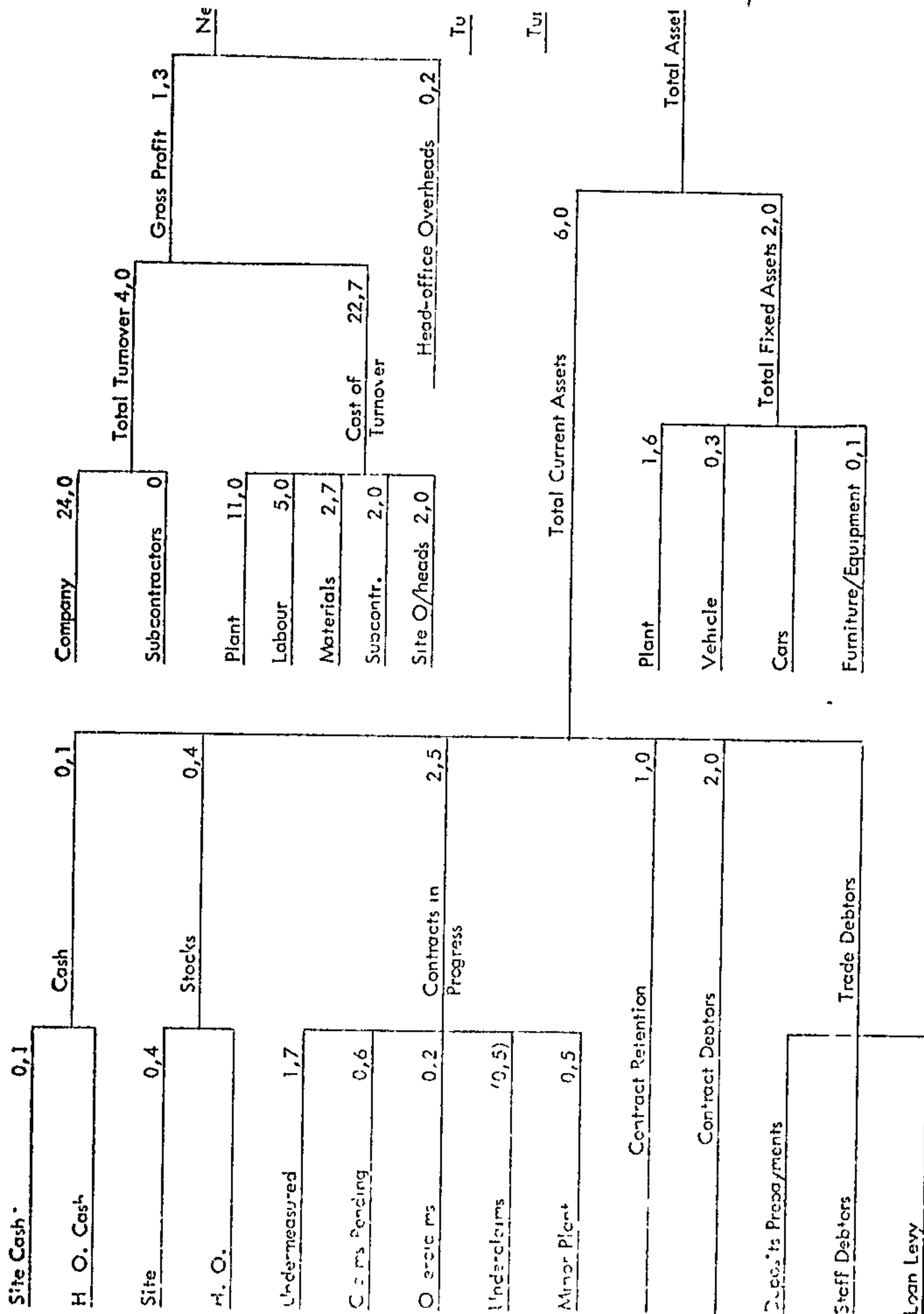
"Those who are retrenched will receive appropriate severance pay

"In its works at Industria, the company will extend its jobbing printing activities in association with Caxton Limited in which the Argus Company has a 30 percent share

"The company hopes to retain most of the works staff in the extended commercial printing operation"

FIG. 5.7

DU PONT CHART FOR A SITE



1000 PE blacks

strike over ^{STAR} 26/11/81 new pension plan

Own Correspondent
PORT ELIZABETH —
The entire black work force at the Firestone plant here has downed tools in protest against the Government's proposed legislation to stop employees withdrawing pension contributions when they change jobs.

Almost 500 night shift workers refused to man their posts last night, many deciding to stay away while others were turned away by management.

The workers were today joined by another 500 day shift workers who gathered in the factory grounds demanding that management pay out all accumulated benefits to date.

They were to be joined by another 500 workers on the afternoon shift, bringing the total number of striking workers to 1500.

Several workers called for the release of fellow workers who they alleged were detained by security police on Saturday afternoon.

This has been denied. Firestone workers have rejected the in-company liaison committee and are demanding that ma-

agement convene a meeting to address the entire work force at the plant.

Management today called on workers to elect three representatives from each shift to open communications with the firm.

The managing director, Mr. G P Morum, said today the strike could be attributed to a "communication problem."

Under the proposed pension legislation employees will not be able to withdraw pension contributions until retirement.

Many workers feared they would lose their contributions to date, but this was not the case, said Mr Morum.

He was strongly opposed to workers pulling out of the pension scheme "If they do withdraw, then losses will be incalculable. But if they are adamant about it, we will pay them out," he said.

However, workers would have to resign in order to claim their pension contributions and would lose the firm's contribution.

Workers would then have to seek re-employment and would have to work for another year before they could rejoin the pension scheme.

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Molly Gohl Memorial Prize
For the best woman student
in third year.

P A Rappoport

Helen Gardner Travel Prize
For a student who has
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P F Dunkley

Sixth Year

Cape Provincial Institute
of Architects' Prize
For the best student in :-

ARCHITECTURE

FINE ART & ARCHITECTURE

By Tony Davis and Drew Forrest

Rosslyn, the newest hotbed of labour unrest

The industrial suburb of Rosslyn, north-west of Pretoria, has become South Africa's new hotbed of labour unrest.

Since November last year, there have been seven reported strikes in the area, involving about 6 000 workers. With two stoppages in Rosslyn in the past fortnight and another in Watloo, east of Pretoria, the strike-wave seems to be gathering momentum.

While the Eastern Cape has led the country in strike activity, in an area of strong union organisa-

tion, most of the Rosslyn strikers have not been union members.

And while the Eastern Cape unrest has often centred on union recognition, and the alleged victimisation of union members, the Rosslyn strikes are largely the result of wage demands.

The current list of strikes is Datsun, BMW, Metal Box, Siemens, Lion Match, Angus-Hawken and Fellex Foam and Automotive Products. The stop-

pages at African Telephone Cables in Brits and Pretoria Precision Castings in Watloo should also be included with the Rosslyn strikes.

There are good reasons why wage-rates should have become such a burning issue among Pretoria workers. A recent survey by the Institute for Planning Research of the University of Port Elizabeth shows that in the 12 months before October

1980 the household subsistence level in Pretoria rose by 19,3 percent — more sharply than in any other urban centre except Umtata.

The bare necessities of life now cost a black family of six living in or near Pretoria R195 a month. The current starting-rate at many of the strike-hit firms, laid down by an industrial agreement for the engineering industry, is R165,60 for a 45-hour week.

The settlement won by Eastern Cape motor assembly workers after a series of strikes last year seems to have had a profound impact on Rosslyn workers.

The union involved in the Eastern Cape strikes — the Fosatu-affiliated National Union of Motor Assemblers of South Africa (NUMAWOSA) — negotiated a minimum starting-rate of R145 an hour (R261 a month for a 45-hour week),

rising to R1,60 in January 1981 and R2 in January next year.

NUMAWOSA has a branch in Pretoria, where it is organising motor workers, and news of the settlement seems to have spread like wild fire through the close-knit industrial community of Rosslyn.

Shortly afterwards, a strike rocked the giant Datsun plant, with 3 500 workers demanding a minimum wage of R1,60 an hour. The same demand

was later echoed at BMW and Siemens.

A key feature of the unrest has been the tendency of workers to strike first and negotiate later. According to Datsun managing director Mr Loed Muller, this is because Rosslyn workers "have still to be educated into the idea of representation".

Other employers say that as "frontier communities" from nearby Bophuthatswana, the

workers are more "volatile" than those from settled urban communities. They point out that Watloo, served by the townships of Mamelodi and Atteridgeville, has been relatively strike-free.

Unionists have a different view. As most of the strike-hit companies are high-technology multinationals with fairly enlightened training and recruitment policies, they say, the workers tend to be

younger, better educated and more articulate than average.

Their taste for direct action reflects a disenchantment with the in-plant committees — liaison committees, works committees and multi-racial works councils — set up by management as a channel for grievances, the unionists claim.

They say that without union backing, committee members are too afraid to

confront their employers and press demands. Workers lose confidence in them, and resort to strike action.

Pretoria workers are "clearly ripe for organising", says one unionist, who points out that unions would channel and direct worker dissidence. But most of Rosslyn's major employers have been recently lured to this "border area" by concessions, and black trade-unionism there is in its infancy.

With the erosion of real wages by inflation on the one hand, and the failure of existing systems of in-plant communication — on the other, further strikes in Rosslyn seem inevitable.

Architecture	Principal Architects' Firm	Best student who	Order Tr	Dunckley	Year	Report	Ohl Memor	Best wo	d year.	Tredgold	Best stu	Structure (or	ing) in the	Professional	Yce Lewis	U J B M He	e best fin	ad	n Prize	e best wor	Yce Lewis	erry Prize	e best wor	Year.	n Rosenvel
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FINE ART & ARCHITECTURE

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D H Pryce Lewis

John Perry Prize

For the best work in

third year.

R A van Rosenfeld.

ARCHITECTURE

(139)
 Talks to
 end strike
 deadlock

The Star Bureau
 PORT ELIZABETH — Ne-
 negotiations started today
 between 20 labour repre-
 sentatives and the ma-
 nagement of the Firestone
 plant here to bring an
 end to a deadlock be-
 tween these two parties
 since 1500 black workers
 there went on strike yes-
 terday

The negotiations could
 avert an impending clash
 between management and
 the black labour force
 later today when hun-
 dreds of workers could
 lose their jobs if they do
 not meet a deadline to be
 back at work

The workers on strike
 initially refused to nego-
 tiate with management
 unless the managing
 director, Mr Peter Morum,
 addressed them en masse

A gathering of about
 300 workers outside the
 plant gates this morning
 chose 13 black and 10
 coloured men to represent
 them

Tyre men elect 20 for talks with company

Death threat to union official

Evening Post
27.1.61

196 (139) 140A (152) 300

By **BILL GARDINER**
NEGOTIATIONS between Firestone workers and management began today at the strike-hit tyre factory after a decision by workers to elect a 20-man committee to negotiate a settlement to the pensions dispute

Earlier this afternoon management and worker representatives were locked in talks

Management is hoping on a settlement later today

About 1500 workers are on strike in protest against proposed Government legislation to stop employees withdrawing pension contributions if they change jobs

Workers earlier refused to elect a committee as requested by management and demanded that management address the entire workforce

This was rejected by Firestone, who set a deadline of 2pm today for workers to elect representatives for talks with management

The non-racial National Union of Motor Assembly and Rubber Workers of South Africa, an affiliate of the Federation of South African Trade Unions (Fosatu), cancelled a proposed mass meeting of workers last night to discuss the dispute when workers refused to board buses to take them to the meeting

Firestone's managing director, Mr Peter Morum, said today he anticipated no difficulties with the talks which would be easy to handle if the firm "abdicated its duty as a responsible employer" and allowed workers to withdraw from the pension scheme

Post Reporter

THE general secretary of the non-racial National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Fred Sauls, was today threatened with death by an anonymous telephone caller

The threat came after the walkout yesterday by 1500 Firestone workers who are protesting against the Government's proposed amendments to pension regulations

He said his secretary had received the call in which the caller warned Mr Sauls to "stop interfering with Firestone otherwise I will come in and get you"

"I have received many threatening pamphlets in the post before," Mr Sauls said, "but this is the first time I have received a call like this"

Strikers asked to choose spokesmen

By BEN MACLENNAN

EP Herald
27-1 81

+52 +96 300 400 139

THE 1 500 striking workers who brought production to a halt yesterday at the Firestone factory in Port Elizabeth have until 2pm today to elect representatives to talk with management

The workers downed tools in protest against proposed Government legislation to stop employees withdrawing pension contributions when they change jobs

Firestone's managing director, Mr Peter Morum, said that after two successive shifts had refused to work yesterday, they were told to go home. The third shift, which was to have begun at 2pm, was admitted to the plant

"They wanted me to talk to all 1 500 of them at a mass meeting but I didn't think that would achieve anything"

Morum said workers were asked to appoint up to five spokesmen before today. "I would be very happy to speak to

any of them and the reason for this is that the strike was a 'community problem'

FIRESTONE HEAD READY FOR TALKS

Proposed legislation provided that employees would not be allowed to withdraw their pension contributions until retirement

Some workers believed that their money would "go to the Government and they would never see it again". This was despite repeated meetings between management, the liaison and consultative committees and groups of workers, to explain the scheme

Mr Morum said that if workers wanted the pension money they had accumulated so far, they would have to resign and then they would get only the money they had contributed, plus interest — not the company's contribution.

Those employees for whom the company paid back-dated pension contributions when the pension

scheme was introduced in 1971 would lose those contributions — "and Firestone has a record of long service. I think we would allow them to resign and rejoin, but it's morally indefensible to allow innocent people to lose all their benefits like that. They don't understand what they're going to forfeit"

The general secretary of the National Union of Motor Assembly and Rubber workers of South Africa, Mr Freddie Sauls, said Firestone workers were deeply suspicious of the new pension plan

His union planned to discuss the proposed legislation at Industrial Council level so that recommendations could be made to the Government

"We anticipate that the new law will create serious

problems, not only at Firestone, but all over South Africa," he said

A man who left a job at 30 could have completely lost track of his pension by the time he turned 65, he said

"Every couple of months the Government puts out the names of hundreds of people, entitled to workmen's compensation, who cannot be traced. We ask whether this scheme would be any better"

Mr Sauls said that the proposed law might be acceptable if it was combined with a compulsory national pension scheme and adequate pensions

He expected workers to meet outside the factory this morning, when his union would recommend that they elect representatives

Argus disputes Post inference

STAR
28/11/81

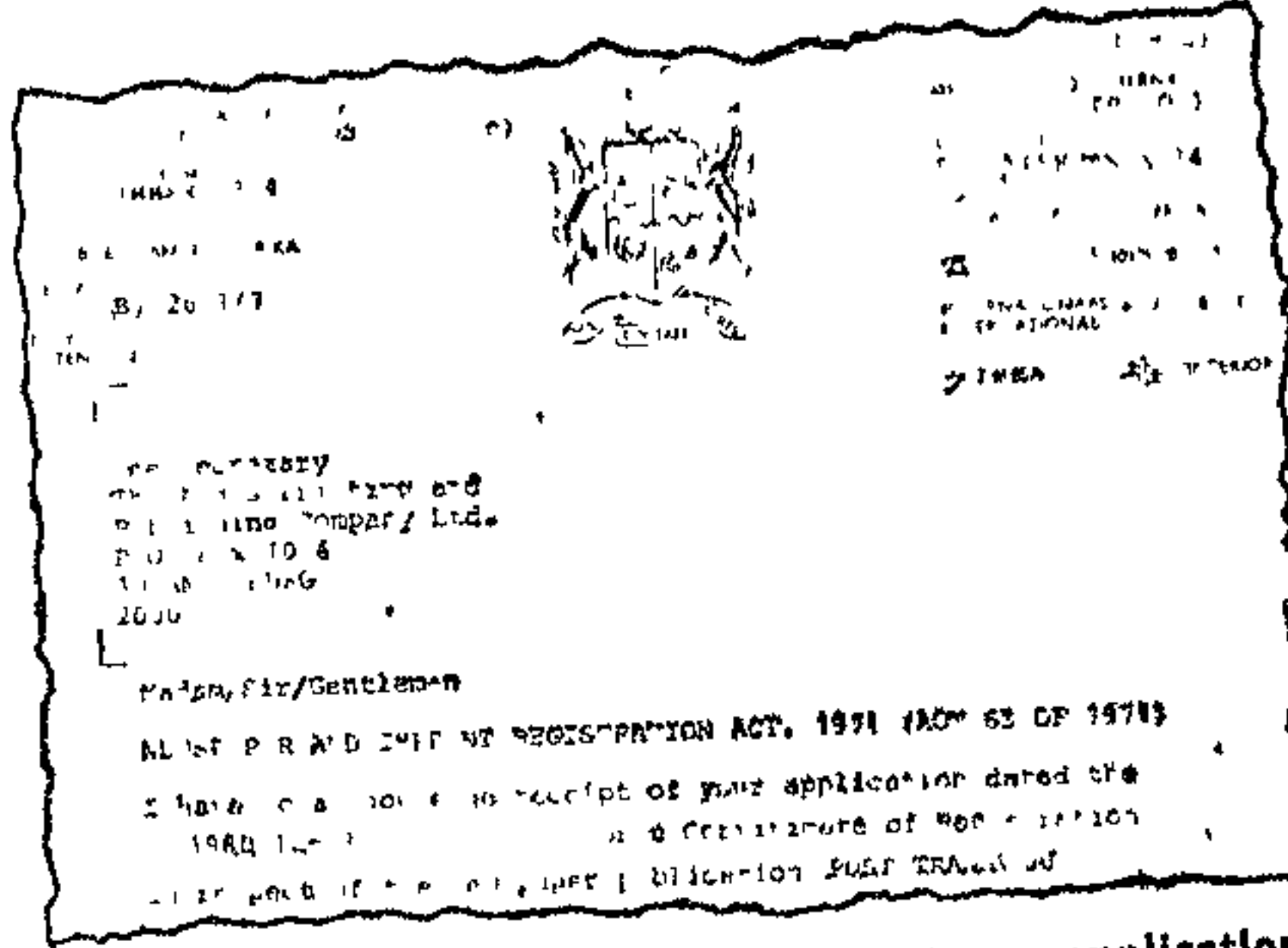
243
327
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195

"The Argus Company applied urgently in writing either for condonation of the lapse in registration of its Post newspapers or for their registration," Mr Hal Miller, managing director of the Argus Company, said today.

The Company withdrew its application only when the Government made clear its absolute determination to ban the newspapers forthwith if they were registered and this was confirmed in a statement later.

The Argus Company did not proceed with registration because it saw no point in making a futile gesture by insisting on registration and submitting to the injustice of actual banning.

"There is an inference in the Minister's statement in Parliament yesterday, and in some Press reports, that we were fully in the picture and accepted both the



Government acknowledgement of the Argus application to re-register Post — the application that, according to Minister of Justice Mr Kobie Coetsee, was never made.

substance of the case against us and the necessity for banning.

"Nothing could be further from the facts. We were not given the information which the Minister has now described.

We were then and are now, utterly opposed to

banning in principle and to its application to the Post newspapers. We believe that if the Government had a valid case against us it should have tested it in the courts.

"We said at the time that we had no power to prevent the Government's

action; no redress against the course it had chosen to follow. We added that by its action it had diminished us all; that another bar had been added to the cage that is beginning to circumscribe our freedom.

"There was another very valid and important reason for withdrawing our application for registration which we did not announce at the time.

STAFF

"We wished to avoid another two newspapers being banned and so losing the titles inevitably and irrevocably in the limbo of time — as we have lost World and Weekend World. Once banned they would stay banned.

"We hoped then, and still do, that in time saner counsels will prevail and one or both papers will appear again. In the meantime, we have applied to have the titles registered in terms of the Copyright Act so that no one else can use them.

One further point needs to be made. It would appear from the Minister's statements that the weight of his case is against individual members of the staff of Post newspapers rather than the newspapers or their proprietors. If so, those individuals should be charged in court. We have no details of what they are supposed to have done. We did not discuss them with the Minister."

'Terrorists briefed at Post'

Sapa and Political Staff

THE ASSFMBLY — The editorial offices of the two banned Argus newspapers — Post Transvaal and Sunday Post — were used as a venue for the final briefing of prospective terrorists before they left South Africa, the Minister of Justice, Mr Coetsee has told Parliament.

Although it had sufficient evidence to act, the Government had realised that closure of the newspapers would be counter-productive and would provide South Africa's critics with ammunition.

"But towards the end of last year it became clear that action against the newspapers would be unavoidable," Mr Coetsee said in the No Confidence Debate yesterday.

The Post had published the freedom charter of the banned African National Congress in its entirety and had devoted much space to ANC propaganda.

The Post newspapers had become vehicles for activism, militancy, far-left radicalism and subversion.

Mr Coetsee said the owner of the newspapers, the Argus Company, had received the Government's message that it would close the two papers should they appear again, "like adult people".

The Argus Company had known what it was all about and had dropped its application for re-registration of the newspapers.

In a sharp clash with the Minister, Mr Dave Daling (PF, Sandton) asked: "Was the management of the Argus Company or the editorial staff of Post given any opportunity to rebut the allegations prior to the banning?"

Mr Coetsee replied that under relevant sections of the law it was "not necessary to do so."

such as loan levy, head-office buildings and are head-office assets and are not part of the arly, not all liabilities can be identified with a . tax provisions, bank overdrafts, long-term

are to be made on a contract by contract basis the

'Companies can be
EP Herald 28/11/81 (300) (152)
exempted from (1404) (139)
pension legislation' (96)

A SENIOR Department of Finance official yesterday gave his firm assurance that companies experiencing labour unrest as a result of pending reforms to pension fund regulations would be exempted from the proposed legislation.

The Registrar of Financial Institutions, Mr J W Louw, said in a statement from Pretoria yesterday that the proposed legislation provided for the exemption of companies hit by industrial unrest.

The statement says the Registrar of Financial Institutions has already given firm assurances to companies that he will use the

powers in the proposed legislation to exempt from preservation (of pension funds) all cases where proposals may lead to unrest or friction between employers and employees.

The statement came a day after 1500 Firestone workers in Port Elizabeth downed tools in protest against proposed legislation to stop them withdrawing their pension contributions when they changed jobs.

In an interview from Pretoria, Mr Louw said: "We will exempt any company whose workers are shortsighted enough to ask for their pension contributions to be paid out."

Strikers demand a payout of pensions

140A 139 300 196 152

By BEN MACLENNAN
NEGOTIATIONS at the strike-hit Firestone factory ended in deadlock yesterday afternoon when, at a meeting punctuated by clenched fist salutes, workers rejected management's three compromise proposals on the pension dispute

They said they would only return to work once pensions were paid out

About 1 500 workers — Firestone's entire production staff — are involved in the two-day-old strike in protest against proposed legislation which will prevent employees from withdrawing pension contributions until they are 65

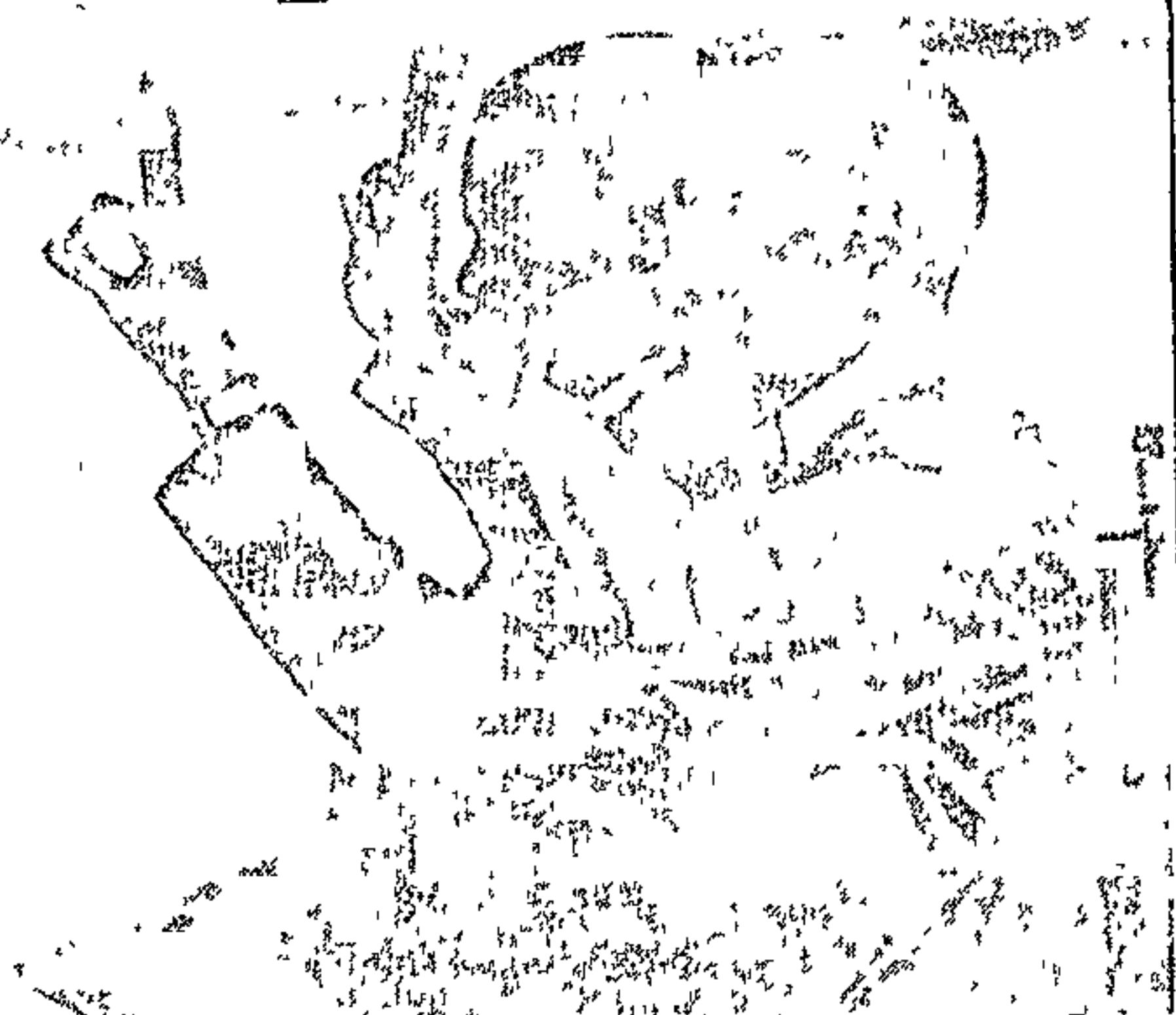
One worker said "Some people don't think they will live until they're 65"

Yesterday morning, the strikers, who were shut out of the factory, elected a 20-man committee. It spent seven hours in closed-door negotiations with Firestone's management team

At an emotional report-back meeting late in the afternoon on a soccer field near the factory, committee members told the workers that Firestone had offered three choices

• Workers would get their money in seven weeks if they resigned from the company altogether. This meant they would take a chance on being re-employed, and that if they were, they would lose their bonuses and holiday pay benefits, and have to re-qualify for medical aid and pension

• They could have their money on April 30 if they resigned only from the pension scheme, but would again have to wait for a year before re-qualifying



Mr Welcome Vimb (left) and another member of the Firestone strikers' negotiating committee address workers yesterday afternoon

• The third option was for workers to remain in the pension scheme while Firestone applied for exemption from the proposed legislation.

The workers rejected all three proposals

They decided not to go back to work until they were paid, and that they would meet this morning to hear management's reaction to their decision

One member of the workers' committee told the Eastern Province Herald that he thought the exemption option would have been the most logical choice for the workers, but that a great feeling of distrust had developed

Firestone's managing director, Mr Peter Morum, said the company would await developments

"This is a totally illogical situation," he said. "I'm not sure that the workers really know what they want" He said there was no way that anyone could get pension subscriptions back immediately "The sheer administration involved takes time"

He said it was disappointing that there seemed to be a lack of appreciation of the good the company had done for its workers, including back-payment of pension benefits. This had involved an outlay of more than R1,8 million

© See page 11

Firestone strike

Monday's

EP Herald 28/1/81

move

'hasty'

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PENSION fund experts have described as premature Monday's strike by 1 500 Firestone workers who walked out in protest against proposed Government legislation for the compulsory preservation of pension funds

The strike was sparked off by recommendations in June last year by the Committee of Inquiry into pension matters to the effect that employees who changed jobs would not be able to withdraw their pension contributions

These would be frozen in interest-bearing accounts to be recovered intact on retirement

Pensions manager for a large Port Elizabeth life assurance company said he saw the proposals as a 'meaningful exercise' to preserve an employee's pension for old age

"It would preclude employees who changed jobs from unwisely spending their pension contributions accumulated over the years"

In terms of the proposals, a person who resigned would receive his contributions, accrued interest and a portion of the employer's contribution, he said

"At present employees leaving their jobs can either have their own contributions refunded with interest, or choose to retain paid-up pension benefits for a set future date," he said

The fear among workers that frozen pensions would be paid to the Government were unfounded, he said

"The Government is not getting involved. Although the money is out of the individual's hands, control over the investment of the frozen pension contributions would remain with him"

A leading spokesman on pension matters and managing director of a Johannesburg group of pension brokers, Mr Fiachra O'Hanrahan, said the committee's recommendations did not apply to black workers

"The committee heard representations to the effect that blacks regarded pension funds as a form of compulsory saving and that they might not understand or accept the concept of compulsory preservation"

"The committee heard representations to the effect that blacks regarded pension funds as a form of compulsory saving and that they might not understand or accept the concept of compulsory preservation"

Mr O'Hanrahan predicted in October that the proposals could precipitate industrial unrest - some four months after the recommendations were made public

He said the strike was unnecessary as there was sufficient time to press for changes to the proposals

Pension exemption but workers firm

By BILL GARDINER

AN angry meeting of about 500 striking Firestone workers today rejected a move by the management to exempt employees from proposed legislation which would prevent people withdrawing pension contributions if they resigned.

At the Port Elizabeth plant earlier this week 1500 workers downed tools in protest against the proposed law.

"They have demanded that the management pay out all accumulated pension contributions before they return to work.

They were given until 2pm today to return to work, failing which they will be presumed by the management to have resigned.

Last night the management received an assurance from the Registrar of Financial Institutions Mr J

W Louw, that the firm's pension scheme would be exempted from the proposed legislation, after a last-minute request by the managing director of Firestone, Mr Peter Morum.

Mr Louw, who is chairman of the Committee of Inquiry into Pensions, told the Evening Post today that the proposed Bill, which was still in its draft stages, would provide for the exemption of company pension schemes hit by industrial unrest.

"I have given an assurance to Firestone that the exemption will be granted," he said.

But today workers rejected the exemption move and demanded that Mr Morum address a meeting.

In a letter to all employees, distributed at a meeting of workers on a soccer field near the factory, Mr Morum told them the Fire-

stone pension scheme would be unchanged.

He gave a guarantee that the scheme would not come under the proposed Pensions Act, and said:

"As in the past you will be free to resign and get your contributions within a reasonable time, as has always been the case."

He called on workers to return in time for the second shift at 2pm today, otherwise "we will accept that you have resigned", and this would apply for the two other shifts.

At the report back meeting today, convened by the 20-man negotiating committee elected by the workers, the move to exempt them from the scheme was rejected and they demanded they be allowed to opt out of the scheme.

The meeting ended with a call for Mr Morum to address the workers.

RDM 29/1/81 (328) (243) (139) (195)

Bannings a grave setback for Mwasa

By AMEEN AKHALWAYA
Political Reporter

'HO's next? That was the question posed by the Media Workers' Association of South Africa's newsletter, Kwasa, in an article late last year outlining the Government's actions against black journalists

The answer was not long in coming. Zwelakhe Sisulu, Farimuthu Subramoney, and Iathata Tsedu. Then came the effective banning of Post and Sunday Post.

Now it is the turn of two more Post journalists and trade unionists, Phil Mtumkulu and Joe Thloloe. They too have been put out of circulation for three years on orders signed by the Minister of Justice, Mr Kobie Coetsee.

After Mr Sisulu's banning at the end of December, Mr Mtumkulu, a vice-president, succeeded him as Mwasa acting president. Mr Thloloe, Southern Transvaal secretary, took over Mr Mtumkulu's post in the national executive.

If Mr Sisulu was the inspirational leader of black journalists in recent years, Mr Mtumkulu and Mr Thloloe were among the major figures who first started organising black journalists into a unified body.

They were founder members of the Union of Black Journalists, formed in the early 1970s as part of the emergence of black consciousness. Mr Thloloe was president and Mr Mtumkulu general secretary when the UBJ was banned in 1977.

They are two contrasting characters with one thing in common — both are passionately committed to the black struggle.

Lanky, Sophiatown-born Mr

Mtumkulu, 32, attended Meadowlands Primary School. On matriculating from Morris Isaacson High in Soweto, he freelanced for the old Golden City Post, then joined the staff of The World in 1968.

When The World was banned, he joined the black ecumenical newspaper, The Voice, as news editor, before joining Post in 1979. He represented the UBJ at the Newspaper Guild conference in Hawaii in 1977, and the Writers' Association of South Africa at the conference of the International Federation of Journalists in Nice in 1979 when Mwasa was accepted on the IFJ executive.

Mr Mtumkulu, who lives in Soweto with his health attendant wife Nomsa and their 18-month-old daughter Kutloano, was convicted in 1977 under the Riotous Assemblies Act when black journalists staged a march in Johannesburg to protest against the banning of The World and other organisations.

He and another banned journalist, Ms Juby Mayet, were acquitted of illegally withdrawing funds from the UBJ account without the consent of the liquidator after the union was banned.

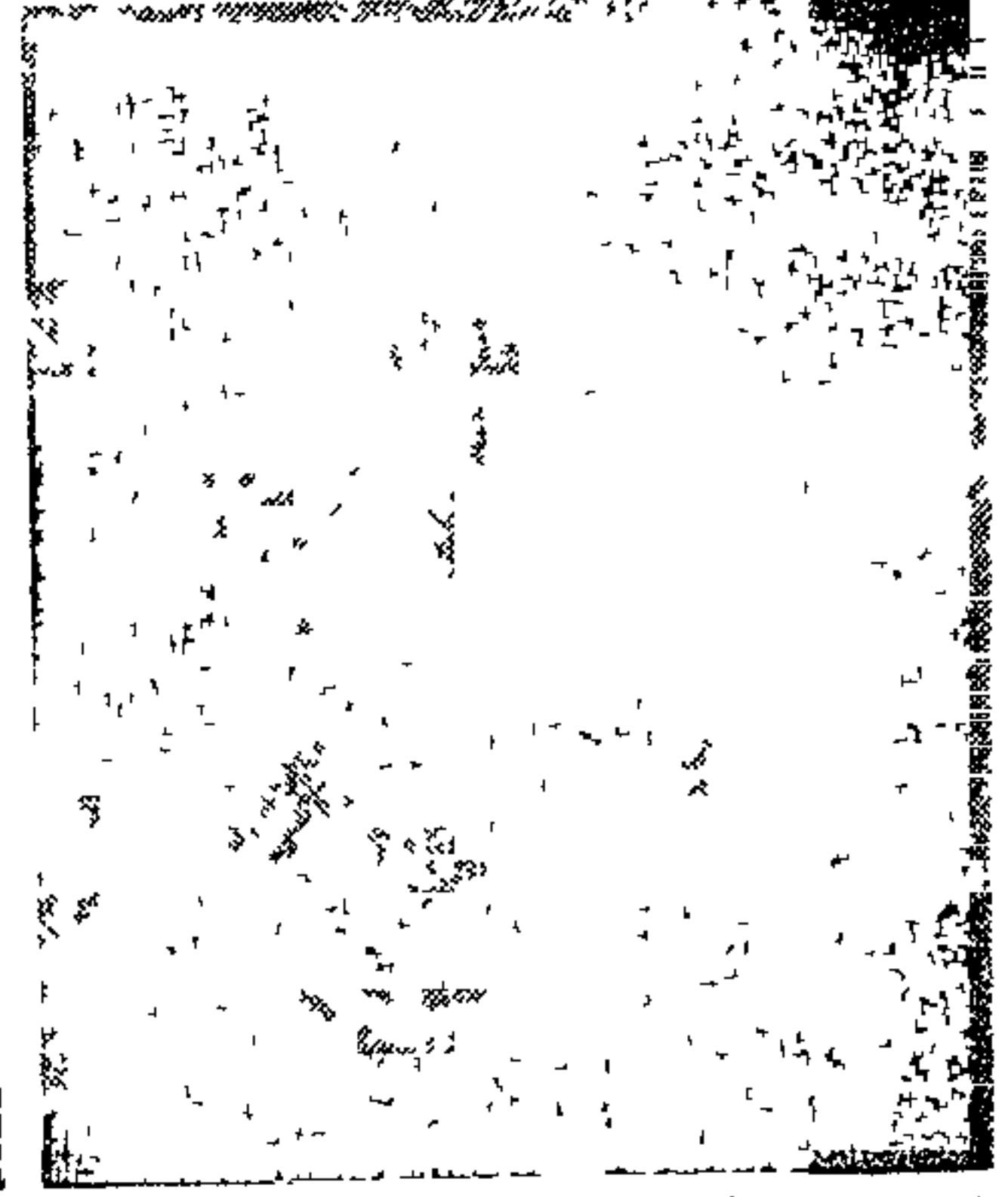
Mr Mtumkulu often played a conciliatory role in Mwasa, exerting a moderating influence in potentially inflammable situations.

Mr Thloloe, 38, is a slightly-built, shy person who came to be regarded as a respected labour writer and unionist.

He has a reputation as a fire-eating radical, although those who know him say it is undeserved. He might have earned it when, as a youth, he was jailed for nine months in 1960 for taking part in the anti-pass campaign with the then leader of the Pan-Africanist Congress, Mr Robert Sobukwe.



Mr Mtumkulu moderating influence



Mr Thloloe Mwasa's labour expert

It may also have had something to do with his position as president of the UBJ when its formation and its black exclusivist standpoint shocked many white journalists.

Orlando-born Mr Thloloe lives in Soweto with his wife Joyce and their two children, Letebele, 8, and Nokuthula. He matriculated from Orlando High in 1961 and joined the then Bantu World. He also worked for the Golden City Post, Drum and the Rand Daily Mail.

In 1976, he was detained for six months under the Internal Security Act, and then spent another 18 months in detention in 1977 under Section Six of the Terrorism Act.

Perhaps, more even than the banning of Mr Sisulu and the others, Mr Thloloe's banning represents a grave setback for Mwasa in particular and the black consciousness movement in general. He was a practical, hard-working unionist, Mwasa's labour expert, and highly influential in black consciousness circles.

Walkout hits PE firm's production

STAR
29/1/81

139 1408 1496 152 62

Labour Reporter

Production at the Firestone Tyre plant in Port Elizabeth has been seriously affected following this week's walkout of about 1 200 workers

Managing director Mr Peter Morum, said the workers had effectively "dismissed themselves" by not turning up for yesterday's two shifts and today's early morning shift

He described the reason for the walkouts as "totally illogical."

Management had met with worker representatives over the last two days and told them their major grievance — pension pay-outs — had been resolved.

Workers had expressed fears over proposed legislation which would freeze pensions until the age of 65

But Mr Morum said they had an exemption from the proposed ruling and Firestone employees had been informed of this, but they had still walked out.

S A Read

For the best final year student.
General J B M Hertzog Prize

D H Pryce Lewis

For the best student of
David Haddon Prize
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

Miss C Tredgold

For the best woman student
in third year.
Molly Gohl Memorial Prize

P A Rappoport

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
Helen Gardner Travel Prize

P F Dunkley

Sixth Year

For the best student in :-
of Architects' Prize
Cape Provincial Institute

ARCHITECTURE

FINE ART & ARCHITECTURE

We want our money now, mistrustful workers say

Evening Post

By ROBERT GREIG

"THEY want us to wait until infinity for our money," one of the Firestone strikers said

There were appreciative nods and laughter from those gathered round him on the Firestone football pitch, where strikers waited for the outcome of negotiations between the management and the workers' committee

The young man, who'd been with Firestone for four years, decided to improve on the remark

"Like waiting for God to come," he said. But the reaction was stony. Bitter humour was acceptable, impiety not.

All round the football pitch were strikers sitting against the fence. Some played football. A group of three sheltered from drizzle under one umbrella. When the sun came out, they sheltered from the sun.

But that was all that resembled a picnic. Earlier, when spokesmen had read out the management's statement, the crowd listened attentively.

The statement was handed out and read. Speakers discussed it. The feeling of the meeting was it was money now, not promises, that counted.

A flutter of papers in the air, some jeers and the odd cry of "Tell Morum to come" (referring to the Firestone managing director) was heard. The statements were tidily collected again for return to the management.

"We're not asking for money from Firestone," explained a striker patiently. "We just want our own money. This isn't political. There is no violence. We're not against the management or the Government. We just want our money."

Money — that is, the money paid in the savings scheme which, under the present situation is to be transferred to pension — is one issue.

Firestone
strike

Another entangled issue is distrust.

"How can you trust a man who tells you the price of bread is 10c one day and 15c the next?" asks one striker. "Every day, they say something different," another says.

"This new pension scheme — what happens if I leave and join a company without a pension scheme? Do I get my money? And what happens if I need my pension to start my own business. Many of us want to be self-employed, but you cannot begin without money."

Another tells me "We think this new pension law is only for blacks because, why are the white workers not angry? Why do the white workers not join us?"

Clearly, no one has troubled to explain, if the details are there to explain, the new Bill about pensions.

And to many of the black workers, a savings scheme, with readily available money, is preferable to a pension scheme in which the money is out of reach.

A coloured worker, with deep lines, explained "In three years' time, how much will my money in the pension fund buy me? Then it may cost me a rand for a loaf of bread — I need the money now, not later."

So inflation is also a factor.

Another asked "Must I work until I am 65 to get my money? Tomorrow, I may die."

A slow-speaking Xhosa man looked at me directly. "In English you say 'Why bite the hand that feeds you?' But I say, a man can't get fat on promises. We're getting promises. We need our money."

Firestone

planning

for new

workforce

By BILL GARDINER

FIRESTONE workers today refused to accept that they had resigned from the strike-hit tyre company

At a meeting today workers said they would collect their weekly pay tomorrow but would not collect their severance pay on Monday as requested by management. This would be tantamount to accepting they were no longer Firestone employees.

But, according to a company spokesman, another 500 striking workers lost their jobs today when the early morning shift failed to respond to the management's ultimatum to return to work. This brought to 1,500 the number of workers effectively dismissed.

The managing director of Firestone, Mr Peter Morum, stressed today that workers had resigned of their own accord. The company started recruiting a new work force today.

The strike was the result of opposition to the proposed Government's pension legislation which provides that employees may not withdraw their contributions until they retire.

However, Firestone received an assurance from the Registrar of Financial Institutions, Mr J. W. Louw, that their pension fund would be exempted.

The company yesterday acceded to workers' demands to allow them to opt out of the pension scheme, but stressed the earlier date pension contributions could be paid out was February 11.

The management gave workers an ultimatum that those who failed to report for work yesterday on the 2pm and 10pm shifts and today on the 6am shift

would be presumed to have resigned.

About 20 workers responded to the ultimatum and returned to work this morning.

Workers will be paid their week's wages tomorrow and can claim their severance pay on Monday. Pension contributions will be paid out on February 11 as promised.

Mr Morum said Firestone had been willing to respond to the demands for pension contributions, but a considerable amount of paper work would have to be processed before the money could be withdrawn from the pension fund.

He said the firm was not prepared to keep production idle until the workers returned on February 11. He added that it was a tragedy, as workers did not realise the effect of their decision.

"We pay the best rates in industry," Mr Morum said. "At yesterday's meeting I was talking as if I was on the other side of the table."

At a meeting yesterday workers were firm that they would stay out until they received their money. They said they had no confidence in the Government's promise that the pension scheme would be exempted from the legislation.

They added that they had no faith in the company's promise to pay out on February 11, and would therefore return to work only when they got the money.

Workers would remain outside the factory gates to prevent the management from recruiting scab labour and "sell-outs" who chose to return.

"Everyone must come here every day until February 11," one worker said.

© Background to the strike — Pages 6 and 7

Confusion over proposed law on pensions

152 796 300 140A 139

Evening Post 29.1.91

By BILL GARDINER
WHEN 1 500 Firestone employees — the entire black workforce — downed tools this week, their action highlighted growing confusion about proposed legislation to stop employees withdrawing their pension contributions when they change jobs.

And concern about the new legislation has not been eased by the continuing doubts about the new regulations and their implications

At present the legislation is only in its draft stages and, according to the chief Registrar of Financial Institutions, Mr J W Louw, will be published in the Government Gazette in about two weeks' time

The legislation, which flows from the report of the Interdepartmental Committee of Inquiry into Pensions, is in accordance with the committee's terms of reference to improve pension schemes and encourage more of them to avoid the need for a national compulsory pension scheme

The new legislation does not make it compulsory for every firm to provide a pension scheme for employees. Those having schemes, however, could apply for exemption of their funds from the new regulations if they were hit by industrial unrest.

He stressed, however, that the draft Bill would be modified to accommodate

Mr PETER MORUM

Firestone strike

"constructive criticism" and there would be time for a "full debate" on the proposals

What are the new regulations and their implications for employees?

One of the key recommendations of the committee is to devise a new system to stop employees from withdrawing their contributions in cash when they change jobs

Until now an employee, on leaving his job, could choose to withdraw from the firm's pension fund and would receive a refund of his own contributions, with a nominal amount of interest

In most cases these funds would not be re-invested in retirement benefits and would be put to some other use

By opting out of the scheme he would, however, lose the employer's contributions to the pension fund

Most hourly paid black employees have traditionally regarded the pension funds as a form of compulsory savings and appear opposed to the concept of compulsory preservation of contributions till retirement.

But the new legislation envisages that cash withdrawal benefits would not be available any more

the old withdrawal benefit

This would apply regardless of the size of the pension benefit or the length of service the member had with the particular employer.

But the dispute at Firestone this week goes deeper than workers wanting to stick with the old system for fear of the new

Workers have essentially rejected the concept of "pensions at retirement" completely. They would rather have the money today

They have demanded that management pay out all their pension benefits completely and will not return until February 11 — the earliest date management has said it can reasonably be expected to get the money out of the pension fund to be handed over to each and every employee

One worker said it was more important for him to get his pension money immediately to pay this month's rent than to worry about cash in 30 years' time

Management first introduced a pension scheme for black workers 10 years ago and paid out a considerable amount of money to get it on its feet — an outlay of more than R1.8 million in backdated pension contributions

So from 1971 all employees had their pension contributions backdated to a year after they joined the firm and the company paid in both the employer's contribution and the member's contribution until 1971.

The managing director, Mr Peter Morum, stressed that in cash terms that meant that a worker who retired two years ago would receive only about R25 a month as the pension fund began only in 1971

But as the company had back-paid the worker's and the company's contributions to a year after the worker joined Firestone, employees could gain the benefits of a full 20 years

Members would, however, or employment and would secure the right to the pension benefits paid in by employers. Firestone has made the options clear — but their fact pointed out that under the new legislation the value of an employee's pension interest could easily be as much as three or four times as great as

receive about R180 a month.
Firestone has made the options clear — but their employees have opted to have their own contributions plus interest now rather than the company's contributions and back payment benefits later.

1000 LOSE JOBS FOR NOT GOING ON SHIFTS

By BEN MACLENNAN

ABOUT 1000 striking Firestone workers were effectively fired when they failed to report for the 2pm and 10pm shifts yesterday.

It was expected that the 500 men on the third shift, starting at 6am today, would not report for work. In an ultimatum delivered before noon yesterday, the company offered to pay workers their pension money on February 11 if they reported for the 2pm shift, and said that those who did not report would be considered to have resigned.

But at a meeting which ended three hours after the deadline, workers said they would pick up their tools only when they got the money.

They said they would keep a watch on the factory until February 11 to prevent Firestone from recruiting such labour.

Firestone's managing director, Mr Peter Morum said

last night that the business had to keep going. If shifts did not pitch up for work, "we must find other people".

The three-day-old strike was sparked off by opposition to the proposed pension legislation which provides that employees may not withdraw their pension contributions until they turn 65.

The Government yesterday gave Firestone exemption from the proposed legislation, but when workers learnt of this in a circular from Mr Morum, they said they "could not trust a white man. The thing he's talking about today, he wasn't talking about yesterday. We want our money, that's all".

They said that Firestone could "turn around any time on the thing they've written on this piece of paper," and that the company had "killed us and now it wants to bury us".

They handed the circulars back to the negotiating

committee, saying they should be returned to management.

Members of the strikers' negotiating committee told workers that Mr Morum entered negotiations directly for the first time yesterday.

They said he told them of one employee who was due to retire this Sunday normally, he would be able to take R1638 of his pension in cash and still be assured of R45,90 a month for the rest of his life.

But if he resigned from the pension fund before Sunday and was paid out as the strikers demanded, he would only R700 — his contribution plus interest, and not the company's contribution.

Mr Morum told the Herald last night that the strikers would be paid out in the normal way, but that others in a similar position who would be "penalised to an uncheerful degree".

"This situation is morally wrong," he said.

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EP Herald 30.1.61

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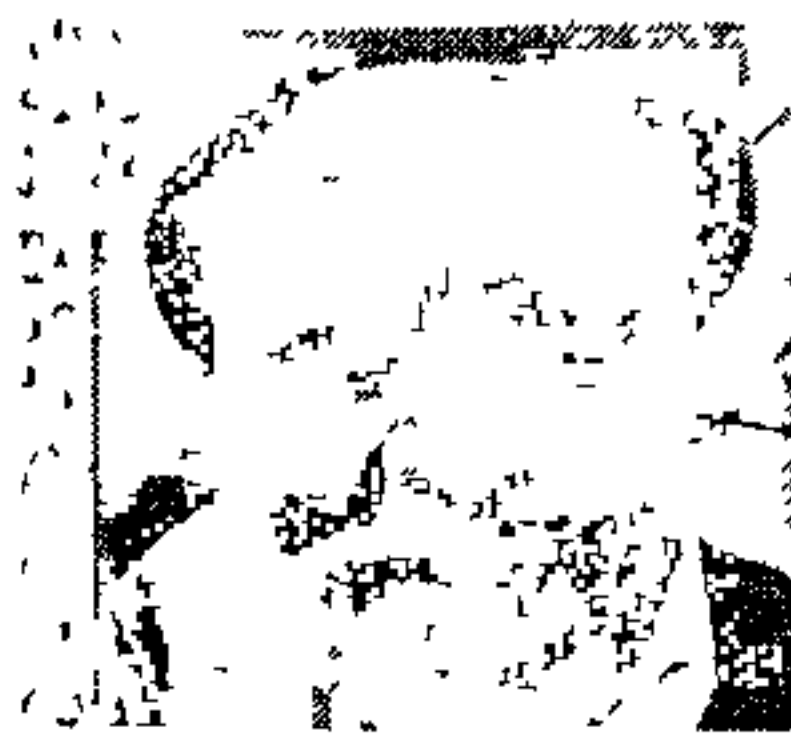
By BEN MACLENNAN

A 65-YEAR-OLD Firestone worker who was to retire on Sunday after 23 years' service, claims he did not know that he was due to leave the company. He says that he will refuse to accept his pension until his fellow-strikers' demands are met

His case was described to the strikers' spokesmen on Wednesday, by Firestone's Managing Director, Mr Peter Morum, to illustrate how much money long-standing employees stood to lose, if they were allowed to withdraw their contributions from the company's pension scheme, as demanded by the strikers

Mr Morum said that if Mr Edward Ntengu withdrew from the scheme, he would get about R700 — his contribution plus interest — but not the company's contribution

If he retired normally on Sunday, he could get a third of his pension in



Mr Edward Ntengu cash — which would amount to R1 638 — and still be paid R45,90 a month for the rest of his life

He said that despite his participation in the strike, Mr Ntengu would be paid out his normal pension.

But Mr Ntengu told the Herald yesterday that even if Mr Morum came out to him with his full pension, he would not take it

"It wouldn't be good if I got my pension while the other strikers are still

suffering," he said Mr Ntengu said the first time he heard that he was due to retire was at a strikers' meeting on Wednesday "I just worked," he said "I didn't know when I was going to retire" He said he had worked in the same job at Firestone for 23 years, and earned about R40 a week

Strikers damage buses of workers who

By BEN MACLENNAN

ANGRY Firestone strikers yesterday damaged the cars of four men who went back to work and threatened violence to others who had returned.

The Eastern Cape police liaison officer, Major Gerrie van Rooyen, said police were monitoring the situation and would step in if necessary.

The threats to returning workers came after about 1 500 strikers lost their jobs for not returning to work since Wednesday.

Firestone management had said that if

the men did not report for their shifts, it would be regarded that they had resigned.

At a mass meeting on a soccer field near the factory yesterday morning some men refused to accept this.

"If we have resigned, what are we doing here?" asked one.

Strikers said about 30 men had broken the strike and were working.

They decided to keep a watch on the factory gates to ensure that no work-seekers applied for what they regarded as their jobs.

One said that the men who had re-

surned their jobs would "have a hard time when they come out".

The tyres of four cars belonging to men who had gone back were slashed and their exteriors damaged.

Firestone's managing director, Mr Peter Morum, said that instances of intimidation had been reported at the factory's main gate, where earlier in the day, a notice was put up advertising vacancies.

Mr Morum told the strikers' negotiating committee that in filling vacancies the company would give preference to

people who had resigned from the company, but that no commitments could be made on the re-instatement of strikers.

The strikers, representing almost all of Firestone's production staff, met on Monday over the proposed Pension Act, which will make it impossible for an employee to withdraw his pension contributions until the age of 65.

They rejected a guarantee from Mr Morum that the company would be exempt from the new law and that the reason for the strike no longer existed.

See also Pages 3 and 5.

Strikers will not go back till payout

Evening Post 30/1/61

By BILL GARDINER

A MEETING of about 500 Firestone workers today decided not to return to work until February 11 — the date management has promised to pay out workers' pension contributions.

The decision came after about 1500 workers — the entire production work force — lost their jobs yesterday for failing to respond to a management ultimatum for a return to work.

The strikers downed tools on Monday over the proposed new pensions legislation which will stop employees withdrawing their contributions before they retire.

Firestone has, however, received a Government assurance that it will be exempted from the new regulations and has promised to pay out workers' contributions on February 11.

As the pensions dispute at the Port Elizabeth tyre company entered its fifth day today, a member of the strikers' negotiating

committee, Mr Lawrence Vimbi, urged workers to return to work until February 11.

He said that if management failed to honour its promise to pay out all pension contributions on that date, workers could elect to take further action against the company.

A number of workers at the meeting today supported Mr Vimbi's call for a return.

But the majority of workers elected to stay out until February 11 and return to the factory gates every morning to ensure that no workseekers applied for their jobs.

Strikers yesterday damaged the cars of four men who went back to work.

Firestone's managing director, Mr Peter Morum, confirmed today that a number of Firestone workers had returned to work today, but refused to disclose figures. He believed the information would encourage intimidation.

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THE Firestone strike need never have happened.

When, at the beginning, the company's managing director, Mr Peter Morum, blamed it on a communications problem, he was right

For if there had been better communication between workers and management, their grievances might have been dealt with before they escalated into strike action

And had there been better communication, it would almost certainly not have ended with 1500 strikers out of work and bitterly angry

The strike was sparked by dissatisfaction over proposed Government legislation that would not allow employees to withdraw pension contributions until they were 65

It began on Sunday night and climaxed on Wednesday when workers ignored a management deadline to return to work — and lost their jobs

At the start of the strike, formal communications between management and the strikers were non-existent

They had no spokesmen, and it was only on Tuesday that, at management's request, they chose a negotiating committee

But even when the committee had been chosen, the problems continued

When management officials retired to their offices after a round of talks, the negotiating committee held its report-back meetings in the open air with up to 600 workers straining against a blustery wind and the constant interruption of passing vehicles and trains to hear what was being said

On Tuesday afternoon, management suggested to the workers that they stay in the pension scheme and that Firestone apply for exemption from the proposed law — a proposal which one member of the committee said appeared to be the logical step for the strikers to take

But another committee member was under the impression that Firestone had suggested that workers simply remain in the scheme and that the company would not apply for exemption

When Mr Morum told the workers in black and white that the Government had, in fact, granted exemption, they rejected his guarantee

Firestone relies on the Government-initiated liaison committee system as a device for solving labour disputes

LACK OF COMMUNICATION WAS AT THE ROOT OF THE TROUBLE

The facts of the strike at Firestone

Special report by BEN MACLENNAN

Firestone's committee consists of eight workers and four management representatives

Mr Morum says the committee has worked "reasonably well in resolving issues on the shop floor before they escalate"

Workers, however, believe people are scared to speak out at the committee and say it is ridiculed

The committee, they claim, does not help them at all "They just help Firestone. When the company fires you, it fires you," said one worker

They say they told committee members many times last year about their dissatisfaction over the pension issue, but that nothing was done

"The committee members don't report back," one said "You have to go and ask them what happened"

Mr Morum says the eight workers are nominated and elected by their

fellows and that the "80 per cent poll in the election indicates that there is some support for the committee system"

But many workers don't believe they have free choice

"Firestone puts up a list of names (which Mr Morum says is the list of nominees) and says we must choose from them. They're all sellouts," said one worker

Another said that at election time anyone who wanted, could go to the personnel office to have his name put on the list

Voting

Asked about the 80 per cent poll, he said workers were forced to vote "When you come in for your shift there's a voting table at the gate. If you don't vote, they don't let you in to work"

Said Mr Morum "If the liaison committee is as bad as they make out, why was it that in 1978, when so many other factories were having labour problems, were we unaffected?"

A well-represented union might have provided an alternative mouthpiece for the Firestone workers

But the union with most support among Firestone's black production workers,

strikers chased away a man who they believed was a union official

Some workers said that although they were keen to join the union if it could improve things for them, they feared victimisation by the company

One worker said that when membership forms for Numarwosa were circulating in the factory, "the bosses said the forms were not allowed in there because we don't need a union"

Said Mr Morum "We don't like people wandering around with all kinds of forms in there"

One of the members of the strikers' negotiating committee, Mr Welcome Vimb, said he did not like to discredit the liaison committee system completely, because it had done a lot for the workers, even though they might not realise it

Before the committee came into operation, there was no recognised avenue of communication at all between management and the workers

He said that management had possibly never taken the committee seriously enough over the pension issue.

Ignorance

tor and Rubber Workers of South Africa (Numarwosa), has only about 250 members — far short of the more than 750 required before it will be recognised by the company.

Workers' attitudes to Numarwosa vary

Said one "We don't want anything to do with any union We've been paying dues (to Numarwosa) since 1973 and it has done nothing for us Now it wants to come in on the strike They had better stay away"

When Numarwosa supplied buses to take workers to a mass meeting at the end of the first day of the strike, workers ignored them

On the second day Numarwosa's general secretary, Mr Freddie Sauls, received an anonymous death threat telling him to "stop interfering with Firestone" And later angry

"Firestone should sound out workers and see if there is any means of either improving the liaison committee system or setting up a better means of communicating with workers," he said.

Mr Vimbi also said that workers' ignorance of the issues at stake had aggravated the situation during the strike, and he suggested that some sort of educational programme — perhaps in the form of illustrated booklets "rather than the rulebooks with their subsections 12(b) as amended" — would have helped a great deal.

Said Mr Morum "We did everthing possible to clarify the pension scheme by talking to workers repeatedly, getting experts in to explain it to them. What else could we do? Ultimately, this issue was over a grievance not of our making"

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30/1/81



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FM 30/1/81

HERE COMES MACWUSA

After experiencing a volatile year of labour relations, Port Elizabeth motor companies face an added force this year a new union seeking widespread community support, the Motor Assemblies and Components Workers Union of SA (Macwusa), will officially be launched in New Brighton township this weekend.

Macwusa, which initially began organising in the Ford Cortina plant last year where it now claims 97% membership, also claims substantial representation at General Motors and component factory Feltex.

The union has emerged as the first opposition to two well established unions in the area — the United Automobile Workers Union (UAW) and the National Union of Motor Assembly Workers (Numarwosa), both affiliated to the Federation of SA Trade Unions (Fosatu). The two unions merged at the beginning of the year.

In the past, Macwusa spokesmen have criticised the Fosatu unions for playing a limited union role by failing to serve their members' needs outside factory premises. Dumile Makanda, Macwusa organiser says "We are a union, but are also very involved in community issues. We would not like to divorce the two roles."

The first hints of a new labour movement which would have close affiliations with community issues and organisations surfaced after the Ford strike in December 1979. Thozamile Botha, prominent in the Port Elizabeth Black Community Organisation (Pebco), became a union leader almost overnight. He was subsequently banned and fled the country. Macwusa clearly wishes to align itself with a growing tendency among certain unions to be

charismatic, militant and to have mass appeal.

The union's guest list for the opening congress reflects this. Thozamile Gqweta, SA Allied Workers Union (Saawu) national organiser, and Joseph Mayi, organiser of the Black Municipality Workers Union, have been invited to the launch.

Macwusa adheres to at least one principle which is the cornerstone of both Saawu and the Black Municipality Workers Union — refusal to register. Says Makanda "We think, under the present system, we will stay unregistered."

A number of unions throughout the country have stoically refused to register. They are the Western Province General Workers Union, the African Food and Canning Workers Union, Saawu, and the Black Municipality Workers Union.

Macwusa has also adopted a similar approach to these unions — an emphasis on factory floor representation and a high degree of worker involvement in union activities. Makanda says "We want to form one united front — on the shopfloor."

The union says it will apply for recognition from companies in which it feels it has satisfactory representation. In the case of Ford and GM, the union may face difficulties as UAW and Numarwosa are well entrenched in the area.

Managements, too, will have difficulty in dealing with the new union as UAW and Numarwosa are registered and have representation on the Industrial Council. Whether they will be prepared to recognise Macwusa remains to be seen. Meanwhile the unions will be fighting for worker support.

FINE ART & ARCHITECTURE

Cape Provincial Institute
of Architects' Prize
 For the best student in :-

Sixth Year

P F Duncley

Helen Gardner Travel Prize

For a student who has
 satisfactorily completed
 1st, 2nd and 3rd major courses.

P A Rappoport

Molly (oni) Memorial Prize

For the best woman student
 in third year.

Miss C Tredgold

David Haddon Prize

For the best student of
 Architecture (or Quantity
 Surveying) in the subject
 of Professional Practice.

D H Pryce Lewis

General J R M Hertzog Prize

For the best final year student.

S A Read

Osborn Prize

For the best work in fourth
 year.

D H Pryce Lewis

John Perry Prize

For the best work in
 third year.

R A van Rosenfeld.

ARCHITECTURE

C. Herald 21/1/81
 Congress
 go-ahead
 despite
 bannings

THE SOUTHERN Transvaal regional congress of the Media Workers Association of South Africa (Mwasa) will take place as scheduled despite the banning on Wednesday of two key officials.

We will not be intimidated by the Government, a Mwasa spokesman said.

Shortly after midnight on Wednesday, the acting president of the organisation Mr Phil Mtinkulu, and the Transvaal regional secretary, and national executive member Mr Joe Thlolo were banned for three years.

In terms of the banning order Mr Mtinkulu and Mr Thlolo may not pursue their careers as journalists. They are house-arrested in the evenings, on weekends and on public holidays. They may not enter any factories, schools or trade union premises. They may also not be quoted and may not attend any gatherings.

This is the third time within a month that the Government has acted against leaders of the

organisation. The first time was in the month of June when Mr Zwelakhe Sisulu, together with Natal vice-president Mr Mamuthu Subramoney

18 Post journalists (2.4) are retrenched (139) (152) (147) STAR 7/2/18!

A total of 18 editorial employees of the now-defunct Post and Sunday Post newspapers have been retrenched.

Mr John Gittins, manager of the Sowetan, said the retrenchments were made necessary because of the closure of Post, and the way the Sowetan, Post's replacement, would be run.

Retrenchments started last Monday and 18 editorial staff members were affected, he said.

The retrenched members included reporters, subeditors, and photographers. Mr Gittins said no members of the editorial

staff were transferred to other Argus newspapers.

A report read at the annual congress of the Media Workers' Association of South Africa (Mwasa) said the Government was trying to cripple the union by banning its elected leadership.

However, the union would continue to show the Government that it "might ban the people, ban organisations, but they could not ban their ideas".

Five members of Mwasa, the black journalists' union, have been banned.

Page 4

CHEMICAL

- Corporation Medals
For the best student in each of the 2nd, 3rd and final years.
- Second Year (Bronze Medal)
Miss G C Littlewort
- Third Year (Silver Medal)
Miss N C Davidson
- Fourth Year (Gold Medal)
P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland
- Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.
L Menegaldo
- Professor George Menzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.
J H Rens

(132) (140A) (137) (146) (300) Ev Post 2.281

Strike at Firestone called off

By BILL GARDINER

THE eight-day strike at Firestone, Port Elizabeth, ended at the weekend as strikers decided to return to work — amid fears that they would not get their jobs back

Firestone's managing director, Mr Peter Morum, said today the company had signed up about 400 workers but the company was not obliged to re-employ former employees

About 1 500 workers downed tools last week over the proposed amend-

ment to the Pension Act which will stop employees withdrawing their pension contributions before they retire

Firestone, however, received Government assurance that the pension fund would be exempt from the new regulations and promised to pay out pension contributions on February 11

Workers lost their jobs on Thursday when they rejected a management ultimatum for a return to work because they were

not convinced management would honour its promise

Mr Morum said late on Friday afternoon workers had been returning "in their hundreds" and it was reported that coloured workers were the first to opt for a return to work

Today, however, he said only 400 had been signed up by the company to date because of the paper work involved

He stressed that Firestone had made no obligation to re-employ workers 'There is no re-employ-

ment They elected to resign and the company has chosen to employ anybody"

He could not stipulate how long the employment process would take to complete, but predicted it would be over "in the near future" and the factory would be back to full production "during the course of the week"

About 400 people gathered outside the factory gates today waiting to be signed up again

STAR 2/2/81
Tutu warns
Mwasa on
more action

Political Staff

Members of the Media Workers' Association of South Africa (Mwasa) were warned at their first annual congress at the weekend that the Government would move against them unless they applied self-censorship.

The warning was given by the general secretary of the South African Council of Churches, Bishop Desmond Tutu, when he addressed the congress on Saturday morning.

He said "You journalists have only two options. You can write what pleases the Government or write the truth about the plight of blacks as you see it."

"The second option will definitely put you in trouble because the Government will take exception and will act against you as they have acted against your colleagues."

"There will be more detentions, bannings and trials," he said.

Bishop Tutu said Mwasa members had, in the past, represented the truth with regard to black issues.

Black workers must unite Macwusa told

NEW BRITTON — More than ten black union leaders from all over South Africa took a resolution that 1981 be declared a year of worker action here yesterday and that all workers organise themselves to form a united front to 'break the shackles that bind black workers.'

This agreement was taken by more than 5 000 workers at a Motor Assemblers Component Workers Union of South Africa (Macwusa) congress held at the Great Centenary Hall here.

Trade unions from all over South Africa were

represented.

The chief guest speaker from Madantsane, Mr Thozamile Gqweta, said:

'We are not prepared to sit back but our actions will tell. The battle is still on until we achieve what we want.'

He said Macwusa would not register officially until the Department of Manpower answered the call of the organisation.

One of the problems of the organisation was particularly those workers who had been under the homeland area, a system that deprived the right of blacks in East London.

He said there were

many trade unions who belonged to the whites who had already shown that they were only there to protect their own rights and not those of the black workers.

Mr Gqweta said political power in South Africa remained safely with the whites and they would defend their rights at all costs.

In conclusion he said it was through black unity that they could survive.

The congress was covered by the international television companies of UPI and Visnews — DDR.

CHEMICAL

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering

J H Rens

Professor George Henzies Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

B F McClelland

J H Rens

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss C C Littlewort

Second Year (Bronze Medal)

of the 2nd, 3rd and final years.

For the best student in each

Corporation Medals

the coloured labour preference policy which limits the number of Africans in the Western Cape to 10% of the population. Now employers are allegedly invoking the housing restrictions of the policy to terminate contracts — particularly where workers are being unionised.

Late last year contracts of some 100 workers, many of whom who had been employed for well over 10 years by Irvin & Johnson, were not renewed. They have all been replaced by coloured workers. The workers claim the retrenchments resulted from their involvement with the unregistered African Food and Canning Workers Union and the subsequent presentation of a set of grievances and demands for better working conditions.

Management has countered union allegations of victimisation by saying that permission to employ blacks in the Western Cape is only granted by special government exemption — depending among other things, on the availability of housing.

Says Hen Ehlers, I&J group personnel manager: "We have to prove we cannot find coloured people to do the job, and since the 'single quarters in Langa are being converted to married accommoda-

FM 6/2/31
MIGRANTS
Contracted out
139

More than ever, migrant workers in the Western Cape are getting a raw deal. Already, African workers are subject to

tion there is no other accommodation available."

However, the union contends that a memo was circulated at I & J last year stating that "it was now the policy of the trawling division to employ coloured labour as opposed to Bantu labour." The memo went on to say that if departments wanted to employ African workers, they would have to get the permission of the personnel manager.

Allegations of victimisation are difficult to prove as there is no obligation on behalf of employers to renew contracts. But other unions in the Western Cape endorse the claims.

Unionists point to the meat workers' strike last year when migrant workers were dismissed after they had gone on strike. This left them with the mandatory 72 hours to leave the Cape and return to their "homelands." "Management clearly used the precarious position of migrants to get rid of what they called 'trouble-makers.' They continue to resort to this measure by terminating contracts where they previously renewed them," claims one unionist.

The I & J workers also point to the fact that management introduced a representa-

tive of the Trawler and Line Fisherman's Union to them once they had expressed interest in joining the African Food and Allied Workers Union. The Trawler and Line Fisherman's Union is affiliated to the Trade Union Council of South Africa (Tucsa).

Says one unionist: "By its actions, management was clearly trying to oust a representative union and replace it with one that was more acceptable to it."

But management contends that it will talk to any "representative" union, despite the fact that it continually refused to meet with the African Food and Canning Workers Union throughout the year.

Aid migrants' plight union asks homelands

JOHANNESBURG — The Municipal Workers' Union has sent a memorandum to all homeland leaders detailing the "plight of so-called migrant workers" in South Africa.

The union's president, Mr Joe Mavi, said here yesterday the memorandum was sent to Transkei, Ciskei, KwaZulu, Qwaqwa, Bophuthatswana, Gazankulu, Lebowa and Kangwane, through their urban representative offices on the Reef last month.

Items on the memorandum include

That the contract of the migrant worker must be transferable from one employer to another if the contract is still valid at the time of his dismissal or resignation,

That their representatives' offices in South Africa be empowered to review workers' contracts without them having to return to their homelands,

That migrant workers be allowed to renew their contracts with existing

employers themselves, and

An assurance be given that all contract workers be paid on a par with other workers.

Mr Mavi said the fact that migrant workers had to return to their homeland to renew their contracts incurred unnecessary expenses and they were often "subjected to harassments and lack of protection" from officials.

"Most of the migrant workers are often told by labour bureaux officials that they are not citizens of South Africa — although most of them were born here," said Mr Mavi.

"Another factor is that there is a tendency by officials to refuse registering such workers whenever they find employment on their own

"This often resulted in criminal offences such as robberies, because workers and people, who are hungry, will find all possible ways of feeding themselves and their families"

Professor George Mantzios Prize

B F McClelland
J H Rens
D P Weeks
T J Cumming
P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

FACULTY OF ENGINEERING

CHEMICAL

134
 Illegal meeting:
 3 charged

EAST LONDON — Two women and a man are to appear in court here today for allegedly holding an illegal meeting, the head of the security police here, Col A P van der Merwe, said yesterday

The three were arrested at a milk processing factory here on Wednesday afternoon.

All three are organisers of an unregistered trade union — DDR

CHEMICAL

A E & C I Prize
 For the first year student
 obtaining the highest average
 mark.

L Menegaldo
 Drawing.
 best classwork in Engineering
 Awarded to the student with the
Sammy Sacks Memorial Prize

J H Rens
 Civil Engineering.
 student in Land Surveying or
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 Awarded on results of final
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Corporation Medals
 For the best student in each
 of the 2nd, 3rd and final years.

FACULTY OF ENGINEERING

(139)

8/2/81

UNION CLINCHES A WAGE DEAL

BY JACK BRICKHILL

MORE than 10,000 sugar mill workers will get a pay rise of at least 14 percent in April.

The new industrial agreement announced by the chairman of the Industrial Council for the Sugar Manufacturing and Refining Industry, Mr W. R. M. Kullm, signals a period of stability in Natal's most vital industry

It is understood that the negotiations, which extended over two months, were conducted in an amicable fashion and most of the parties were pleased with the outcome

The main features of the new agreement are a 17 percent increase in minimum wages and at least 14 percent on actual basic pay. The agreement will run for two years

The agreement includes a new promotion route for experienced workers which in effect will result in more cash in their pockets

Most of the workers were represented by the National Union of Sugar Manufacturing and Refining employees which is one of the first black registered unions to enter into an industrial agreement.

STAR 6/2/81

Pay talks key test for labour councils

By Drew Forrest
 The official labour bargaining system — and its ability to meet the needs of black workers — goes on trial today in a crucial meeting of the engineering industrial council.
 Twelve registered trade union leaders, including representatives of newly registered black unions, will ask for an immediate increase of 20c in the minimum wages of half-a-million engineering workers.
 At stake, says the general secretary of the SA Electrical Workers' Association, Mr Ben Nicholson, is the credibility of

the industrial council system to black workers and their representative bodies — which are entering the system for the first time

Galloping inflation has eroded real wages, he said, and unless industrial councils can respond swiftly to changed conditions black workers will continue to use the strike weapon as a first resort in pressing demands.

If granted, the 20c increase will be offset against the unions' total wage demand for this year, to be negotiated shortly.

Other novel features of this year's wage agreement, which the unions hope to negotiate are

in January and June next year to counter inflation

● An 18-month rather than 12-month agreement, to give stability to the industry.

● A commitment on the part of employers to renegotiate the agreement if conditions change unexpectedly.

As South Africa's largest employer in secondary industry, the engineering industry was a trend-setter, Mr Nicholson said. A more flexible agreement along the lines proposed by the unions was likely to set a pattern for others.

● Automatic increases in the highest average student year prize

A E & C I Prize

CHEMICAL

L Menegaldo
 Drawing.
 best classwork in Engineering
 Awarded to the student with the
Sammy Sacks Memorial Prize

J H Rens
 Civil Engineering.
 student in Land Surveying or
 examinations to the best male
 Awarded on results of final
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Fourth Year (Gold Medal)

Miss N C Davidson
Third Year (Silver Medal)

Miss G C Littlewort
Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.
Corporation Medals

FACULTY OF ENGINEERING

Strike ends — but 11 get the boot

Eleven of the estimated 900 workers who returned to work yesterday after a strike at the SA Television Manufacturing Company in East London have been sacked

Most of those dismissed are shop stewards of the unregistered South African Allied Workers Union, a union spokesman said yesterday

He said management at Federale Electronics, of which the SATV Manufacturing Company is a subsidiary, seemed intent on rooting out all vestiges of the union at the plant

About 900 workers were paid off and told to return to work yesterday, after a one day stoppage last Friday. They stopped work in protest against the Government's proposed Pensions Bill which will freeze workers' pensions until their retirement

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or

- Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.
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Miss G C Littlewort
- Third Year (Silver Medal)
Miss N C Davidson
- Fourth Year (Gold Medal)
P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

Prize
not with the
engineering

student
average

150

139

288

152

10/2/81
S. J. ...

CHEMICAL

11 fired as ¹⁰⁰ strike ends

EAST LONDON — Eleven workers — one of them a man — were yesterday fired at Federale Electronics' SATV factory after all but one of the 1 400 workers who downed tools on Friday returned to work

The managing director of the company, Mr Mike Bosworth, confirmed the workers had been dismissed and said they had either chosen to be paid off or had been found to have been behind the disturbance and confusion which had led to the downing of tools last Friday

But nine of the workers interviewed yesterday said they had been told on Friday that if they wanted to keep their jobs they should return to work on Monday and obey the company's rules

"We did just that but we were handpicked from the various groups and given no reasons for our dismissal"

One woman, Miss Nomqondiso Sikweyiya, said she had been off sick on Thursday and last Friday

"I knew nothing about the strike but I was concerned about the pension question which led to it," she said

When they were told by Mr Bosworth either to go in and work or stay out and be paid off in order to get their pensions, Miss Sikweyiya stayed out

"I thought I would get a chance to put my case to management but no one seemed interested in that. All that was done was to send me to the canteen with all the others and no one bothered to find out why I had not gone in"

Others told similar stories but some said they were taken from their places of work after the morning teabreak and told to go to the canteen where they were told their services had been terminated

"We asked the works' committee to go and plead our cases but they came back to tell us management would not budge"

They claimed, it appeared there a clear

Mr Bosworth said production had been suspended in one of the two factories on Friday following a misunderstanding and confusion over proposed pension

fund-legislation

"We have applied for and have been given an exemption on this intended legislation," he said

"We have always said our policy is not to act or discuss any workers' grievances under duress

"We issued a statement on Friday, spoke to the workers explaining our position and the confusion and we told them that if they wanted to work they should return to work on Monday or leave if they did not want to continue working for us"

Mr Bosworth said his company would have benefited by up to R500 000 if it paid off the pension money due to its employees but it did not want to do this because it believed it had a duty to its employees

"I believe that any employee being paid off pension money must resign to get it.

"We have now identified people who were holding meetings. We have a total understanding with the works' committee and at no stage have we had any misunderstanding with the committee"

The eleven workers fired are Miss Sikweyiya, Mrs Phumlos Lutuli, Miss Ndaka, Miss Zanele Kwakweni, Mrs Ntutu Sohaba, Miss Thembisa Nomela, Miss Patricia Mhaga, Miss Cynthia Nginase, Miss Maureen Jubati, Mrs Patience Nodasa and Mr Thami Mzimyati. — DDR

Journalist
body plans
to broaden
its base

Labour Reporter

The Media Workers' Association of South Africa meets in Soweto this weekend to decide how to change from a craft to an industrial union.

Mwasa members said that its national executive committee is largely composed of journalists but that it wished to give the association a broader base to include members from all sides of the newspaper industry including drivers, messengers and printing staff.

Mwasa came into being in October last year in Cape Town after members agreed to change their association's name and guidelines from Wasa (Writers' Association of South Africa)

Before Wasa was founded the Union of Black Journalists represented journalists before its banning in October, 1977

UNABLE

The meeting also has to deal with a leadership problem. Three Mwasa executive members, including its president, have recently been banned

They are Mr Zwelake Sisulu, Mr Phil Mtshkulu and Mr Joe Thlolo

The general congress of the Southern Transvaal branch of Mwasa is meeting again because the earlier congress held two weeks ago in Dube was unable to complete all its reports

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

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Drawing.

L Menegaldo

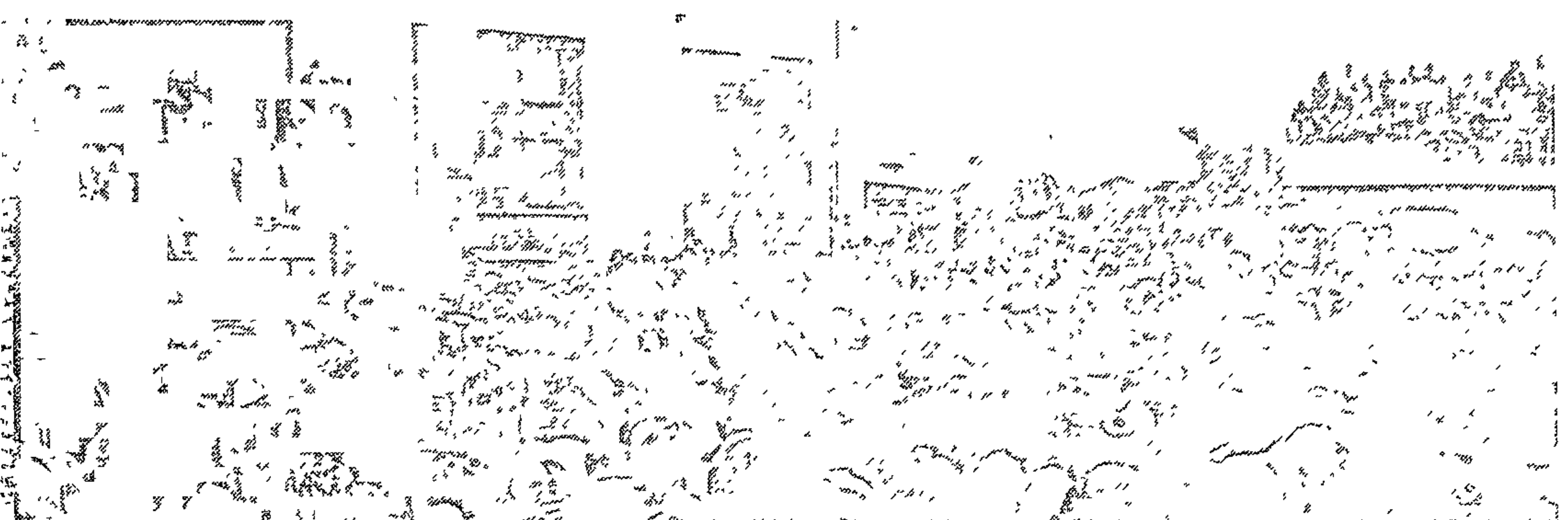
A E & C I Prize

For the first year student

obtaining the highest average

mark.

G L Cragg



139

13/2/81

Stranded strikers struggle for their rights

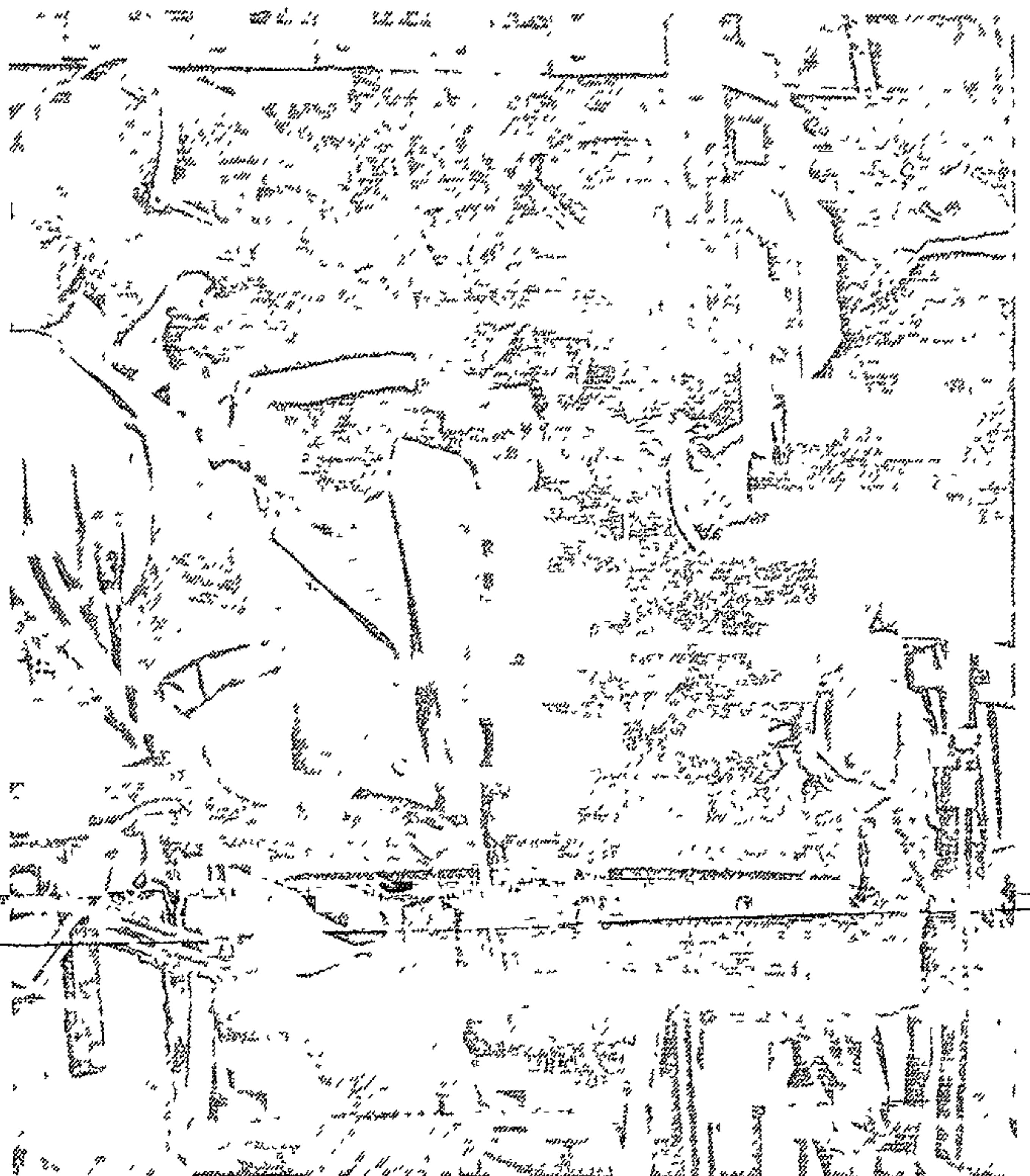
RDM

13/2/81

266

139

206



Flashback to the municipal workers' strike. Many of the workers are now battling for their rights to stay and work in the city.

Former Johannesburg municipal workers involved in last year's strike, who are now stranded and penniless, may be the first people to challenge the authorities' refusal to grant them rights to live and work 'legally' in the city. ALISON GILLWALD reports.

DOZENS of former Johannesburg municipal workers — forcibly bused to their homelands after their strike last July — have come back to the city after receiving a call to return, but are now stranded in Johannesburg as "illegals".

Attempts to secure a court decision on their plight are being thwarted by sudden about-turns by the authorities.

Men from the Umzimkulu district in Transkei have told civil rights groups that they returned to Johannesburg at their own expense after receiving a city council message from the local magistrates, through their chiefs, calling for their return.

But when they arrived, about three weeks ago, they were refused re-instatement.

Now the workers are stranded and may well be the first people to contest the authorities' refusal to grant them the Section 10 (1) b rights they need in order to work legally in the city.

At present, blacks with legal backing are being granted Section 10 rights by the authorities because of the threat of court action.

Several concerned organisations, believing that the Act is ambiguous, have been trying to secure a Supreme Court ruling on the issue. But each time, as court actions are about to be instituted, the Chief Commissioner for Co-operation and Development grants the individual his Section 10 rights which allows blacks permanent residence in urban areas, jobs and eventually housing.

The Black Sash Advice Office in Johannesburg has been inundated with appeals by former council workers to get Section 10 (1) b rights, enabling them to find other jobs in Johannesburg.

Without Section 10 rights they face arrest at any time and may be fined R100, or be jailed for three months, or both.

Section 10 (1) b of the Urban Areas Consolidation Act states that no black person shall remain for more than 72 hours in a prescribed area unless he has worked continuously with one employer for not less than 10 years, or for several employers for not less than 15 years, and has not been sentenced to a fine exceeding R500 or to imprisonment for a period exceeding six months.

But former council workers who have been employed on the one-year contract system since it was introduced in 1968 — even though they had taken out a contract for more than 10 consecutive years — are, being denied Section 10 rights on the grounds that they have not worked continuously on the same contract for the period.

Mr Charles Nupen of the Legal Resources Centre, said that presently most people who had worked for more than 10 years on yearly contracts were not qualifying for Section 10 endorsements, but those who had been employed more than 10 years, before the yearly contract system was introduced, were qualifying. Obviously this is a matter that will need to be clarified

through court proceedings."

Some of the facts regarding the former municipal workers that have come to the Black Sash's attention are:

• Graded workers who returned to collect pensions were told they must go back to their "homeland" and only return to Johannesburg through the call-in-card system.

• Employees who have appealed to the chief commissioner for Section 10 (1) b rights have been refused endorsement because of breaks in their 10-year employment period — caused by their return to their families for more than one month a year.

• Some of the workers had managed to avoid the one-year contract system, as they began employment before it was proclaimed in 1968.

• Some had avoided the break in their employment being noted by paying for their hostel beds during the month they returned home.

• Other workers who had Section 10 (1) (b) rights as early as 1974 and 1975 were illegally endorsed out of Johannesburg after the strike, without the option of finding alternative employment.

• Section 10 rights of former council workers who were illegally endorsed out after the strike in July were being cancelled, apparently without reason, and

• Ungraded workers, who operated on the one-year contract system, never progressed above the minimum wage — R33 a week before deductions.

Mrs Sheena Duncan, director of the Sash's advice office, said "The contract system was designed to prevent people obtaining Section 10 rights by forcing them to return yearly with a new contract."

Explaining how the one-year contract system, proclaimed in 1968, operated, Mrs Duncan said the only way in which men who lived in the "homelands" could obtain legal employment was to wait at the labour bureau in their home district until a requisition came through from a labour bureau in a "white" area.

When the worker arrived in town he was registered for one year only. At the end of the year his employer was compelled to discharge him and send him back to his home area. If he returned to his job a new contract would be drawn up in the "homeland".

"In this way the worker never qualifies for Section 10 rights — which require continuous employment — and is therefore never qualified for any other benefits flowing from Section 10 rights, such as owning a house."

"All that the strike and its developments have demonstrated is that the migrant labour system, and the pass law, have made it almost impossible for workers to organise successfully and to press their demands," said Mrs Duncan.

Once striking workers had been dismissed, endorsed out and returned under police escort to the "homelands", unions, unable to maintain contact with their members, lost their effectiveness, she said.

come up here, at their own expense, to find jobs, and in this way they would not violate influx control regulations."

But, as Mrs Duncan pointed out, the men have few employment opportunities in the "homelands". Despite having operated through the labour bureaux for years, they would grasp at any opportunity of employment.

Mrs Janet Levine, councillor for Oaklands, said "I am aware of a growing tide of resentment and urge the management committee to take a reasonable approach and talk, even unofficially, to the bona fide elected leaders of the black workers in the council."

She said as far as she could establish about 650 of the 1 500 who were dismissed had been re-instated.

The numbers of those who applied for re-instatement are not available but dozens of workers who returned have been refused their former jobs.

"Obviously the more skilled workers, who are difficult to replace, have been re-employed," Mrs Levine said.

"It is obvious that there is confusion on the part of officials on the re-instatement issue and anger on the part of the black workers — both those who are in the council's service and those who are seeking re-instatement."

"The management committee has done nothing to redress the grievances which were the source of the strike in July, and this is both ominous and cynical."

Attorneys for the Black Municipal Workers' Union — which called the strike — say the city council has not assisted former and present workers in obtaining Section 10 rights

The acting-chief of the Municipal Staff Board would not comment on the matter, and referred the Rand Daily Mail to the chairman of the city council's management committee, Mr Francois Oberholzer

Mr Oberholzer, too, would not comment on the allegation

He said, however "As I read it, these people should be recruited in the homelands and they have no reason to

She added that the council had not applied for Section 10 rights for several of the workers who qualified for these rights while in its employment, which meant the workers were forced to use the call-in-card system, subjecting them to influx control regulations

"They have to attest a new contract every year, and in this way remain permanently on the bottom rung of the scale, with no pensions or other increments," Mrs Levine said

Mrs Duncan said a major problem facing the former council workers now was finding accommodation. They had expected to be re-employed and housed in compounds — but were instead stranded and penniless

They are living "illegally" in compounds or in the townships

"What we need now is a Supreme Court declaration of rights," Mrs Duncan said "But ever time a test case is formulated, the commissioner gives in, which mean the person concerned is granted Section 10 rights, but thousands of other cases do still not have a precedent

"It is vital to get as many people Section 10 rights before the 'new deal Bills' are passed, because with their introduction Section 10 vanishes and so a stop is put to any further urbanisation," she said

"The management committee has done nothing to redress the grievances which were the source of the strike in July, and this is both ominous and cynical"

139

13/2/81

Mvubelo's plea for wisdom

RDM 13/2/81

(139)

~~(138)~~

SOUTH Africa needed the wisdom of the biblical King Solomon if it were to gain harmonious industrial relations for all, Mrs Lucy Mvubelo, secretary-general of the National Union of Clothing Workers, said in Johannesburg yesterday.

Addressing a function of the South African-German Chamber of Trade and Industry, she said demands made by white and coloured workers could always be met, as they were a

combined minority group

"In these changed times, the problem of black labour relations naturally assumes importance," she said

"We now have the right of compulsory negotiation before resorting to the ultimate of going out on strike"

"With these rights given to black workers, it means 100% of the labour force can go out on strike legally. Gone are the days when white and coloured demands were met at the cost of the black workers

"The amended Industrial Conciliation Act will demand a far greater understanding of industrial relations from employers than they have ever required in the past," Mrs Mvubelo said

She said the Act would have to consider the abnormal requirements of how to close the wage gap in the abnormal situation in which the growing industrial and economic developments in South Africa was creating a demand for skilled workers far in excess of the availability of such workers

Blacks would have to fill the gap in the skilled-worker field, Mrs Mvubelo said. — Sapa

Own Correspondent

JOHANNESBURG — Black workers at an Irvin and Johnson plant in Benrose have been awarded pay increases and other benefits after trade union pressure on the firm to implement legally-stipulated working conditions for the industry

A spokesman for the African Food and Canning Workers Union said yesterday that the firm had failed to implement certain conditions laid down in a Conciliation Board agreement for the food and canning industry which came into force on November 11 last year

The company has consequently increased wages for unskilled workers from R28 45 a week to R32 for women and R35 for men. Workers also received back pay for the period in which they were underpaid with men receiving up to R80 and women about R40 each

Other improvements include longer tea breaks, longer annual leave, increases in nightshift meal allowances and higher overtime rates

A company spokesman yesterday confirmed that the company had failed to implement some of the conditions laid

Benrose
139 workers
CT 14/2/81
granted
increase

down in the agreement. But he said the firm had been unaware that the conditions were covered by the agreement as Irvin and Johnson was not a member of the employer body which had negotiated it and had not been involved in the negotiations

Only the lowest grade of unskilled workers had been underpaid and workers in other grades were all paid "much more" than the wages laid down in the agreement

According to the spokesman 85 workers were underpaid last year, but few or none of the workers had been underpaid since the company implemented its own wage increases on January 1 this year

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CIVIL

- Malan Chemical Engineering Medals
- For the best student in each of the following years:-
- Second Year (Bronze Medal) A H Dabrowski
 - Third Year (Silver Medal) C L E Swartz
 - Fourth Year (Gold Medal) L Flach
 - Malan Prize for the most Improved First Year Chemical Engineering Student K W Strickland
 - S A Institution of Chemical Engineer's Silver Medal
 - For the best performance in project, design and practical courses over the 4-year curriculum. P M Salmon

CHEMICAL (Continued)

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or
Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the
best classwork in Engineering
Drawing.

L Menegaldo

A E & C I Prize

For the first year student
obtaining the highest average
mark.

G L Cragg

Caretaker
leaders for
Mwasa

Faced by a leadership crisis, the Media Workers' Association of South Africa (Mwasa) has decided to use Southern Transvaal branch executive members as "caretaker" leaders.

After the banning of Mr Z Sisulu, Mwasa's national president, and Mr P Mtumkulu, its acting president, the organisation elected Mr Goba Ndhlovu and Mr Q Patel to the national leadership without spelling out their roles.

Mr Ndhlovu is a trained trade unionist and was earlier regarded by Mwasa members as a moderate.

His inclusion in the national executive is seen as an attempt to ward off the Government's attempts to crush the Mwasa leadership.

TRAVELLED

Mr Ndhlovu, information officer of the SACC, is widely travelled.

His last trip was to the United States, where he studied trade unionism.

Other officials of the Southern Transvaal region elected yesterday are Mr M Phalatse, treasurer, and Mr J Masokwemeng.

Mwasa is to hold a national convention at the Wilgespruit Fellowship Centre on the May 31 long weekend.

although their cash wages may amount to as little as R5,00 per week. He sees about 1 000 to 1 200 patients as district surgeon per month, which includes visits to the prison at Kirkwood (about 600 prisoners and 100 warders and their families) and 700 employees of the railways all of whom the district surgeons are obliged to see free.

The Sunland doctor also runs a surgery on three mornings a week at the Citrus packing co-operative at Addo where he may be seen on the same terms by the employees, and where patients from the Addo clinic can easily be referred up to 9 - 9.30 a.m.

The fees charged to private patients vary from upwards of the R4,40 for a consultation listed in the Government Gazette for whites; for blacks they tend to be standardized for each doctor and to be inclusive of medicine, R2,50 - R3,00 being the usual range. This may apply to each individual consultation, but on subsequent visits for the same ailment patients may be charged less or nothing.

The cost of the district surgeon facility to the local authority, in addition to the D.S. salary, is the cost of medicines dispensed by this facility, in the case of the Kirkwood district surgeon about ^{R11,250} ~~R45,000~~ per annum for black patients and R2 000 to R3 000 per month for European district surgeon patients (the latter obtain medicines on account from the chemist), for the Sunland doctor, although he sees a roughly similar number of patients, the allowance for medicine for black indigent patients was R500 per month. ~~The number of doctors in Kirkwood magisterial district was declined from 7 in 1972.~~

3.1.2. The Valley Clinics

There are three permanent clinics in Kirkwood, and one each in Sunland and Addo. Two of those in Kirkwood - one in the town for 'coloured' patients and one in the African location of Bortrug - are run by the municipality for residents of the municipal area. Bortrug clinic is run

by two African nurses and supervised by the sister who runs the clinic for 'coloured' patients in town. The latter clinic stands next to the larger Divisional Council clinic which serves people from the rural areas. There would seem to be some duplication of services as they both perform the same functions, although the provisions of medicines, etc. differs. The other two clinics are run by the Divisional Council, Sunland with four nurses and Addo with three.

Background of the Valley Clinics

A small clinic, (The Loyola clinic) was set up after 1946, and run twice weekly by Catholic sisters next to the school in Addo. The first clinic in Sunland was set

8 The Star T

COUR

3 charged over illegal striking

17/2/81
3/1/81
2/5/81
13/9

Three executive members of the Black Municipality Workers Union appeared briefly in the Johannesburg Regional Court yesterday, charged with inciting an illegal strike.

On trial with Mr Joseph Mavi, the 42-year-old president of BMWU, are the secretary of the union, Mr Phillip Dlamini (29), and Mr Gadsby Mazwi, an executive member.

The trial was postponed until tomorrow.

The prosecutor, Mr H J Coetzer, asked for an adjournment to obtain particulars requested by the defence.

Appearing for Mr Mavi and Mr Mazwi was Mr E Wentzer SC, instructed by Mrs Prncilla Jana. Mr Ratha Mokgoathleng appeared for Mr Dlamini.

Mr J J Luther was on the bench,

likely to be terminal could be identified. Demand for X-rays far outstripped the need, and to ensure compliance many patients were visited daily by the clinic nurse to have their treatment. The Divisional Council at first ran 'epara' TB clinics and paid part of the nurses' salary. By now an African sister had been added to the team, which made twice weekly visits to run the Addo clinic as well as making daily stops at other villages.

(9)

Cash earned from home industries and farming (per month)
(Table Twelve)

Amount	Percentage of Total	Percentage malnutrition	Percentage non-maln.
All	70%	57%	43%
R1-R10	8%	50%	50%
R11-R20	18%	22%	78%
R21-R30	2%	100%	
Amount unknown	2%		

(10)

No. of horses and donkeys (Table Nineteen)

All	82%	51%	49%
1-2	14%	57%	43%
3-4	4%	50%	50%
4+			

No. of sheep (Table Twenty)

All	68%	75%	25%
1-10	16%	75%	25%
11-20	8%	75%	25%
21-30	8%	25%	75%

Cash sent by other relatives monthly (Table Thirteen)

All	48%
R1-R10	70%
R11-R20	70%
R21-R30	48%

Mr Davies told them the strike was illegal and gave the workers 15 minutes to think about returning to work. Those who wanted to do so would be protected by police, Mr Davies said (Proceeding)

CONCESSIONS
The workers had demanded a R30 per week wage. After it became apparent that the works committees were not conveying the management offers to employees, a statement listing concessions was read out to employees on February 13.

"We had another meeting on January 26 when wage requests were made. Management made a counter offer and two days later, I received a letter from the works committee saying they were not prepared to negotiate further and demanding a yes or no answer by the following week"

At an emergency meeting with the chairman and secretary of the five elected Greyhound works committees, Mr Davies warned of the "danger and possible consequences" of a strike and stressed that management was prepared to negotiate at all times.

Giving evidence at the trial of 12 workers who have pleaded not guilty to charges of illegal striking, Mr Davies said he first heard rumours of planned strike action on January 15 this year.

The general manager of Greyhound Bushnes, Mr Peter Davies, today told the Krugersdorp regional court how a breakdown in wage negotiations led to a strike by 188 company employees on Monday.

'Negotiation failure led to strike'

By Gus Silber
West Rand Bureau

R11-R20	8%	75%
R21-R30	16%	37%
R31-R40	4%	50%

Total Cash income monthly (Table Fifteen)

All	4%	50%
R1-R10	10%	80%
R11-R20	8%	100%
R21-R30	14%	57%
R31-R40	20%	40%
R41-R50	10%	40%
R50+	34%	41%

Total per capita monthly income: (Table Sixteen)

All	8%	75%
R1-R10	30%	66%
R11-R20	46%	43%
R21-R30	14%	28%
R31-R40	2%	100%

No. of chickens (Table Twenty Three)

All	18%	44%	56%
1-15	38%	63%	37%
16-30	30%	47%	53%
31-45	12%	60%	50%
45+	2%	100%	110%

ownership of other than a few chickens, a few head of cattle and maybe a pig there was little evidence that active farming was contributing much to the economic life of the households investigated. The figures for ownership reveal a greater incidence of malnutrition in those households that owned little or nothing in the way of livestock.

98%

*

Unions to appeal on racial registration

(131) (140)

JOHANNESBURG — The government's new labour dispensation faced a serious crisis yesterday after unions affiliated to the Federation of SA Trade Unions (Fosatu) were granted government registration but on a racial basis.

Mr Alec Erwin, Fosatu's general secretary, warned the body would reconsider accepting registration if appeals to change the registrations failed.

All Fosatu unions have non-racial constitutions but the registration certificate, for three unions received thus far have given them registration for some race groups only.

One Fosatu union is registered for only coloured workers in Port Elizabeth and black workers in Durban. Others can bargain officially for black workers only.

Certificates for two other Fosatu unions are expected soon.

Mr Erwin said the certificates were unacceptable and that Fosatu would appeal against them to the Minister of Manpower Utilisation and, if unsuccessful, to the Supreme Court.

Dr P J van der Merwe, deputy director general of Manpower Utilisation, said the department recognised the right of unions to order their affairs as they wished.

Its only task was to ensure registration applications complied with legal prescriptions which could allow differences of opinion on purely technical points of law, and he urged dissatisfied unions to continue discussion with the department.

Fosatu and the Council of Unions of SA are the

only members of the independent black union movement who have agreed to seek government registration.

A Fosatu decision to reject registration would mean the vast bulk of the independent black union movement would remain outside the official bargaining system which would severely weaken the system's representativeness and credibility.

The row over Fosatu's applications may also deal a serious blow to the new labour system among overseas unionists with whom several Fosatu unions have close links.

Fosatu's racial registration follows a decision by the Minister of Manpower Utilisation, Mr Fanie Botha, to allow Fosatu unions to apply for registration on a non-racial basis.

The industrial registrar

appears to have upheld objections that Fosatu had no right to represent workers of a particular race group and registered Fosatu unions only for those races for whom they have substantial membership.

The only Fosatu union with full non-racial registration is an already registered coloured union open to other races.

Registered unionists and official sources agree that Fosatu unions are predominantly black, have no white members and few members of other races, so should not be entitled to bargain on behalf of non-black workers.

Mr Erwin said however that the situation is extremely fluid and that predominantly black unions were rapidly recruiting members of other races, including white workers. —DDC

For the best written report submitted in C E 214, design

CITY COUNCIL GIVE LIVES? PROTECTION?

Three months of the ... Mr. Joseph ... Mr. Pettit ... Mr. West ...

Mr. I. V. ...
 The ...
 Mr. Pettit ...
 Under cross-examination by ...
 Mr. Pettit ...
 Mr. West ...

For the best student in each of the following years:-
Medals
Malan Chemical Engineering

Complaints were known 3 weeks before strike

266 153 134 STMR 11/2/61

By Maud Motanvane

At least three weeks before the strike by the Black Municipality Workers' Union, an official of the city council's Transport Department was aware that there were complaints over wages, a Johannesburg Regional Court magistrate heard yesterday.

Mr Les Petty, general manager, said this when testifying in the trial of three executive members of the union, who are charged under the Black Labour Relations Regulation Act.

Appearing before Mr J J Luther are Mr Joseph Mavi (42), president of the union, Mr Phillip Dlamini (29), the secretary, and Mr Gatshy Mazwi (29), an executive member.

The State alleges that between July 25 and July 28 last year the three had instigated a strike, took part in a strike, and incited other workers to go on strike.

The State also alleges that the accused failed to continue or resume work, did not comply with terms and regulations of work, and obstructed the progress of

work and were in breach of contract.

They have pleaded not guilty to all charges.

Mr Petty told the court that on the Friday before the Monday strike he had been informed there would be problems in his department.

He had told the police.

Cross-examined by Mr F Wentzel, SC, defence counsel for Mr Mavi and Mr Mazwi, Mr Petty admitted he had not tried to contact the workers committee to discuss the probable strike.

"It was impossible to get hold of them over the

weekend," he told the court.

On the day of the strike, Mr Petty said, he had arrived at the city council's garage with members of the Security Police and found Mr Mavi addressing the workers. It was at about 4.50 am and the men who should have started work at 4.30 am, had not done so.

Questioned about the work stoppage, Mr Petty said Mr Mavi had told him and the policemen that it was a result of the council not recognising the Black Municipality Workers' Union.

Mr Petty said he then addressed the workers and told them that striking was illegal.

Cross-examined by Mr Wentzel, Mr Petty admitted he had had a negative attitude to Mr Mavi's union.

The Union of Johannesburg Municipality Workers, formed last year with council approval was favoured above that of Mr Mavi, Mr Petty said.

Mr J J Luther is on the bench. Mr H J Coetzee, appeared for the State. Appearing for Mr Mavi and Mr Mazwi is Mr E Wentzel, SC, instructed by Mrs Priscilla Jana. Mr Ratha Mokoathleng represented Mr Dlamini.

The hearing is continuing.

Possibly, most interestingly of all, are the really only comprehensive detailed statistics given by Czechoslovakia (10).

Cz, Kr, (D)	Clinics	Hospitals	Wages
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The allocation of resources to food production and housing may have a far more reaching indirect effect than any specific action against the disease.

"The problem of allocation is basically an economic problem but, even when the solution is known theoretically, excessive and varied interest may prevent a certain solution (?).

Allocation of funds: 20% for public health. Of this hospitals 5 million (E DA = 2.000 USA) Clinics 400 thousand DA = 5.6% Hospitals 50 million DA = 1.467 Clinics 1/2 " " 0.6%

Most interestingly the breakdown shows. Salaries 55%, equipment 9%, maintenance 13.5% and drugs 14%.

Both hospitals and clinics spend more than 50% of their funds on salaries.

An appended, clinic figure of 5 1/2 million DA still only uplifts it to a mere 8.4%.

"Cost-accounting is only considered operation is at a reasonably high level, say, 'At 80% treatment success rates can easily. When this is considered, the more exact to be used." (10).

FACULTY OF ENGINEERING

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For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize

Awarded on results of final

examinations to the best male

student in Land Surveying or

Civil Engineering.

J H Rens

3 statements on strike — witness

By MONTSHIWA MOKROKE

A STATE witness at the trial of three officials of the Black Municipality Workers Union (BMWU) said in the Johannesburg Regional Court yesterday he had made three separate statements concerning the municipal workers' strike last year because police alleged he was not telling the truth.

Appearing before Mr J J Luther are Mr Joseph Mavi, 42, president of the union, Mr Philip Dlamini, 29, secretary and Mr Gatsby Mawu, 20, assistant secretary.

They are facing charges under the Black Labour Relations Regulation Act.

All have pleaded not guilty.

The witness, Mr Hope Mmabolo, said he had been detained at John Vorster Square by Security Police as a result of the strike.

He said "I only signed the last statement, in which I said Mr Dlamini had said at a meeting on Friday July 25 that there would be a strike by municipal workers on Monday July 29. I had not included that part in the two previous statements.

"I was told by police I would be detained indefinitely if I did not tell the truth. It was only when I included Mr Dlamini in my third statement that the police were pleased. They released me eight days later without charging me."

Both the State and the defence closed their cases yesterday.

Six witnesses were called to testify for the State. The defence closed its case without calling a single witness.

Mr H J Coetzee is appearing for the State. Mr E Wentzel SC is instructed by Mrs P Jans and associates is representing Mr Mavi and Mr Mawu. Mr P Mokgethiang is representing Mr Dlamini.

CHEMICAL

**No passport
for unionist**

A trade-unionist who claims to "encourage investment and peaceful change in South Africa" has been denied a passport by the Department of Internal Affairs.

As a result, Mrs Evelyn Seloro, secretary of the Textile Workers Union (Tvu) will be unable to attend the International Trade Union Conference in Gaborone this month.

Attempts to obtain an explanation from the department had failed, Mrs Seloro said.

This is the second time Mrs Seloro has been denied permission to travel abroad.

JOHANNESBURG — The State had failed to prove that three black municipal workers had gone on an unlawful strike, defence counsel argued in the Johannesburg Regional Court yesterday

Mr E Wentzel said the State had only proved a work stoppage, which the workers were entitled to

Appearing before Mr J J Luter are Mr Joseph Mavi, 42, president, Mr Phillip Dlamini, 29, secretary, and Mr Gatsby Mazi, 29, an executive member of the Black Municipality Workers' Union

They are charged with instigating an illegal strike, taking part in a strike and inciting other workers to go on strike

Mr Wentzel said the city council had not kept their side of the bargain by not paying promised wage increases to the drivers

In evidence given earlier, a council official admitted that he was aware of pay complaints three weeks before the strike

The court heard that the drivers had been promised pay

CT 21/2/81
Unlawful strike not proved defence

increases three weeks prior to the strike and these had not been paid to them

The council had not kept their side of the bargain and the employees were entitled to a work stoppage, Mr Wentzel said

In his argument the prosecutor, Mr H J Coetser, said the dispute between the council and the union involved matters not within the powers of the council

"The labour dispute is where the problem involves the employer," Mr Coetser said

In earlier evidence, it was alleged that the black municipal workers had gone on strike because the council had failed to recognise their union

KDM 25/2/81

A black union in tobacco council

Labour Reporter

THE Tucs-a-affiliated African Tobacco Workers' Union has been admitted to the tobacco industry's industrial council.

This makes the industry the third which is known to have admitted a black union to its industrial council, a key element in the official bargaining system.

The others are steel and engineering, and transport. The steel and engineering industrial council has now granted membership to three black unions.

Only registered unions may join industrial councils. Membership entitles them to bargain legally-binding agreements with employers on wages and working conditions.

The tobacco union's admission to the industrial council was announced yesterday by Miss Christine du Preez, general secretary of the National Union of Cigarette and Tobacco Workers, the registered union which established the ATWU.

Miss du Preez also announced that her union had negotiated a new wage agreement for cigarette and tobacco workers on the Witwatersrand which brought the minimum wage for labourers to R56,55 a week.

Employers had also agreed to bring the wage agreement forward by three months to April 1, Miss Du Preez added

EL domestics' no to union

Do 26/2/81

(139)

EAST LONDON — Domestic workers in the Eastern Cape are against forming themselves into an organisation because of massive unemployment.

The Secretary of the Border branch of the South African Institute of Race Relations Mrs Valerie Viljoen, says there are no plans to start a domestic workers association here.

Today the South African Domestic Workers Association (Sadwa) is being launched under the aegis of the SAIRR in Johannesburg.

Mrs Viljoen said domestic workers in Port Elizabeth had been interviewed on the formation of such a body but had been against the idea.

"The domestic workers were very anti the idea apparently because of the massive unemployment problem in the region," she said.

"The situation here is the same and there are no plans to launch Sadwa although of course it might happen one day."

"There is a very real fear among domestic workers here that they will lose their jobs and will

not be able to find another job."

"Many domestic workers have to support a family on the wages they earn but people expect their maids to work long hours for very little money."

Mrs Viljoen said the average wage for domestic workers here was R40 a month.

"I have heard of cases where an employer has asked if the domestic worker would like to work a three day week for R40 a month but the worker preferred to work a full week."

"This is fine. The decision must be the domestic workers' and not the employers'."

"Some employers don't even give their domestic workers weekends off."

She said that the local SAIRR branch would continue its Domestic Workers and Employers Project (Dwep) — the project which has given rise to Sadwa in Johannesburg.

At present there are five Dwep centres in East London.

The aim of Dwep is to improve workers' skills and make workers more self-reliant. — DNR

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GENERAL NEWS

Car workers flock to new union

Labour Reporter

The small offices on Port Elizabeth's Main Street overlook the municipal courts and the police station

"At least if we ever get arrested we can ask for an immediate hearing at the courts," jokes one of the men staring out the window

There is no telephone yet on the secretary's desk, but only a small card with the title, Motor Assembly and Components Workers of South Africa (Macwusa)

START

The offices are only a start for the recently formed union and its leaders forecast a growing membership and eventual national representation

Macwusa had its origins during the Ford strike in Port Elizabeth in 1979

It rose to counter the leadership of the United Automobile, Rubber and Allied Workers (UAW) which has since linked up with two sister unions to form a national body (Numarosa)

The chairman of Macwusa, Mr Dumile Makanda, said their union was formed because they felt the UAW was not representative of all the workers.

ACCUSED

There is no love lost between the unions with Macwusa taking away members at the major car assembly plants in Port Elizabeth.

And Macwusa has even accused Numarosa, of largely being a coloured union body.

Macwusa's membership is on a non-racial basis, according to Mr Makanda,

and they have coloured members

Their membership is largely at Ford with 1300 members, General Motors with 500 and Feltex with 300

PLANS

It has yet to break into Volkswagen in nearby Uitenhage, because opposition union leaders are also community leaders there

Mr Makanda said Macwusa had plans to branch out to other areas such as Cape Town and already had links with the South African Allied Workers

Union which is largely based in East London and Durban

Managements at Ford and General Motors do talk to Macwusa representatives, although they officially recognise the UAW union and Numarosa

Macwusa, however, would have to have at least 50 percent representation at a plant to achieve official recognition

At present, Macwusa has no intention of registering as a union as long as issues such as the Group Areas Act and being enforced by the Government

"We still plan to ask for formal recognition but at this stage there is no benefit in registration," Mr Makanda said.

The union's basic demands are for equal pay for equal work and a call for fair labour practices between employer and employee

Macwusa has also found recent members among the strikers from the Firestone plant where workers walked out last month over the issue of pension pay-outs

Mr Makanda said the pension issue was a sensitive one because workers feared the proposed draft

laws would freeze pensions until the age of 65

He said workers looked upon pensions as necessary funds to tide them over during periods of unemployment

OUSTING

"There is generally a lack of trust on this matter because employers did not consult the workers about pension schemes," he said

Macwusa was busy moving into the smaller automotive component businesses and ousting FOSATU member unions from the work place

Their union members were concerned last week about the circulation of a pamphlet calling on "black workers to cast off the shackles of oppression" and join Macwusa

Workers should leave the "puppet unions controlled by whites and coloureds," the pamphlet read

Mr Makanda said the pamphlet was put out by "enemies" and designed to destroy Macwusa's non-racial image

CHAMPION PLUGS
For most cars

1207

GUARANTEED FOR ONE YEAR

ENGINE overhauls:
REDORE P3
LMP cylinder

The argument of Private Hainthig, Gouws De Beer and Koekemoer that they had no option but to obey their officer was to be rejected. The evidence was that discipline was lax because Lt Botha had only 40 days of his na-

ed that the men be found guilty on the charges

The incidents occurred on November 6, near Bloemhof

their fight for liberation and freedom, should be incapable of appreciating just how blacks felt — that people with such a

Domestics body is launched

Sadwa (139) By Z B MOLEFE
HUNDREDS of cheering black domestics workers saw the launching of the South African Domestic Workers' Association (Sadwa) in Johannesburg yesterday.

Sadwa is a joint project by the South African Institute of Race Relations and the Domestic Workers and Employees Project (Dwep).

The Institute's spacious Rheinallt Jones Memorial Hall could not hold all those who jam-packed it. Others had to follow the proceedings on close-circuit television in the foyer. Mrs Nomathemba Tutu from Dwep was given a standing ovation after she read Sadwa's constitution before it was unanimously adopted.

"We are not prepared to break laws, though many of our people are in prison for not breaking laws," said Mrs Tutu, "but we are forming this organisation so that we can talk to our employers."

Mrs Tutu and Mrs Pusetso Mablane, a community worker who has also been connected to Dwep since its inception in 1972, received a round of applause for "their pioneering work on behalf of domestics."

Some of the aims and objects of Sadwa are: to protect the domestic worker against exploitation, hardship and abuse occasioned by employers, officials and the State, to become the mouthpiece of domestics, negotiate with employers and employers' associations on behalf of the domestics and to form an office for the reception of complaints.



Mrs Nomathemba Tutu (right) with some domestic workers who packed the South African Institute of Race Relations when the South African Domestic Workers Association was launched in Johannesburg yesterday.

THE AIM, SCOPE AND METHOD OF THE PAPER

1.

Much has been written about the ethical drug manufacturing industry. However, most of the work does not relate to South Africa and very little of it has been undertaken by economists. In addition, many of the writings concentrate on one or other specific problem within the industry.

A gap therefore exists and needs to be filled by an economic study of the ethical drug manufacturing industry in South Africa. It is the aim of this paper to fill the gap by providing a broad overview of both the production and marketing behaviour of the industry.

The paper has been prepared by undertaking a detailed investigation of the literature on the topic, by studying various government commissions and by interviewing and talking with people involved in the industry and academics and others concerned with it.

The number of people who gave me valuable information and help is large and many thanks are due to them. Acknowledgment is also due to The South African Labour and Development Research Unit for financial support while the bulk of this study was done.

This relatively brief paper is based on a study submitted as an Economics Honours I

SECTION 1: INTRODUCTION

The paper is an attempt to delve into the manufacturing sector of the ethical drug industry and to become topical since the advent of the "pharmaceutical revolution".

(1.1) The Industry and its Products:

The definition of the manufacturing sector adopted includes all firms involved in drug formulation, drug design or drug compounding and confectioning. (2) Both the production and the marketing activities of this sector of the industry will be analyzed, but the pharmaceutical trade (wholesalers and retailers) will not be discussed in depth.

2.

The products of the Pharmaceutical Industry comprise medicines, cosmetics and incidentals. Medicines, the subject of the paper, consist of scheduled drugs (also known as ethicals or prescription drugs) and unscheduled drugs (also known as over-the-counter lines).

New body formed to protect workers from 'exploitation'

By Themba Khumalo
Domestic workers yesterday formed a representative body that will protect them against what they call the exploitation and abuse by employers, officials and the State.
The body, known as the South African Domestic Workers' Association (Sadwa), was formed by more than 100 domestic workers who attended the meeting at the Institute of Race Relations in Braamfontein, Johannesburg.
Mrs Leah Tutu, executive member of the Domestic Workers and Employers' Project (Dowep), said it was a great day to witness a women's group united to fight for a united force.
It is important for various people fighting for a common goal to stand together, she said.
She called on domestic

workers to be united even during hard times like the imprisonment of our leagues.
We must prepare ourselves for police harassment and imprisonment. We must remain unyielding during the 'hard incidents', she said.
Dowep is an organisation whose primary aim was to improve relations between the domestic workers and their employers.
Sadwa will not confront employers, but will negotiate with them on your behalf. Justice for all domestic workers shall be the organisation's main aim," Mrs Tutu said.
She listed the aims and objectives of Sadwa:
To protect the domestic workers against exploitation, harassment and abuse by employers and the State.
To form an office for the reception of complaints.
To negotiate with employers and their unions on behalf of the workers.
To take such other action on the behalf of domestic workers as may be necessary from time to time.
Membership is open to all domestic workers including men who are rendering

has caused several issues of concern to emerge. These issues, each a facet of an interdependent system, will be analysed by the paper and include:

1. Profits and prices in the industry.
2. Promotion and advertising.
3. Generic and Brand Name usage.
4. Patenting of Ethical Drugs.
5. Research and Development.
6. Registration and Control of new Drugs.

... /

OSCAR MPETHA

11/3/81

139

A SOUTH AFRICAN LEADER ON TRIAL

On 3 March, Oscar Mpetha and 17 younger people go on trial in the Cape Town Supreme Court

Even in a country like South Africa, where political trials are a part of every day life, it is unusual that a man aged 71 faces a prolonged prison sentence. But Oscar Mpetha is unusual. He is one of the few true leaders of South Africa who has managed to spend almost his entire life representing the demands and desires of both his community and the broader South African population.

Oscar Mpetha has not escaped persecution for his belief that the present social system in South Africa is fundamentally undemocratic. He has a history of banning orders and detentions. However, at the age of 71 he is faced with a trial which could put him in prison for most of the final years of his life.

To examine Oscar Mpetha's life is to examine the history of a people's fight for democracy. It is within his unflinching commitment that one sees the hope for a democratic future in South Africa.

A LIFE OF PROTEST

Oscar Mpetha was born in 1909 at Mount Fletcher in the Transkei. At an early age he came to Cape Town to find work. He worked as a waiter and later became a dockworker, a hospital orderly, a roadworker and eventually a factory worker.

It was while working as a fish-worker in Laaplek, that he became involved in establishing the Food & Canning Workers Union. During the 1940's and 1950's the Union was part of the Trades and Labour Council. It was within this white dominated trade union coordinating body that progressive leaders like Oscar Mpetha fought for non-racial worker solidarity.

The Nationalist Government of 1948 introduced laws which drove a sharp wedge between black and white workers (who were already divided). It was in this context that right-wing trade unionists took full control of the Trades and Labour Council. They eventually dissolved the council and formed the South African Trade Union Council, which specifically excluded African trade unions.

19 Trades and Labour Council unions opposed this new body with its Colour Bar Constitution. 14 of these, including the Food & Canning Workers Union, with leaders like Mpetha, released a statement in which they claimed that the interests of Coloured, European, Indian and African workers were the same.

"...we the undersigned delegates are determined to carry on a struggle against the policy of racial discrimination and work to the achievement of a single trade union organization embracing all sections of the working class."

It was at this stage in 1954, that Oscar Mpetha received his first banning order.

In 1955 the Food & Canning Workers Union joined with other trade unions to form the South African Congress of Trade Unions (SACTU). SACTU was the first truly non-racial coordinating body for trade unions. It strongly recognized the necessity for its activities to be connected to broader political activities and therefore joined the Congress of Democrats, African National Congress, South African Indian Congress and Coloured People's Organization in forming the Congress Alliance. In this context, SACTU organized the famous 6-a-day Campaign which ran from 1957 - 1962 and anti-pass year in 1959 which culminated in the activities of Sharpeville and Langa in 1960 in which approximately 70 people were killed.

Oscar Mpetha remained active throughout this period. In 1958 he became the President of the Cape Town Branch of the African National Congress. He was however severely limited by a second banning order in 1959 and his detention during the "State of Emergency" which followed the events at Sharpeville and Langa in 1960.

The years 1960 - 1964 were difficult ones for the trade union movement. Hundreds of trade union and political leaders were banned and detained, forcing SACTU to become an underground organization. Individual SACTU unions, like that of the Food and Canning workers, survived and continued to function as legal organizations.

The years 1976 and 1977 once again saw Apartheid in crisis with thousands of students and workers participating in riots and stay - aways. During this period, Oscar Mpetha was a founding member and chairperson of the Nyanga Residents Association. In this capacity he gave evidence to the Cillie Commission of Inquiry in 1977, in which he claimed that police had shot at Nyanga residents and actually attacked them inside their homes.

In 1978 Mpetha rejoined the Food and Canning workers union as an organizer. He contributed to the victory of the union in the Fattis and Monis strike of 1979 in which people throughout the country boycotted Fattis and Monis products.

Oscar Mpetha has 4 children and 4 grandchildren

ARRESTED

Oscar Mpetha's arrest in 1980 must be seen against the background of the boycott of City Tramways busses by people in the Western Cape

On 11 August a group of people in Nyanga stoned and set fire to various vehicles and injured 2 white people who later died. On the day following the events, a Cape Times article quoted Oscar Mpetha as saying

"We are told the police are here to protect the people from intimidators, but it is the police who are the intimidators. When we saw the riot police arrive this morning we knew there would be some sort of unrest. It was the action of the police which caused the riot situation. Why are they protecting city tramways? It seems as if they want the people to use their money against their will."

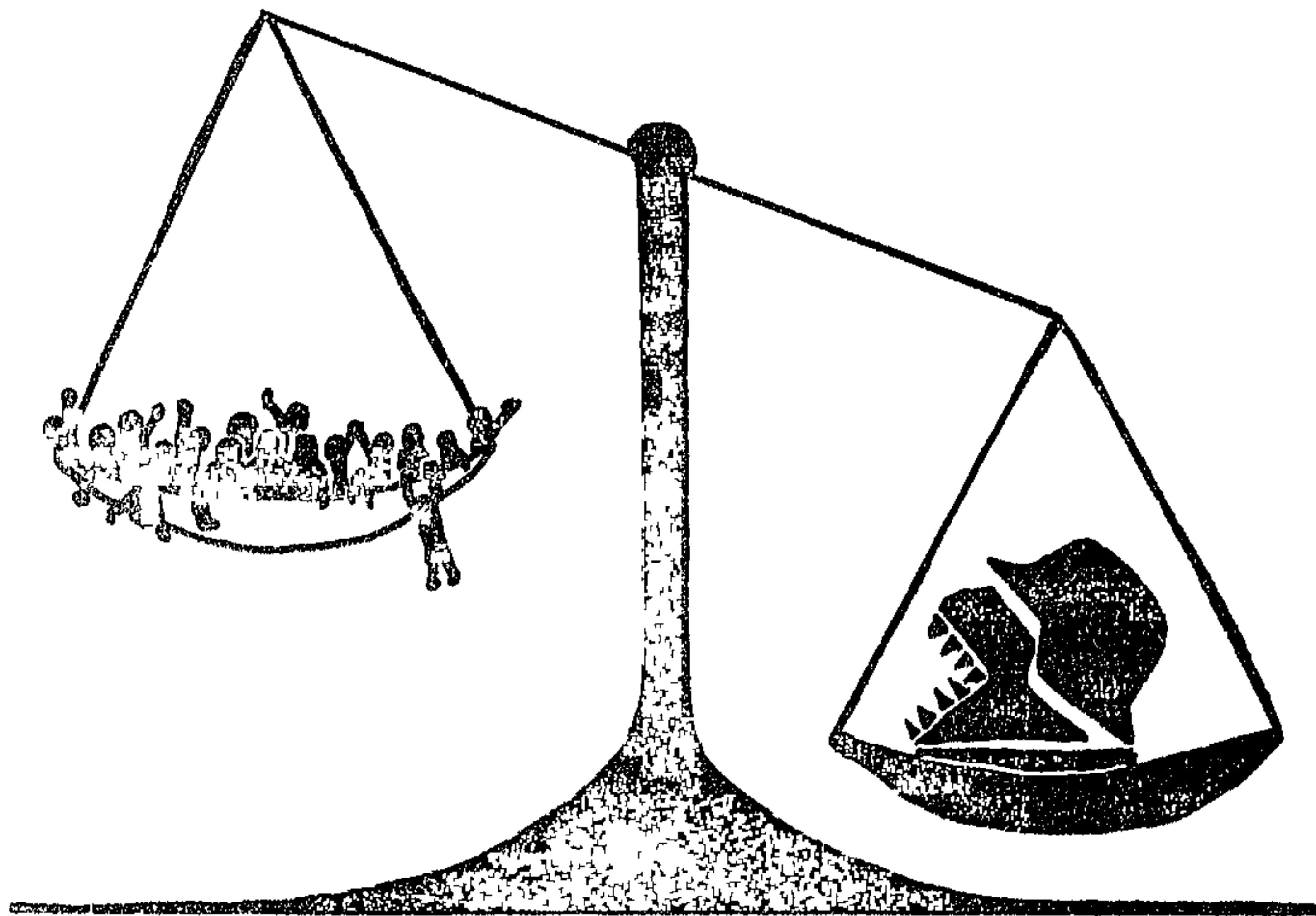
On 13 August Oscar Mpetha and Leon Mgahakaji, Secretary of the Nyanga Residents Association, were detained. The Cape Times reported that Civic Associations and Trade Unions had condemned the arrests, saying:

"He is a person the authorities should be negotiating with, not arresting."

The Food and Canning Workers Union later passed a motion of full confidence in Mpetha.

Oscar Mpetha and 17 others have been charged with terrorism and 2 counts of murder. They are charged with inciting people to

- damage motor vehicles
- assaulting and injuring 2 people, who later died
- marching in singing groups armed with sticks, stones and other weapons
- ordering the closure of Black schools



Oscar Mpetha's life has been one of unbending commitment to both non-racialism and democracy. His tireless effort both in community and trade union work has established him as a true leader of this country.

In the light of a history of constant persecution, Oscar Mpetha's life serves as an inspiration to all democrats. People who see this country's laws propping up a fundamentally anti-democratic system, should unite in support of leaders like Oscar Mpetha.

DD 3/3/81 (139)

Union helps settle dispute

EAST LONDON — The firing of a worker for allegedly forging a work-time card resulted in 350 workers going out on strike and a top level meeting on Friday between Langeberg Co-op management and the African Food and Canning Workers Union (Afcwu)

The General Secretary of Afcwu, Mr Jan Theron, flew in from Cape Town to meet the fruit canning factory's management to settle the labour dispute that closed the factory on Friday

The manager of the factory, Mr J. R. Burg, said the meeting was successful and yesterday the workforce was back in the factory.

The dispute started on Thursday morning when a man was dismissed for allegedly forging the card to credit himself with

more time at work.

At tea-time on Thursday morning, 350 other workers in the factory walked out, but returned at lunchtime

On Friday, the workers again walked out after morning tea, but did not return and the factory was closed for the rest of the day.

Mr Burg said he explained the reasons for the worker's dismissal to Mr Theron and the strike was called off — DDR

20 000 strike

TEL AVIV — Israel's 20 000 engineers went on a one-day strike yesterday, causing a variety of disruptions.

The strikers threatened a prolonged strike unless the government agreed to a revision of their wages — SAPA-AP.

18 to face murder and terror charges

RDM
3/3/81

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Labour Correspondent

MR OSCAR Mpetha, a 71-year-old Cape trade unionist, is among 18 people to appear in the Cape Town Supreme Court today on charges of murder, taking part in terrorist activities and alternative charges of committing public violence.

The charges relate to violent incidents near the Crossroads squatter camp in August last year in which three men died.

Mr Mpetha is an organiser for the African Food and Canning Workers Union and chairman of the Nyanga Residents Association.

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AGEN
Union
gets
registered
3/3/81
Labour Reporter

The National Union of Clothing Workers was registered last week, giving the union the formal right to engage in wage negotiations.

An excited Mrs Lucy Mvubelo, secretary of the union, said the union had applied for registration in December 1979 and had received its certificate on Thursday.

"It was a long, long wait but it was definitely worth it," Mrs Mvubelo said

"Now we will be able to negotiate for our workers at all levels"

The National Union of Clothing Workers, which is a member union of the Trade Union Council of South Africa (Tucsa), has more than 20 000 members

Mrs Mvubelo said the clothing union had in the past been involved informally in wage negotiations

"Now we are legal," she said.

the demand for the services which it covers, and in South Africa, medical aid benefits apply to 73 per cent of the white population

(25)

A racial allocation of the distribution of public sector expenditure cannot be made accurately, and even hospital costs and subsidies are the biggest items of expenditure) cannot be divided by race. Indication of the distribution of these services can, however be gained from indexes of the physical quantity supplied, and an index of the quality of the services can be gained from the analysis of expenditure patterns in racially segregated hospitals.

General hospitals account for 77 per cent of all beds provided in public sector, and Table 10 shows the racial distribution of the services in these hospitals and the racial distribution of services in sub-hospitals. In 1959 and 1974, beds for Blacks accounted for 68 per cent of total beds. The proportion of hospital services received by Blacks was, however, larger than this as Blacks accounted for 82 per cent of patient days, and 81 and 82 per cent of outpatient attendances in 1959 and 1974. The percentage of white beds used was low in both years and indicates substantial excess capacity in supply of white services, while Black beds in both years were in use. The results of Table 10 indicate a change in the emphasis of treatment, particularly for Whites, with the ratio of inpatient day outpatient attendances falling from 2,5 to 1,4.

(25) See Klaarman, *ibid.*, pp 31-36, Data on medical aid membership is from the Report of the Secretary for Health, op.cit., Annexure 17. Medical Aid Schemes covered only 14 per cent of the whole population.

Table 10 The Racial Distribution of Provincial and Home and Hospital Services and Subsidised Hospital Services

400 women strike at clothing factory

By Z B MOLEFE
AN estimated 400 women at a clothing factory in Nancefield near Kliptown are on strike following a wage dispute on Monday.

Sources in the factory told the SOWETAN that they had gone on strike because of their low wages and poor working conditions. At the time of going to Press it was claimed that more than 400 employees were on strike.

The sources also alleged that beginners at the factory earned R13 a week while machinists earned R23 a week. They also said, for the hours they worked their wages were low; 7 am-5 pm on weekdays and 7 am-4.30 pm on Saturdays overtime.

Claimed Miss Y: "Working conditions in that factory are terrible. The money we earned was peanuts and it could not meet our basic living costs. Anyway, we work-

ed there because it was the next best thing to idling in Soweto. We couldn't take it any longer."

Another young woman who talked to reporters in Kliptown confirmed what Miss Y had said. When reporters tried to photograph her, she warned: "You people want me to be assaulted in the factory?"

This later was understood to mean that the woman was alleging that one of their bosses usually assaulted them when they had committed a mistake in their jobs.

Mr H Fineberg, financial director of the factory, would not talk to the SOWETAN and instead referred us to Mr Terence Kennier of the Transvaal Clothing Manufacturers' Association.

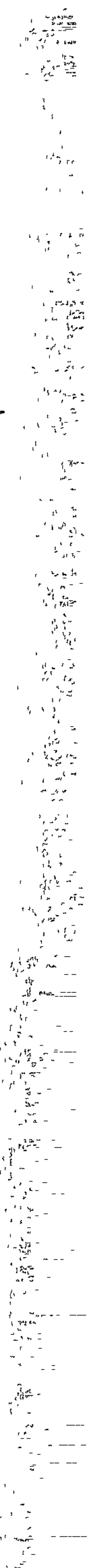
Yesterday, the Garment Workers Union and the National Union of Clothing Workers, which represents more than 25 000 workers, demanded a ten percent increa-

se in wages in addition to another ten percent promised by management in July.

"With the cost of living having run ahead of increases over many years, the workers are far worse off now than they were in 1960. This cannot be tolerated. Food prices are going up so fast that in future we shall have to negotiate annually," said Dr Anna Scheepers, president of the Garment Workers Union.

Said Mr Kennier: "As far as we are concerned the workers at the Kliptown factory have gone on strike illegally. We don't believe it has anything to do with us."

A well-placed source in the Union of Clothing Workers also told the SOWETAN that the workers in the Kliptown factory had demanded an increase of R3 in their weekly pay but "their management is adamant that they will stick to the association's agreements."



(151) (154) (157) (158)
Acquitted Mavi wants

strikers reinstated

the council "as long as some of my brothers are still in the streets"

Mr Joseph Mavi, leader of the Black Municipal Workers Union, who was acquitted today of inciting a strike, said that his first priority would be to try to negotiate with the Johannesburg City Council for the reinstatement of workers who were sacked for striking

Another issue he faced was to try to get the council to recognise his union. He was planning a meeting with the council "very soon," he said

Mr Mavi said he could not regard his acquittal as a victory for his union over

He did not want to anticipate the council's decision about whether to see him or not

Mavi is acquitted on strike charges

By Maud Motanyane

Mr Joseph Mavi and two other executive committee members of the Black Municipality Workers' Union were today cleared of charges of instigation and participating in an illegal strike among the workers of the Johannesburg City Council last year.

A Johannesburg Regional Court magistrate, Mr I J J Luther, found that the work stoppage on July 29 could not be construed as a strike.

The State had therefore failed to prove its case under Section 18 of the Black Labour Relations Amendment Act in which it was alleged that they instigated an illegal strike, took part in a strike and incited other workers to strike.

Mr Mavi (42), president of the Black Municipality Workers' Union, Mr Phillip Dlamini (29) secretary, and Mr Gatsby Mazwi (29) executive member, pleaded not guilty.

Mr Luther found that the State had not proved its allegations that the work stoppage was to compel the city council to pay higher wages.

Evidence led by the State pointed out that the municipal workers had stopped work because of the failure of the city council to recognise the union.

Mr Luther said the city council could not have recognised the union as it was less than three months old.

● Page 3: Acquitted Mavi wants strikers reinstated.

Jo'burg Municipality strike case

THE three officials of the Black Municipal Workers Union, Mr Joseph Mavi (42), Phillip Dlamini (29) and Gatsby Mazwi (32), were yesterday freed on charges of inciting a strike.

And this acquittal spelt victory for black workers who demand a fair deal in the country's labour regulations, Mr Mazwi said in an interview after the court case.

Spectators — mostly former employees of the Johannesburg City Council — roared with excitement in the packed public gallery, soon after the verdict was pronounced.

Spilling into the court corridors, they clapped their hands, hugged the three executives as some lone voice shouted "Amandla!"

Jubilant Mr Mazwi told SOWETAN that, "the acquittal is an indication of victory for the black workers who demand a fair deal in the country's labour regulations."

He added: "Our main concern now is what to do for the approximately

MAVI FREED

By MANDLA NLAZI

1200 workers who were sacked as a result of the work stoppage. This is now the union's biggest problem."

President of the union, Mr Mavi said the case had caused him "nightmares and sleepless nights." He was frustrated by the bail condition that required him to report daily at Jabulani Police Station. Mr Mavi said as a result he

missed a number of invitations to address worker's conferences.

He said his union repeatedly, before the work stoppage, called on the Johannesburg City Council staff board to discuss the workers' grievances. The union wished to get a fair deal on working conditions and equal pay for equal work.

● The three had appear-

ed before Mr J J Luther on charges of having incited municipal workers to go on strike and taking part in the illegal strike between July 25 and 28 last year in Johannesburg.

Acquitting them, Mr Luther found them not guilty as charged. He said this was not an illegal strike within the ambit of Section 18 of the Black Labour Regulations Act of 1953. He said there was "scant" evidence that they incited the Orlando Power station workers to go on an illegal strike.

Mr Mavi and Mr Mazwi were both represented by Advocate E Wentzel, instructed by Priscilla Jana and Associates. Mr Dlamini was represented by Mr Ratha Mokgoatheng.



● Mavi wielding a stick, Dlamini in Afro-shirt and Mazwi raising a fist as they walk out of court.



THE very thought of "affirmative action" — special treatment for black workers to help them to compete with whites — makes most employers blanch

They see it as "reverse discrimination", arguing that if blacks can't compete, that's their fault, not the company's. Accepting a trade union role in community affairs is even more unpopular among employers, who fear a "politically motivated" union movement

But a report on the Ford Motor Company urges the company to do both these and other things which are sure to be branded "radical" by some

And yesterday, Ford's industrial relations director, Mr Fred Ferrera, said the company was likely to accept all the recommendations and had already begun implementing some.

Once again, Ford could act as a weather-vane in labour relations by experiencing trends which are afterwards felt throughout the country

The report is itself unique. It is the second audit of Ford's labour practices carried out by a team of academics on behalf of the SA Institute of Race Relations — an audit which Ford itself commissioned

The first audit caused a storm. Ford commissioned it to get an independent view of its progress in implementing the Sullivan code for American firms operating in SA

The report was leaked to the Press at the time of the Ford strike in 1979. It was sharply critical and some said it fanned many of the problems which sparked the strike

Ford men argued later, however, that the report had helped the company isolate shortcomings in its employment practices and, undeterred, the company commissioned a second audit — to do make public this time — late last year

This audit, compiled by three Rhodes University academics, Professor Michael Whisson, Dr Marianne Roux and Mr Cecil Manona, and two from the University of Transkei, Profs

Another new idea at Ford

Wiseman Nkulu and Wolfgang Thomas, was released last night

Like the first audit, it is likely to be sought-after reading by major employers who believe Ford's experience could contain pointers for them too

Audit II generally finds that the company has made significant progress in implementing the recommendations contained in Audit I

It argues that there is still a division in Ford "between those who see the Sullivan Principles as a nuisance and those who always prevail"

But it concludes that Ford "has acted far more positively than we imagined possible at the time Audit I was compiled and a more systematic approach with greater real commitment now informs company policy"

Ford's labour relations policy is lauded and the report says the company has "taken major steps" to implement equal pay for equal work. It has also desegregated facilities and benefit plans

The "structure of the company is essentially fair and opportunities for advancement exist". And Ford, the report finds, is committed to identifying and training all possible trainees to meet the skills shortage

Ford has, however, "made little progress" in increasing the number of blacks in management partly because of circumstances beyond its control and there are still no black or coloured workers in the more senior office jobs

It also reveals that the percentage of black and coloured workers in more skilled factory floor jobs has risen slowly over the past three years. The coloured worker proportion rose from

STEVEN FRIEDMAN reports

12% to 13%, the black from 4% to 5.4%.

The report appears to suggest that progress will not be rapid until measures which recognise the peculiar problems of black workers are introduced

The most serious problems are the inferiority of the black education system, difficulties black workers experience in adapting to a "managerial culture" and "stereotyped attitudes" on the part of white supervisors

Thus, on training for management jobs the report argues that Ford needs to develop a more sophisticated black programme because its present system "does little more than nurture that of the educationally advantaged whites"

It suggests blacks could be recruited in their matric year and employed on probation for a year, during which they could upgrade their weaker subjects. Ford could then support them through their higher education while they worked for the company through vacations

Graduate trainees should be given a "much clearer idea" of their prospects to minimise frustration flowing from "exaggerated expectations"

The company should also relax the "no pass, no pay" rule in its education assistance to workers, bearing in mind that most full-time white students do not complete their degrees in the minimum time

Ford should also continue special tutorial training aimed at preparing school leavers for apprenticeships and other training programmes

This supplementary education should be seen as a short-term

exercise until such time as "an education system acceptable to blacks" is introduced

Ford's black artisan training programme should give attention to additional maths, language and communication skills, and priority should be given to foreman training for blacks

To combat poor study conditions in townships, the Ford training centre should be expanded into an education centre with a library and education advice on hand where workers could study "any course of value to the company"

Identifying suitable black candidates for training is a problem, particularly in areas where blacks are "prejudged (by management) as unlikely to succeed"

A special system of selection for black workers is necessary and the report recommends that union shop stewards could be consulted on selections

The auditors also see "stereotyped" attitudes on the part of white middle managers and supervisors as a major stumbling block

Thus foreman training should involve training in human relations and many managers must be trained to understand "the changing ethos" in political and labour relations

On labour relations, the report was compiled at a time when Ford had once again become "a microcosm of a much broader labour situation"

A new black union, Macwusa, had emerged to challenge the existing Fosatu union at Ford, which it claimed was not sufficiently militant

This was soon to be repeated elsewhere as new unions emerged to challenge black unions who had until then been seen as too militant by employers.

Ford was thus the first, says the report, to experience a

situation in which "a new generation was developing to challenge what its leaders saw as traditional unions out of touch with the aspirations of their members"

The report says that Ford's policy in this area has been "exemplary"

"By recognising each (union), registered or not, which commands substantial support among any self-defined group or company promotes freedom of association"

The auditors recommend that Ford continue this policy but supplement it by offering "what protection and support it can" to labour leaders who are "harassed by the State" — whether their unions are registered or not

Ford should also, the report argues, "remain sensitive" to the community role which unions like Macwusa see for themselves

It should meet labour leaders regularly to "establish priorities for social action" in areas directly affecting workers' lives

The company, together with labour leaders, should also press for the removal of discrimination in labour law and the end of influx control

Although the latter may not be in the interests of most Ford workers (the report says organised labour at Ford has also not fought influx control because their members are "'protected in part" by it), "it is in the long-term interests of peace and economic growth"

Ford should also ensure that, where it donates money to educational institutions, it retains influence in their policies, particularly over who can be admitted. This should apply to white as well as black institutions

And where the company donates money to statutory bodies, Ford should "ensure that it retains a say over the uses to which the resources are put"

Many of these proposals may seem "radical" to many employers. But the time may come when they may begin to appear a lot more like plain necessity

Court clears Union leaders

By MONTSHIWA MOROKE

MR JOSEPH Mavi, president of the Black Municipality Workers Union (BMWU), and two of his officials were acquitted yesterday by the Johannesburg Regional Court of charges under the Black Labour Relations Regulation Act.

The three men were charged at first under the Sabotage Act. Later they were charged under the Riotous Assemblies Act.

Those acquitted with Mr Mavi, 42, were Mr Phillip Dlamini, 29, secretary of the union, and Mr Gatsby Mazwi, 29, an executive member.

There were shouts of 'Amandla a wethu' (Power to the people) as the magistrate, Mr J J Luther, left the courtroom.

The magistrate found that the State had not proved that action by employees of the local authority in the Johannesburg City Council constituted a strike as defined in the Act.

The three men, all formerly employed in the transport department, were accused of instigating a strike, taking part in a strike and inciting others to take part in a strike between July 25 and 28 last year.

The court found that the work stoppage could not be construed as a strike because it did not fall within the ambit of Section 18 of the Black Labour Relations Regulation Act.

Charges were that the work stoppage was to compel the council to pay higher wages, but the State did not lead evidence to this effect. Evidence led by the State pointed out that the work stoppage was a result of the council not recognising the BMWU.

The magistrate said there was no State evidence to prove that the men incited others to go on strike.

The State had also alleged that the accused failed to continue or resume work, failed to comply with terms and conditions of work, obstructed the progress of work and were in breach of contract.

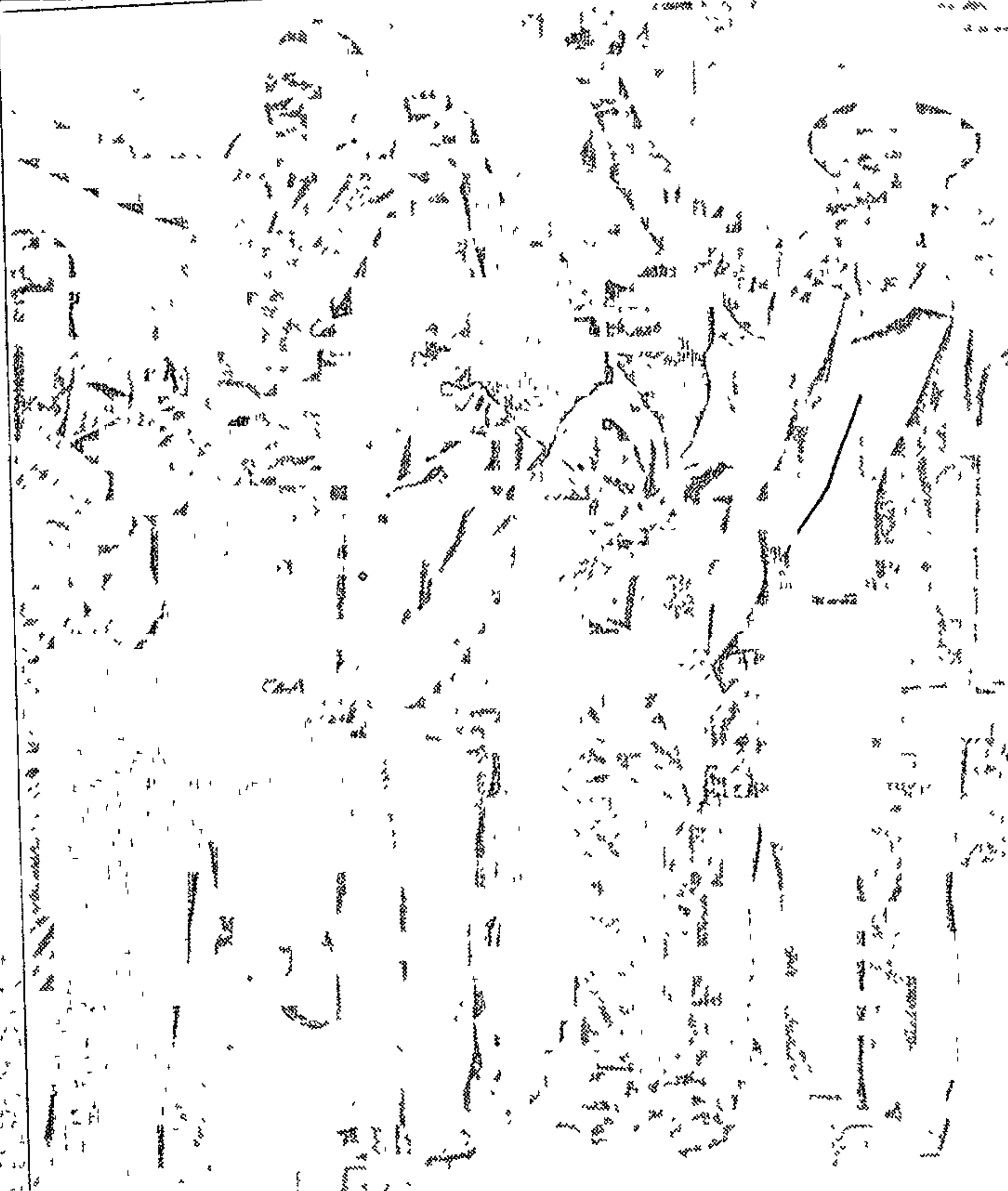
The accused were supposed to have set themselves as examples by stopping work in sympathy with workers at the Orlando power station who had gone on strike on July 25.

Evidence concerning the strike at Orlando was very scanty and it was insufficient to prove that they incited others to go on strike, Mr Luther said.

There has been a great influx of Africans' borders and the "disturbance" mainly outside the Republic and a smaller scale not comparable.

The Republic until the end of the based economy. The discovery of mining industry and the subsequent death of several miners from commission of inquiry was set up various regulations to inhibit the Phthisis Act of 1911 provided for the first legislation for strict persons on mines was enacted. 1933, 1946, 1956 Acts and the act of 1973.

In 1975 676 000 persons employed. There are 1 100 mines in the Republic controlled mines covered by manual and compensation. However 494 5 mines. Phthisis found to significant. Dust recognised as biggest hazard gold mines. 1956 generic name disease. During the past several and 1348 blacks of a total of 494 works were certified as new cases (excluding tuberculosis) annually 3846 blacks found to have tuberculosis averaged 2 whites and Coloured.



Municipality Workers Union, is carried by supporters after he and two other acquitted of charges under the Black Labour Relations Regulation Act

... had nothing to do with peaceful labour conditions to ensure safety and health is of industries" ... the unrest among the workers as one industrial revolution in South Africa (the period being). They note an industrial revolution - "alleged and unwillingness to tolerate. Thus they assert as because contact with or are friends about industrial health and workers' Compensation Act, 1 of these are working on mines (led mines), surface works. by S.A.R. & H. 2.5 million forestry. 1.25 million work agreement of labour in terms 1941; Section 51 relates

WORLD

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FROM

THE

FIELD

WORKERS

THE gloves are off in the sugar mills as unions battle it out for the allegiance of workers in this key industry.

The Sweet, Food and Allied Workers' Union, affiliated to the Federation of South African Trade Unions (Fosatu), is making a strong bid for membership and already claims control of Hulett's Empangeni mill. The secretary general of Fosatu, Alec Erwin, says the union is moving rapidly into the other 16 mills which are controlled by the registered black union, the National Union for Sugar Manufacturing

and Refining Employees under Selby Nsibande.

Nsibande, an Inkatha man, as are most of his members, is confident of keeping out the new union. "They have no hope of conquering this industry," he says. About 6 000 men or 80 percent of the workforce are members of his union.

However, Fosatu appears to have stolen a march on their rivals by inviting the Kwazulu Chief Minister, Chief Gatscha Buthelezi, to address the Empangeni workers. The invitation has been accepted according to an aide of Chief Buthelezi.

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Nsibande will have his work cut out to hold off the Fosatu challenge which has increased paid-up membership in several industries from 18 000 last March to 32 000.

A meeting at Dalton, addressed by Erwin, was well attended but only a few men signed up. He says workers did not have a real choice when they signed up as members of the other union.

Nsibande, who claims reasonable progress in worker conditions since registering last year, says Fosatu is trying to gain members by any means and is forgetting that the two unions have a common cause. He says Inkatha and the trade unions are the only organisations that can change attitudes in South Africa. Failure to recognise the common objective of liberation will delay the change.

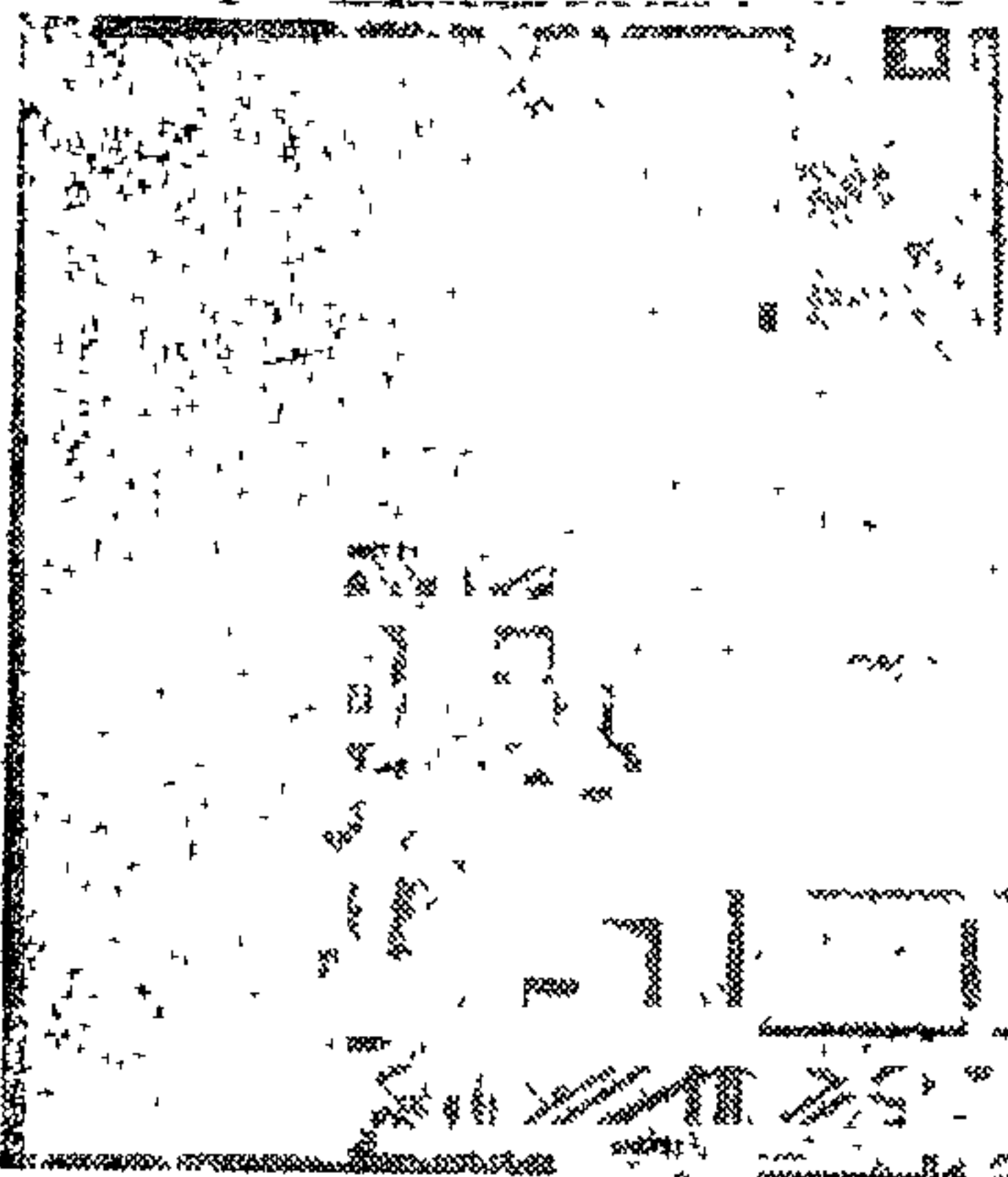
Nsibande says: "How can a white man fight for the rights of black workers?" He hopes to affiliate his union eventually to the Inkatha movement.

An application by the Sweet, Food and Allied Workers' Union for

registration in the Durban magisterial district was turned down after an objection was lodged by Nsibande who represents the workers on the industrial council.

The union tussle poses a problem for employers, who must decide whether to deal with an unregistered union. The recent statement by B'arlow's chairman Mike Rosholt, indicates that most mills will deal with these unions.

Hulett's has not yet responded to Fosatu's takeover at Empangeni, but it is likely that they will reach a recognition agreement.



Mill workers . . . which way will they jump?

Letters

The Editor, Frontline, P O Box 32219, Braamfontein 2017

INSIGGEWEND

U artikel oor die HNP in u uitgawe Nr 6 was insiggewend

Die Boerestaat gedagte bied n oplossing wat wegkom van die beheptheid met kleur en wat op suiwer historiese en konstitusionele basis gebaseer is

R. van Tonder,
Voorsitter,
Die Boerestaat-Komitee,
Randburg

MOST AUTHENTIC

Attached please find my cheque for R7,20 for one year's subscription to Frontline

Your magazine is probably the most authentic and relevant to the present debate about the future dispensation in this country

Dr W.J Breytenbach,
Constitutional Planning Branch,
Office of the Prime Minister,
Pretoria

FACE THE ISSUES

The debate between Michael O'Dowd and John Kane-Berman was of interest, but it was not a debate about "capitalism versus socialism"

Mr O'Dowd's piece is particularly disappointing. He starts out by setting out a case for an imaginary pure capitalism then sets out to flay socialist societies with little regard for their historical circumstances (and frequently for the facts). What one might have expected from Mr O'Dowd, a high official of the largest company in Southern Africa was a sophisticated defence of the advantages of a system of large powerful market sharing firms like his own against that of state ownership. That is the real question at issue in the capitalist-socialist debate today. But Mr O'Dowd avoids it, because he would rather defend a non-existent competitive capitalism and a little seen consumer sovereignty.

Mr Kane-Berman's piece is well-argued, but it, too, is a case for capitalism, albeit of a different sort from Mr O'Dowd's. While calling for some redistribution of capital and land, Mr Kane-Berman makes clear in his last paragraph that the economic system he is advocating is "social democracy", or welfare capitalism. There is much to be said for it, but it is not socialism, which as he acknowledges involves collective ownership of "the vast bulk of assets secondary industry, the mines, and the land."

Both writers, incidentally, assume socialism means State ownership. Neither considers the sort of worker ownership of industry practised in Yugoslavia which has been associated with a remarkably high rate of economic growth.

Frontline should be facing the big issues not evading them. How about another debate this time between a sophisticated Schumpeterian capitalist and an intelligent socialist red in tooth and claw?

Craig R. Charney,
Johannesburg

WRONG CONCLUSION

Thank you for your wide-ranging and thought-provoking article on nuclear power. I believe however, that you came finally to the wrong conclusion by joining "the reluctant no-option faction who believes that nuclear energy is a last resort whose time has come."

Every argument that led you to your position has been convincingly refuted by A. Lovins and his fellow authors in the Summer 1980 edition of Foreign Affairs magazine.

After demolishing such assertions as that we need nuclear power to replace oil, that solar energy offers no real alternative, that nuclear power is cheaper than other forms of energy, and that nuclear power does not foster bomb proliferation, he asks: "What is in fact the future of the nuclear industry?" And replies, "The collapse of nuclear markets has already sealed the fate of an industry tooled up to meet the inflated expectations of the early 1970's. While rhetorically the nuclear enterprise is pressing forward, in reality it is grinding to a halt and slipping backwards. The greatest collapse of any enterprise in industrial history is now under way."

Lunatic fringe? Published in a magazine which is the forum for debate on formation of American foreign policy?

There are, however, further cogent arguments why nuclear power needs reconsideration if not outright rejection in our own country. Firstly, South Africa lies in a belt of high average solar irradiation. If, as Lovins points out, cold and cloudy countries such as England can rely on solar energy for much of their needs, how much more can we? Secondly, we have plenty of coal to see us through the period of transition (which will be shorter than you envisage) to the "solar age." Thirdly, a move towards a solar based energy programme implies a massive increase in the rate of creation of jobs, particularly in the rural areas where they are most needed. A programme for using molasses for producing fuel and a wide range of valuable by-products, formulated by Sentrachem, could provide jobs for 800 000 people. Contrast this with the few highly specialized jobs available at Koeberg. Anyone who is aware of the serious and deteriorating unemployment problem in South Africa and hopes for a viable future here cannot ignore this aspect.

Dr M H Moys,
Dept of Chemical Engineering,
University of the Witwatersrand.

WORKERS' LOYALTY

We were rather surprised to read in the article on the MWASA strike in your last edition, some inaccurate references to the Allied Publishing strike and the attitude of CCAWUSA to it.

Firstly, the strikers had three main demands: (1) The renegotiation of the grievance procedure, (2) The removal of an area manager who had assaulted and otherwise mistreated Black workers, (3) The reinstatement of three workers who had been unfairly dismissed by the area manager.

At the same time, since the Allied Publishing workers are involved in the same industry as MWASA, it was felt only right by the Allied strikers that they should express support for the striking journalists.

As far as the ending of the strike is concerned, while it is correct that management had threatened to dismiss the approximately 1700 striking workers, it is most unlikely that they would have returned to work had management not made certain undertakings. Management had already agreed to the renegotiation of the grievance procedure and on the last day of the strike agreed that Union officials and shop stewards should take part in investigations into the unfair dismissals and the conduct of the area manager.

The grievance procedure is to be discussed over the next few months, and the investigations into the unfair dismissals are continuing. The investigation into the area manager's conduct will not take place since he left the company soon after the strike "to take up a position in Durban".

We also do not understand your comment that "The Union's leadership had not wanted it, and it seems to have been arranged by a group of shop stewards". The writer of the article does not seem to understand the way that trade unions operate. It is not for Union Officials to dictate to their Members what to do. Their job is to carry out the wishes of the Members.

The decision to strike was taken by the 80 or so Allied shop stewards, after consultation with their colleagues. The Union leadership then gave whatever support and assistance was needed. There was no question of the leadership either wanting or not wanting the strike.

In conclusion, may we quote part of the press statement issued by the Union after the strike summing up what had been achieved:

"The strike has shown that the days when Black workers could be abused, assaulted and fired without reacting are long gone. The strike has shown that an assault on one worker is regarded as an assault on all. It also demonstrated the loyalty of the workers to the Union and to each other."

Ms E. Mashinini,
General Secretary,
Commercial, Catering and Allied
Workers Union of South Africa.

MWASA-THE SEQUEL

Black morale, black standards, and the tannies of Groblersdal

The December issue of Frontline carried an article on the strike by the black journalists' association, Mwasa. Extracts from that article were republished in several publications, one of which was *Ecquid Novi*, the journal of the Randse Afrikaanse Universiteit's Department of Communications. At *Ecquid Novi*'s request the writer of the article, Denis Beckett, wrote a postscript, from which the following extracts are taken. The full postscript will appear in the next edition of *Ecquid Novi*.

(*Frontline* had printing problems, leading to the weird situation whereby two separate extracts from the story were published by other papers before *Frontline* itself was on sale.)

The upshot was that for nearly three weeks there were various stories in circulation about what I had actually said. Some of the Mwasa people understood that this was a full-scale attack on Mwasa and black journalists in general, and particularly that I was denouncing black journalists as incompetent. Others were antagonised because the story 'should have been written by a black'. Others because they felt it was wrong that I, as a white, should have been given so much inside information by blacks.

All in all, there was a fair level of hostility, much of it on the general ground that the story did not 'take the black side'. Therefore, not being 'part of the solution', it was axiomatically 'part of the problem', which was all that could be expected of the white liberals anyway.

I couldn't make very much sense of most of the complaints which were levelled at me personally, and even less of those which I heard second-hand other than to have my existing view fortified that there is a lot more complexity in the issue of black/white relationships than can be explained by sheer reason.

However, there was one particular exchange I found interesting. It was with one of the most prominent black journalists in the country, and went something like this:

"The boys are out to lynch you."
"Uh-huh. Why, in particular?"
"Because of what you say about the standards of black journalism being low."
"Well, are they or aren't they?"

"Of course they are. They're terrible. We all know that." (And here my friend went on to complain about the standards in terms far more vehement than I would ever do - which is not only because of the trusty old hly-livered bend-over blackwards syndrome of the white liberals, but also because the more you castigate 'black journalism' in general the more you advance the expectation of failure and the tougher you make the prospects of those individuals who are really good.)

"But", he then went on, "you can't say it. It's demoralising. Blacks are badly enough demoralised as it is. You say that kind of stuff and it demoralises us further."

I take his point. You tell a man long enough and loud enough that he's no good and he gets to believe he's no good. And vice versa. Which provides a nice cut-and-dried principle, but leaves a couple of questions hanging in practice.

And those questions, like much else involved in the Mwasa issue, go way beyond application to journalists only. They are germane to much of what is happening in every field of life in South Africa right now. Perhaps it can be said that the Mwasa strike is a forerunner of things to come. That's logical enough. After all, the newspaper industry is not only the focal point of the most highly-educated and politically-conscious single category of black employees in the country, it is also the only area so far where blacks and whites work side by side in the same capacities in significant numbers.

Accepting that there is a very genuine need for black morale to be boosted, how do you do it? Whether you're white or black? If a pupil adds one and one and comes to three do you boost his morale by telling him he's got it right? If a reporter

produces a load of pedestrian gobbledygook, do you slap him on the back and say Mooi Skoot! This kind of thing does actually happen - partly because some employers get to feel bad about constantly having to reject material. It happens to such people as attorney's clerks and management trainees as well as to reporters. The man later discovers that his piece of work has been amended beyond the point of recognisability before it appears in the paper, or gets sent to the client or what ever. That certainly doesn't help sustain the initial morale boosting effect of the slap on the back. All it does is absolve the executive concerned of the pain of confrontation or repeated reprimand.

So it goes on. Do you shovel black kids through school or university more leniently than whites? That happens too, for a combination of reasons not all of which are by any means ignoble. One effect is that the youths in question get out into the wide world with their certificates, which bear the same letters and the same name as the certificates of their counterparts from white universities, and then become legitimately and understandably infuriated when they discover that they carry nothing like the same weight in the commercial world.

One easy answer is that you preserve standards. Simple. No racism. No discrimination. Merely the preservation of a single standard for all. Very ethical. You even provide the people on the wrong side of the line with extra attention to help them along.

That answer is a great one for the ivory towers, especially the homogenous ones. In the thick of the scrum, the best it can do is elicit a slow, hollow, laugh.

I don't claim to know the answers, and am having a lot of difficulty trying to figure out what the questions are. One thing I do know, though, is that anyone who thinks he can solve this issue with a nice simple, pa-

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formula would do well to seek psychiatric attention. The closest we can come is to say that the catastrophic effects of Bantu Education have veritably worked miracles in aggravating the problem. But whatever there is to be said about Bantu Education (and there are even things to be said for it, heretical as that may sound) the fact is that no power on earth is able to create the ideal education system overnight and even if that could be done it wouldn't erase the problem.

There is of course the matter of 'black standards', which I touched on in the article and which I think deserves attention to a degree around infinity times greater than it has enjoyed hitherto. But no matter how much there might be to the black standards argument in the literary context, it is difficult to see any such thing as a 'black standard' of running railway systems or computer programmes or banks. Somewhere along the line there is a standard, and blacks are going to have to accept the idea that to compete is going to involve prowess in what for right or wrong is an absolute standard. (Whereas those whites who tend to think that whatever they do is an absolute standard, down to eating the fish with the right knife, might find it profitable to indulge in a little reflection as to where the absolutes end.)

[Immediately after the strike the government effectively, although not literally, banned Post just over three years after the banning of World.]

Nobody would ever accuse the South African authorities of being overhasty in responding to the lessons of history, but this was ridiculous. Jimmy Kruger's heavy hand on World had backfired devastatingly, and the echoes hadn't even died away yet. Now here was a new and improved Mark II whipping-stick getting handed over gratis to the critics even before the last one was worn out.

Perhaps there's a case to be made that the degree of press freedom is nothing like as crucial an arbiter of a society's state of health as it is cracked up to be. But it certainly gets used as such, partly, no doubt, because of the Press' own direct interest in the matter, and partly because it is a lot easier to comprehend than are complicated and disputed stories about economic deprivation and educational disadvantage.

In any case, it is difficult to imagine that World's banning achieved anything at all, even by Kruger's lights. Maybe there were tannies in Groblersdal who slept better for knowing that another communist/terrorist/satanic plot had been nipped in the bud, but I suspect that even here a large part of the effect worked in the opposite direction. There were some fairly hair-raising stories wandering around about World after the bannings. I particularly remember meeting one woman, who after digesting her surprise at the fact that I did not have horns and a long fork (I had been

The scars and blemishes were lost beneath a mythology of martyrdom

assistant editor of World) told me that she had it on the highest authority that we were using a code system to instruct guerillas who to kill and what to blow up. Okay, "highest authority" turned out later to be something to the effect that her brother had a friend whose wife knew someone whose uncle lived next door to a captain in the security police, but the point is that she was frightened. (I told her that the mind of man has not yet devised a code system which would have made it through both the sub room and the setting department.)

What the banning did do, apart from fuel international odium, was provide World, in death, with a level of repute it had never enjoyed in life. Its scars and blemishes and inadequacies were lost beneath a constantly growing mythology of martyrdom. The practical effect was that the more World's successor Post, felt over-shadowed by the memory of World the more it tried to outworld World.

So what do we get now? A third verse, same as the first? Presumably not.

Twice bitten must surely mean third time shy, and the Sowetan, which if not exactly a successor to Post was at the least re-born out of Post's ashes, already differs from Post in several more ways than Post differed from World. But it does mean another martyr and a re-doubled set of pressures on the Sowetan to live up to its inheritance of the mantle of now not one but two fallen heroes.

Although it is eminently understandable that the government did not smile with favour on Post, it is another matter entirely to try to discern what exactly the government expected the final outcome of its banning to be.

Clearly, the government would greatly

prefer to have a major black newspaper which did not discount every small reform as a sop, did not constantly deride the Buthelezi, the Thebehalis and their ilk did not give the ANC as much respectful attention as it felt it could get away with, and did not cultivate in readers' minds the notion that the Great Day of Blackness offered the only release. (Post would no doubt argue that it did not do these things anyway but it is legitimate that rational examination, at least by a hostile eye, might have concluded otherwise.)

However, how was it expected that banning Post would help? Presumably the government had in mind, as a first step, that Argus would pack in its black Transvaal operations. But Argus as a company is not especially offensive to the government, and surely the government did not believe that Post was what it was because the board directed it to be that way. No, the problem was that Post was editorially independent, as newspapers are universally meant to be.

Even if Argus did close up Post, what then? Was that intended to open the field for rival concerns to set up 'responsible' black dailies, which would not employ those obstreperous Post journalists?

If it was, I greatly doubt it would have succeeded. Places like Soweto are, in comparison with white society, astonishingly interactive. Everybody knows everybody, relatively speaking, and it is awful hard to see any reputable journalist attaching his name to a clearly controlled substitute for a banned voice of the people, which is what Post would of course have become.

And if the substitute was not controlled, would it have been much different to Post? That seems doubtful. It assumes that Post was in the grip of a bunch of unrepresentative radicals, whereas Post in fact was no more hostile than those other black publications in which blacks do have some sort of effective say (which is a minority - most black publications are controlled by whites, although some have nominal black editors).

Could it be then that the journalists are playing to a limited gallery consisting of just a knot of fashionable intellectuals? Or could it on the other hand be that Post was actually on balance more moderate than its environment? There's a case to be made both ways, but suffice it for the present to say that there seems very little chance that any daily publication run by Soweto people would ever in the long run be significantly less obnoxious to the government than Post was. Black opposition is real, and not, as people like Louis le Grange seem to think, a kind of accidental function of press agitation. It is not a thing which can be wiped out by edict. Considering how much of the current rhetoric of government revolves around hearts and minds, it is remarkable how effective the practice is at putting backs up.

PLEASE TURN OVER

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A one-eyed form of patriotism

CONTINUED

(The aftermath of the strike also saw a batch of personal banning orders. Firstly on Mwa's president, Zwelakhe Sisulu, and then four other leading members among them his successor, Phil Mtinkulu)

The bannings - Sisulu's in particular - were no great surprise. Sisulu had in fact already stayed at large somewhat longer than normal after the customary pre-banning intimidation/questioning session - presumably the government wanted to wait until the strike ended. (His banning order had in fact been signed about a month before it was served)

No surprise, but were they constructive? Even from the government's own point of view?

Let's leave the matter of "black reaction" out of this. Of course, there were the usual Shock Horror Outrage headlines, and the usual loud assurances that practically every world leader short of Leonid Brezhnev had been approached to intervene. (Which often means no more than that someone nobody ever heard of has bothered to send a telegram to some big name) My own feeling is that many blacks see individual bannings as a routine hazard, and - short of banning a Tutu or a Motlana - I doubt that they create anything approaching the same degree of animosity as the banning of a major institution.

Be that as it may, there are two other factors

The first of these is simple. It is that black talent is thin on the ground in the first place, and when the government removes the prime examples of what real leadership and real ability there are, it is damaging South Africa. Not just blacks, or the "black cause", but South Africa. It is the most one-eyed form of patriotism which assumes that the perpetuation of black helotry is in the interests of anyone. And it is outright blindness to delude yourself that the most intelligent and most up-and-about blacks are going to be anything but radical. Afrikaner history teaches the point convincingly enough for even the dullest eye, and since despite temptation one can not realistically suggest that the cabinet consists of dullards, one can only assume that some more fundamental imperative takes over. Reason falls away, obscured by errors of parallax and to some extent also by the inevitable stumbling-block of our form of democratic oligarchy, the inability of the people in power to do what they

know has to be done because the rank-and-file won't swallow it.

I'm not arguing here against bannings as such. That is not to say that I approve of the principle - I certainly don't. But nor do I ever expect to see South Africa give a free rein to individual liberty whatever the government and whatever the colour of its skins or its policies. We're a volatile society and will remain one for a long time to come - and moreover, the pattern of authoritarianism has already been established. What I'm suggesting right now is if we have to ban anyone let us at least not ban the wrong people.

Sisulu is wrong, particularly wrong. Firstly because he is black and purely and simply competent - and our need to develop a spirit of competence and confidence among the most dispirited part of our population is surely in the long view the most dire need we have.

The real enemies are those we cannot see

Second - and this is the difficult one - because finally the Sisulus, Mtinkulus & Co are on the same side as the government. Even on the same side as Jaap Marais.

Now hang on, you say, that's the most ridiculous thing I ever heard. Sisulu and P W Botha have got nothing in common whatsoever.

Oh yes, they have the fact that they are both in their different ways looking for some form of good society. True, the one's paradise is the other's purgatory, but that is secondary. The real importance is that they are each looking for whatever they think the good society might be. Which puts them in a common mould, and a long way removed from the people we really have to fear in South Africa.

Those are the people who aren't looking for any future at all, but are merely responding with either active or latent violence to the pressures of the present. On the one hand, people like the Lieut. Botha of recent notoriety who told his troops that if they each killed ten kaffirs they'd be doing the country a favour, and promptly proceeded to practise his preachings on a couple of black kids on the roadside. On the other hand, the '76 mob who battered Melville Edelstein to death because he was white.

In most societies, the real spectrum of attitudes is more or less the same thing as

the apparent spectrum. Not so in South Africa. We're in the very odd situation where the extremes of the real spectrum never show up anywhere in public debate. Every white knows that there are white people around who have no interest at all in forms of government, economic policy, or whatever - but who will happily and blindly shoot blacks if the opportunity offers. Why should we assume that these morons (who incidentally have very little to do with party-political affiliation) do not have their counterparts among blacks? True, black racism is not often a racism of contempt, but that may well be compensated for by the fact that it underlies a very high level of resentment.

In other times and other places it may be realistic for the forces of authority to look on those who express dissidence most harshly as their true enemies, but not here. The people we have been systematically putting out of action for decades are the Mugabes and the Nyereres and the Kaundas of South Africa. Maybe, whites, the Mugabes and the Nyereres don't look all that exciting. But who needs the Amin? It's useful to remember that while Milton Obote was making noises the British government thought were treasonable, Idi Amin was a loyal soldier in the colonial forces, ja baasing himself into sergeant-majorship and his mind into a sullen explosive compound awaiting detonation.

(One of the black journalists' complaints which the original story touched on was the matter of 'beats' - specific areas of reporting responsibility such as labour, politics, and crime. The blacks allege that they were discriminated against by not being put on beats)

After the strike, several black reporters on the white papers were given beats.

I saw one shortly afterwards, and asked how things were going.

"Terrible", he said. "We're discriminated against."

Uh, huh. What now?

"Yeah, they've put us on these beats, but they don't give us training like they train the white reporters. They just push us into the beat and don't tell us anything. They want us to fail, so they can defeat us."

What!!!? Training for beats??? Who ever heard of training for beats? Maybe there should be, but there isn't. And now that comes across as yet another White Man's Plot. How did it ever get to be the Americans who invented the term "no-win situation"?

Sometimes it's enough to make one want to emigrate to Iceland. But since we don't, we've got to accept that getting it right isn't going to be easy. And we've got to make a lot of large leaps of faith and trust if we're ever going to do so. That's my understanding of patriotism, anyhow.

Footnotes

It has been argued however that there are no rules to enable us to show that one distribution is better than any other. In view of this we may

conclude that people who hold strong views in either of these two areas are simply expressing a personal preference for one particular distribution of suffering over another.

In preparing this paper I received helpful suggestions from Dennis Gerrity, Gill Raune and Jonathan Brodie. The responsibility for the result is entirely mine.

1. Myhre and Goldstein, p.1
2. "Health care has several characteristics which is their degree and combination make it "different" from other goods and internalization of its characteristics tells us nothing about the most efficient method of producing and allocating it". Culyer, p.208.
3. Graaff, pp. 26-27.
4. "While it is easy to raise objections to the use of the concept of consumer surplus for providing answers to policy formulation, it is difficult to find any workable alternative". Currie et. al., p.791.

Mavi to pursue talks with city council

By Langa Skosana

The president of the Black Municipality Workers' Union, Mr Joseph Mavi, who was cleared yesterday of inciting a strike, wants to meet the Johannesburg City Council to sort out problems that led to a work stoppage by about 10 000 municipal workers last year.

He said at no stage had he ever been in doubt about the outcome of the case because "what we said is that they should improve the working conditions of the workers."

His top priority, he said, was to try to negotiate with the Johannesburg City Council for the reinstatement of workers who were dismissed for taking part in a work stoppage.

Mr Mavi (42), president of the Black Municipality Workers' Union, Mr Philip Dlamini (29) secretary and Mr Gatsby Mazwi (29) an executive member faced charges under the Black Labour Relations Regulation Amendment Act which alleged that they instigated an illegal strike and incited other workers to strike.

The magistrate, Mr I J J Luther, found that the work stoppage on July 29 could not be construed as a strike and that the State had not proved its allegations that the work stoppage was to compel the city council to pay higher wages.

9. This may help to explain why totalitarian regimes specialise in harsh person conditions. Since freedom to contract is (by definition) extremely limited in these states, life outside prison becomes virtually indistinguishable from life inside. To preserve the deterrent effect, therefore, prison conditions need to be extremely unpleasant.
10. As suggested by Hobbes, Leviathan.
11. For the original discussion of these problems see, Hicks (1943).
12. It can be argued that altruism is not always a Good Thing. Buchanan suggests that "..... modern man has become incapable of making the choices that are required to prevent his exploitation by predators of his own species, whether the predation is conscious or unconscious. The weakness may be embedded in man's utility function". Phelps (ed.) p.74.
13. Involved here are legal problems, notably the "last clear chance" situation. The law is inconsistent in this respect. See Posner.
14. "Moral considerations aside, it is clear that a law that cannot be enforced is not a law but an aspiration". Laquer, p.30.

Strike:
 Mavi
 cleared

JOHANNESBURG — Mr Joseph Mavi and two of his executive committee members were yesterday cleared on a charge of instigating an illegal strike among the workers of the Johannesburg City Council last year

A Johannesburg regional court magistrate, Mr I J Luther, found that the work stoppage on July 29 could not be construed as a strike. The state had failed to prove its case under the Black Labour Relations Amendment Act which alleged that they had instigated an illegal strike, took part in a strike and incited other workers to strike

Mr Mavi, 42, president of the Black Municipality Workers Union, Mr Philip Dlamini, 29, secretary, and Mr Gatsby Mazwi, 29, an executive member, had pleaded not guilty to the charge

Mr Luther said the state had not proved its allegations that the work stopped because of the failure of the city council to recognise the union

Evidence led by the state pointed out that the municipal workers had stopped work because of a failure of the city council to recognise the union

The state had limited its case by not including the recognition of the union in their charges

Mr Luther said the city council could not have recognised the union as it was less than three months old — SAPA.

10 categories are
 some in kind, often in
 the worker, to which
 even to some payments
 person per week, and

It is remarkable that even when
 in kind, 70 families (54 percent
 111 families (85 percent) get R

no value has been

the form of me

2) that 30 families

single men,

1) that 13 of the

Note:

Range: R1,80 to R20,47.

Mean: R6,18 a week.

100,00
 85,38
 81,54
 77,69
 74,62
 66,15
 53,85
 34,62
 16,15
 3,85

Cumulative %

Number of workers

Family income per head

(R per week)

Distribution of workers according to Family income per head

TABLE 22 (a)

Range: R 6,41 to R34,40.

Mean: R19,70 a week.

TABLE 4

Distribution of farms by number of sheep (x) and size of permanent male labour force (y)

No. sheep No. Men	No. of sheep							Total No. of farms	
	0 - 999	1000 - 1999	2000 - 2999	3000 - 4999	4000 - 4999	5000 - 5999	6000 - 6999		7000 & higher
0 - 2	4	3							7
3 - 4		2	3						
5 - 6		4	2						
7 - 8			1						
9 - 10			1						
11 - 12							1		1
> 12					2		1	1	4
Total No. of farms	4	9	7	5	2	2	1	1	32

Shot fired at Fosatu organiser

PORT ELIZABETH — Police are investigating a shooting at the home of a trade unionist here early yesterday and a case of malicious damage to the car of a trade unionist in Uitenhage

Early yesterday, Mr Fuki Ali Shene, an organiser for the Federation of South African Trade Unions (Fosatu), was shot at through the window of his home in Schauderville

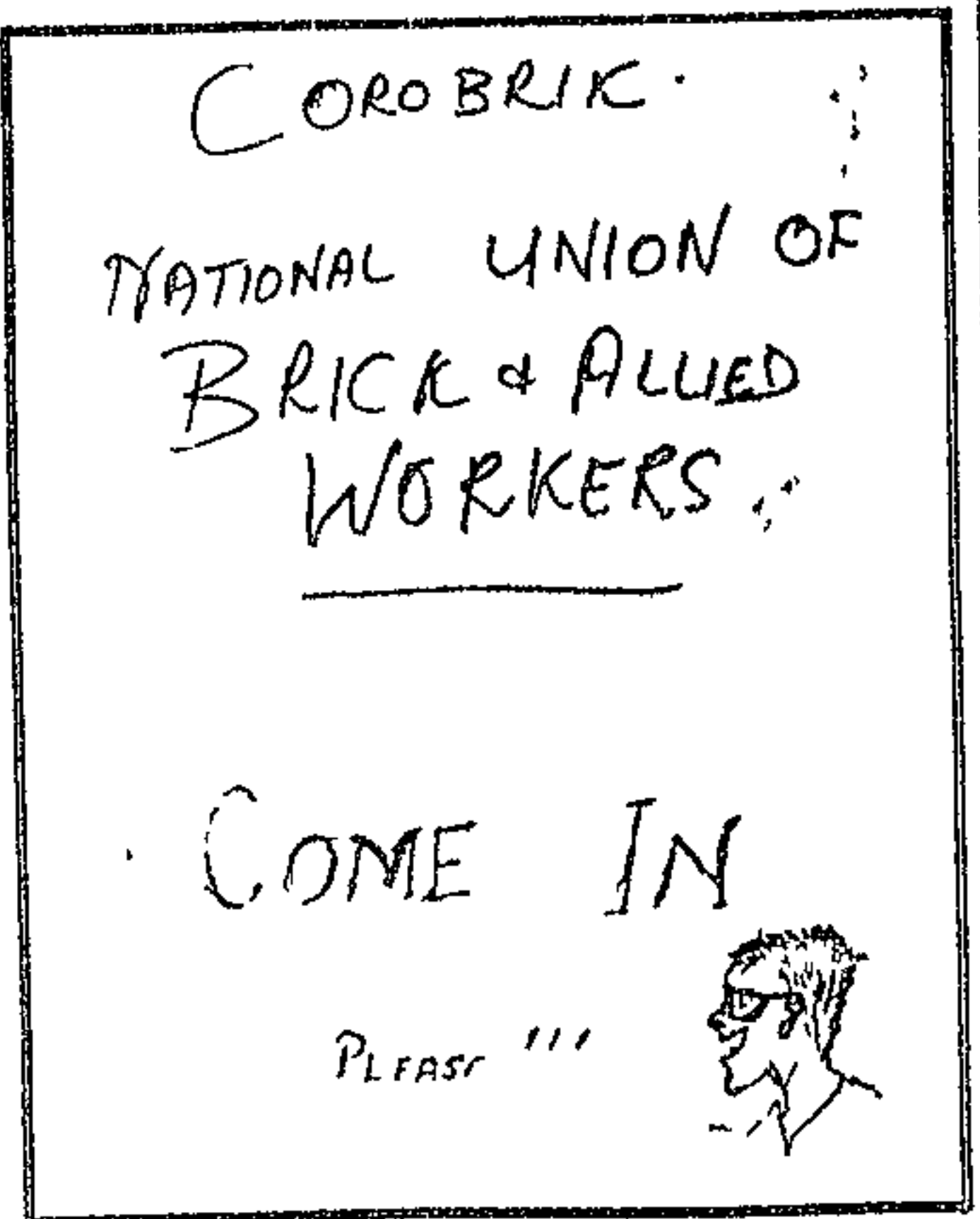
In Uitenhage, the car of Mr Freddie Sauls, national organiser of the National Union of Motor Assembly and Rubber Workers of South Africa, was daubed with slogans "Vote for the HNP", "Sieg Heil" and "Wit Kommando".

Mr Sauls was reported previously to have received a death threat which was said to have come from the Wit Kommando.
— DDC

ROM
 6/3/81
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 139
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Bricks could fly over this close union

The acquittal of municipal worker leader Mr Joseph Mavi has focused attention on the formation of "company" unions by employers. Labour Reporter STEVEN FRIEDMAN reports on an alleged company union which seems set to cause a major controversy in the brick industry.



Signs outside the National Union of Brick and Allied Workers office in Darragh House a company or an independent union?

IF BLACK trade unionists are correct, the spirit of Francois Oberholzer lives — on the first floor of a building at the corners of Wanderers and Plein streets, Johannesburg

The building, Darragh House, houses the offices of the National Union of Brick and Allied Workers (NUBAW), whose application for Government registration is due to be gazetted this morning

While the union's general secretary, Mr Eustace Legotlo, insists that his union is totally independent of management, rival unionists insist that it was formed as a "company union" by management at the Corobrik brick company, a subsidiary of the Tongaat group

The allegations seem set to spark off a controversy which could put another aspect of the Government's official labour system under the spotlight

"Company" unions have a long history. They were invented by motor magnate Henry Ford, who formed his own unions at his plants in order to keep the growing American trade union movement out

The experiment was not an unqualified success — indeed, it ended in total disaster. If one of the purposes of dealing with a union is to enable the employer to solve genuine grievances through negotiation rather than confrontation, a hand-picked union is unlikely to fulfill this function

But this has not deterred other employers in the Western world from trying the same thing from time to time

Obviously, a union formed by employers is unlikely to give employers a particularly hard time. Establishing one also means that you can keep real unions out by telling them that you already deal with a union

It was, of course, Mr Francois Oberholzer, chairman of the Johannesburg City Council's management committee, who made company unions headline news in South Africa

His council was accused of setting up just such a union in order to thwart the efforts of the Black Municipality Workers Union under Mr Joseph Mavi

And in the week in which Mr Mavi won his acquittal on charges flowing from the council work stoppage, unionists insist that "Obie" has his imitators at Corobrik

Assuming for the sake of argument that the NUBAW is a company union, it may well also be aimed at keeping other unions out of the bargaining process

For it has objected to a registration application by an independent black trade union, the Building, Construction and Allied Workers Union, which is affiliated to the Councils of Unions of South Africa (Cusa)

In a letter to the industrial registrar, NUBAW says that the Cusa union should not be registered for workers in the brick industry because that is NUBAW's area of interest

The objection itself has heightened rival union suspicions because the letter to the industrial registrar containing it was sent by De Vilhiers and Strauss, a law firm whose address is Smith Street, Durban

The union's head office is in Johannesburg, not Durban. Tongaat's head office is in Durban

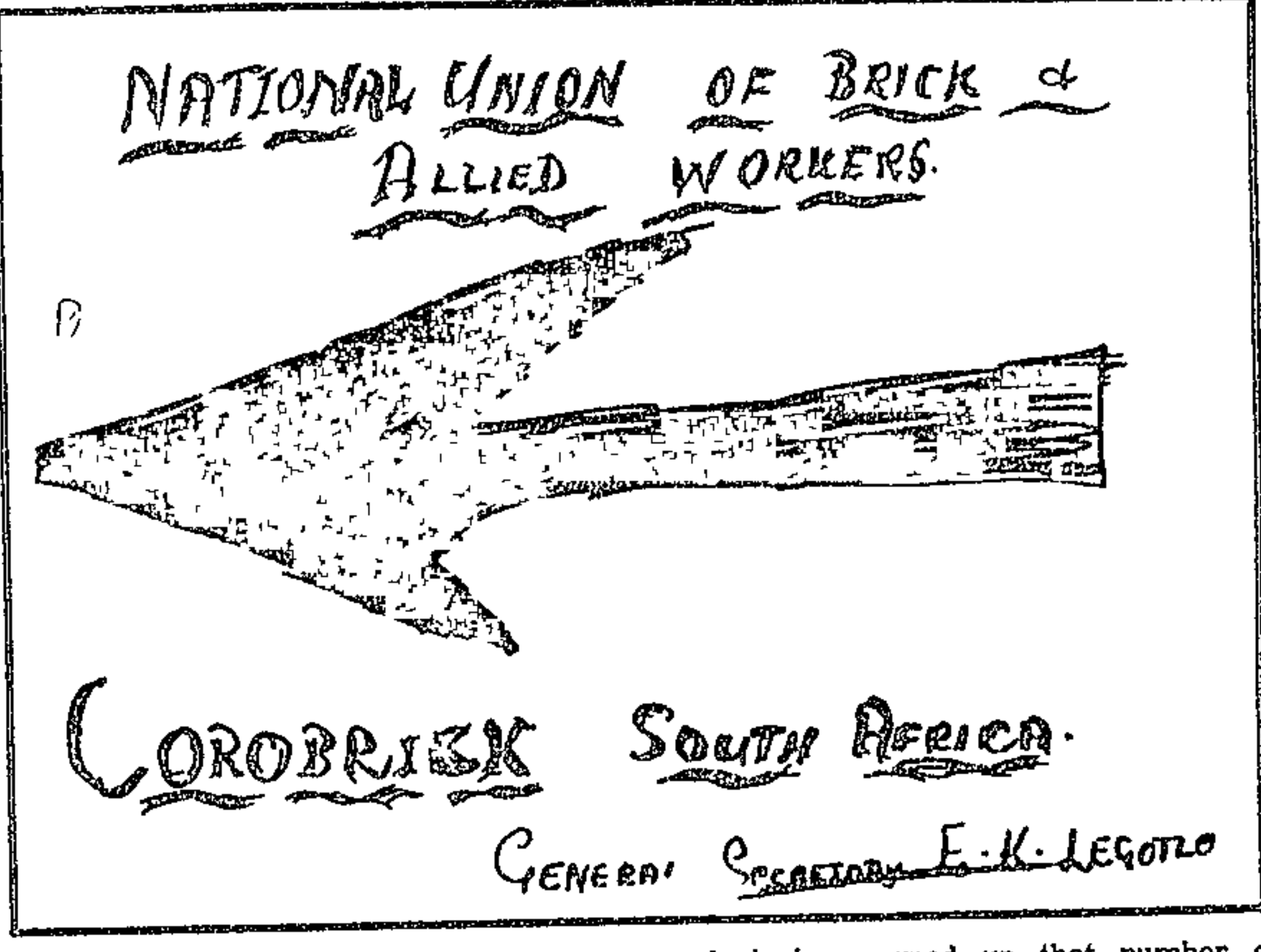
There are other factors which tend to add fuel to the fire

Firstly, there are two signs outside the union's offices in Darragh House

The first directs workers to "The National Union of Brick and Allied Workers Corobrik (SA)". The second, on the door of the union's office, reads "Corobrik National Union of Brick and Allied Workers"

Trade unionists regard this as fairly weighty circumstantial evidence that NUBAW is a company union

It is only fair to add that, when this



reporter telephoned the union's offices, a secretary answered the phone with a cheery "Corobrik, good morning", which obviously did little to allay suspicion

Eventually, on being put through to Mr Legotlo the "Mail" asked him what he did for a living before joining the union movement. The answer: "I was a personnel officer at Corobrik"

Despite all this, Mr Legotlo angrily rejects suggestions that his union is a company union. The secretary's greeting, he says, was "a mistake"

He says the union was started independently by himself and other Corobrik workers in 1979. They decided after "the Durban riots" that the official liaison committee system was ineffective and that a trade union was needed

Mr Legotlo adds that the union is not restricted to Corobrik workers and has members throughout the country at several companies. He concedes however, that Corobrik workers outnumber the others

He is equally angry about suggestions that the union is a management "stooge". Management at brick companies has, he says, been extremely hostile to the union

"They have tried to throw us off the factory floor. But we keep coming back to them to ask them for facilities and eventually they have to agree"

The union has thus applied for registration "so that they will have to talk to us and grant us stop order facilities"

Mr Legotlo could certainly not be classed as a militant unionist. He tells the "Mail" that he is committed to taking up worker complaints but "not if they are rubbish"

He adds "I am not prepared to have my members causing labour unrest over rubbish". As a result, he says, worker complaints are scrutinised "very carefully" before the union decides to act on them

Despite this caution, workers are flocking to the union, Mr Legotlo says, and he claims a membership of 7 500. He claims representation in the Eastern and Western Cape, Durban, Johannesburg and Vereeniging

The union has not yet decided whether it will join any of the union co-ordinating bodies. "We might even form one ourselves," says Mr Legotlo. The union is for black workers only

Workers, he says, are attracted by free legal aid offered by the union and by "our excellent burial benefit scheme"

He says the union was formed in 1979 and union sources point out that a union

which has signed up that number of members in so short a time must have prodigious organising abilities — or be receiving a more cordial management reception than other unions usually enjoy

However, most rival unionists say they do not believe "for a moment" that the NUBAW has the membership it claims. And they remain convinced that it is, indeed, a company union

Unionists point to the fact that Tongaat was one of the first companies to back a system very similar to the "company union" idea. And they insist it hasn't changed

The company's manpower manager, Mr Stan Savage, says he prefers not to comment on the NUBAW. He says Corobrik is "aware" of the union's existence but adds "it would be more appropriate for Mr Legotlo to discuss the matter"

So there the matter rests. But, if union suspicions are founded, it is unlikely to rest there for long

Rival unions are likely to object to NUBAW's registration application as soon as it is gazetted, arguing that it is a "company" union

If they can demonstrate that it is one, an interesting situation for the Department of Manpower Utilisation may be created

The department's Minister, Mr Fanie Botha, last year delivered two speeches in which he warned employers against "sweetheart unions" — a category in which company unions certainly fall

There was talk after those speeches that the department would carry this warning to its logical conclusion and be extremely wary of registering any unions which were obviously formed by managements

The registrar's decision would therefore be watched with great interest. An even greater test, however, will be the registrar's decision on whether to uphold NUBAW's objections against the Cusa union's application

If it does, a storm of protest is inevitable, with unionists protesting that the registration system can be used to deny representative unions official bargaining rights

All a company would have to do to keep unions out would be to form one of its own — get a registration application in first — and sit back

After all, unions who apply for registration before their rivals are entitled to object to their rivals' applications

So the rumours about that office in Darragh House may well end up by going well beyond the confines of yet another inter-union battle

Workers' strike

RDM 6/3/81

152/86 (139) 138

over sackings

By RIAAN DE VILLIERS
Labour Correspondent

BLACK workers at the Irvin and Johnson plant in Benrose went on strike yesterday after their union chairman and a committee member were dismissed.

The workers and their union, the African Food and Canning Workers' Union, claimed the men were victimised.

Later, workers returned to work after the firm agreed to reinstate the union committee member, Mr Lucas Ngwenya.

Management also agreed to the formation of a committee consisting of union and works committee members, pending recognition of the union.

However, the firm refused to withdraw the sacking of the union committee chairman, Mr Anderson Sithole.

Mr Sithole was dismissed

again after a hearing on Wednesday this week. A short work stoppage followed and union members decided at a meeting on Wednesday night to strike in support of a demand that he be reinstated.

Mr Ngwenya was dismissed yesterday for allegedly inciting workers to strike.

A spokesman denied that Mr Sithole had been victimised.

Mr Ngwenya was reinstated as the management felt he had acted at a time when emotions were running high.

He also said union members appeared to be more aggrieved about the fact that they could not negotiate with management than about Mr Sithole's dismissal.

"Accordingly, we proposed the joint committee as an interim measure before formally recognising the union," he said.

AG won't charge council Single parents to meet

Soweto 1980
6/2/81

267/34

By SAM MABE

THE Attorney-General of the Transvaal this week refused to prosecute the Johannesburg City Council on a charge laid against them by Mr Joe Mavi, president of the Black Municipal Workers' Union (BMWU).

Speaking to SOWETAN yesterday, a spokesman for the office of Priscilla Jana and Associates, the attorneys representing Mr Mavi said the Attorney-General refused to pursue a charge of contempt of court which Mr Mavi had laid against the Johannesburg City Council.

The charge followed a story published under the heading: "A strike can paralyse a city," which appeared in the City Council's newsletter, Our City Johannesburg, in September last year where references were made to the role Mr Mavi played in the municipal workers' strike of July 1980.

At the time the story was published, Mr Mavi had been charged under the Sabotage Act and was out on bail.

By LEN MASEKO

THE Pretoria-Witwatersrand-Vaal Single Parents Association will hold a meeting to welcome new members at Holy Cross Anglican Church, Orlando West Extension, Soweto on Sunday March 15.

A member of the association, Miss Ivy Godoka, said the constitution of the organisation would be read for new members at the meeting.

"We will also discuss plans for the Easter weekend. We want to take our children for an outing on that weekend," she said.

"The aim of the association is to bring single parents together so that they can share their problems. It is important that a single parent should know there are other parents within the same plight.

"And their plight should not affect the normal growing of their children. Their children should be brought up the same way as children who have both parents," she said.

Clothing strike continues

By Z B MOLEFE

THE MANAGING director of the strike-hit clothing factory in Nancefield, near Kiptown, yesterday appealed to trade unions to tackle the problem on a business-like basis.

Mr Syd Cope was reacting to a story published in SOWETAN which said an estimated 400 women employees went on strike on Monday at his factory after alleging low wages and poor working conditions. In fact, 370 men and women are on strike.

By yesterday the workers had not yet returned to work, according to a company spokesman.

"The factory is empty," he said "We are waiting for them to come tomorrow (Friday)."

Yesterday the Garment Workers Union appealed to workers to go back. The president of the union, Dr A Scheepers said if the workers were back at work the task of negotiating with the employers would be made easier. Dr Scheepers said negotiations were continuing today.

Some workers on strike claim that beginners earn R13 a week while machinists earned R23 a week. They also claimed they worked 7 am-5 pm on weekdays and 7 am-4,30 pm on Saturdays as overtime.

According to Mr Cope, who met SOWETAN in a meeting with a few of the factory's executives, the women earned far more than the wages laid down by their union and Industrial Council agreement.

"We are paying the minimum wages laid down by these two bodies. In fact, over 50 percent of our workforce are receiving more than that," said Mr Cope.

The union rate for a qualified machinist is R29,60c a week, but there were machinists earning R42, R33, R39 and R40 a week at the Nancefield factory, he said. Pressers earned R40-R44 weekly while the minimum union rate is R32,60.

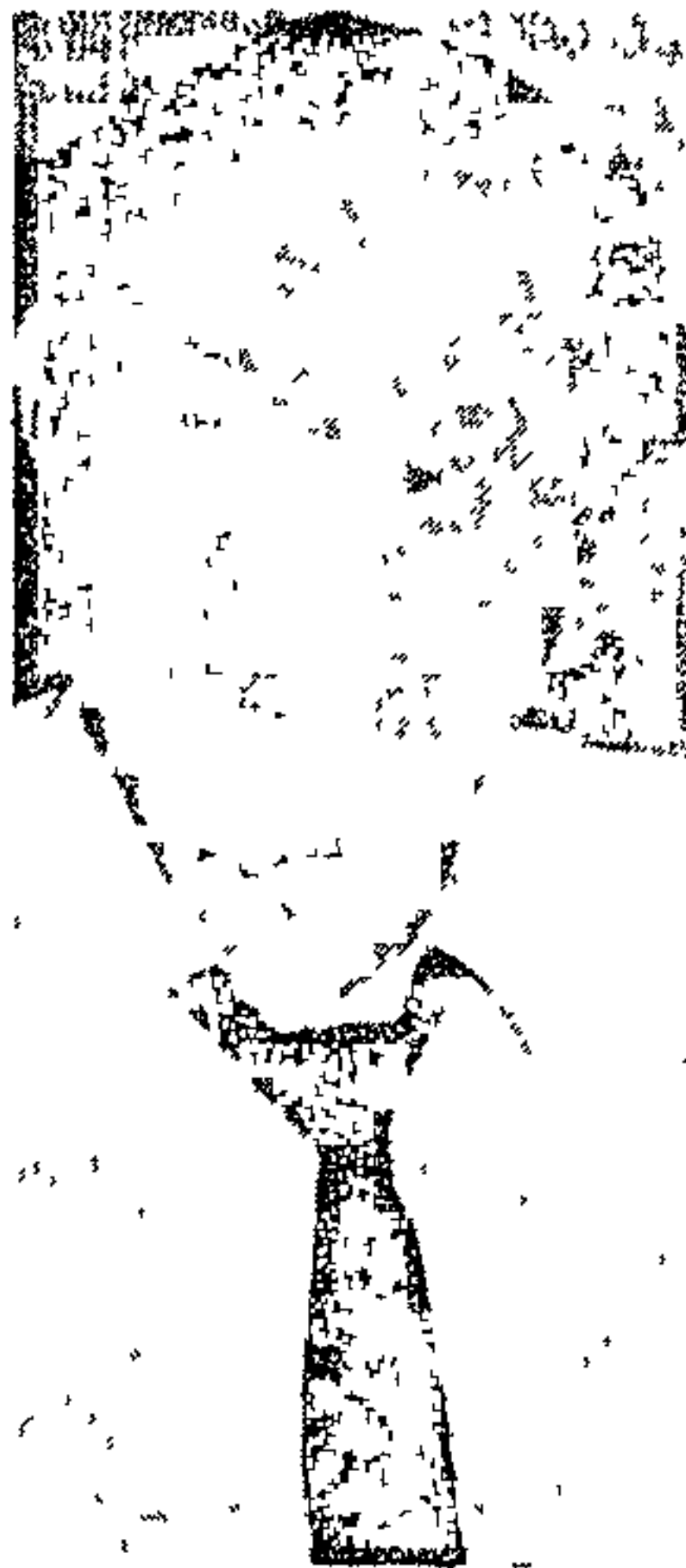
On what general workers were earning, Mr Cope said R13 a week was a union minimum. Explaining this further, he said his factory still paid more than this as was the case with another worker who after two weeks was earning R24,50. "We look at how our workers are progressing individually."

SOWETAN wanted to know what could be the cause of the strike if the workers were earning these attractive wages? Mr Cope said it must be understood that he was not against his workers receiving increases, "but we have to abide with negotiations between us and the unions," he added.

He then declared that he is not going to jeopardise his position while small factories offered their workers "fantastic" wages. "I hope when my workers report here on Friday for their wages we will sort this out. I feel that the unions should tackle this on a business-like basis," continued Mr Cope.

Asked about the hours the workers worked, he said they worked the stipulated 40 hours for a five-day week as laid down by the unions and the Industrial Council. On working overtime, they are paid one-and-a-half time for that particular day. This means they are paid for eight hours plus another half of their wage — "everything is worked relatively on their weekly rate."

Reporters were taken on a conducted tour of the factory premises. According to Mr Cope other benefits the workers enjoyed were medical attention from a doctor assisted by a nursing sister, a group life insurance scheme for employees with more than 20 years service and Putco buses to transport them to and from work each morning and afternoon.



Mr Syd Cope, managing director of the clothing factory whose workforce is on strike.

Sullivan slammed

~~138~~
~~137~~

~~136~~
~~135~~

139

FM 6/3/81

Ford, alternately the villain and the hero of SA labour relations, is again in the hot seat this time over the second Audit by the SA Institute of Race Relations of its observance of the Sullivan principles

The report paints a glowing picture of Ford's "progressive" internal industrial relations structure and praises the company for its commitment to 'the spirit rather than the letter of the Sullivan principles, and the realistic awareness of the role that the company can play in bringing about peaceful change in the directions envisaged by Sullivan

Although written by a committee of two sociologists, Cecil Manona and Dr Marianne Roux an anthropologist, Professor Michael Whisson, an economist Professor Wolfgang Thomas and an accountant, Professor Wiseman Mkuhlu, the report has drawn an angry response from unionists and has brought into question the usefulness of foreign labour codes and highlighted problems companies face in monitoring them

The National Union of Motor Assembly Workers (Numarwosa) and the United Automobile and Allied Workers Union of SA (UAW) — two unions affiliated to the Federation of SA Trade Unions (Fosatu) which merged at the beginning of the year — and the Motor Assembly Components Workers Union of SA (Macwusa) have labelled the report a "whitewash" and say it gives unfounded credence to company adherence to the "questionable Sullivan principles

Says Fred Sauls Numarwosa organiser "The spirit of the codes is unrealistic in the political situation in SA. They serve primarily to improve the company's credibility but they were drawn up without prior consultation with workers and are being implemented in the same paternalistic way

He adds that Fosatu has taken exception to the mention of its standpoint on the wage issue being included in the report

Sauls says Audit 2, unlike Audit 1 contains no interviews with workers nor does it reflect the views of the black unions active at Ford "The report contains no views from organised labour. No worker organisations participated in it. It cannot therefore reflect what is really happening

The report finds that Ford has complied with Principle 1 of the codes — the non-segregation of races in all eating, comfort and work facilities. However Dumile Makanda, Macwusa organiser, says that toilet and eating facilities have been integrated. That is all Sauls adds. The

company has integrated some facilities but this does not mean integration of people. This step has in some cases hardened the attitudes of white workers who resent interference

On Principle 2 — the implementation of equal and fair employment practices — the report says 'While the structure of the company is essentially fair and opportunities for advancement exist, problems remain in training non-whites to take advantage of the opportunities in training supervisors and managers to transcend stereotypes and in communication especially across cultural divisions'

Says Makanda "Nothing has changed in this regard in the company over the last two years. We would have to be the first to be convinced if it had

Sauls says the problem of 'middle management' still remains. 'Even though top management may have made certain decisions in this regard there are many people down the line who do not share the same sentiments. The report does not consider this problem at all'

The report says that "no racial discrimination exists in benefit plans. Makanda, however, points out that many workers joined the company when discrimination regarding wages and benefits did exist. 'The present structure only serves those who have joined recently. Older workers are still receiving benefits and increments based on their initial wages. The company has done nothing to rectify this

Under recommendations on grievance procedures, the report raises the issue of

elected and company-paid shop stewards. The ambivalent position of the shop stewards, especially those paid as such by the company, can lead to difficulties if the workers feel they are being co-opted by the company or even by the union bureaucracy and are no longer fully representative or sensitive to worker feelings"

The report recommends 'annual elections on a plant-by-plant basis with open nominations, ie not restricted to union members'

Makanda and Sauls strongly condemn this notion as they feel it will mean the introduction of "stooge" shop stewards, because non-union members elected will have no responsibility to anybody — other than management. Says Sauls "Under whose authority will they operate? The report seems to be advocating a liaison committee

Audit 2 also says the policy adopted by the company concerning discrimination against blacks in organising labour unions has been "exemplary" and that the company, by avoiding showing favour to any organisations promotes freedom of association within the organisation

Although unionists agree the company has accommodated the formation of unions at Ford (it was the first company to recognise an unregistered union) they feel the report fails to acknowledge that the company has little power in the face of repressive state action. They use as a case in point Thozamile Botha who was banned and subsequently fled the country. With regard to Principles 4 and 5 — developing training programmes for su-

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Sauls . . . the same old paternalism

Year	No. Psychiatrists Registered in S.A.	No. Medical Staff Employed by State	No. Nurses Employed by State

STAFF

TABLE IV

Steyn wants

Govt to relax

gag on Sisulu

RDM 7/3/81 (139) ~~(138)~~ ~~(137)~~

By AMEEN AKHALWAYA
Political Reporter

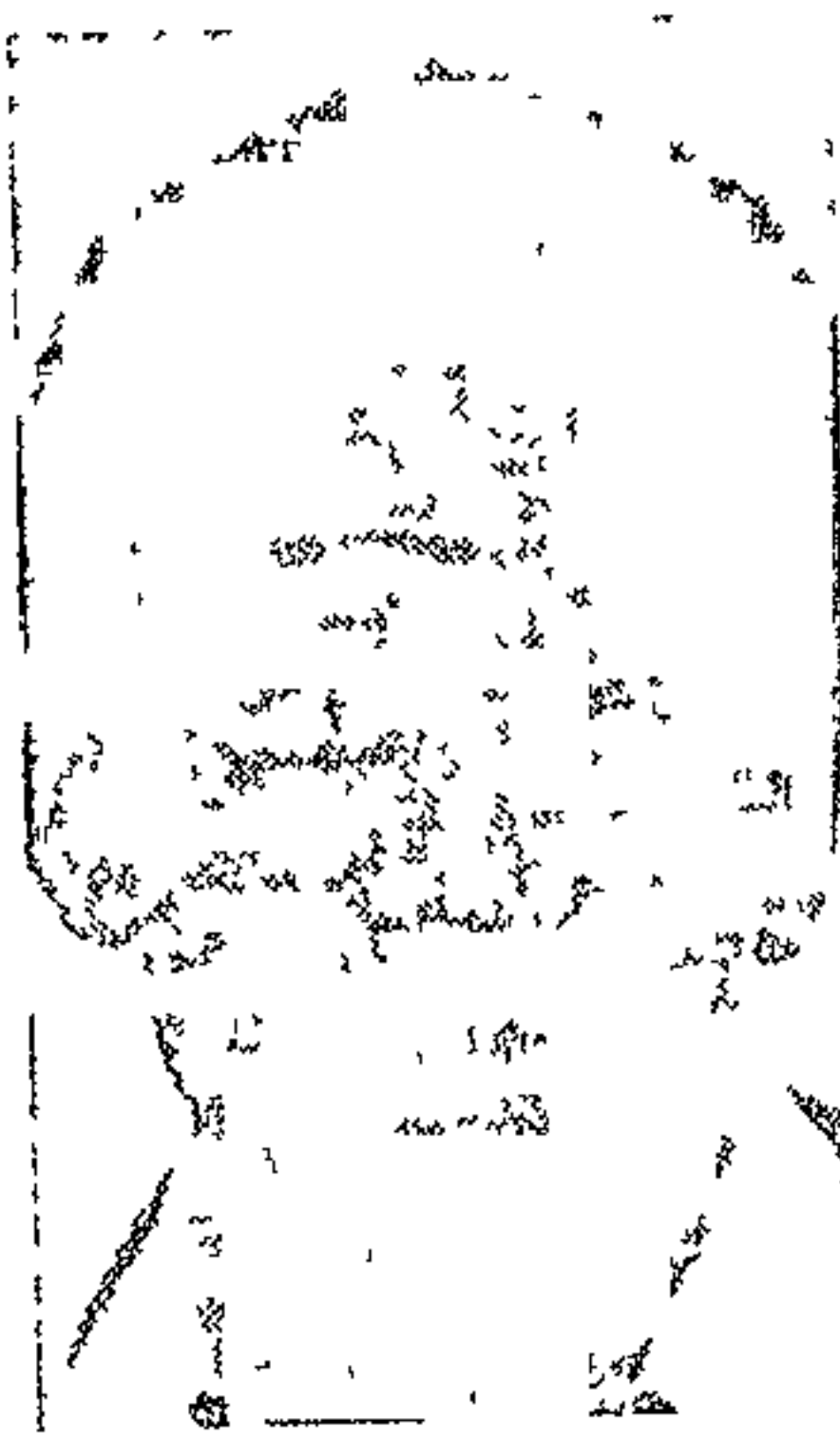
THE Steyn Commission of Inquiry into the mass media has asked for a temporary relaxation of the banning orders imposed on Mr Zwelakhe Sisulu, former leader of black journalists, to enable him to appear before the commission.

The chairman, Mr Justice M T Steyn, said in an interview yesterday that the commission had written to the Minister of Justice making the request to allow Mr Sisulu to testify and for his submissions to be published by the Press.

Mr Justice Steyn also disclosed he had invited the Media Workers' Association of SA (Mwasa) to send representatives to appear before the commission.

He said that if permission was received from the Minister of Justice, he would invite Mr Sisulu to appear.

Mr Sisulu, former news editor of Sunday Post — one of two newspapers effectively shut by the Government recently — was president of Mwasa when he was banned for three years under the Internal Security Act last December.



ZWELAKHE SISULU
under three-year ban order

So far, Inkatha representatives have been the only blacks to appear before the commission.

But Mwasa is unlikely to accept the commission's invitation. Its senior vice-president, Mr Charles Nqakula, said yesterday

“We have not yet received the invitation. When we do, our executive will have to discuss it.”

“But our standpoint is clear — we cannot accept the temporary lifting of banning orders for the system to pursue its selfish ends. The banning restrictions on all our people must be unconditionally lifted and the banned newspapers must first be unbanned before we would even consider giving evidence or advising our former president to do so.”

After restriction orders were served on Mr Sisulu, four other Mwasa officials were also banned. They are Mr Phil Mtimkulu, Mr Maimuthu Subramoney, Mr Mathata Tsedu and Mr Joe Thloloe.

In its submission to the commission, Inkatha sharply criticised some Mwasa members. Mwasa also came in for criticism from the editor of Beeld, Ton Vosloo, in his submissions.

Mr Sisulu cannot be quoted because of his banning order. The Minister of Justice, Mr Kobie Coetsee, could not be contacted for comment last night.

Joseph Mavi: free — and very determined

S. Express

8/3/81

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HE'S free, his innocence is proven, and he's bent on consolidating his union's already considerable support.

Joseph Mavi, the man nobody had heard of until he brought Africa's richest city to its very dirty knees last year, was acquitted of sabotage this week and cleared of charges under the Riotous Assemblies Act following last year's massive strike by Johannesburg members of the Black Municipal Workers' Union.

After a frenzied pre-strike beginning, work at the union offices slowed down during the long months awaiting trial, following the spectacular arrest of Mr Mavi late at night in the corridors of the Supreme Court, where he went to argue an urgent matter for the union.

Every day for eight months, the three union executives behind this, the most representative organisation of municipal workers in Johannesburg, had to travel time-consuming distances from their Soweto homes to report to the police.

Within 24 hours of their acquittal on Wednesday, the downtown offices of the union were humming again.

I watched as workers streamed in to pay their subscriptions, sign enrolment forms, or have their union cards updated.

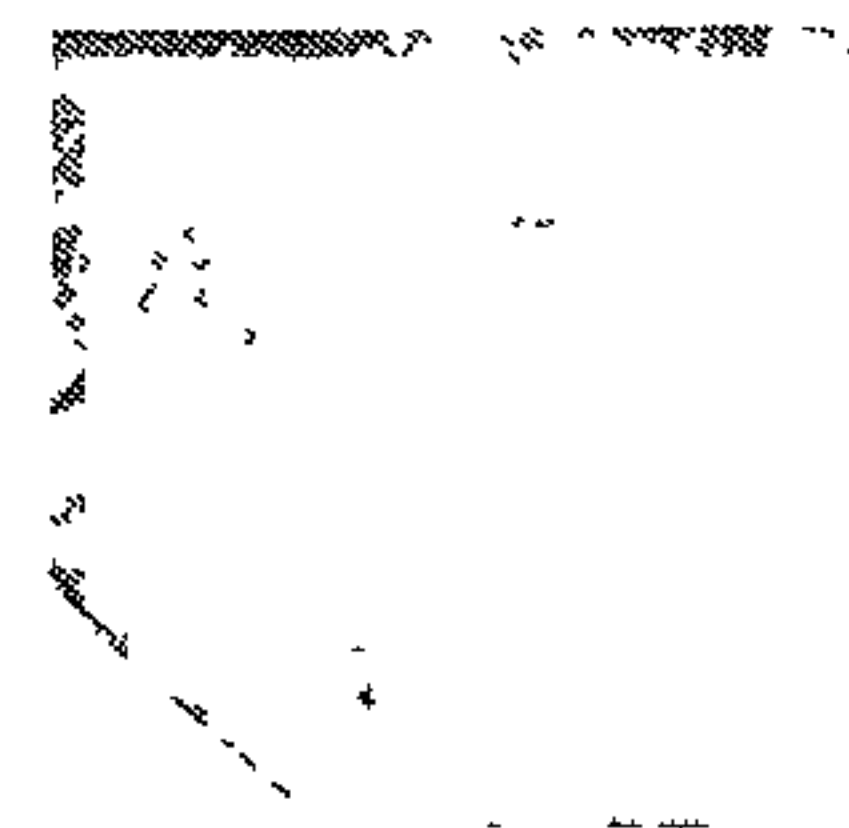
Migrant workers who were dismissed during the strike and have filtered back to the city, crowded in to report on their poverty and joblessness.

And Mr Mavi and his men were hard at it.

Last time I called at their small offices in Sauer Street at the height of the strike, when uncollected stinking refuse littered the streets and parks — the union was disorganised.

They had no telephone, no office furniture, nowhere to sit, merely basic administrative

'If we'd wanted a strike we'd have called it in summer'



● Dlamini... I wish I had more education

machinery — a couple of pens and some paper.

Today, nine months later, all they need are a few filing cabinets, and normal access to the workers they represent.

Both Mr Mavi, a tall impressive man who chooses his words carefully, and his more volatile general-secretary, Mr Philip Dlamini, have one priority — they want freedom to talk to the 15 000 men employed by the City Council.

They claim they are not allowed into municipal compounds or onto any property where workers are employed.

Yet, the union has 2 000 fully paid-up members, and another 9 000 who have signed on.

The rival organisation, the Johannesburg Municipal Workers' Union, recognised by the City Council as the only legitimate negotiating body representing workers, has 40 paid-up members to date, according to Mr Dlamini.

I tried hard to get somebody at the City Council to give me figures of this union's paid-up membership. It appears this is sensitive information as only

one man at City Hall is authorised to give out that kind of information, and he was unavailable.

Joseph Mavi, who is now a hero among the workers, speaks with intensity of the history of unions in South Africa, and their growing effect on the economy.

His measured speech is, however, frequently lightened by humour and a certain cynicism, especially when Councillor Francois Oberholzer's name crops up in conversation.

It's astonishing that a man like Mr Mavi, self-taught but well-educated, put up with the job of bus driver for so long.

"I had good teachers on unionism. I learned from the Whites, and they taught me plenty."

He grinned wryly when he said that. Of course that is a simplistic description of the knowledge he has acquired over the years. He has studied unionism for eight years, from books bought or borrowed, and books from libraries wherever he could find them.

He must have suffered these last eight months, he must suffer today, but he doesn't admit it.

His wife Ruth has borne the financial brunt of providing for the large Mavi family. She earns R29-a-week as a cashier in a quality city departmental store.

Her husband has been without a job since he was dismissed following the strike.

"So what. We don't eat eggs or fruit any more, and not much meat. It's not going to kill us. My family, and even a Soweto headmaster, have helped us out with school fees for the children."

Bitterness? Rage? It is always an extraordinary experience to meet people like Joseph Mavi. People who have suffered outrageous treatment from the authorities, and who have no anger.

He would have some justification for anger. He had to go into hiding knowing the authorities were after him. He knew 1 200 migrant workers whose interests he represented were being isolated, then trucked off to their poverty-stricken homelands.

And then that midnight arrest in the corridors of the Supreme Court. An arrest which shattered even the most cynical legal men in the country, and his subsequent three-week detention in solitary confinement.

Bitterness? "No, all I felt was embarrassment when they arrested me because I wanted to protect my workers from harassment. That was the reason I sought an urgent application late that night."

"After I was arrested I was powerless to help the workers, which was my job."

But he grins when he remembers dark days during the strike when he was on the run.

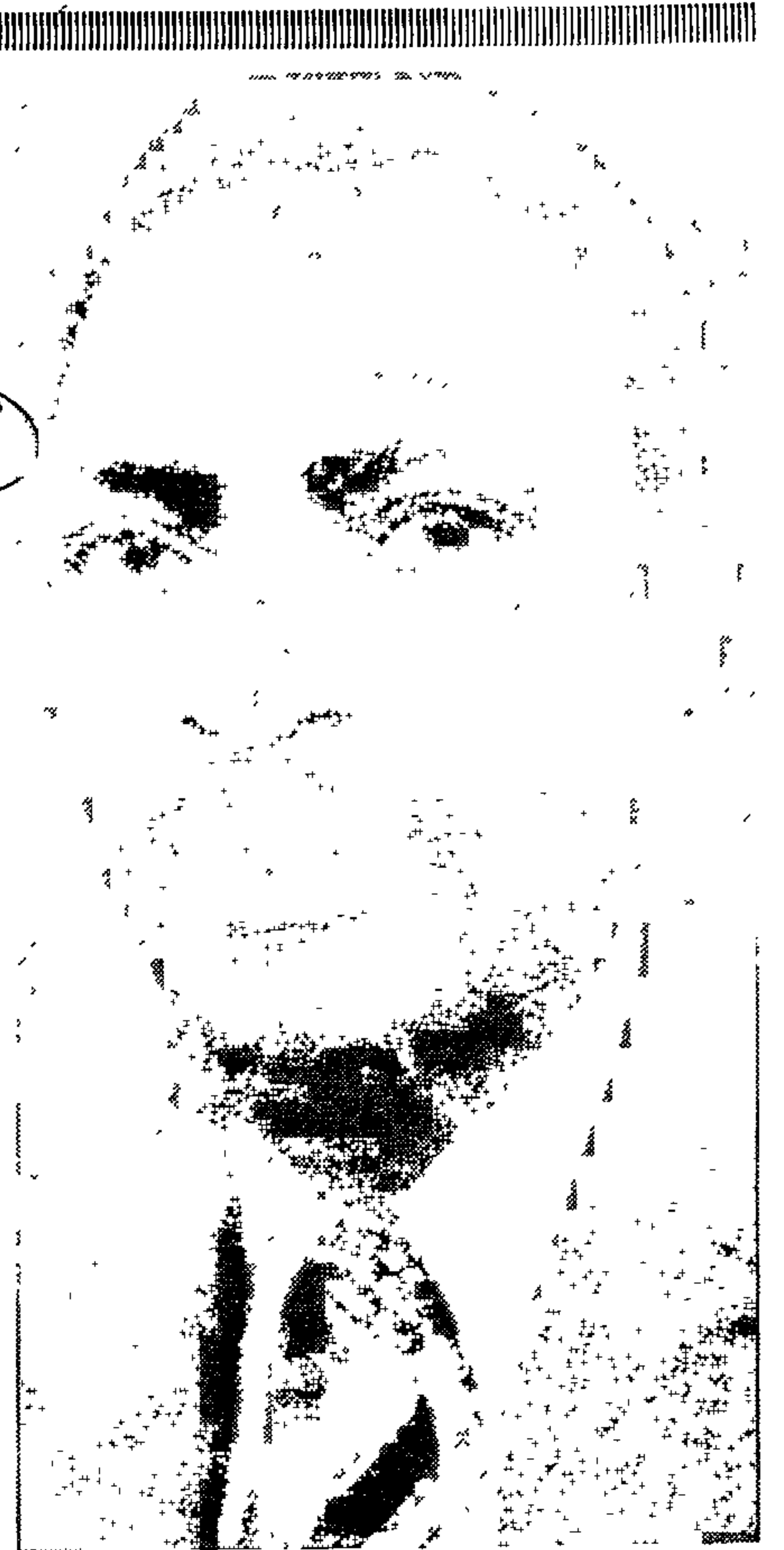
Dressed like a labourer he met with his executive all over town, in public places, at appointed times, to discuss the developments of the strike he had fought against.

While the City Council searched for the leaders, and police and security police watched their homes, the premises of the BMWU and other haunts, they held their meetings in view of hundreds of passers-by.

He knew when he came out into the open that day to consult with his lawyers, freedom and anonymity were running out.

"It was a risk I had to take. The workers were being harassed."

He speaks about the subterfuge as a White man might discuss an outing to Zoo Lake.



● Joseph Mavi conversation lightened with humour

He grinned when he spoke of Mr J C de Villiers, chairman of the Staff Board, the man who pointed him out to the police in those halls of justice in the dead of night, moments before the court went into session.

"I saw him. He knew me well, because we had dealings with each other when I was secretary of the Works Committee. He came to me and greeted me, 'Yes, Mr Mavi,' he said."

And I replied, 'Yes Mr de Villiers.' He was being followed by plain-clothes policemen who were waiting for me to return a greeting so they would know which one was Mr Mavi.

"One of them tugged at my shirt and said to me 'Kom!' I knew then I was under arrest."

It's hard to imagine Mr Mavi as any kind of a fire-brand. He's quiet, a neat and conservative dresser, and, above all, a family man.

He shows a fine set of teeth when he talks of Mr Oberholzer.

"We wanted to talk to them during the strike, and they wouldn't. We still want to talk to them. Our door will always be open."

Mr Dlamini, a spindly man who spent much of his childhood ailing in Baragwanath Hospital, smiled. "What they should do now the trial is over, and the dust has settled, is to have a referendum between the two unions, to see who has the greater support. But they would be too frightened for that."

He cursed himself as he spoke, "I wish I had more education, I need it now."

His wife, a R19-a-week office cleaner, is now also the sole supporter of the family of five.

Both men say that the prominent use of their names in a publication in connection with the strike issued by the Council before the trial will probably preclude them from gaining employment.

And certainly the money collected in subscriptions is not for salaries for anyone. Work at the union headquarters is done on a voluntary basis.

Suddenly I knew I was in the

way. The telephone was ringing incessantly, and the crowd outside the door was growing. Mr Mavi and Mr Dlamini wanted to get back to the business of their union.

One worker had subscriptions from five of his colleagues, unable to get to town to pay their subs.

The network of enrolment among Johannesburg municipal workers is complex and comprehensive.

In each place, even the most distant compound, there is a scribe. He is a trusted man who fills in the forms for the illiterate workers, and then hands them on to someone else to ensure they get to the BMWU offices.

The present filing system is orderly. And even though a box containing about 4 000 completed forms mysteriously disappeared from Philip Dlamini's locker while he was in detention, they have more than enough on hand to process.

None of them want more strikes.

"If we had wanted a strike last year, we wouldn't have called it in winter, but in summer. Rain makes rubbish rot quicker, and breaks up the roads," said Mr Dlamini.

Last year's wildcat strike took place when the union was a week old. It has matured to adulthood now.

Poor old "Obie."

He was in dire straits when Johannesburg's rubbish spilt into the streets and into the international Press, and he then said the strike had been good for labour and trade relations.

How loud does the chatter of discontent and the growing unity of a strongly supported organisation have to be before people stop shouting "agitators" and listen to the genuine needs of the men who keep our city alive and working?

Nice is a boring word, which Joseph Mavi isn't. But there isn't another one that will do. He really is so nice. Even "Obie" might find he liked him.

Mwasa rejects Steyn Inquiry

The Media Workers Association of South Africa will not give evidence to the Steyn Commission of Inquiry into the Media until banning orders on all its members are lifted and Post (Transvaal) and Sunday Post are allowed to resume publication.

Mr Justice M T Steyn, chairman of the commission, has reportedly written to the Minister of Justice asking him to relax the ban on Mr Zwelakhe Sisulu, former president of Mwasa, to allow him to testify before the commission.

Mr Sisulu was the first official of the organisation to be banned and partially house-arrested. Four more members have since been banned.

The national executive of Mwasa said in a statement today "We cannot allow the Government to lift the banning orders served on our members to suit its own ends."

PROBING

"Post (Transvaal) and Sunday Post must also be allowed to resume publication unconditionally before we are approached to give evidence. We believe the whole exercise of the commission is aimed at probing the role of black journalists."

Recently, in submissions made to the Steyn Commission by both Inkatha and the Editor of Beeld, Mr Tom Vosloo, Mwasa came in for sharp criticism.

Inkatha recommended to the commission that South African journalists be registered in the same way as doctors and lawyers.

Mr Justice Steyn said in January "We have been trying to reach Mr Sisulu to give evidence but have been unable to get hold of him."

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(139) Soweto 9/3/81

Mwasa snubs inquiry

THE MEDIA Workers Association of South Africa (Mwasa) said on Saturday that it would not give evidence to the Steyn Commission of Inquiry into the media until banning orders served on all its members were unconditionally lifted, and POST Transvaal and SUNDAY POST were allowed to resume publication.

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The national executive of Mwasa said in a statement today. "We cannot allow the Government to

lift the banning orders served on our members to suit its own ends.

"POST Transvaal and SUNDAY POST must also be allowed to resume publication unconditionally before we are approached to give evidence. We believe the whole exercise of the commission is aimed at probing the role of black journalists

STANDPOINT

"Our standpoint is clear: we cannot accept the temporary lifting of banning orders for the system to pursue its own end," the executive said.

Mr Justice Steyn said in January that "we have been trying to reach Mr Sisulu to give evidence but have been unable to get hold of him.

Another prominent black journalist, Mr Obed Kunene who edits Ilanga in Durban, has refused to testify before the commission.



Zwelakhe Sisulu . . . banned Mwasa president.

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Mwasa will
not be ~~subpoenaed~~
subpoenaed

SEARCH
10/3/81

The Media Workers Association of South Africa (Mwasa) will not be subpoenaed to give evidence to the Steyn Commission of Inquiry into the Media, the chairman of the commission, Mr Justice M T Steyn, said yesterday

He told The Star that if Mwasa was unwilling to give evidence, the commission would not subpoena them because they would not make a worthwhile contribution

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Wage talks focus on less skilled

Twelve trade unions — including three newly registered unions representing black workers — will press for a novel wage agreement in today's meeting of the engineering industrial council.

The council meeting has been brought forward at the request of the unions to counteract the effects of inflation.

The unions' proposals have been framed with an eye to black workers in the lower skill categories,

said the director of the Confederation of Metal and Building Unions, Mr Ben Nicholson.

For workers on the bottom of the wage-scale, the unions have asked for an increase of 30 percent, Mr Nicholson said, whereas if the demands were met, workers at the top of the scale would receive closer to 15 percent

The meeting is also likely to consider the refusal of the recently registered Metal and Allied Workers' Union (Mawu) to apply for membership of the council

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UNIONS WILL
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WAGE RISE

Labour Reporter

Unions in the tobacco industry have successfully negotiated a 12 percent minimum increase for all workers in the industry

The National Union of Cigarette and Tobacco Workers and its parallel union, the African Tobacco Workers' Union, won the new wage at an industrial council meeting last month

The agreement, which was finalised on February 23, means a 12 percent guaranteed increase of wages together with a merit increase

RDM 11/3/81

By RIAAN DE VILLIERS
Labour Correspondent

ABOUT 500 000 workers of all races were awarded wage increases ranging from 15% for skilled workers to 22% for unskilled workers in special negotiations between unions and employers in the giant steel and engineering industry yesterday

The higher increases for mainly black workers at the lower end of the wage scale are in line with earlier trade union demands which were aimed at offsetting sharp cost of living increases and growing militancy among black workers.

For the first time, black unions and multi-racial unions representing blacks formally took part in the wage talks.

The wage award, which covers all workers in the industry, raises minimum wages from 15% for artisans to 22% for workers in the lowest unskilled category, with appropriate intermediate adjustments

Steel workers get minimum 15% wage hike

The agreement also provides for similar "across the board" increases in wages. Holiday bonuses and living out allowances are to be improved as well.

The agreement will come into effect on May 1 and not July 1, as has been customary, and will be spread between the two dates.

Earlier this year, unions suggested that this year's agreement should last for 18 months — until next December — rather than the usual year.

However, the agreement will run for 14 months before expir-

ing as usual next June

For the first time, black unions and multi-racial unions representing blacks took part in yesterday's negotiations as full members of the industry's industrial council

Two established member unions have opened their ranks to blacks since last year's talks which means that six unions of the 14 involved in yesterday's talks represented black workers

According to the statement announcing the agreement, some 300 representatives were present at the meeting

Viewpoint

Industrial unrest in South Africa

Black workers unite to fight

SOUTH AFRICA
11/3/81
139

IN THE corner of a shabby little block of shops and offices in central Johannesburg, above the premises of a dealer in herbal medicines, and a clothes shop calling itself Hawkers' Paradise, is the sparsely-furnished headquarters of the Council of Unions of South Africa (CUSA)

The office, boasting a desk, three chairs, a telephone and a filing cabinet, is appropriately modest for an organisation founded barely six months ago. But CUSA is, nevertheless, an important part of the independent trade union movement, which is causing considerable soul-searching both in the corridors of government in Pretoria, and in the boardrooms of South African industry.

CUSA is one of two umbrella unions — independent of the long-established white unions — whose membership has soared in recent months. The eight member unions of the Council, operating in industries ranging from chemicals and catering to engineering and construction, claim a 28 percent increase in signed-up members, to 35 700, in six months last year. In the same period, the number of paid-up members more than doubled from 9 450 to almost 19 000.

The Federation of South African Trade Unions (Fosatu), the other and larger arm of the movement, based in Durban, boasts a similar expansion. Between March and December, 1980, its signed-up membership grew from 45 000 to just under 60 000, and its paid-up membership from 20 000 to 32 000.

The expansion and consolidation of the black unions have coincided with two major events: the overhaul and reform of South Africa's racially-based labour laws, and a sudden upsurge in black labour unrest.

According to the Government's National Manpower Commission, the number of strikes and work stoppages in the country doubled last year to 207 from 101 in 1979. The number of man-days lost almost trebled at 175 000, compared with 67 000. In terms of man days lost, 1980 was South Africa's worst year ever for industrial unrest.

Growing worker militancy is described, in a recent study of foreign companies and industrial relations in South Africa as "the most formidable challenge that multinationals in South Africa will face during the 1980s."

A variety of factors contributed to the upsurge in strike action. South Africa's economic prosperity over the past two years has resulted in a serious shortage of skilled labour, resulting in the need to accelerate black advancement, and consequently increasing the bargaining power of black workers.

However, the Eastern Cape, where the

greatest number of disputes occurred, has also been one of the areas slowest to feel the benefits of the boom. It is likely that accelerating inflation which probably affects the lowest income groups most severely, has outweighed any benefits for black workers, especially in relatively depressed regions.

Union leaders believe, however, that the most important reason for the growing discontent has been the increasing awareness among black workers of the potential of industrial action.

However, one of the main centres of strike action, the Rosslyn Industrial Estate outside Pretoria, where more than 20 factories were affected, was the scene of a series of wildcat strikes with little direct union involvement. Car workers at BMW and Datsun were seeking wage parity with their fellows working at Volkswagen, Ford and General Motors in the Eastern Cape. Other workers in engineering such as Siemens and Metal Box followed suit.

Although wildcat strikes are likely to recur, black worker action may increasingly be channelled through trade unions. The black union movement is still in its infancy, with a total membership of not more than 100 000, but it is likely to grow and the unions may themselves become more militant to retain the support of black workers.

Both Government and employers have reacted equivocally to the growth of black unions. It is only since May, 1979, when the Wiehahn Commission of Inquiry into labour legislation published its first report, that the idea of recognising black workers, and their unions as part of the formal industrial bargaining system has come to be accepted.

Although the Wiehahn proposals were supposed to lay down a clear framework for future conduct of industrial relations, including black unions, the Government has become caught between rival union pressures. On the one hand, Mr Fanie Botha, the Minister of Manpower, has apparently realised that he has to persuade the black unions to come in from the cold. He therefore backed down on

initial decisions to bar migrant workers from union membership and to ban multiracial unions. On the other hand, he faces considerable resistance from the established unions in the all-white South African Confederation of Labour.

That conflict between black and white labour militancy is complicated by uncertainty within the National Party Government over whether the aim of the law should be to control potentially subversive unions or provide efficient channels for resolving industrial conflict. There is real concern, both in Government and business, that the black unions will simply become a vehicle for black political aspirations, thwarted in the all-white parliamentary system.

Trying to reconcile the conflicting pressures is one reason why the change of heart has been translated into action so slowly and hesitantly. The latest decision to grant three black unions monoracial, rather than multiracial, registration, which has precipitated a threat by the Fosatu unions to withdraw, is a typical example.

So far, the independent unions with the exception of three of the most radical and active (the Western Province General Workers, African Food and Canning Workers, and South African Allied Workers), have agreed to apply for registration as a token of good faith. However, the delays in registration, and continuing concern about Government intentions towards them, mean that they are increasingly inclined to pursue their former strategy of plant-level bargaining, and to seek individual recognition agreements with companies outside the official system.

But if the black unions choose to withdraw from the state system, it would create exactly the situation that Professor Wiehahn was seeking to avoid. It would present the Government with a great temptation to attempt once more to suppress the black unions, rather than incorporate them. Both sides are involved in a game of brinkmanship to postpone that familiar scenario — London Financial Times Service.

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Joburg municipal 'strike' after the acquittal, the questions . . .

THE judgment handed down in the Johannesburg Regional Court by J J Luthar last week in the case of Mr Joseph Mavi, Mr Phillip Diamini and Mr Gatsby Mazwi for their involvement in last year's Johannesburg Municipality strike has bolstered faith in the courts.

They were acquitted on all charges brought against them under Sec 18 of the Black Labour Relations Act of unlawfully participating in or instigating a strike, including others to strike or committing a breach of contract of employment by refusing to work in order to compel their employers to comply with demands by them.

Their acquittal is even more significant when we remember that they were first charged under the sabotage clause of the General Law Amendment Act which carries a maximum penalty of the death sentence, and also that the Black Municipality Workers Union's (BMWU) first attempt to seek the protection of the courts met in failure.

On that occasion, on the night of July 31 last year, Mr Mavi, president of the BMWU, was seized by Security Police in the corridors of the Rand Supreme Court as he was making an urgent application for an interdict seeking to restrain or prevent the Johannesburg City Council (JCC) and the Minister of Police from wrongfully and unlawfully detaining, restraining and assaulting members of the union, and from wrongfully and unlawfully depriving them of their possessions and personal effects contained in their lockers and in the dormitories of the hostels in which they were residing.

It was an action which, in the opinion of Mr Johan Kriegler, SC, "appears to have been interference with the fundamental right of a litigant to free access to a court of law".

But if Mr Luthar's judgment helped reaffirm our faith in the courts, the trial itself was particularly disturbing on two counts.

Firstly, the evidence led against the accused has once again provided a salutary reminder of the lengths to which the State will go to press charges against black labour leaders. A key State witness, a member of the BMWU's executive committee, admitted that he had been detained and assaulted in John Vorster Square and had consequently produced three different statements — the third of which was to the police's liking.

Under cross-examination by Mr E. Wentzel, SC he admitted that the first statement, which completely exonerated the accused, was true. As Mr Luthar commented, "For obvious reasons his evidence is not worthy of belief".

Secondly, the trial raised a number of questions about the management of the JCC which are not all answered in court and which must now be allowed to sink into obscurity. Some of the more important questions are:

Why did the council persistently deny that it was pushing an "in-house" union, the Union of Johannesburg Municipality Workers (UJM/W), and inhibiting the formation of what was clearly a far more representative union, namely the BMWU?

In court, Mr Petey, the general manager of the JCC's transport department, admitted what was common knowledge — that the council had been backing and favouring the UJM/W.

The support went as far as giving the union organisers

members of the monthly paid staff's liaison committee leave to organise the union, open access to all the municipality's compounds, a four of the compounds conducted by a member of the council's Staff Board, and personal introductions by the Staff Board to the compound managers.

When it came to the inaugural meeting of the UJM/W on January 23, 1980, the JCC placed the Selbourne Hall at the union's disposal free of charge, gave workers the afternoon off to attend the meeting, and provided the council's own transport to take workers to and from the meeting. It is also alleged that the UJM/W even used the city council's stationery!

In contradistinction the JCC intervened directly to inhibit the formation of the BMWU. On February 20, 1980, the members of the transport department's works committee, who were the initial organisers of the BMWU, met with the council's Staff Board to ask permission to organise a union. The report of this meeting was conveyed to a meeting of the JCC's management committee on March 18 at which the management committee refused to allow them to organise a union anywhere other than in their own transport department.

At the BMWU's inaugural meeting on June 23, the JCC did not give the union the free use of the Selbourne Hall, nor did it give workers time off, nor did it provide transport facilities.

Why did the Chairman of the JCC's management committee, Mr Francois Oberholzer, state that it would be a contravention of the law to negotiate with an unregistered union when there is nothing whatsoever in the law that prohibits negotiation with or recognition of an un-



BMWU officials acquitted last week from left, Mr Joseph Mavi, Mr Phillip Diamini and Mr Gatsby Mazwi

Key members of the Black Municipality Workers' Union were acquitted last week on charges that they had instigated last year's city-wide strike in Johannesburg. But a number of questions arising from the work stoppage remain unanswered. JEREMY KEENAN of the Department of Social Anthropology at the University of the Witwatersrand, examines the outstanding issues. A copy of his report was submitted to the chairman of the Johannesburg Management Committee, Mr Francois Oberholzer, for his comments. But Mr Oberholzer indicated through his secretary yesterday that he could not comment at this stage because he first wanted to read the judgment in the court case.

registered union?

Why did Mr Oberholzer steadfastly state throughout and after the strike that the JCC could not and would not negotiate with an unregistered union? This question is most puzzling as a management committee document (ref SB 18/80, (vote 100/0900) dated 11 2,80, 10 4 80 Special) reads:

"The Staff Board is working towards consolidating the conditions for blacks and in this regard is now able to consult and negotiate with the newly formed Union of Johannesburg Municipality Workers before reporting to Council".

And in the document's recommendations we read "that the Staff Board will report in due course, after consultation and negotiation with the Union of Johannesburg Municipality Workers

Nevertheless, the JCC dismissed the 600 or so "striking" workers and would not even allow them to collect their personal belongings from the compound (it must be the first compound in the history of South Africa to be classified as a "strategic area").

Mr Mavi immediately voiced the concern of the dismissed workers "What, he asked, "if the money and belongings of these workers gets lost?"

Unlike most compounds, Orlando has lockers which

lock. They were therefore used by workers as secure places in which to keep money, not only for themselves but also for friends who did not have access to such security.

The anxiety of Mr Mavi and the workers was more than justified. The lockers were opened, and at the time of writing this article, more than seven months later, not one cent of cash held in the lockers has been returned to its owners. Fifty-three of these workers have been interviewed and 41 of them claim to have had cash taken from their lockers (in addition to other possessions).

The total sum of cash the 41 workers claimed to have

gone three pay days without having paid the drivers allowances due to them. As argued in court, it was the JCC and not the drivers who had broken their contracts.

The reason why the BMWU received such overwhelming support from virtually all sections of the JCC's black workforce is quite simply because there were very few black workers in the JCC's employ who did not have legitimate grievances relating to such issues as wage rates, differential, non-payment of overtime unilateral modification of shift agreements, non-payment of allowances due, alleged assault and victimisation, lack of worker representation, living conditions, and so on.

If proof is needed of this it is to be found in the ultimate indictment of the JCC and in the ultimate irony of the strike: one of the first groups of workers to give their support to the BMWU and assist it in the organisation of the migrant workers in the compounds was the council's own compound police — the trusted "backpackers".

They were not intimidated or whipped up by "agitators". They assisted the BMWU quite simply because they, too, had had enough of the exploitative conditions under which the JCC expected them to work.

Meanwhile, the Attorney General of the Transvaal has refused to prosecute the JCC on a charge of contempt of court laid against it by the president of the BMWU for the publication of a story under the heading "A strike can paralyse a city", which appeared in the council's September newsletter when charges against the BMWU were pending.

This article is based on a full analysis of the strike to be published in the SA Labour Bulletin Vol 6 No 7.

lost is R10 757,85

There is no question about who removed the money. Mr Oberholzer confirmed to the Sunday Express that "we went there to their lockers which are numbered and put their clothes in municipal bags which were numbered".

Some of these bags were found scattered around the Orlando and other municipal compounds several days later, but none contained any money and few contained all the other belongings removed. Six weeks later some of these bags were still lying in the disused City Deep compound — property of Rand Mines Properties.

Why did the JCC repeatedly assert that the pay gap between comparable posts had been closed when it had not? And what was Mr Petey trying to convey when he spoke of a multiracial pay scale for the bus drivers when the bus drivers are in fact divided by a so-called proficiency barrier?

The fact that no white driver, even with a month's experience, is below the barrier and not one black driver, even with 10 years experience, is above the barrier makes a mockery of such claims.

Why did Mr Oberholzer deny reports that those who refused to go back to work would be deported immediately to their homelands, when that is precisely the "offer" that most workers claim that the council's officials put to them and precisely what the JCC did to them?

In the early hours of Friday, August 1, an agreement was reached out of court following the seizure of Mr Mavi) and without liability between the JCC and the BMWU's attorneys.

A spokesman for the BMWU's attorneys confirmed

that the JCC's lawyers had undertaken not to unlawfully detain union members. This meant that no workers would be forced to board buses taking them to a homeland against their will.

Why, when Mr R. Kruger, counsel for the JCC, confirmed that an agreement had been made, did the JCC immediately break the agreement and deport workers to homelands against their will?

Mr Oberholzer repeatedly stated that the strike was caused by agitators and that workers were being intimidated. This is in direct contradiction to the very substantial amount of research data now compiled on the strike, as well as the findings of the court.

According to Mr Oberholzer, "there was an enormous amount of intimidation. Police have told us this and they have arrested some of the agitators".

The JCC's September newsletter even went so far as to state that two workers were murdered at the Orlando Power Station. These are serious happenings. It would therefore be interesting to know why these agitators were not charged in court.

The JCC could also help our own research by naming the two people murdered at Orlando. We have still found no trace of any such murders.

Why did the JCC state in the above-mentioned newsletter that the council's black bus drivers "had no grievances of any sort" when the general manager of the transport department confirmed in court that they did indeed have legitimate grievances which had in fact been brought to the attention of the Staff Board itself?

One of their many grievances was that the council, at the time of the "strike", had

is very, very scant" and certainly insufficient to prove that the Orlando strike was unlawful.

Nevertheless, the JCC dismissed the 600 or so "striking" workers and would not even allow them to collect their personal belongings from the compound (it must be the first compound in the history of South Africa to be classified as a "strategic area").

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Union man held as ~~329~~ witness say police

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EAST LONDON — The branch secretary of the African Food and Canning Workers' Union, Mr B P Norushe, is being held as a witness in the Security Act trial of Mr Guy Berger and Mr Devan Pillay

This was announced yesterday by the head of the security police in East London, Colonel A. P van der Merwe

He was reacting to a statement by the general secretary of the union, Mr Jan Theron, calling on the security police either to charge or release Mr Norushe, who was detained in Buffalo Flats on June 15 last year under the General Law Amendment Act and later under Section Six of the Terrorism Act.

In a statement on behalf of the East London branch, Mr Theron said Mr Norushe was unanimously re-elected branch secretary at their annual meeting here

"This showed the confidence the local branch members have in him. Mr Norushe is still in detention, although no longer under Section of the Terrorism Act

"We can only conclude therefore that there is no basis for any charge against him under the Act. It is now eight months that Mr Norushe has been in detention

"Both the union and their attorneys are completely in the dark as to whether or when he is to be charged or released

"A person has been deprived of his liberty. The workers have been deprived of a respected and dedicated trade union leader

"Our members in East London and elsewhere have expressed their fullest confidence in Mr Norushe. We deplore his continued detention and call for his release or that he be charged if there is

any case against him "

Mr Theron said the fact that the authorities still had not brought a case against Mr Norushe confirmed their belief that he was detained for no reason other than his legal trade union activities

Col Van der Merwe, said no call had been made upon him to release or charge Mr Norushe

He confirmed that Mr Norushe was still being held, but said he was not being held under Section Six of the Terrorism Act

He said Mr Norushe was being held under Article 12 B, as a result of a warrant of arrest issued by the Attorney-General. He was being held as a witness for the trial of Mr Berger and Mr Pillay, who are being tried in Port Elizabeth

Col Van der Merwe said Mr Norushe's detention had nothing to do with any trade union activities —
DDR

TABLE 18

It appears then, that either farmers' estimates of payment in kind in the agricultural census are well below actual payments, (8) or that many of the farms included in this survey pay high wages relative to the average for the area. This question will be further examined in the next section.

(c) Total payment.

The addition of cash wage, bonus (expressed in weekly terms) and payment in kind gives an approximation of total payment made by farmers (with the omissions noted above). The distribution of workers at various levels of total payment is shown in the table below.

Union man held as witness

EAST LONDON - The branch secretary of the African Food and Canning Workers' Union, Mr B P Norushe, is being held as a witness in the Security Act trial of Mr Guy Berger and Mr Devin Pillay, the head of the security police in the Border, Col A P van der Merwe, said in East London yesterday.

Mr Berger, a lecturer in journalism at Rhodes University, and Mr Pillay, a student at the university have been charged under the Internal Security and Publications Acts for taking part in and furthering the aims of the banned African National Congress.

Col van der Merwe was reacting to a statement by the general secretary of the union, Mr Jan Theron, calling on

the security police either to charge or release Mr Norushe, who was detained in Buffalo Flats on June 15 last year under the General Laws Amendment Act and later under Section Six of the Terrorism Act.

In a statement on behalf of the East London branch Mr Theron said Mr Norushe had been unanimously re-elected branch secretary at their annual meeting here.

Col van der Merwe confirmed that Mr Norushe was still being held, but said he was not being held under Section Six of the Terrorism Act. Mr Norushe was being held under Article 12 B as a result of a warrant of arrest issued by the Attorney-General - SAPA

(134) (327)
S. M. T. W. 12/3/81
(331)

Barlows' big step to union recognition

RDM 12/3/81

(157) (180) (139) (133)

By STEVEN FRIDMAN
Labour Reporter

IN A major policy statement, the country's largest industrial group Barlow Rand, has committed itself fully to recognising representative trade unions, even if they are unregistered.

This is a significant change from the policy spelled out last year in a speech by Barlows' executive chairman, Mr Mike Rosholt — that the group would negotiate with unregistered unions "in special circumstances".

Barlows has also laid out labour guidelines which urge companies to "talk to unions, whether registered or unregistered, at all times". The only criteria for recognition are that the union must be representative and must have an "acceptable" constitution.

The latest modification in Barlow Rand's policy is likely to attract intense employer and trade union interest.

Although Mr Rosholt's original statement was itself regarded as signifying a major policy change, it was much more cautious about recognition of unregistered unions. This statement was however criticised by some employers.

Mr Reinald Hofmeyr, the group's executive director in charge of labour relations, says Barlow Rand has "no option" but to adopt this policy until Government registration is

made "voluntary, simple and attractive".

His statement of the group's policy is contained in an article in Barlows' corporate magazine "Barlows' 81". The article also contains a detailed account of labour guidelines issued by Mr Rosholt to Barlow Rand companies.

Mr Hofmeyr also disclosed that Barlows were attacked by some other employers over Mr Rosholt's original statement that the group would be prepared to deal with unregistered unions in some circumstances.

"We were accused of 'letting the side down' and 'weakening the position of other employers,'" he writes.

"We were unrepentant, however, since we could see no other sensible way of accommodating the realities of the South African industrial relations situation."

Key aspects of Barlows' guidelines include:

- ⊙ Do not hesitate to recognise a union that represents the majority of workers it seeks to enrol and has an acceptable constitution.

- ⊙ Although Barlows still supports factory level bargaining through works councils — which many unions reject — workers should have the free choice either union or committee representation.

- ⊙ Companies should not encourage or obstruct recruit-

ment by unions, and should be careful not to take action which could be seen as victimisation of union members.

- ⊙ Companies should never take sides when rival unions are competing for membership.

Mr Hofmeyr says Barlows have found "a powerful ally" in the SA Federated Chamber of Industries, "arguably the most representative and influential employer organisation".

The FCI recently released labour guidelines which "represented a dramatic shift from traditional employer attitudes to industrial relations". It recommended that employers should negotiate with representative unions whether or not they were registered.

According to Mr Hofmeyr, there is "no difference whatsoever" between Barlows' stance and that of the FCI.

He said the group had first moved from a policy of favouring negotiations between employer organisations and registered unions only to one in which it was prepared to deal with unregistered unions "in special circumstances".

It was now, however, committed to "our present view that representativeness not registration, is the key issue and that until registration is made voluntary, simple and attractive, we have no option but to recognise unregistered unions".

Mwasa

meeting

to discuss

boycotts

Labour Reporter

Tomorrow's meeting of the Southern Transvaal branch of the Media Workers' Association of South Africa is expected to discuss the proposed boycotts of overseas performers in South Africa

Calls by the Azanian Peoples Organisation to boycott overseas performers appearing in South Africa have been the subject of a heated debate over past months

Journalist members of Mwasa have found themselves caught up in the controversy

A proposed show by Supermax in Soweto has been called off as a result of pressure brought to bear by Azapo and moves have also been made to stop the O'Jays tour of South Africa

The regional meeting is also expected to discuss Mwasa's talks with management in the newspaper industry on employee conditions

The union has undertaken to represent all newspaper employees and not just journalists

Plans are under way for Mwasa's national congress in May, and at the meeting, announcements are expected to be made about a proposed journalists' school

Agiot
 Duma
 15/2/80 (294)
 to lead
 138 (139)
 domestic
 workers

By INGRID STEWART

TWENTY-THREE years ago Agiot Duma arrived in Durban from a farm in New Hanover to find work in a factory.

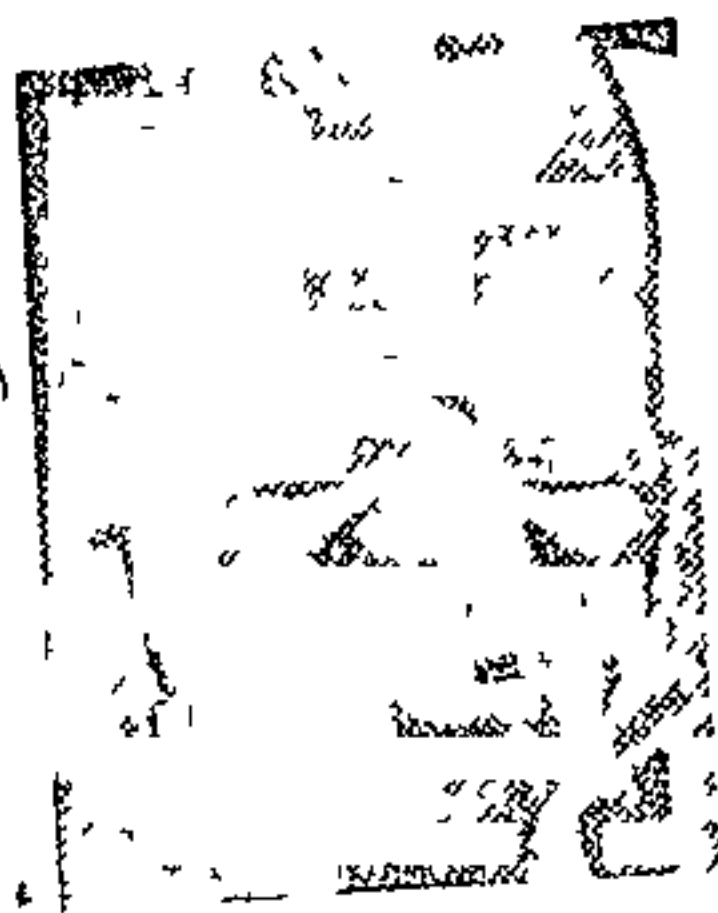
Last week he was unanimously chosen to chair the South African Domestic Workers' Association in Durban at its inaugural meeting where 200 Durban domestics immediately signed on as members.

With a couple of exceptions, Mr Duma's story is as typical as that of the domestic workers his association represents.

After he passed Standard Seven at the farm school in New Hanover where his wife and six children now live, his father told him there was no more money for schooling. He would have to go to the city to find work.

"I wanted to work in a factory but the only employment I could find was domestic work," he said.

He began as a gardener and worked his way up to become cook, driver and housekeeper in a household where he is still employed. On several occasions he decided to try his luck with the factories again but was persuaded by his employers to stay with them.



AGIOT DUMA — domestic cook, cleaner, driver and chairman of the newly-formed South African Domestic Workers' Association.

And he's not sorry. He earns a good salary, has a pension fund, reasonable working hours and plenty

of time off to visit his family. The "are rights which he believes every domestic worker should enjoy. He is prepared to work hard through the newly-formed association to ensure that they are.

His involvement with other domestic workers began early in his career when he decided, on his own, to share his reading and writing skills with other domestics in the neighbourhood. Every night Monday to Friday, he used to hold literacy classes in his room for a fee of 25 cents a month. The Domestic Workers and Family Lovers Project (DWEFLP) soon heard about him and hired him to teach literacy in one of their centres of concern.

The idea for forming an association was born out of these centres where domestics voiced their grievances against their employers but felt powerless to do anything about them.

"The domestic worker has no one to help with problems like low wages, proper time off and so on. Factory workers have unions but domestic workers have nothing," Mr Duma said.

"We felt an association might help."

A steering committee was formed out of the centres of concern, a constitution drawn up and at the inaugural meeting last week 200 Durban domestics pledged their support for the association by becoming R3 a year paid up members. The money raised is going to be used to set up a permanent office to assist domestics with their problems.

(139) (27) SOWETON
143/8 n

Union bid by Sarasa

A MEETING of salesmen yesterday resolved to turn their organisation, the Sales Representatives Association of South Africa (Sarasa), into a trade union to protect their rights as workers.

The meeting also resolved to forge links with the National Federated Chamber of Commerce as

part of Sarasa's proposed moves to start small businesses in the near future.

Addressing the meeting at Orlando YMCA, Sarasa's president Mr Fred Mohajane said. "It is high time our organisation became a trade union so as to protect sales people from exploitation. All along we have been run-

ning Sarasa on social basis not concerning ourselves with our rights as workers

"We wish to start relationships with black consciousness movements like Mwasas and others. Our union will be committed to the struggle for better workers' rights".

the poorest people in a form they can easily assimilate.

At Ipoti however advertisement was directed specifically at the very poor and mothers of malnourished children. It happened that poor people then recruited their equally poor neighbours and there was particularly good initial response from an extremely poor area where people from white farms had put up their shacks. Before this new initiative amongst the very poor the previously existing Zenzele group (which had functioned mainly as a chat club) had never actually got the garden ploughed, whereas now these old members have plots too.

1.4 One woman whom I spoke to at Umthi said that she had not joined the garden because she was too poor. She said that she had no husband, no fields, no stock and had given her children to relatives. Because she has no source of income in the rural areas she migrates to the Cape to earn money. She was endorsed out so came back, but since she is she is perpetually on the point of migrancy, and so feels too ins to join the garden. This may point to the fact that the gardens be a supplementary source of income to those who have some means security.

2.1 While it seems the case that under the normal circumstances more educated people respond first to projects, it seems that the poor do get involved, they use the gardens most.

2.2 At Abalimi (the only place where I could get records concerning this type of information) I found that in 1976, the year the garden was established 20 people with fields joined and 19 people without fields joined. Since then only 8 people with fields have joined whereas 26 people without fields have joined.

2.3 The extension officer of Abalimi says that it is people without fields who work the hardest. In Abalimi people have from 1-11 plots depending on how many they can cultivate. There are 4 people who have more than 5 plots, of these 3 have no fields. Of the 10 top people in the garden (in terms of production) 8 have no fields.

2.4 In Umhlaba and Ipoti too, a high proportion of the people who have the best plots have no fields although in both these places it is difficult to make generalisations because they are so new.

3. Initially I tried to assess on a comparative scale between gardens in different areas whether there are variations in response according to the conditions in the area. That is, whether more use is made of gardens in areas where the resources made available through them (nearby water, land, fencing, fertile soil) are scarce.

For example in the two very fertile areas of Umthi and Abalimi one garden has failed and the other succeeded. Superficially there might seem to be a correlation between the fact of land shortages at Abalimi (15) and the fact of the garden there and the fact that since most people at Umthi have plots in the communal gardens.

OF THESE.

when advertisement of the project does not reach ... Thus the fact that development of patterns of response will be skewed the extension officer at Abalimi supports the garden, whereas the extension officer at Umthi (who took over just after the original 90 members had joined) was not initially interested, probably goes a long way towards explaining why the one garden has succeeded and the other has not

4 4 CONCLUSION

Let me note here that in Umhlaba at least, it appears that of all the communal gardens begun, more have failed completely than exist at the moment. It seems that unless advertising is directed specifically at the very poor, richer people get involved first. One can attribute this to the fact that generally all professional and business people are involved in any

Doctorate for Lucy Mvubelo

Mrs Lucy Mvubelo, deputy vice-President of Tuca, author Mr Jack Cope and Professor John Day, former UCT estuarine and marine biologist, are to be awarded honorary degrees by Rhodes University next month.

Mrs Mvubelo has been active in trade unionism since 1943

She was one of the first black women to serve on the executive committee of the Garment Workers Union.

She was later elected deputy vice-president of Tuca, the first black person to occupy the post

Mrs Mvubelo has twice been voted The Star's Woman of the Year - in 1973 and 1979.

Mr Cope, author of "The Rain Maker," has also published three volumes of poetry and edited Contrast, a magazine for young English and Afrikaans writers.

Professor John Day is an emeritus professor at the University of Cape Town

Mrs Mvubelo will be awarded a Doctorate of Social Science (Honoris Causa), Mr Cope a Doctorate of Literature (Honoris Causa) and Professor Day a Doctorate of Science (Honoris Causa).

Union (139)
becomes (147)
 19/3/81
multiracial

Mercury Reporter

THE Natal Liquor and Catering Trades Employees' Union has been given the green light to accept blacks as fully-fledged members — a move making it a fully integrated body. Announcing this yesterday, Mr A C Reddy, the union's general secretary, said the nearly 4 000 black workers in the hotel and catering industry would be permitted to join the union. Mr Reddy, who was recently appointed to the South African Indian Council, said the opening of the union's membership to blacks followed a successful application to the registrar of trade unions.

The average (me (distribution of far (give the following (In table 3) . Agri-
 ta for 1972-1973, however, size categories can be seen
 was 9 548 hectares
 ea as a whole:

Section A : Area of farm, number of sheep and numbers employed:

Information about how wages were determined, the existence of a shortage or surplus of labour at current wages and farmers' requirements in their labour force (in particular, whether schooling was considered an advantage or not).
 3) a questionnaire to workers on their motives in coming to the farm, their attitudes to alternative jobs and their problems on the farm.
 The information in this part is largely drawn from the first and second questionnaires.
 A total of 35 farms were visited during the survey, but three farmers preferred to fill in the questionnaires alone and post them. They have not done so, so that the results below apply to a maximum of 32 farms, 18 in the Beaufort West magisterial district, 6 in Fraserburg, 6 in Middelburg and 2 in Graaff-Reinet.

Tension erupts as trade unions clash

DD 19/3/81

139

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JOHANNESBURG — Growing tensions between white and mixed unions came into the open this week as two of the country's most influential registered trade unions clashed publicly.

The general secretary of the SA Boilermakers' Society, Mr Ike van der Watt, issued a statement reacting angrily to claims by the Mine Workers' Union that white boiler-makers wanted to leave the union because it had opened its doors to black workers.

His statement comes at a time when the MWU is renewing efforts to recruit non-mineworkers, arguing that white workers are becoming increasingly unhappy with their established unions.

The Boilermakers, one of the country's biggest non-racial unions, recently accused another white union, the Amalgamated Engineering Union of telling Boilermakers' members that "the union is no longer interested in white members and that it is concentrating exclusively on blacks."

Yesterday Mr Van der Watt reacted to an article in the MWU's journal, The Mineworker, by its

general secretary, Mr Arrie Paulus.

Mr Paulus asked whether all the Boilermakers' white members were happy to belong to a mixed union and challenged the union to scrap the "allocation of occupations" agreement between the union and the Chamber of Mines.

This agreement gives registered unions in the mining industry a "closed shop" — workers in specific jobs must belong to one union.

Mr Paulus said this would make it possible for "unhappy" members of the union to join another, all-white, union.

Mr Van der Watt replied that the Boilermakers were "perfectly prepared to accept Mr Paulus's challenge" if the present agreement was replaced by an industrial council "on which all are fairly and equally represented without any reference to race."

But Mr Paulus rejected this. "They are hiding behind an industrial council. All I am asking is that their white members be allowed to join other unions. What has that to do with a council?" he said.

The statement by Mr Van der Watt is the latest salvo in a battle between the Boilermakers and all-white unions in which it has said that the heads of its right-wing opponents "seem to have been screwed on with a left-handed monkey-wrench."

The union has said that non-racialism is the only "realistic" union policy.

Last week, Mr Paulus said that it was "merely a matter of time" before black workers "take over" mixed unions.

He challenged the Boilermakers to let their members "decide for themselves."

He also attacked the union for calling him "Brother Paulus." He said he was thankful he was not called "Comrade Paulus" and added "I would like to know if the writer uses the word 'brother' when he talks to other races."

Mr Van der Watt yesterday said his union wanted an industrial council on the mines because "it would be irresponsible to abandon any arrangement which would tend to protect the interests of workers without replacing it with a better system."

— DDC

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for not moving to a town, he said they had...
Seventeen out of 44 workers gave these as their reasons
2) that towns are dangerous places, with 'rough' people.
paid for, and
everything, from houses to meat and even firewood, must be
1) that it is more expensive — cash wages may be higher but
workers' perceptions of town life were:
thought of moving to a town? If so, why don't you? that
It seems, from answers to questions like 'Have you ever
Many workers are probably not attracted to the towns.

for agricultural labour in the area and will be discussed below.

500 workers down tools in support of 17

NM 20/3/81

139

Mercury Reporter
 MAINTENANCE work came to a halt at the Tongaat sugar factory yesterday when about 500 Indian and black workers downed tools in support of 17 colleagues involved in a dispute with the factory management.
 A spokesman for the Tongaat Group said yesterday the stoppage affected

only the sugar division and workers were not demanding an increase in wages or an improvement in working conditions.
 Last week 17 workers had been asked to change jobs in the plumbing section.
 In spite of being told the change would not mean a decrease in wages or status, the workers resisted.

The spokesman said the 17 had been given a written warning last week that they had to comply or face disciplinary action.
 To our surprise 400 to 500 workers downed tools in support yesterday.
 The spokesman said the workers were all members of the registered National Union of Sugar Manufac

turers and Refinery Workers led by Mr Selby Msimbende. The union had been formed last year.
 The spokesman said the work stoppage was unofficial and not in terms of the Industrial Conciliation Act. Sugar workers were due for a 17 percent increase in wages from April 1.

Hours worked per week	Number of workers	Cumulative %
0 - 46	1	0,92
46,1 - 48	11	11,01
48,1 - 50	26	34,86
50,1 - 52	16	49,54
52,1 - 54	22	69,72

TABLE 5
 Distribution of workers according to working hours (weekly):

The following table is an attempt to list the distribution of workers according to average (i.e. throughout the year) working hours.

Working hours on karoo farms differ considerably between summer, when the day begins earlier and ends later, but with a long break in the middle, and winter, when the working day, and the break, are shorter.

The farm worker, on the other hand, walks perhaps 500 metres to start work - although in the course of the day he may be required to walk much further.

restricted in his choice of both working and living place.

part of working hours, especially where the worker is

Surviving children per mother

Ciskei	2,64	4,07	3,06
Transkei	2,24	3,86	2,32
Basutoland	2,02	4,50	2,28
Mean	2,28	3,95	2,45

Survivors as percentage of children born

Ciskei	64,8	52,3	58,3
Transkei	51,5	41,9	51,7
Basutoland	71,6	55,2	70,8
Mean	59,0	50,0	54,0

Child mortality per 1 000 live births

	1 year or under	2 years or under	18 years or under
Ciskei	164	244	374
Transkei	284	379	557
Basutoland	170	160	290
Mean	242	327	508

Strikers meet with management

Union leaders met with management early today as the strike at the large Tongaat group in Durban went into its second day. More than 500 workers went on strike yesterday after making demands for higher wages and protesting the dismissal of 17 colleagues earlier in the week.

Mr Selby Nsibandé, the general secretary of the Sugar Manufacturing and Refining Employees Union, met with Tongaat management yesterday to present workers' demands which include double time for Sunday duty and improved working conditions.

A Tongaat spokesman said there were fewer strikers today. A representative of the KwaZulu government was attending the talks.

Management hoped the dispute would be over by the end of today.

The Sugar Manufacturing and Refining Employees Union is an unaffiliated union. In the past it has been accused of being a company union.

500 back at work after dispute

Mercury Reporter
MAINTENANCE work at the Tongaat sugar factory resumed early yesterday when about 500 African and Indian employees returned to work

pute, in the sugar division of the group, had been resolved early yesterday morning No one had been penalised in any way

According to Dr T G Cleasby, deputy managing director of the Tongaat Group, workers downed tools in support of 17 of their colleagues who had refused to accept new positions at the factory

Dr Cleasby said yesterday that the domestic dis-

pute, in the sugar division of the group, had been resolved early yesterday morning No one had been penalised in any way

Number of workers	Area	Employer
24	'Karoo'	Other farms
1	Worcester	S A R & H
4	Beaufort West	
1	Renosterkop station (between Beaufort West and Nelsport)	
1	Middelburg	Building Contractors
1	Beaufort West	
1	Murraysburg	Cartage contractor
1	?	Divisional councils
1	Beaufort West	
1	Middelburg	
1	Queenstown	Household (as gardener)
2	Beaufort West	Vegetable market
1	Beaufort West	Farmers' Co-operative
2	Beaufort West	Nelsport Sanatorium
1	Natal	Coronation Collieries
44		

Distribution of workers according to previous job, by employer and area.

TABLE 29

worked on the railways, three for building or cartage contractors and three for divisional councils (building roads). Only one worker had ever worked outside the Cape, at Coronation Collieries in Natal.

Mwasa rejects Steyn inquiry

139
SWE 1m
25/3/61

By CHARLES MOGALE
THE Media Workers Association of South Africa (Mwasa) has received a formal invitation to give evidence before the Steyn Commission into the mass media.

The invitation, which was in the form of a letter received by the organisation last week, was turned down.

A Mwasa spokesman said it was obvious that no member would give evidence before a commission which continued sitting while union members were being banned and black papers forced to close down.

The invitation to Mwasa comes just months after its national president, Mr Zwelakhe Sisulu, and executive members Mr Joe Thlolo, Mr Phil Mtimkulu, Mr Marimuthu Soobrimoney and Mr Mathatha Tsedu were banned.

The Government also threatened to ban Post and Sunday Post newspapers should they resume publication. The threats forced the papers to close down.

Union Leader Joseph Mavi tells court . . .

1 SCRUBBED

MY BLOOD

THE ACCUSED: Petrus Nemaguvhuni, Rusty Moema and Constable Mbele.



MR Joseph Zenzele Mavi, president of the Black Municipal Worker's Union, recalled yesterday how he was made to scrub his blood on the floor of an office where he had been assaulted.

Testifying before Mr P M Jacobs at the Orlando Magistrate's Court, Mr Mavi said his face was puffed up and he was bleeding through his nose and a wound in his head, when his assailants ordered him to scrub his blood on the office floor.

In the dock were three railway barrier attendants, Mr Constable Mbele (30), of Orlando West, Mr Petrus Nemaguvhuni (35), of Jabulani Men's Hostel and Mr Rusty Moema (30), of Jabulani.

They appeared on a charge of assault with intent to do grievous bo-

BLOOD

By MANDLA NDLAZI

would be arrested if he did not pay the R1. By then, said Mr Mavi, Mr Nemaguvhuni instructed Mr Mbele to telephone the police.

He said Mr Mbele left the scene, but on his return he spoke to Mr Nemaguvhuni and Mr Moema but he did not hear what they were talking about.

Mr Mavi said Mr Moema then instructed his two colleagues to take him to some staff room or waiting room in the premises. He said when he was taken there, a man called Sergeant Mkiye slapped him on the face. Mr Mavi said he was assaulted by Sergeant Mkiye after he said he did not have R1. The

other barrier attendants joined in the assault, Mr Mavi said they kicked, punched him with their fists and hit him on his head with sticks.

Mr Mavi said when his wrist watch fell while he was being assaulted, Mr Nemaguvhuni picked it up and put it in his pocket. He said he was repeatedly assaulted and these men went through his pockets and took some documents and pens he had with him.

Mr Mavi said his face was swollen and he was bleeding through his nose and had a wound on his head. He felt pains in his body as a result of having been kicked and punched. Then he was forced to scrub his blood

on the floor, he said.

He said he was at one stage forced to lie on the wet floor. When he got up, he said, he was told to get to the gate and beg for money from the other passengers as they alighted from trains. He said he did so and collected money that amounted to R1.

Mr Mavi said Mr Mbele then wrote him a R1 ticket, but when he demanded to see it, Mr Nemaguvhuni assaulted him, saying "why do you want to see the ticket?"

Mr Mavi said he got a chance and fled to Jabulani police station where he reported the case. The case continues on May 7.

dily harm. The State alleges that they assaulted Mr Mavi on January 17 this year.

In his evidence, Mr Mavi said he had a weekly Klipdown ticket when he alighted at Inhazane railway station on that day. The barrier attendant, Mr Mbele, had told him that he would have to pay some amount of money to go through before Mr Mbele could tell him how much it would be, another barrier attendant, Mr Nemaguvhuni, said it would be R1.

Mr Mavi said the two men told him that he

Three Post Office Workers detained

THREE POST Office employees were detained by security police in a morning swoop at their homes in Soweto yesterday.

They join another, Mr Benjamin Rabocane, taken by security police and also work at the Orlando Post Office. He was taken from his Mambalope home at 3 a.m. last Wednesday and now it appears the police are carrying out a spate of detentions of his colleagues.

The three men detained yesterday are Mr Alphus Khumalo (31) of Senoane, Mr Bob Mabaso of Chiawelo and Mr Elias Mosunkutu (35) of Klipspruit. All three were taken from their homes between 1 a.m. and 4 a.m. yesterday.

Mr Mosunkutu's 24-year-old wife, Nonqaba, told SOWETAN they were woken up by a group of eight policemen — two blacks and six whites — who searched their Klipspruit home before taking her husband away. "They looked under beds, couches and wardrobes," she said.

Mrs Mosunkutu, a mother of two minor children, Queen (3) and Sechaba (16 months), said the police took the keys of the Post Office van her husband

Mrs Nozipho Khumalo, the schoolteacher wife of detained Mr Alphus Khumalo.

By Willie Bokala

band drives and told her to bring him clothing at the Protea police station.

And Mr Khumalo's wife, Nozipho, a teacher at the Mdelwa Hlongwane Lower Primary School in Fairville, said her husband was taken by police from their Senoane home at 2 a.m. Her husband was employed at the Meol Street Post Office and was a friend of the other three men detained.

She did not know why her husband was detained and by yesterday she was making plans to go to the Protea police station to inquire about his whereabouts and why he has been taken. The couple has one child, Hlungisi.

Mr Bob Mabaso stayed in a room he rented at a friend's home at Tladi township. He was also taken by police travelling in two cars.

Relatives of Mr Rabocane have still not seen their son. His brother Mr Jacob Mamatele, said he has so far drawn a blank on his whereabouts.

A worried Mrs Nonqaba Mosunkutu, with one of her two children.



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Soweto telephone technicians held

CT 26/3/81
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JOHANNESBURG — Three Soweto telephone technicians were arrested at their homes by security police yesterday morning. They are Mr Elias Mosunkutu, Mr Bob Mabaso and Mr Alpheus Khumalo.

Last Wednesday a colleague, Mr Ben Raboyane, who works as a counter clerk at the Orlando post office, was arrested at his home. The South African Police Directorate of Public Relations in Pretoria, confirmed the detentions and said they were being held under the country's security legislation. Police at Soweto's Police headquarters in Protea, have confirmed the detention of Mr Raboyane.

Sources close to the four men believe they have been detained in connection with their plans to establish a trade union for post office black workers.

Mrs Nonqaba Mosunkutu said seven white and two black policemen knocked at their Klipspruit home at 1 30 am.

"When we opened they asked who the father of the house was. My husband told them he was. They then searched the house and thereafter said they were taking him to the Soweto police station where I could come for further information on his detention." — Sapa

PO workers are detained

Labour Reporter

The Security Police have detained four Soweto postal employees

Three Soweto telephone technicians, Mr Bob Mabaso, Mr Elias Mosunkutu and Mr Alpheus Khumalo were detained yesterday

Last week Security Police detained Mr Ben Raovane of Mzimhlone, Soweto, who has been involved in promoting trade unionism within the Post Office

Sources say the detentions are a bid to halt the growth of trade unionism in the Post Office

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27/36

Union leaders sceptical about new labour Bill

By Tony Davis,
Labour Reporter

Trade union leaders are sceptical about proposed amendments to the Industrial Conciliation Act in today's Government Gazette.

The provisions of the draft Bill were announced last night by the Minister of Manpower Utilisation, Mr Fanie Botha.

Major amendments include

● Regulation of political activities by trade unions.

● Acceptance of the principle of trade union autonomy, allowing unions to manage their own affairs and financing, and to determine who may be admitted to the union

● Repeal of provisions which differentiate on the basis of sex

● Regulation of the compulsory deduction of trade union membership fees

Mr Ike van der Watt, general secretary of the Boilermakers' Society which is a Trade Union Council (Tucsa) affiliate,

said it was important that the amendments effect some change to the process of registration

He felt that the draft Bill largely affected the constitutional part of the act and not provisions of registration

AFFILIATIONS

The general secretary of the South African Allied Workers' Union (Saawu), Mr Sam Kikine, said he questioned the amendment about "autonomy" for trade unions when provisions were also made for restricting political affiliations

"Many unions have members who do have political affiliations," he said "Must they now drop these ties?"

The general secretary of the Federation of South African Trade Unions (Fosatu), Mr Alec Erwin, said the problem still remained of a racial union blocking a multiracial union from receiving registration

Mr M Khumalo, the president of the Black Allied Workers' Union, said in Natal today that Bawu would probably make representations to the Minister on the amendments

CT 27/3/81
Men held
under
Section 22

JOHANNESBURG — Lawyers representing families of three Soweto post office workers, detained by security police on Wednesday, said here yesterday that the men were being held under Section 22 of the General Law Amendment Act.

The men are Mr Elias Mosunkutu, Mr Bob Mabaso and Mr Rupert Khumalo.

However, the South African Police Directorate of Public Relations yesterday confirmed only the detention in terms of security legislation of Mr Khumalo and Mr Benjamin Raboane, a post office counter-clerk detained last week.

Sources close to the men believe they are being held in connection with their plans to establish a trade union or workers' association for blacks employed in the Post Office and in telecommunications.

Those detained this week are all telephone technicians — Sapa

GENERAL NEWS

State puts clamps on union activities

By Tony Davis and Drew Forrest

The draft amendments to the Industrial Conciliation Act introduce new controls by the Government over unions, say trade union leaders and labour lawyers

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Amendments which have brought sharp criticism from trade unionists include
The appointment of an inspector who is entitled to examine union documents and offices.
A union must notify the Minister that it intends to hold a strike ballot
An unregistered union will be unable to pay strike relief to an unemployed member on strike
There is a total ban proposed on a union having affiliations with any political party.
POWERS
The inspector will have the power to investigate any registered or unregistered union and examine its records This is seen as a new Government inroad into labour affairs
A union intending to hold a strike ballot must notify the Minister of Manpower Utilisation of the date, time, place and industry in which the ballot is being held and the Minister is likely to appoint an official to oversee the ballot.

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Mines' black unions policy 'not yet final'

RDM 28/3/81

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By RIAAN DE VILLIERS
Labour Correspondent

THE Chamber of Mines said yesterday that it had "not reached a final decision" on criteria for recognising trade unions which may seek to represent black mineworkers

The chamber said this in a statement issued in response to a report in the Rand Daily Mail yesterday giving details of a confidential chamber document spelling out new criteria for dealing with unions, including unions representing blacks

The criteria set out in the document were described as the toughest ever devised by any employer group since the Wiehahn labour reforms

Yesterday the chamber said that after talks last November last with a number of unions representing mine employees, a document had been drafted for their consideration

Since then the chamber had received representations from some of the unions seeking amendments to certain of the

proposed criteria

"No doubt, further suggestions will be made by other unions which are considering the opening of their ranks to black workers," the statement said

It added that the chamber itself had made "certain revisions" in the four months since the proposals were sent to the unions

The article in the "Mail", based on a copy of the initial draft proposals drawn up last year, should not, therefore, be regarded as the chamber's "final attitude" on the issue, the statement said

It added "It is to be regretted that the newspaper, which itself refers to the recognition of unions for black people in the industry as a sensitive and crucial issue should have seen fit to publish a confidential document which it acknowledges as being 'not a final statement of policy'"

According to the document the chamber will not recognise

or negotiate with unregistered unions. It will also not recognise registered unions before they meet certain further stringent conditions

Among these are that they prove paid-up membership of at least 30% of workers in certain occupations throughout the whole mining industry — a condition believed to almost impossible to meet

In terms of the document, this condition will also apply to existing unions recognised by the industry who open their ranks to blacks

One implication of these proposed conditions is that individual mines may not negotiate with registered unions which may represent the vast majority of their black workers

The document proposes that unregistered unions should be scrutinised to ascertain whether they are "non-subversive"

"Unregisterable" unions, and unions which refuse to register, are to be denied all access to mineworkers

We need to have therefore measure of

- 1. Health
- 2. Illness
- 3. Health related behaviour
- 4. Service facilities

Health and illness and the Health Care System as an integral part of our total Socio-economic structure.

Some aspects of this total health and should therefore that have been shown to relate, can be categorised as follows

- 5. Population pressure
- 6. Education
- 7. Economic Status
- 8. World view - attitudes
- 9. Family strength
- 10. Nutritional status
- 11. Sanitation and pollution

It can be seen that these factors are often interlinked. Nutrition can for instance be seen as part of population pressure or economic status but should I think be measured seperately

Given the eleven categories how do we measure them?

The most difficult category to find measurements for is positive health.

Nutritional status, educational and economic status, family stability and absence of illness go some way towards this but a score should be developed that can express to some extent the ecological balance, self reliance and "happiness index" of families and communities if this is at all possible. Perhaps it is once more a mirage we are preoccupied with

We should think along the lines of a small number of accurately determinable questions and measurements to use in surveys. This can then be expanded as expertise

Mwasa hits out at detentions

THE Media Workers' Association of South Africa (Mwasa), has condemned the detentions of a journalist and members of Azapo at the weekend.

The statement condemned the arrests of Rand Daily Mail reporter, Camuel Dikotla, Azapo's George Wauchope and Mr Khehla Mthembu, and members of the Tembisa Action Committee.

Mr Dikotla was arrested while covering the Tembisa unrest at the weekend.

A statement released by the Mwasa executive says. "We condemn in strong terms and absolutely deplore the manner in which the Camuel Dikotla detention was conducted. The fact that he could just disappear without his family, employers and lawyers or friends being informed for nearly 24 hours is part of the Government's complete disrespect for and disregard of the rule of the law.

"We reiterate our position. No amount of harassment or intimidation will deter us from bringing the truth of events in our communities to the attention of the public.

"We call for these people to be charged if they are suspected of having committed a criminal offence or else they must be immediately released."

however possible to diagnose some diseases such as tuberculosis for instance by sputum collection in each home

To come closer to the how, a list of items that can be measured accurately is presented using the same numbers as before

- 1. Health - not possible?

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SULETAN
8/3/81

For the sociological-cultural assessment, only mothers and female guardians with children of their own were included. The total sample size was 746. In the urban areas 36% of these subjects were never married compared to 14% in the rural areas. Of those who were married, the husbands of 8% in the urban and 14% in the rural areas were not economically active. It is, however, interesting that the general nutritional state of the children in the urban areas is somewhat better than in the rural, in spite of the much higher illegitimacy rate.

Table IX summarises the number of live children in each family in relation to the total number of births as well as their concept of an 'ideal' number of children. There are, therefore, not only more children per family in rural areas compared to the urban, but also a vast difference in the concept of an 'ideal' family size. This is not surprising when seen in relation to our finding that 61% in urban and 80% in rural areas did not use contraception, and that family planning was never discussed by the husband and wife by 35% of married females in the urban areas and 62% in the rural areas.

TABLE IX

CISKEI: MEAN NUMBER OF CHILDREN

	Rural	Urban
Number of live children	3,84	3,27
Total number of births	4,82	4,28
'Ideal' number children	6,8	4,4

Colour photographs of patients with kwashiorkor and pellagra were shown to all mothers and guardians to establish whether they recognised the disease by name and whether they had any concept of its nutritional origin. These results are summarised in Table X. As far as kwashiorkor is concerned, not only did 87% of subjects in the urban and 89% in the rural areas not recognise the disease, but only 22% could give an indication of a nutritional relationship. To a large extent the same applied for the recognition of pellagra, although a much larger proportion recognised pellagra correctly in the urban areas. In spite of this, only 40% in the urban and 14% in the rural areas indicated a nutritional origin for the disease.

TABLE X

CISKEI: RECOGNITION OF KWASHIORKOR

	Rural	Urban
No recognition	89%	87%
Nutritional association	23%	21%

RECOGNITION OF PELLAGRA

Rural Urban

They have all pleaded not guilty to a charge of assault with intent to do grievous bodily harm on Mr Mavi on January 17.

Mr Mavi, leader of the Black Municipality Workers Union, said that the three accused together with two railway policemen, assaulted him in their staff room after he did not have money to pay a R1 fine for not

A leading trade unionist, Mr Joseph Mavi yesterday told an Orlando court that two Railways officials and three policemen assaulted him before robbing him of a wrist watch and other possessions at Inl's station earlier this year.

Mr Mavi was testifying at the trial of Constable Mbele (29), Mr Petrus Nemaghuani (35) of Jabulani hostel and Mr Rusty Moema (30) no address given.

having a train ticket. His weekly ticket was not acceptable.

He said a policeman asked him to pay the fine with his watch.

'As I was taking it off, a policeman punched me on the face and the watch fell. Mr Nemaghuani picked it up and put it in his pocket,' he said.

He said his clothes were saturated with blood as a result of the "vicious" assault on him by the officers.

He was later ordered to clean the floor which was stained with his blood.

His assailants made him beg for money to pay the fine.

He said he was again assaulted when he asked the constable's name.

'I was bleeding from head injuries and facial wounds,' said Mr Mavi.

The hearing continues on May 7.

Police assaulted me, says unionist

There is, however, a strong awareness of the nutritional benefits of breast-feeding with 85% of subjects indicating that breast-feeding is best for the baby and protects against infectious disease. This is borne out by the fact that 92% of these mothers and guardians indicated that they had breast-fed their last baby. In contrast, 12% of subjects in the urban and 23% in the rural areas indicated that the first fluid which they gave to their newborn baby was a herbal mixture, isicakathi, which is a powerful diarrhoeotic.

Currently, nutrition guidance is given in terms of body building, protective and energy providing foods. However, only 23% of subjects could name two possible substitutes for meat correctly, and 10% two vitamin-containing or so-called protective foods.

RDM 2/4/81

New union for 'all workers'

~~274~~ 139
~~277~~

Own Correspondent

PORT ELIZABETH — A new union, the General Workers' Union of South Africa (Gwusa), has been formed in the Eastern Cape to represent all classes of workers, including domestics and gardeners

Gwusa emerged in Port Elizabeth under the direction of the Motor Assemblers and Component Workers' Union of South Africa (Macwusa), after a series of meetings last week

Macwusa's programme organiser, Mr Government Zini, said because his union concentrated on the motor industry it could not include workers from other industries who had tried to join

"The enthusiasm of these workers led us to help them form a union for general work-

ers — one which would welcome membership from all classes of workers, including domestic workers and gardeners, who until now have had no representation or protection'

Mr Zini said the new union, together with Macwusa, would concern itself with restoring communication and waning trust which had developed between employee and employer over the Government's proposed pension legislation

Gwusa's inaugural congress is to be held in the Centenary Hall, New Brighton, during the last weekend in April, with the theme "Save the Worker"

"We have arranged for a Dutch television group to film the congress. We feel the black problem in this country needs international coverage," Mr Zini said

Argus 2/4/81 (139) (284) (284)
New black union formed in PE

Argus Bureau
PORT ELIZABETH. — A new, exclusively black trade union has been formed in Port Elizabeth after workers wanting to register with the established Motor Assemblies and Components Workers' Union of

South Africa (Macwusa) were told its membership was drawn only from the motor industry.

The new union, the General Workers' Union of South Africa (GWUSA) represents among others stevedores, bakery and tex-

tile workers, the metal industry, hospital domestic staff, dairies, municipal workers, public transport drivers, sales representatives, clerical staff and the building industry.

According to the union's programme co-ordinator,

Mr Government Zini, a Dutch television station has been invited to interview workers and film the proceedings of the inaugural congress at the end of the month and show living conditions in the townships.

All the workers interviewed (44) were asked what their problems were on the farm, what they would most like to see changed in their working and living conditions, and how they acted to solve problems. Workers generally either refused to answer these questions or shrugged and said everything on the farm was lovely. This seems hard to believe — most

Part IV : The power of the worker to change his situation:

It seems then, that none of these factors have an important influence on wages. More sophisticated tests might establish some sort of pattern, but on the basis of the above it seems that neither age, nor length of service, nor a large family, ensure for the worker a higher wage; that he is not likely to be compensated for living far from a town; that the acquisition of driving skills, masonry or fencing will probably not be highly rewarded and that he will not necessarily earn a higher wage by moving to another district or to a farm where the labour force is large.

Conclusion:

This suggests at least that the variables move in the same direction (cash wage and total payment are higher where more workers are employed and cash wage and total payment also rise with distance from town) but in none of the four cases is the link strong.

All references to race and sex are abolished, but the toughest controls ever are imposed on unions in terms of a draft Industrial Conciliation Amendment Bill released for comment last week by the Department of Manpower Utilisation

Among other measures, the Bill would impose sweeping clamps on union "political" activity, place unregistered unions under the same control as their registered counterparts and give the government the power to deprive unions of their official bargaining rights

It may prevent unions also from having head offices in the black homelands

The Bill introduces a new provision, chiefly aimed at white workers who don't want to belong to non-racial unions. They will be able to form a separate union without going through the normal registration procedures

The clamps on unregistered unions appear to be aimed at making it unviable for them to continue outside the official bargaining system. The political clamps are likely to be bitterly resisted by both right-wing unions and black unions committed to political involvement

Although the Bill is not as stringent as a first draft "leaked" last year indicated it might be, it still contains wide-ranging controls

Among its features are:

All reference to race is abolished. Mixed unions are now permitted and unions cannot be registered on a racial basis

All workers, including foreign blacks, may belong to registered unions

All sex discrimination in legally-binding wage agreements between employers and unions is prohibited

A group of members of a union which has changed

DD 3/4/81

Tough new bill to control unions

(139)

~~EPGA~~

By STEVEN FRIEDMAN
and RIAAN DE VILLIERS

its membership qualifications can apply to the minister for permission to be registered as a separate union. The decision on this application lies with the minister and the new union would not have to go through the normal registration procedure

Sweeping new clamps on "political activities" are proposed for both registered and unregistered unions

Up to now, only direct registered-union links with political parties have been prohibited. Now no

All reference to race and sex abolished

union, whatever its status, may grant any assistance to, or "endeavour to influence its members", in favour of any "political organisation"

This is defined as "any person, association or group of persons who has as its objects, or as one of his or its objects, whether expressed or otherwise, the promotion of his or its political interests or the political interests of its members or some of its members"

This would certainly

rule out all links between unions and community organisations

Unregistered unions are compelled to submit their constitution, address and names of office-bearers and officials to the government's registrar on pain of a maximum fine of R200. They must also notify the government of all changes to their constitutions

They are subjected also to all the controls on their constitutions, election of office-bearers and finances to which registered unions are subject. For example, ballots must be secret, finances audited and so on

Employers may not deduct union "stop orders" on behalf of unregistered unions unless the minister has agreed

The head office of all unions, whether registered or not, must be situated in the Republic "exclusive of any territory which is a self-governing territory within the Republic"

This would appear to forbid any union to have a head office in a self-governing black homeland

The government's

registrar has the power to recommend the deregistration of any union, employee organisation or union federation. This would mean that the organisation would lose all official bargaining rights

He can do so if he believes the organisation is not adhering to its constitution, has broken the law or has acted in a manner which is "unreasonable in relation to its members" or has caused "substantial dissatisfaction" among members

The decision lies with the minister, although organisations affected are allowed to make representations on the issue

Union federations are subjected to all the controls to which individual unions are subjected, including the provision that

Sweeping new clamps on political activities proposed.

they can be deregistered

New controls have been placed on the holding of strike ballots by registered unions. The union must notify the minister of the date and time of the ballot and the minister has the right to appoint a person to supervise the ballot

The law governing the industrial court is changed. Among other measures a "contempt of court" provision is introduced

The controversial system of provisional registration for unions, which has been sharply criticised, is abolished by the Bill

Employers are compelled to deduct stop orders on behalf of registered unions if a laid down procedure is followed

A prison sentence of one year or a fine of R1 000 is imposed for contraventions of the Act

Unionists in dark over anti-Tutu pamphlet

SOWETAN SKS

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A NUMBER of prominent trade unionists have denied any knowledge of the so-called United Trade Union Council and have challenged it to come out into the open and repeat its attack against Bishop Tutu.

By Z B MOLEFE

The unionists were reacting to the "pamphlet war" waged against Bishop Tutu by the council at the weekend. The pamphlets distributed in Soweto attacked Bishop Tutu for the stance he has taken against South Africa's racial laws during his current overseas tour.

The pamphlets say Bishop Tutu wants blacks to suffer through boycotts while he lives in "tycoon" style. The crudely written pamphlets, in poor English, further claim that boycotts will

make blacks jobless. "Boycotts will not make Tutu lose his job. We will suffer. He will not!"

They also make serious allegations against Bishop Tutu in his post as the secretary-general of the South African Council of Churches. "Tutu gets money overseas to help the oppressed, but he just helps himself. Black children will suffer while the Tutu children are studying overseas," the pamphlets say.

Mrs Emma Masimuni secretary of the Commercial Catering and Allied Workers Union (Cawusa)

said: "Let them come out into the open with their attack on Bishop Tutu. Cawusa is not concerned with what they say. We are totally against them."

Mrs Lucy Mvubelo, secretary of the National Union of Clothing Workers, was surprised and annoyed. "I don't know this United Trade Union Council. Let them come out into the open."

Added the hard-talking veteran unionist, Mrs Mvubelo: "This is an act of cowardice. I believe in frank talk. Not organisations or people who hide behind fictitious names."

She also said that tactics used by the council would cause people like her to be misunderstood on public statements they have made about boycotts and other related issues.

"Never heard of them. Sounds like nonsense to

me," was the immediate reaction of Mr Arthur Grobelaar, general secretary of the Trade Union Council of South Africa (Tucsa).

Mr Alec Erwin of the Federation of South African Trade Unions (Fosatu) also said he had never heard of the council, in fact he doubted the existence of such a council.

UNION

"I'm not sure," warned Mr Erwin, "if any trade union can support such a body." A number of other trade unions surveyed by SOWETAN were all of the opinion that this council was non-existent.

Others said the pamphlets were mischievous in the sense that not very long ago the Government was warning trade unions to stop meddling in politics.

The spokesman's parting words were "We made the workers an offer that if they returned to work after lunch we would treat it as a full-pay day. The industry's Industrial Council would not throw light on what



Bishop Desmond Tutu... attacked by the unknown United Trade Union Council

"AT DAMELIN WEDONT ONLY

A step towards black teacher solidarity

At the first Joctasa conference in East London in January this year, the overtly political and non-racial stance of the new organisation was emphasised from the start in a statement

"Joctasa resents the increasing measure in which teachers are being treated as second grade civil servants who are there only to carry out policy and decisions taken by bureaucracy in its 'ivory tower', the statement reads.

"Too often black teacher unions are not sufficiently consulted in matters affecting them, and too often their in-depth proposals are met with scant response and a clichéd 'the matters is receiving attention' by the authorities

These were just two of the points voiced by an organisation which does not have statutory rights

Hard on the heels of the 1980 school boycotts, an organisation emerged representing the combined interests of 80 000 black and coloured teachers throughout South Africa. The Joint Council of Teachers' Associations of South Africa (Joctasa) is seen by educationists as a significant step towards solidarity among the country's "black" teachers. CAROLYN DEMPSTER reports.

with equal qualifications, a non-racial basis for education and a say in educational planning for the future

Although the South African Government does not recognise the newly formed body, Joctasa has a representative on the World Council of Professional Teachers (WCOPT), represented in the United Nations General Assembly.

This in itself is a breakthrough for the coloured teachers' associations, which have never had official international recognition. Now, through Joctasa, they have the opportunity to voice their feelings in an international

lobby. The move has also put Franklin Sonn into the limelight as the coloured teachers' leader.

As joint head (with Atasa president Mr L Peteni) of Joctasa, Mr Sonn feels the establishment of close ties between the coloured and black teacher organisations has forced the white teacher organisations to "feel the cold of isolation"

Joctasa's membership outstrips that of the white Teachers' Council of Associations (FCTA), which has a combined membership of 55 000 to 60 000 and represents the interests of all

coloured students concerned the plight of their teachers — an observation that the State was taking little heed of the "officially recognised" teacher bodies

Professor Es'kia Mphahlele, a leading educationist, and Professor of African Studies at the University of the Witwatersrand, says teacher morale has been sinking steadily over the last 25 years "Students and parents are acutely aware of this, and the traditional esteem for the teacher has been whittled down.

"In a racially divided society, which has education was never intended to transcend, the black teacher has become generally unpopular with parents and pupils."

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white teachers of South Africa and South West Africa.

"I think we are probably the fastest growing union in this country. We cannot do other than emphasise the union function of the council if we are to articulate the deeply felt sentiments and frustrations of our members," Mr Sonn added

The Joctasa conference also pointed out that had teacher association proposals been heeded in the past, it would have obviated the need for student and pupil boycotts.

In fact, many of the demands made by the boy-

Unions alarmed at Shutdown threat

RBM 8/4/51

KKKN 139

By STEVEN FRIEDMAN, Labour Reporter

THE Minister of Manpower Utilisation will be given wide powers to close down registered trade unions and union federations if the Government's new draft Industrial Conciliation Amendment Bill becomes law.

This clause, the toughest control on unions ever proposed by the authorities, could be a major setback to Government labour plans, which partly depend on wooing unregistered unions into the official negotiating system.

Spokesmen for unregistered unions said yesterday the clause was likely to persuade them not to enter the official system for fear of being closed down.

The deputy Director-General of Manpower Utilisation, Dr Piet van der Merwe, yesterday advised unions concerned about the clause to make representations to the department

the Bill went no further than this

However, labour lawyers have now pointed out that a clause in the new Bill stipulates that any union which registers in this way will be automatically closed down

If the Bill becomes law it will lay down that any union deregistered in this way "shall be wound up". In some cases a liquidator can decide to give the union's assets to a rival union operating in a similar area or industry

Unionists approached yesterday would not comment formally, as most are preparing detailed comment on the Bill

But they agreed that the new clause was likely to persuade unregistered unions not to register

The new Bill imposes several controls on unregistered unions in what is seen as an attempt to persuade them to enter the official system

But unionists said yesterday that it could have the opposite effect

A prominent Cape unregistered unionist said "We are hardly likely to agree to register so that we can risk being closed down

"At present if the Government closes us down, it has to use security legislation, an obviously political move

But this (Bill) would allow us to be closed down by an administrative decision for vague reasons which are totally in the Minister's discretion. The only way to escape this is to remain unregistered.

He added that the Bill did not make it impossible for unregistered unions to operate. "We can stay unregistered, and this sort of thing is likely to convince us to do so," he said.

A source close to the Federation of SA Trade Unions pointed out that Fosatu had said its unions would reconsider their decision to register if additional controls were placed on unions

"This sort of thing is obviously an additional control and could well have a bearing on Fosatu's decision," he added.

Dr Van der Merwe said interested parties who were concerned about the clause should write to the department suggesting changes

"We released the Bill for general comment precisely because anomalies may creep in, and there may be clauses which worry interested parties"

The Bill proposes that a registered union be closed down if the Government's Industrial Registrar is satisfied it has acted in a manner which is unreasonable in relation to its members and which caused serious dissatisfaction among a substantial number of members

"The union can also be closed if the registrar is satisfied it has failed to observe any provision of (its) constitution" or has acted unlawfully

If the registrar believes this, he can recommend to the Minister that the union lose its registration, which means it loses official bargaining rights

(31)

ACKNOWLEDGEMENTS.

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Gratitude:

Dr's Robert and Susan Baker, Paediatricians, C.J.M. Hospital,

Miss Lucille Dlamini, Research Worker, S.A.I.H.R.,

Mrs Laureen Licobela who for six years was Sister-in-Charge

of the malnutrition ward at C.J.M. Hospital and who never

despaired and by whose example and dedication helped many others

of us not to despair.

The families of the households which were investigated

who so courteously allowed us to intrude into and record

their personal domestic affairs.

Blacks 'discover value' of trade unions

Mercury Reporter

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BLACKS in South Africa had discovered that trade unions were a medium to achieve not only political gain but also to express themselves in political terms.

This point was made by Mr Mike Rosholt, executive chairman of Barlow Rand, when he accepted an honorary doctorate in economics from the University of Natal.

Mr Rosholt said that, until there were alternative ways of exercising political rights, the unions would be used increasingly for this purpose.

He said that there had been little political change in South Africa in the past few years. However, there had been significant socio-economic change.

'More and more people, whatever their political beliefs, are becoming aware that discriminatory attitudes and practices cannot be tolerated any longer if we are to have social justice and stability in this country,' he pointed out.

'The process is certainly not complete but it continues and cannot be reversed.'

Trade unionist jailed for not testifying

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EAST LONDON — A trade unionist, detained for over seven months before he was called to give evidence in a security trial, was sentenced to a year's imprisonment when he refused to testify yesterday

Mr Philemon Bonisile Norushe, 34, local secretary of the African Food and Canning Workers' Union, was called as a state witness in the trial of Mr Mandla Gxanyana, 26, charged with being a member of the ANC, but said he could not "betray" Mr Gxanyana

"I cannot testify because his contribution is great to me and my nation. My nation is a quagmire in this world and this has been done intentionally by the white government. I cannot testify against anyone who fights for our nation.

"Secondly, this case is a congress case and the congress kills people who testify, and they don't get you alone, your family and friends are also not safe. So by not giving evidence I am saving souls.

"Thirdly, there are people who have testified once but they are leading bad lives today because no one wants to associate with such people, they are called sell-outs. Some never drank liquor but today are drunk. Why? Because of frustration as no one wants to know them," said Mr Norushe when asked for his reasons for refusing.

Mr Norushe had been called to testify about certain banned literature allegedly given to him by Mr Gxanyana, who is also charged with furthering the aims of the ANC by helping a Mr Bubule Boya to flee the country following his role in the school boycotts last year.

Mr Gxanyana is alleged to have arranged a scheme with a London-based ANC member, Mr Karthigesan Singerham, whereby Mr Singerham would send him literature.

Mr Gxanyana is also charged under the Publications Act with possessing and distributing banned literature. He has pleaded not guilty to all four charges, although he admitted certain literature, including the Freedom Charter, was found in his home.

Lieutenant Charles Edward Johannes van Wyk, of the Security Police, said that on June 19 last year he went with Mr Gxanyana to Mr Gxanyana's home in Dangazela Street, Duncan Village.

He said in Mr Gxanyana's bedroom, behind a curtain, Mr Gxanyana pulled out a brown envelope. Inside were two copies of the Freedom Charter and a pamphlet, Umkhonto Lerumo, issued by the ANC.

During further investigations, he went with Mr M M Fazzie and Mr Gxanyana to Mr Fazzie's home, where his mother handed over a plastic bag containing books. Mr Fazzie handed over an envelope, addressed to Mr Gxanyana, and containing Lenin Vol 2, All Power to the Soviets.

Lieutenant Van Wyk told the court on December 12 last year he went to Fort Glamorgan Prison, where Mr Gxanyana was held, and a prison warden handed over a document written by Mr Gxanyana. Called Fort Glamorgan Information News, it called on his friends to devote themselves to the struggle.

"It is necessary to transform any capitalist society to bring about the dictatorship of the people," Lieutenant Van Wyk quoted from the letter.

Lieutenant Van Wyk also gave evidence about the history of the ANC, and how it was linked with the South African Communist Party, and the South African Congress of Trade Unions.

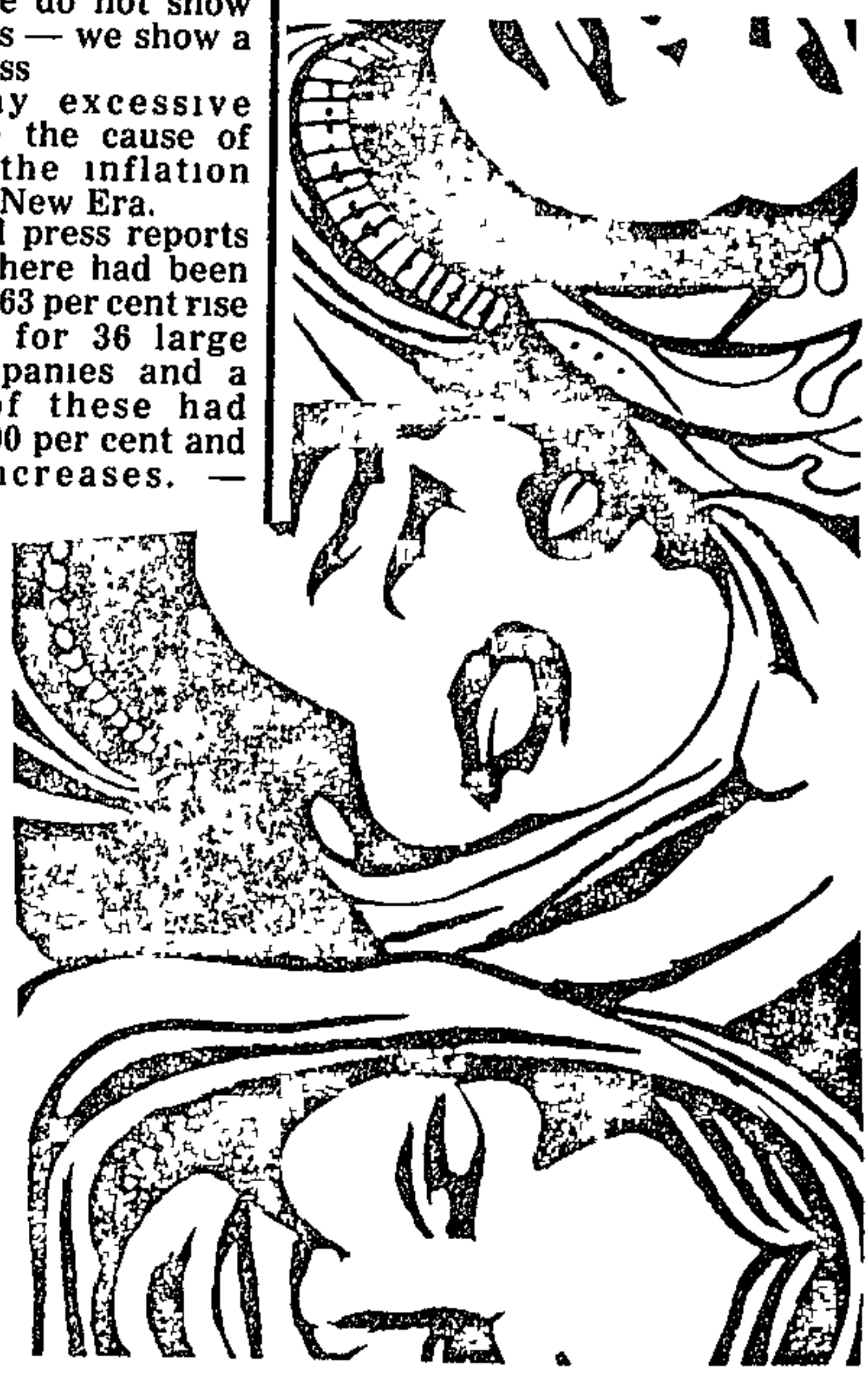
He said clandestine journals played an important role in giving leadership and direction in the "armed struggle". Issues dealt with included Bantustans, the wage issue and the role of the youth.

He said part of the campaign was "the spread of propaganda via journals, pamphlets, cassettes, radio messages and mouth-to-mouth communication".

The magistrate, Mr S van Zyl, granted a request by the defence advocate, Mr V E M Tshabalala, that Lieutenant Van Wyk stand down and be cross-examined at a later stage, after Mr Tshabalala, consulted with experts, Mr Van Zyl rejected Mr Tshabalala's application for a remand until he had received expert advice. Mr Tshabalala said this was essential as "the lieutenant's evidence is the basis of the whole case and it would be prejudicial to go on with the case now".

The case continues today. — DDR.

== PREFACE ==



Union ¹³⁹ call to review wages

CAPE TOWN — Representatives of workers in the distributive and catering trade have called for a review of wages to counter balance recent price increases

New Era, the bulletin of the distributive and catering trade, reported that the Association of Distributive and Allied Workers' Unions (Adawu) had written to the Minister of Manpower Utilisation, Mr Fanie Botha, asking him to instruct the wage board to review wages in their trade "because of the soaring" cost of rents, food and other commodities

New Era blamed rising inflation on the "excessive" profits earned by big firms

"This is all fine — they are in the business for the profits. But do the workers get their fair share? Workers' wages are often blamed for inflation but we do not show such profits — we show a constant loss

"We say excessive profits are the cause of much of the inflation rate," said New Era.

It quoted press reports as saying there had been an average 63 per cent rise in profits for 36 large listed companies and a quarter of these had reported 100 per cent and higher increases. — SAPA

to provide a broad framework for those who wish to en. It must be remembered however, that just as the are created and worked out within a number of dif- ideological, and economic, forms of women's op- pression are historically and class specific. In other words, in S.A. today, although white middle-class and black working-class women may have in common subordina- tion to their menfolk, the form this subordination takes culturally, the way it is perpe- trated ideologically [i.e. through ideas] and reinforced in the sphere of sexuality, differ vastly. These differences, and the implications of them remain virtually unexplored in South Africa - with very little having been written on working class women [both in the home and at the workplace]. Questions such as the effects on rural women of migrant labour; women and worker organisation; factory work and health [including the ques- tion of enforced contraception]; the absence of significant numbers of women involved in political movements etc. remain research priorities. Hopefully some of those who read this paper will be encouraged to enter the field of the study of Women in South Africa. - Not because it is an area of intellectual interest, but because it is an area of great political significance. For the liberation of South Africa's women is a prerequisite for the ultimate freedom of this country.

Union bid may spur legal strike

DD 15/4/81

~~FUDA~~
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JOHANNESBURG — A dispute between a predominantly black trade union and a major multinational company could result in the first legal strike by black workers since the Wiehahn report — and the second legal black strike in the country's history

The Fosatu-affiliated Chemical Workers Industrial Union announced yesterday that it had applied to the Minister of Manpower Utilisation for a conciliation board to resolve its dispute with Colgate Palmolive

If it does not resolve the dispute, workers may strike 30 days after the calling of the board. They may also strike legally if the minister refuses to call a conciliation board

The CWIU has been involved in a long union recognition dispute with Colgate Palmolive at its Boksburg plant. The company has said it would recognise the union but would only negotiate with it on "shop floor grievances"

The company said issues such as pay and working conditions should be negotiated by the industry's industrial council only

But the union claimed yesterday that only 23 of Colgate's 290 black workers were covered by the industrial council

It added that the council negotiated only on minimum wage rates, not on real wages

The union said Colgate had replied to its request for a conciliation board by

writing to the department to say that it believed no dispute existed

In a statement, Fosatu pledged its support for "any steps the union decides to take in future"

"Fosatu is not against the idea of industrial council negotiations but believes that employers and workers should meet at plant level to improve on the minimum conditions that have already been negotiated nationally," the statement said

Managements who attempted to force workers into accepting the industrial council system were turning workers against it

Colgate's industrial relations consultant, Mr Chris Dyson, was not available for comment yesterday — DDC

Do 10/14/81
Motor
workers
strike

PRETORIA — An estimated 4 500 workers at the Sigma Motor Corporation here went on strike yesterday

The workers are demanding wage increases — apparently a R3 an hour minimum instead of the present R1,04 — and that management negotiate with a committee elected by union members at Sigma instead of its executive liaison committee

Strikers also displayed placards demanding the recognition of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

The dispute remained deadlocked yesterday as an attempt to set up a negotiating meeting between management, the liaison committee, and the "committee of 20" — elected at a union meeting on Wednesday night — failed

Sigma's personnel director, Mr Mof Lemmer, said the company now hoped the meeting would take place this morning

The strike follows a wave of wage strikes here earlier this year

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Other parameters available through STATUS() are

=
TAB
SYNTAX (ON/OFF status)

Examples

->TYPE STATUS('ASCII')
ON

->SET A=STATUS('BRIEF')
->ASSUME BRIEF OFF

(CTS commands)

->ASSUME BRIEF %A%
->TYPE STATUS('TAB')

, 11,21,39,73
->TYPE STATUS('=')

* , % , .

10.3.2.13. TAB (n)

If n is given, the TAB function produces a command. Only rightward positioning is

Example

->T AB TAB(4).CD.TAB(7).B
AB CD EF

->TAB , 11,21,39

->T , ONE.TAB().LA,U
LA,U ONE

10.3.2.14. TRM(s)

The TRM(s) function returns a string equaling

Example

->SET A='ABC'

->T A,DEF

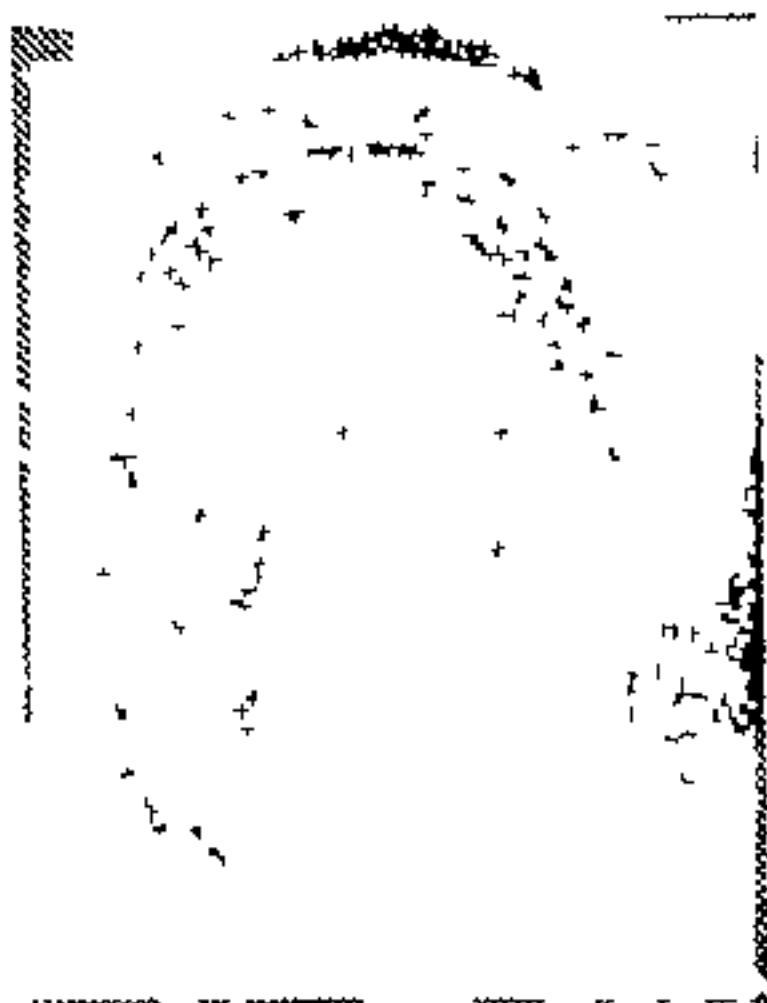
ABC DEF

->T TRM(A).DEF

ABCDEF

->T LEN(TRM(A))

3



MRS MVUBELO

A long way to justice — Mvubelo

Labour Reporter

Trade unions in South Africa had a long way to go before economic injustice was removed, Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers said in Grahamstown today

She was speaking at Rhodes University after accepting an honorary doctorate in social sciences for her work in unions

Mrs Mvubelo said she accepted the degree on behalf of thousands of workers who had backed her "in the fight for their rights during the past years"

She said there would be those who accused her of having worked within the system and who criticised her acceptance of the doctorate. But these arguments were "wasted" because the important issue was whether the workers were gaining by her actions.

Her union has recently received registration from the Department of Manpower Utilisation.

ailing blanks removed

the string expression to column ext tab column from the last TAB

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Terms change for detained post workers

10/14/81
SOWETO
139
220

THE FOUR Soweto men who were arrested two weeks ago and held under Section 22 of the General Law Amendment Act are now being held in terms of Section 6 of the Terrorism Act, a spokesman for lawyers representing their families said yesterday.

Except for Mr Raboeyane, all three are employed as telephone technicians. Mr Raboeyane was a counter clerk at Orlando post office.

TRADE UNION

Sources close to the four men believe they are being detained in connection with their plan to establish a trade union of black post office and telecommunications workers.

Mr Khumalo's wife, Nozipho, said she was getting more and more con-

cerned about the safety of her husband and his colleagues because when she went to Protea police station to give her husband clean clothes, food and toiletry, the dirty clothes he had on were not returned to her.

"How does one interpret this kind of thing? Why are the police keeping the clothes they wore when they were arrested?" she asked — Sapa

A Commission of Enquiry into Industrial Health consisting of the following
Members: Paul John Philip Botha Erasmus, Bernard Cornelius Jansen, Albert
Stratford and Philipus Petrus Roets was appointed on 18th October 1974
with the following terms of reference as published under Government Notice
1005 of 14 Feb. 1975.

"To inquire into and consider and report upon -

a) the nature, incidence and extent of occupational diseases in the Republic
of South Africa and the territory of South West Africa;

b) the extent to which existing statutory measures and existing facilities

**Jailed for
refusal to
testify**

AN African trade union leader, Philemon Bonisile Norushe, was jailed for a year in East London on Wednesday for refusing to testify against a man charged with belonging to the banned African National Congress

Mr Norushe had already been in prison for seven months pending the trial

"My nation is a quagmire," he said, adding that the ANC forbade its members on pain of death from testifying against other members

8/1/01 *W. J. M. S. J.*
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~~132~~
~~131~~

effective protection
categories of trained
representative and
which to establish
direction to
us protection of the public
which arise from

e) such other related matters as the Commission may deem necessary for the
purpose of its inquiry."

The Commission reported back in 1976

Chapter I Of the Commission, activities and procedure of the Commission
This Chapter describes the procedures adopted by the Commission and
includes information about visits made by the Commission within and
without the Republic.

Chapter II Interpretation of the Terms of Reference

The Commission makes a distinction between industrial accidents which were
not part of its brief and occupational diseases. It considers that its
terms of reference relate specifically to occupational diseases.

1. "Actually, in connection with industrial health it has become customary to
speak of the "safety and health" of workers in the same breath. So, for
instance, one may point to the Occupational Safety and Health Act of 1970
of the USA which came into operation on 28 April 1971, and to England's
Health and Safety at Work Etc. Act 1974. The word "safety" is generally
taken to imply accidents which a worker may meet on the job or in his work
environment, and such accidents are accordingly held to be or are included
under occupational diseases. One of the reasons for the tendency to
group accidents and occupational diseases as together, or to classify
occupational diseases as accidents, is the historical struggle by workers to
extend the scope of the laws relating to workers' compensation or to interpret
existing laws as widely and as favourably as possible to themselves."

The Commission decides that the terms of reference do not extend to
examination of people who were but are no longer working in industry. It
is the Commission's opinion that paragraphs of the terms of reference "refer
to the position of workers while still employed and not after they have already
left their employment and not after they have already left their employment
and can no longer be regarded as "industrial and other production workers".

Despite the seriousness of problems relating to compensation (i.e. amounts
paid to worker, number of occupational diseases compensable by law and
inequalities in law), the Commission decides that this is outside its terms
of reference. Compensation had no bearing on "prevention of an occupational
disease or alleviation or curing of such a disease".

Insecticide poisoning Deaths from agricultural chemicals in 2.5 million workers have dropped from 1 in 1 million to 1 in 10 million since 1964.

Hazardous Substances Act No. 15 of 1973
Foodstuffs, Cosmetics and Disinfectants Act 54 of 1972
Workmen's Compensation Act 30 of 1941
, and Offices Act No. 75 of 1964

Industry, Machinery and Building Ordinance for S.W.A. of 1952)

Industrial Conciliation Act of 1956

Act of 1957

Department of Mines

Factories and Works Act 27 of 1956

National Diseases in Mines and Works Act 78 of 1973

Electric Energy Act 90 of 1967

Power Installation Act 43 of 1963

Labour Rights Act No. 20 of 1967

Department of Waterworks

Water Act 54 of 1956

Department of Transport

Ports and Harbours Control and Management (Consolidation) Act, 70 of 1957

Ports and Harbours Services Act 22 of 1960

Ports and Harbours Pensions for Non-whites Act, 43 of 1974

Ports and Harbours Pensions Further Amendment Act 45 of 1974

Prevention of Pollution of Sea by Oil Act 67 of 1971

Merchant Shipping Act 57 of 1951

Department of Agriculture and Technical Services

Stock and Meat Industries Act 48 of 1936

Animal Diseases and Hazards Act 15 of 1956

Animal Slaughter, Meat and Animal Products Hygiene Act 87 of 1967

Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947

Department of Agricultural Economics and Marketing

Marketing Act of 1961

Department of Community Development

Community Act of 1934

Department of Forestry

Forestry Act of 1968

Department of Industries

Fishing Industries Development Act 44 of 1944 (under Minister of Economic Affairs)

Sea Fisheries Act 58 of 1973

Saldhana Bay Harbour Construction Act 29 of 1973

Sowetan 10/4/81

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Lucky Lucy off to Rhodes



AN EXCITED and beaming Mrs Lucy Mvubelo (above), general secretary of the National Union of Clothing Workers, lifts her hands in jubilation yesterday hours before she left for Grahamstown to receive an honorary doctorate in social science.

Cope (literature) and marine researcher Professor John Day (Science)

"It's all systems go Rhodes here I come," said Mrs Mvubelo at her Johannesburg office which was a beehive of activity as she cleared her desk while a few phone calls came in wishing her luck and bon voyage

It was obvious that Mrs Mvubelo has not been ruffled by the criticism of her accepting the doctorate

Others who will also have honorary doctorates conferred on them from Rhodes University, are author Jack

**Control
of black
unions**

Augus
10/4/81

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Political Staff

NEWCASTLE. — Black unions would not be allowed to open offices in neighbouring countries or to receive financial aid from outside, Mr Fanie Botha, Minister of Manpower and Utilisation, said here last night.

Addressing a National Party meeting, Mr Botha told an audience of about 130 people that unions should be disciplined and prevented from growing into an 'uncontrollable cancer'.

(Report by C Smuts, 85 Field Street, Durban.)

The death of unregistered unions?

Labour lawyers and union leaders say the new draft bill amendments to the Industrial Conciliation Act spell the 'death knell' for unregistered unions

Sections in the draft bill include measures which will extend official controls over unregistered unions while, at the same time, allow them none of the benefits of being a registered union

For about a year now the issue of compulsory registration of trade unions has been debated within the Department of Manpower Utilisation, according to sources there

Conservative elements in the department felt it was necessary to bring unregistered unions — which are largely black — under industrial laws. The more liberal camp in the department felt strict measures would only serve to alienate these unions

The draft bill amendments are seen as a compromise on the issue of compulsory registration with new controls making registration more practical and a matter of union survival

Labour lawyers consulted by The Star said while the draft bill did not force unregistered unions to register it did make certain regulations for them to operate under

Like their registered counterparts unregistered unions under the draft bill will have to keep accounts, auditor's reports member registers minutes of meetings, and all correspondence for three years

The ban on political activities contained in the present act would be extended to unregistered unions and include measures against affiliation to political organisations

Unregistered unions would have to submit to inspection and be subject to penalties under the draft amendments

The scope of the Government inspector is extended with wide powers of investigation into unregistered union offices and papers as well as the power of seizure

Once the new amended act is in force unregistered unions would have three months to submit their constitutions to the registrar

Under the draft bill registered unions have the right to compulsory stop over payments (union dues deducted through wages by management) while the unregistered union has to apply to the Minister of Manpower Utilisation for such a facility

The draft bill makes it an offence to assist anyone who participates in an illegal strike, which would keep the unregistered unions from helping their members with strike relief

The bill also does away with the earlier Black Labour Relations Regulation Act and its subsequent amendments, which would mean the effective scrapping of compulsory negotiation open to workers through the works committees

Unregistered unions are expected to meet in the near future to discuss these amendments, and major union federations are also expected to make rep-

resentations to the department about the draft bill. Those unions largely affected by the bill are the South African Allied Workers' Union (Saawu) and two Western Province unions

Mi Sam Kikine general secretary of Saawu, said the draft bill amendments were a measure to force his federation into taking out registration

'These political activities represent restriction on industrial matters,' Mr Kikine said

Saawu has refused to consider registration as long as there are laws affecting the work force such as the Group Areas Act

The president of the Black Allied Workers Union Mi M Khumalo also said the Government was introducing politics into the labour sphere and said these amendments would severely restrict the autonomy of trade unions

Labour lawyers have also criticized the draft bill for ignoring certain labour 'trouble spots' such as no changes to registration procedures which are a sore point to the Federation of South African Trade Unions (Fosatu) by allowing existing unions to block the admission of newcomers, and nor does it bolster up the Industrial Court with wider legal powers

On the plus side, however, the draft bill does make provision for the removal of age and sex discrimination, extends its provisions to all races and allows unions multiracial constitutions, and extends trade union rights to workers on contract from independent homelands and foreign countries.

are relatively easy to grow such as beans, peas and spinach than the more 'exotic' sorts such as beetroot and onions.

Crowns, of fruit trees should be recommended, and trees and seeds should be provided at low cost by the State.

With regard to fencing, the use of electric fences should be encouraged in those areas where warblers cannot afford chicken-wire, while the provision of chicken-wire at low cost by the IRU's should be investigated. Alternatively in those areas which have been "rehabilitated", with the population living close together, community gardens should be regarded as a priority.

economic, social, agricultural and other factors tend to

outweigh the small amount which can be achieved purely through rural education. Bearing this in mind, the study has, however, provided information on which recommendations concerning the IRU's may be based.

Recommendations

Length of stay at the IRU: From the nutritional education aspect, the study points to a need for only about 1 week's stay at the IRU. However, the over-riding factor should be to meet the clinical condition of the child as far as possible safely allow discharge home, so to minimise those deaths occurring within a few days of discharge.

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Union says
it stands
with Tutu

Labour Reporter

The General and Allied Workers' Union (Gawu) today came out in support of Bishop Desmond Tutu's call for boycotts against South Africa and condemned a recent pamphlet campaign against the bishop.

A pamphlet distributed in Soweto criticised Bishop Tutu for his support of boycotts and accused him of living in luxury in Soweto.

The name "United Trade Union Council" appears on the pamphlet but prominent trade unionists said today they knew of no such union.

"Gawu wishes to associate itself with what Bishop Tutu has said abroad," Mrs Mary Ntseke, secretary of Gawu, said.

Hospitals should be effective complements and not substitutes. In Britain, one of the original intentions of the National Health Service was to encourage the establishment of group practices of general practitioners who would work in the same health centres as preventive health staff. Initially there was little support for the practice by doctors, but since the early 1960's, health centres have become increasingly common. In France, there is a growing tendency for private physicians to work in terms with ancillary personnel under one roof. In the districts of large cities in the United States, neighbourhood health centres have been established and financed by the government. These centres are staffed by specialists, general practitioners and community health aides with the aim of providing comprehensive primary health care close to where the need is most acute. In place of the superspecialist approach of the typical outpatient department. (10)

In less developed countries, one of the main features of health centres is the use of medical auxiliaries and health assistants in place of physicians, for example the barefoot doctor in China, the village medical helper and rural medical aide in Tanzania. (11)

In developing countries, the functions of health centres are usually divided into two main categories. In urban areas, health centres are usually responsible for preventive care only since outpatients and private physicians are readily available to provide curative medical care.

From this brief study of health centres in other countries, it appears that clinics providing only curative treatment are uncommon. In South Africa, responsibility for preventive curative medicine is separated because of the separate financing. However, both Provincial and Municipal health centres are heavily subsidised by the Central Government. (12)

At the Day Hospitals, doctors are responsible for the first diagnosis and the writing of prescriptions. Nurses take pressures, do urine analysis, take case histories, change dressings, thereby reducing the work load in the doctors' rooms. There are 3,6 nurses to each doctor including District nurses. Antenatal care and deliveries are largely the responsibility of the nursing staff and midwives. While the type of treatment provided at the Day Hospitals is more sophisticated than at the Soweto and Eastern Province clinics, the question must be raised whether/.....

whether the characteristics of the community are such that the illnesses cannot be treated with the simple drugs, with the few complicated cases being referred to doctors.

Draft labour Bill unfair

RDM 15/4/81

Mvubelo

By STEVEN FRIEDMAN
Labour Reporter

IN A shock for the Government, the black union movement's staunchest supporter of official labour reforms says the draft Industrial Conciliation Amendment Bill tends to justify the stand of unions who are against registration.

Mrs Lucy Mvubelo, general secretary of the registered National Union of Clothing Workers, added "If this Bill goes through, we would rather not have registered at all."

Mrs Mvubelo is also a member of the Government's National Manpower Commission and a Tucsas deputy vice-president.

But the fact that it has been sharply attacked by a unionist who has always tended to support Government reforms could be a serious blow to its credibility.

Mrs Mvubelo's criticism of the Bill is centred around a clause which would allow the Government to close down a registered trade union if it has acted unlawfully or "has failed to observe" any provision of its constitution.

It could also close the union down if the Government's industrial registrar decided that it had "acted in a manner which is unreasonable in relation to its members and which causes serious dissatisfaction among a substantial number of members."

Mrs Mvubelo said yesterday "I have been heralding the new labour dispensation but this clause gives those who are against registration all the ammunition they need."

"Why must the Government intervene in internal union affairs?"

"If a union does not apply its constitution, the matter can be

taken to the rank and file "It has nothing to do with the Government."

In an interview with the Rand Daily Mail's Port Elizabeth correspondent earlier this week, Mrs Mvubelo described the proposed Bill as a "disgrace" and said it was "unfair".

She was in the Eastern Cape to receive an honorary doctorate from Rhodes University.

Mrs Mvubelo said the Bill tended to justify unions who opposed registration and added:

"We who have laboured for registration for so many years have now been given many rights, but the Government now wants to take it all away again."

She said she was "very perturbed" about the Bill.

Meanwhile the Motor Assembly and Components Workers Union of SA has joined other anti-registration unions in saying the Bill has fully justified our decision not to enter into the Government's registration machinery.

New labour bill a disgrace — unionist

MRS MYUBELO

PORT ELIZABETH — Mrs Lucy Myubelo, the controversial trade unionist who has supported the government's moves towards labour reforms in the past, slammed the proposed Industrial Conciliation Amendment Bill this week as "unfair" and "a disgrace".

She was commenting in a clause which would give the Minister of Manpower Utilisation wide powers to close down registered trade unions and union

federations if the Bill becomes law.

The Bill proposes that a registered union could be closed down if the government was satisfied that it had acted "in a manner which is unreasonable in relation to its members and which causes serious dissatisfaction" among a substantial number of members, or if it had "failed to observe any provision of its constitution" or had acted unlawfully.

The assets of a union

that had been closed down could then be given to a rival union.

Mrs Myubelo, who is deputy vice president of the Trade Union Council of South Africa, said during a visit to Port Elizabeth that she was "very perturbed" about the Bill.

"How can the government close down a union because of the actions of a few members? I think it is very unfair that this could be done without the

members being consulted. The government is going beyond its bounds."

Mrs Myubelo said the Bill would tend to justify the stand of those unions who were agitating against registration.

"And even registered unions, we who laboured for registration for many years (her National Union of Clothing Workers was granted registration in February) and who now have been given so many rights, the

government wants to take it all away again," she said.

The Bill has also drawn sharp criticism from Unions, including Port Elizabeth's unregistered Motor Workers' Union and Com-potent Workers' Union of South Africa (Macwusa).

A spokesman for the union said: "This has fully justified our decision not to enter into the government's registration machinery," he said — DDC

Sigma strike

goes on

PRETORIA — More than 2 000 Sigma Motor Corporation workers decided at a public meeting in Mamelodi here yesterday to continue their strike until management met their demands.

More than 4 000 Sigma workers went on strike last week over wage dispute and recognition of a workers' committee. They were paid off on Wednesday and management told them they would be re-employed from yesterday. The re-employment procedure would continue until Friday.

Some workers defied the strike yesterday and went back and were re-hired. About 300 workers stood outside the main gate of the plant in the morning. Police kept a low profile.

A spokesman for the plant said by lunch-time yesterday more than a quarter of the 4 000 workers had presented themselves for re-employment. The number was augmented by new work seekers.

Some 1 500 employees are currently engaged in pre-production procedures essential to start up the plant, Sigma's spokesman said.

Sigma's management was optimistic that normal production would resume shortly and the calm that prevailed throughout the strike would continue.

The re-hiring yesterday proceeded smoothly and Sigma deployed extra staff to cope with the processing of all former employees without success. New work seekers and former employees were requested to present themselves later in the week.

Meanwhile, at a lively workers' meeting yesterday, speakers criticised workers who had gone back to work.

Another public meeting is to be held tomorrow to report back on negotiations between the National Union of Motor Assembly and Rubber Workers of South Africa.

— DDC

BMWU leaders' dispute in court

22/4/81
1341

By LEN KALANE

A DISPUTE between executive members of the Black Municipality Workers Union (BMWU), involving the president, Mr Joseph Mavi, and the secretary, Mr Phillip Dlamini, came before the Rand Supreme Court yesterday

Mr Dlamini, Mr Joseph Mlangeni (treasurer) and Mr Sidney Mogase claim that Mr Mavi and his group do not allow them entry into the offices of the union in Johannesburg

Mr Mavi's group includes Messrs Hope Mamabolo, Harold Mkhathswa, Godfrey Jerryman and Ntabozuko Somdaka, all executive committee members of BMWU

The Dlamini group applied for an interdict to stop Mr Mavi's group from assaulting or hampering them in their administration of the affairs of the union. The group also claim in the affidavit that Mr Mavi and his followers have denied them occupation of the offices at Cambridge House, Sauer Street, Johannesburg

Mr Dlamini said in his capacity as the secretary he had carried out the functions and duties of the union in that office in terms of the union's constitution. BMWU leased further offices in the building — Room 202 — since Room 207 was inadequate

On Tuesday, March 31, 1981, while he was in Port Elizabeth on union's business, Mr Dlamini claims that Mr Mavi and his group came to the offices of the BMWU and found Mr Mlangeni occupying Room 207. They demanded the keys to Room 202.

Mr Mlangeni said the keys were at his home in Soweto. Mr Dlamini said Mr Mlangeni did not want to hand over the keys since he considered that Mr Mavi was entitled to enter Room 202.

Mr Dlamini said he came back from Port Elizabeth to find that Mr Mavi had changed the locks to both offices. This has now made it impossible for them to gain entry into the offices and carry out their duties.

The case was put aside for May 5 after Mr D A Kuny, advocate for the applicants, Mr Dlamini and his group, asked for a post-

Unions vie for members

S. Lubane 26/4/81

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140A

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Finance Editor

THE big guys in the trade union movement are putting the squeeze on the small unions in the race to sign on members.

The Federation of South African Trade Unions (Fosatu) has built up paid membership this year from 32 000 to 40 000 in 11 unions. The other big unions are also pushing membership and by the end of the year the 205 unions with 838 000 members will have nearly one million members.

Tucsa, the largest union group, is boosting membership to well over 300 000 of whom 75 000 are whites. It has 60 affiliated unions. One of these unions, the South African Boilermakers, Iron and Steelworkers, Shipbuilders and Welders Society, which has 11 500 white and 6 900 coloured members, is signing on Indian members in the sugar milling industry.

Although Joe King of the Boilermakers' Union denies poaching members from other unions Mr W R Pillay, of the small Natal Sugar Industry Employees' Union has reacted sharply. 'If they interfere with us we will get help from outside' he says.

Pillay's union recently resigned from Tucsa and he may have to seek an alliance with Fosatu to keep his organisation alive.

Percy Harris, area organiser of the Boilermakers' Union says it is fair game to sign up workers in the sugar industry. 'The workers must have freedom of association,' he says.

Alec Erwin, general secretary of Fosatu, attributes the general upsurge in trade union activity to the general plight of workers in the inflationary environment.

He says small unions with limited resources will have difficulty competing for members with the larger more vigorous union groups. Fosatu claims to have gained the support of the majority of workers in a second sugar mill in Natal and is negotiating with the employers for recognition.

Tucsa's Arthur Grobbelar says unions are always in competition for members and this may be sharper now than before. Growth in his group's membership last year was 20 percent and he expects a 25 percent growth this year.

The big unions are muscling in to sign on workers

LABOUR LAW
Outsiders object

FM 1/5/81

139

In a surprise move, an unregistered union — the Western Province General Workers' Union — has sent representations to the Department of Manpower Utilisation on the Industrial Conciliation Amendment Bill

The union, which organised last year's Western Cape meat strike, reaffirmed its stand not to register at its national conference over the weekend. Thus, it will not join government's official bargaining system although it voted to submit criticism on government's latest labour legislation. "Conference noted the Industrial Conciliation Bill further indicated the state's contempt for trade union autonomy and accordingly endorsed the union's submission to the Department of Manpower Utilisation regarding the Bill," says a union press statement

The union's submission strongly condemns the state's "pervasive involve-

ment" in the trade union movement and the extended controls proposed in the Bill. The union makes it clear that it feels relationships in the labour field should be worked out between employers and employees — with little state interference.

But the union also says it is not opposed "in principle" to registration and outlines its reasons for refusing to do so

On the issue of controls the statement says: "Unfortunately the Bill as a whole is aimed at increasing state intervention in the internal affairs of the union and in the conduct of industrial relations generally. We wish to record strongest opposition at these attempts"

The union holds that the measures contained in the Bill "stand in flagrant contradiction with internationally accepted practices and are an attack on the autonomy and essential independence of the trade union movement". As a result, the statement argues, government is also circumscribing the union movement's effectiveness

It voices exception to the section of the Bill which puts further controls on unions' affiliation to political organisations. Although, says the union it is *not* affiliated to any political party or "political organisation," it wishes to retain the right to affiliate if its members so wish

The union says it strongly objects to this provision if the aim of the legislation is "to prohibit trade unions from active participation in the affairs of the wider community in which the members reside"

Objections

The statement also argues that the Bill makes matters worse as far as dispute procedures are concerned. The Bill makes provision for a strike ballot which must be overseen by the Department of Manpower Utilisation — a move the union says will "inevitably lengthen and certainly complicate an already unacceptable procedure for the settlement of industrial disputes"

It argues that it does not object to dispute procedures but that they must emphasise speed and keep open acceptable channels of communication between the parties

The union also objects to the prohibition on unions or members of the community from assisting striking workers. The paper points out that in many countries it is standard practice for workers to be paid from a special fund especially intended for this purpose

Despite these criticisms, the union says it is prepared to accept certain controls in the Bill proposed for unregistered unions. "Our opposition to the state's involvement in our affairs does not stem from a desire to maintain secrecy about the affairs of our organisation. Our attitude reflects our belief that, in its internal relations, a voluntary organisation such as a trade union should be answerable to its mem-

bers only"

From this standpoint the union says it is prepared to submit its constitution (and changes to it), the names of its officials and office bearers, information about its financial records and membership registers to the Registrar

"We, in fact, believe that the provision

contained in these sections should constitute the sole requirements of a registration process"

The union says it does not object to registration, as long as it is voluntary and enshrines the principle that industrial relations primarily involves negotiation between workers and their employers and

their representative organisations. "So, in our opinion, all that is required of registration is the notification of the existence of these organisations"

The union changed its name from the Western Province General Workers' Union to the General Workers' Union at its national congress

Workers 'exploited' claims Oliphant

NATAL MERCURY 4/5/81 124 139 204

Mercury Reporter
DOMESTIC workers are the most exploited worker group in South Africa and have no labour legislation protecting them, said Mr Matthews Oliphant, the general secretary of the newly-formed National Domestic Workers Union.

He was speaking to hundreds of domestic workers at a meeting held at the University of Natal in Durban yesterday.

'Domestic workers are not protected under the Unemployment Act or the

Workmen's Compensation Act, they are not entitled to sick leave, medical aid, pension schemes and some earn as little as R20 per month. We are no longer prepared to sit back and watch our people being ruthlessly exploited,' he said.

In order to make workers aware of the union's activities and aims, its committee has organised action groups and regular discussions which took place in the townships or hostels.

'The social and political foundations of this country are based on the policy of apartheid and this has led to intense competition between the race groups with blacks always being the losers,' he said.

Tracing the history of labour legislation regarding African workers in South Africa, Mr Oliphant concluded that no provision had been made for domestic workers.

He said the time was past for talking and workers wanted action.

New union CT 4/5/81 open to all workers

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Own Correspondent

PORT ELIZABETH — ABOUT 3 000 people yesterday cheered and sang freedom songs as speakers at the inaugural congress of a new trade union, the General Workers' Union of South Africa (Gwusa), urged them to use their labour as a weapon to obtain their freedom.

They were told that trade unions should help to bring about social justice.

Gwusa, which is open to all classes of workers, including domestic workers and gardeners, was formed under the wing of the East Cape's independent Motor Assembly and Component Workers' Union of South Africa (Macwusa).

Mr. Maxwell Madlingosi, a member of Macwusa's executive committee, told the congress that his union was not a black consciousness organization and would be happy to have white members.

"But unfortunately whites have been made to see themselves as bosses, not workers," he said.

Union challenge to the Ciskei

STAN

139

~~105~~

6/5/81

By Drew Forrest

The South African Allied Workers Union (SAAWU) has challenged the government of the Ciskei to "spell out its attitude towards trade unions."

The challenge, one of a number of resolutions adopted at SAAWU's annual congress at the weekend, follows the repeated detention of members of its East London branch by the Ciskeian security police during the past six months.

Twenty-one union members are currently on hunger-strike after being detained under the homeland's security laws a month ago.

The union also condemned the "arbitrary eviction of workers by supporters of the ruling parties in the homelands," and demanded reasons for the ban on worker meetings in the township of Mdantsane.

ABHORRENT

Other resolutions passed at the congress were.

● A re-affirmation of SAAWU's anti-registration stance.

● A demand for the release of imprisoned ANC leader Nelson Mandela.

● A rejection of the "Abhorrent system of Bantustans, which made workers foreigners in the land of their birth"

● A condemnation of the new draft Bill on labour relations, which was "intended to destroy the only peaceful weapon workers can use in the struggle for their rights."

Hunger-strike union men to appear in court

By Tony Davis
Labour Reporter

A hunger strike by 21 detained labour union members in the Ciskei has ended and they are expected to appear in court soon on criminal charges.

The men are members of the South African Allied Workers Union (Saawu) and were detained about a month ago after a wage dispute at the Wilson Rowntree sweet factory in East London.

They went on a hunger

strike last week to protest against their detention without formal charges being laid, according to Saawu spokesmen.

Last week four of the men were admitted to the Mdantsane Hospital.

The head of the Ciskei security police, Brigadier Charles Sebe, said today the four had been returned to jail and that they had been sent to hospital as 'a matter of routine'.

A criminal docket was being drawn up against the men. He said they

were not being held because they were Saawu members.

They will appear in court on criminal charges for their activities in Mdantsane,' Brigadier Sebe said.

The dismissal of about 500 workers at Wilson-Powntree this year was followed by clashes among workers and petrol-bombing of houses of employees who refused to support the strike.

See page 9: Union challenge to the Ciskei

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SIR
CALISTO

JUDGMENT RESERVED IN MAVI HEARING

1391

SANCION 7/5/81

A RAND Supreme Court judge yesterday described a dispute between executive members of the Black Municipality Workers Union as a "petty squabble which should be solved by the parties concerned".

Mr Justice Kruger was presiding over a civil hearing in which the treasurer of the Black Municipality Union, Mr Philip Dlamini was applying for an interdict to bar five executive members of the union, including the president, Mr Joseph Mavi, from assaulting him and Mr Joseph

Mlangeni

The hearing arises from an incident last month in which the two factions were involved in a squabble over the occupants of a city office owned by the union

In papers before court Mr Dlamini asked that the court instruct Mr Mavi and the rest of the executives not to bar them from executing their duties in the office

In summing up the case, Mr Justice Kruger said "petty squabbles like this one cripple the trade union. Because of this type of squabbles they

cannot fulfil the functions which a responsible trade union should. When judgement come one of the two sections is going to be hurt.

"Experience has taught us that when one of two sections is hurt the chances of ever having a meaningful solution goes. I think the matter should be brought to the attention of the two parties"

Judgment was reserved to sometime next week

Advocate D Kuny is appearing for Mr Dlamini and Advocate M Basslon appeared for Mr Mavi

Unionists advised to resolve dispute

519K
7/15/81
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Judgment has been reserved in a dispute between executive members of the Black Municipality Workers Union (BMWU) in the hope that the feuding parties will resolve their "petty squabbling"

Mr Phillip Dhlamini, secretary of the BMWU, and Mr Joseph Mlangeni, treasurer, had brought an urgent interdict against their president Mr Joseph Mavi and executive members Mr Hope Mamabolo, Mr Harold Mkhatswa, Mr Godfrey Jerryman and Mr Ntabozuko Somdaka.

The Dhlamini group had applied for an interdict to stop the Mavi group from assaulting or

hampering them in the administration of the affairs of the union and from denying them occupation of the union's offices.

After hearing argument in the Rand Supreme Court yesterday, Mr Acting Justice Kruger said that a trade union was formed for the benefit of its members. Petty squabbles like these could simply cripple the union.

When he would pass judgment, one of "the two sides would get hurt"

If the two sides wished to serve the interests of the people they represented, they should come to an agreement

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Railways
welcomes
founding of
black union
By Drew Potrett

A black trade-union — with a potential membership of 75 000 — has come into being at the South African Railways

The Staff Association for Black Employees of South African Railways and Harbours was officially constituted on April 1 and has already enrolled close to 10 000 members, according to SAR public relations manager, Mr Tienie van der Berg

Membership of the union was restricted to black employees of the Railways and Harbours with one year's work experience, he said — giving it a potential following of about 75 000

Mr van der Berg described the emergence of the union as an "evolutionary" one. In keeping with the recommendations of the Wichahn Commission, it had been decided to phase out the present system of works committees as the only form of representation for black workers

The request for a black union had come from workers themselves, he said, after the admission of Indian and coloured staff associations to the official negotiating machinery at the end of last year

But it was expected that works committee members would find their way into executive positions in the union. The committees in collaboration with liaison officers, would bring the association to the attention of black staff

Railways management had given "every assistance possible" to the union. It had helped in the drafting of its constitution, which was modelled on those of the white associations, and had granted it stop order facilities and organising access

The union had applied for registration, which it expected to receive by the end of June. Thereafter, it would be represented along with other railways unions on the Federal Consultative Council of SAR and H Staff Associations and would be party to all future negotiations with management

Labour strategy goes wrong

In view of its past refusal to give registered union rights to blacks, there is a rich irony in the Government's current drive to steer black unions towards registration.

For that is the clear purpose of the many proposed controls on unregistered unions contained in the draft Industrial Conciliation Amendment Bill.

The trouble is that the strategy is failing — a fact which has emerged with growing clarity from the public statements of unregistered unions in recent weeks.

At its annual congress at the weekend, the South

The strategy of the Government towards unregistered unions as shown in its new draft Bill on industrial relations — is going badly wrong. Drew Forrest reports.

African Allied Workers Union restated its refusal to register and condemned the Bill as an attempt to "destroy the only peaceful weapon workers can use in the struggle for their rights."

The Transvaal branch of the African Food and Canning Workers Union has "objected strongly" to the Bill, and has called for "a united front of independent unions against these repressive measures." The AFCWU has not responded to the

Bill as a national body, but it is sure to reaffirm its anti-registration stance.

And the breakaway union at the Ford plant in Port Elizabeth, Macwusa, has publicly stated its decision to remain unregistered.

The principal argument originally advanced by these unions — that registration imposed unacceptable controls — now falls away, since the Bill seeks to extend almost all the statutory obligations of registered bodies to them.

Indeed, their position will be weakened by proposed clamps on stop-order facilities for unregistered unions and by a provision which will effectively make it illegal for them to pay strike-relief to their members.

The stance is elaborated in greatest detail by the General Workers Union — formerly the Western Province General Workers Union of "red meat" strike fame.

The GWU reaffirmed its refusal to register at its

first annual national conference in Cape Town last month, holding that the Bill "fundamentally violates the principles and policies" of the union.

In its submission to the Department of Manpower Utilisation on the Bill, the GWU states it would accept registration if only certain formal duties were entailed.

It would agree to submit its constitution, and names of officials and office-bearers to the registrar, notify him of changes to the constitution and provide certain information relating to financial records, membership register and union officials and office bearers.

But many clauses in the Bill are rejected as a 'flagrant violation of internationally accepted principles of trade-union autonomy'.

These include clamps on political affiliations, which are "standard practice in many countries," the prohibition on union assistance to workers on illegal strike and the "extreme policing powers" given to the State in terms of the Bill.

The GWU also condemns the extension of new controls on registered unions, including a provision which would encourage their fragmentation.

No consultation has preceded the Bill, it points out, and GWU members are excluded by dint of race from the law-making process of which it forms part.

The thrust of the union's submission is that "in its internal relations,

such as a trade-union should be answerable to its members only."

Until this is recognised by the State, it seems unlikely that the GWU and its kin will choose to register.

18/5/81
WRONGS

More unions RDM 7/5/81 oppose new Bill

By STEVEN FRIEDMAN
Labour Reporter

TWO more trade unions have come out against key elements in the Government's draft Industrial Conciliation Amendment Bill

And one of them has called for "a united front of all independent unions" against sections of the Bill

In a statement this week, the Transvaal branch of the African Food and Canning Workers' Union slammed the Bill which, it said, "will increase the intervention of the State in the internal affairs of unions"

AFCWU is opposed to seeking Government registration

The union's Transvaal branch said it objected "strongly" to the Bill

It added "The arbitrary powers invested in the State (by the draft Bill) to shut down unions confirms that the aim of the Government's new labour dispensation is to further stifle the growth of democratic worker organisations"

It calls for a united front against "these repressive measures"

A second union, the registered Garment Workers' Union of South Africa, which represents white and coloured workers, has sent a memorandum to the authorities on the Bill, according to its journal, Garment Worker

In the memorandum, GWUSA welcomes aspects of the Bill but objects to several controls on unions, including the proposed widening of the bar on union "political" activities

The union says that, while unionists would be barred from political activity, "Parliament is stacked with farmers, domineers, reverends and other interest groups. Why then must workers be deprived of spokesmen in their interests?"

The union objected to proposed wide powers for the Minister to close down unions, saying that it is "wrong to punish rank and file membership for what may be the wrongdoings of a corrupt official"

The union also opposes provisions in the Bill which would make it easier for minority groups within a union to hive off and form a new one

• In its statement, the Transvaal branch of AFCWU

also expresses "no confidence" in the union's East London secretary, Mr B P Norushe, who is serving a one-year jail sentence for refusing to testify "against a friend"

It expresses the same confidence in its national organiser, Mr Oscar Mpetha, who is on trial in Cape Town

AFCWU Transvaal also backs the call for a boycott of Wilson Rowntree products following a dispute at the company

310 workers walk out over pay dispute

RDM 9/5/8' 72a (M) 139 (M)

By DIKE LOUW

LACK of communication between black workers and management caused a mass walk-out this week by 310 employees at the Vanderbijlpark branch of a cartage company, a spokesman for the workers said yesterday.

Speaking on behalf of 110 drivers and 200 lorry assistants at Cargo Carriers, Mr George Nene told a Press conference in Vereeniging that grievances over low wages and complaints about working conditions could not be solved because management had dissolved a works committee after victimising its members.

Mr Nene said workers were forced to work longer hours and were not paid adequately for overtime. Basic pay for drivers of horse-and-trailers ranged between R57,50 and R62,90 a week while lorry assistants earned R30,60, he said.

Among other complaints he listed were:

○ Workers were called "kaffirs" by whites and were sacked for petty faults.

○ Drivers were sacked if they ran out of fuel while delivering, or if their trucks returned with even minor scratches.

○ A driver was dismissed after he was arrested for contempt of court following his failure to be in court to face a charge of driving the firm's truck while its certificate of fitness had expired.

○ Another driver lost his job when he was involved in an accident after he had said he could not work overtime because he was tired.

Mr Nene said workers involved in the stoppage were not keen to resume duties unless they were all reinstated.

A spokesman for Cargo Carriers, who declined to be named, denied all the allega-

tions. He said the workers demanded on Monday that their wages be doubled and refused to negotiate with management through a works committee.

He said the workers terminated their services by striking. He denied management had dissolved a works committee or had victimised its members.

The firm would decide whom it would re-employ, but most of the workers would be reinstated, he said.

The general secretary of the Transport and Allied Workers Union, Mr Michael Mbatla, said management at Cargo Carriers had evaded negotiating with his union.

A management spokesman had said they could not negotiate with the union as it was registered to cater for the transportation of passengers and not goods, as delivered by his company.

21 still not charged ^{smk} 13/18

Labour Reporter

Twenty-one detainees in the Ciskei are still awaiting trial while the Attorney General investigates charges against them.

It is understood that charges under investigation are arson and sabotage.

The detainees are members of the South African

Allied Workers Union (Saawu) and are being held in connection with the strike at the Wilson Rowntree factory in East London.

The general secretary of Saawu, Mr Sam Kekane, has condemned the detentions as "arbitrary" and has called on Ciskei police to put the men on trial or to release them.

Union official sues ⁽³⁵⁾ (134)

SAR over assault ^{SAR} (26)

Prominent Soweto trade unionist Mr Joseph Mavi is suing South African Railways for R10 000

Mr Mavi, president of the Black Municipality Workers' Union (BMWU), said he has instructed his lawyer Mrs Priscilla Jana to pursue the matter.

The suit comes after three SAR barrier attendants, Constable Mbhele (30), Petrus Nemaguvini (35) and Rusty Moema (30) all of Soweto, were this week convicted by a local magistrate.

They were each fined R300 or five months' imprisonment.

The Magistrate, Mr P J Jacobs, found that the

three men assaulted Mr Mavi after he could not pay for his train ticket on January 10 at Inhlazane railway station

They took him to their staff room where they slapped and kicked him until he bled profusely, he said

Later, they made him scrub his blood from the floor and then took him to the platform entrance where they forced him to beg from passengers to make up his R1 fine

As a result of the assault, Mr Mavi was admitted to Baragwanath hospital where he was treated for "superficial injuries"

Mavi: 3 fined

THREE South African Railways attendants who assaulted Mr Joseph Mavi, a leading Soweto trade unionist, in March were on Monday fined R600 (or 12 months imprisonment) by a Orlando Magistrate

Constable Mbhele (30) of Zondi Township, Petrus Nemaghuvini (35) of Jabulani Hostel and Rusty Moema (30) (no address given) were convicted by Mr P J Jacobs on a charge of assault with intent to do grievous bodily harm on Mr Mavi.

Mr Jacobs found that on January 17, they assaulted Mr Mavi after he had failed to produce his train ticket at Inhlazane railway station.

He found that instead of

charging him 35c as a fine, they demanded that he pay R1. When he told them that he only had 50c, they and an unknown railways police officer took him to their staff room where they assaulted him.

They beat him until he bled "profusely" and later made him to scrub his own blood on the floor, Mr Jacobs said.

Mbhele was convicted on a common assault and was fined R100 or two months imprisonment.

Nemaghuvini and Moema were each fined R300 (or five months imprisonment).

The magistrate gave them today and tomorrow respectively as a deadline to pay their fines.

16/5/81
Mwasa (139)
meeting

THE Media Workers Association of South Africa (Mwasa) will hold a Southern Transvaal pre-congress regional meeting at the SACC building in Johannesburg at 6.00 pm tonight.

The meeting, which was supposed to have been held last Sunday at the Orlando DOCC, was postponed after some snags, and was switched to the SACC this evening

Ford sends hundreds home

Aigus Bureau
PORT ELIZABETH. —
Most workers at Ford
Motor Company's Struan-
dale assembly plant were
sent home today after
production had been dis-
rupted by some workers
who refused to handle
products from a tyre com-
pany.

About 1 000 were asked
to go home.

Ford's industrial rela-
tions director, Mr Fred
Ferreira said that soon
after work started this
morning, a number of
workers refused to handle
Firestone tyres on the
assembly line.

DISCUSSIONS

Discussions between
these employees and la-
bour relations personnel
showed they did not in-
tend resuming work and
they were suspended.

Their action resulted in
a disruption of production,
and workers on the trim-
line and in the body and
paint shops were reques-
ted to stop work.

Mr Ferreira said the
company had been advised
formally by employee
representatives last week
that certain employees
would refuse to handle
Firestone products from
today.

The company was in-
formed that the act stem-
med from a dispute with
Firestone, which had alle-
gedly refused to rehire a
number of employees pre-
viously dismissed for tak-
ing part in a strike at that
company.

Gord had pointed out to
all employees what its
position and stand was,
saying it had more than
300 individual suppliers
and it could not interfere
in other companies'
domestic affairs.

Strike

Section Page 1

SOWETAN 19/5/81

warned Any employee who refuses to perform his normal job function as a result of the boycott of the product of another company will be subjected to disciplinary procedure

Explaining the boycott Mr Ferreira said a number of workers at Ford's Struendale plant refused to handle Firestone tyres shortly before 11 am

After discussions between these employees and labour relations personnel, it became apparent that they did not intend resuming work They were suspended continued Mr Ferreira

He also said the refusal by the workers to handle Firestone tyres resulted in a disruption of production patterns at the plant Consequently we had to request workers in the trimline and the body and paint shops to stop work and go home These workers were given two hours notice of our intention

Late last night Ford's management and employee representatives were holding talks in an endeavour to resolve the situation

Solidarity strike

MORE than 1000 black workers at the Ford Motor Company in Port Elizabeth were sent home yesterday after refusing to handle products from a local tyre company

In a statement to SOWETAN yesterday Mr Fred Ferreira, Ford's Industrial Relations director, confirmed that the workers have been sent home

Mr Ferreira also confirmed that Ford management was advised by employee representatives that certain employees would refuse to handle Firestone products

at their plant yesterday

The company was informed that the action stemmed from a dispute with Firestone which had allegedly refused to re-employ a number of employees previously dismissed for participating in a strike at that company " continued Mr Ferreira

Mr Ferreira's statement went on In response the company stated its position on the subject of employee participation in secondary boycotts to the employee delegation and subsequently brought to the attention of all employees through bulletins in company notice boards

Ford does not permit other companies to involve themselves in their internal affairs " emphasised Mr Ferreira

On the other hand he

Section Page 2

'Ripple' strike sparked at Ford

By STEVEN FRIEDMAN
Labour Reporter

LABOUR unrest in the motor industry erupted again yesterday as Ford's Cortina plant in Port Elizabeth was hit by a "solidarity strike" and about 1 000 workers were sent home, while strikes continued at Leyland's Cape Town plants.

Yesterday's Ford strike — in which workers refused to handle Firestone tyres in protest at Firestone management's sacking of workers — could mark a new phase of labour unrest.

Many strikers are members of the Motor Assembly and Components Workers' Union, formed by workers who charged that the Fosatu-affiliated union recognised by Ford was not "militant" enough.

Ford is believed to be negotiating with Macwusa on the stoppage.

The Cortina plant was the scene of previous unrest.

Meanwhile, at Leyland's two Cape Town plants — at Blackheath and Elsie's River — the wage strike by 1 900 workers continued. Workers struck on Friday and were suspended until tomorrow.

Workers returned to the Blackheath plant at 7 30am yesterday, clocked in and changed into their work overalls, but management kept the plant inoperative in terms of the disciplinary suspension.

A number of workers said they had been advised by their union to adopt this procedure "as a sign that we don't recognise management's suspension and are still employees".

The 400 workers at the Elsie's River plant stayed out throughout yesterday.

Yesterday's Ford strike follows a warning by worker representatives last week that workers would refuse to handle Firestone goods. Firestone recently experienced a strike, after which some workers were not rehired.

According to Ford sources, two Cortina plant workers refused to handle Firestone products yesterday. Soon about 30 workers followed suit.

This disrupted production, as

vehicles could not move on the assembly line.

Ford therefore gave workers in the trimline, paint shop and body shop two hours' notice that work would be stopped.

"It became obvious early on that a chain reaction had set in and that a refusal to handle Firestone products would spread to other workers. We therefore decided to send workers home," a Ford spokesman said.

Yesterday, management held discussions with worker representatives. Although management would not comment, it is understood Ford is dealing with Macwusa which is understood to represent a majority at the Cortina plant.

The workers who refused to handle Firestone products have been suspended in accordance with Ford's disciplinary procedure.

In a statement issued yesterday, Ford's industrial relations director, Mr Fred Ferreira, said Ford used products from more than 300 suppliers and that labour disputes between suppliers and their workers were regarded as "domestic matters" in which Ford could not "interfere".

He said Ford told representatives — apparently Macwusa officials — that a refusal to handle another company's goods would lead to the suspension of the workers concerned.

This ruling was also posted on the company's bulletin board before yesterday's stoppage, he added.

At Leyland, a spokesman said the strike was a rejection of the increase negotiated between the company and the National Union of Motor Assembly and Rubber Workers.

Workers had stopped work on Friday, saving the planned June increase was too low, but had not named another figure.

Management suspended all workers until Wednesday in terms of agreed disciplinary procedure.

At the Sigma plant in Pretoria, recently hit by a two-week strike, management and union representatives held negotiating talks yesterday.

Yesterday's picture

amid fresh motor industry unrest, & shut-down Blackheath plant in C

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PLEASE CIRCLE ITEMS REQUIRED

Ford strike goes into second day

STAR 19/5/81

Labour Reporter

The Ford Cortina plant strike in Port Elizabeth went into its second day today with workers refusing to handle Firestone products

Yesterday about 1000 workers were sent home after employees at the Cortina plant refused to handle the Firestone tyres in support of their colleagues involved in a dispute at the other Port Elizabeth firm

Production at the plant was halted.

Workers returned to the plant early today and resumed their stand against Firestone products. They were again sent home

The strike has now spread to the Ford engine plant

The strikers are represented by the Motor Assembly and Component Workers Union (Macwusa) and talks between the union and Ford management are expected later today

Macwusa had called on Firestone to rehire dismissed workers after a

dispute over pension payouts earlier this year

Ford's industrial relations officer Mr Fred Ferreira, said domestic matters between another company and its workers should not be permitted to interfere with Ford production

Any employees who refused to handle goods from suppliers would be subject to disciplinary action, he said

Macwusa's chairman, Mr Dumile Makanda, said today that the Firestone product boycott could spread to other Port Elizabeth firms and the union had warned Ford earlier about the boycott

"Firestone must re-employ our colleagues," Mr Makanda said

He added that Ford had already given workers a written warning about the boycott

At the Leyland Blackheath and Fisks River plants near Cape Town workers once again streamed back to work although management has stuck to its decision not to start up the plants again until tomorrow

Argus 19/5/81
Ford
strike
spreads
to GM

Argus Bureau

PORT ELIZABETH. —

The strike at the Ford Cortina plant, where 1 000 black workers, downed tools for the second day today rather than handle Firestone products, spread this afternoon to two other Ford plants and a General Motors factory.

Ford's director of industrial relations, Mr Fred Ferreira, said that in spite of negotiations with worker representatives, the situation at the Cortina plant was unchanged today. The black workers there continued to refuse handling Firestone products.

Meanwhile, 400 black workers at the neighbouring Ford engine plant today also downed tools and walked out. They represent about 70 percent of the black labour force there, but essential operations were kept going by the rest of the employees.

Later, about 40 black workers at the Neave assembly plant, which manufactures Escorts, Granadas and heavy lorries, also downed tools.

© Strike deadlock — Page 3.

Argus 20/5/81 (62) (139) (152) (192)

PE — 2000 on strike

Argus Bureau
PORT ELIZABETH — The Holy Spirit Church Hall in New Brighton here was still packed with about 2 000 striking motor industry workers late today, locked in a meeting with their union leaders to discuss their position. Some of them reported being 'intimidated' by

police on their way to the hall after leaving their work places, while a spokesman for General Motors said there had been reports of much intimidation of black workers by others wanting them to down their tools. A spokesman for the Port Elizabeth based Motor Assembly and Component

Workers Union of South Africa (Macwusa), claimed there were 2 600 people at the meeting, of which many had to stand outside. He claimed 2 000 were Ford workers and that there were 600 from General Motors. The 100 strong black labour force at the Cortina plant today repeated their

performance of yesterday and Monday by walking out when they realised they had to handle Firestone products. They were joined yesterday by 400 workers at the adjacent Ford engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to belong to the Motor Assembly and Component Workers' Union of South Africa (Macwusa).

The union took a resolution last week — which was conveyed to management — that its members would refuse to handle Firestone products until the 150 workers dismissed following strikes at Firestone over proposed Government pension legislation were re-instated.

The chairman of Macwusa, Mr Dumile Makanda, said today that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year.

If necessary, Macwusa members at four companies supplying Ford with products could also go on strike, he said.

How Firestone would re-instate the workers if they had already taken on substitutes was 'its own problem of its own creation.'

3 car plants now hit by strikes

CT 20/5/81
152 139

Own Correspondent
PORT ELIZABETH — A strike by 1500 workers at three Ford Motor Company plants yesterday spread to General Motors when about 175 workers at the Port Elizabeth car plant downed tools in sympathy with a bid by 350 dismissed Firestone employees to be reinstated

Production at the Ford Cortina plant at Struandale was at standstill for the second day in succession yesterday after 1000 workers — all members of the Motor As-

sembly and Component Workers' Union of South Africa (Macwusa) — had arrived at the plant at 8 am but walked out 30 minutes later

Meanwhile, the deadline for 2000 workers at Leyland's Blackheath plant near Kraaifontein, who have been on strike since Thursday, to return to work is 7.30am today

Yesterday evening the workers, according to the secretary of the National Union of Motor Assembly and Rubber Workers' of

South Africa, Mr Joe Foster were "adamant" about continuing their strike till their wage demands were met

The strikers at Struandale were later joined by about 400 workers from the engine plant at Struandale and 40 assembly line workers from the Neave plant

More than 175 of the 4000 GM workers employed in the Kempston Road car plant downed tools yesterday morning, and after meeting factory heads and personnel managers, walked off the premises. They are striking in protest against the suspension of two Ford employees and a GM worker for refusing to work with Firestone products

The union's resolution taken last week — which was conveyed to management — is that members would refuse to handle Firestone products till the 350 workers who were dismissed following strikes over proposed government pension legislation, were reinstated

In a statement yesterday, the Ford director of industrial relations, Mr Fred Ferreira, said the engine plant employees who stayed at their stations had been reorganized to continue with essential operations to support production

Mr Ferreira said management would continue to discuss the issue with employee representatives

A Ford spokesman said disciplinary action against the strikers had not been considered yet. Employees who refused to work would be automatically suspended and go without pay until they returned to work

A statement released by General Motors yesterday said it was expected that the striking workers would return once the dispute with Firestone had been resolved

A spokesman said production at the plant was not affected

Motor
industry

strike

grows

Own Correspondent

PORT ELIZABETH — Strike action by black motor industry workers was growing today as the labour dispute in Port Elizabeth remained firmly deadlocked.

About 1500 workers from three Ford plants walked out again soon after starting time this morning.

The number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday.

Hundreds of workers were reported to be singing as they left the General Motors Kempston Road plant about 8 am today.

This means that the labour unrest which started with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday has grown into a fully-fledged strike by about 2 000 workers.

The 1 000-strong black labour force at the Cortina plant today repeated their walkout of yesterday and Monday as soon as they saw the company wanted them to handle Firestone products.

They were joined yesterday by 400 workers at the adjacent Ford Engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to be the full membership of the Motor Assembly and Component Workers Union of South Africa (Macwusa) at these plants.

The chairman of Macwusa, Mr Dumile Makanda, said today Ford had adopted a hardline attitude and that he saw no chance of the union backing down unless Firestone reinstated workers who lost their jobs early this year.

If necessary, Macwusa members at four companies supplying Ford with

To Page 3, Col 1

Unrest
growing

From page 1

products could also go on strike.

Mr Makanda said how Firestone was to reinstall workers if they appointed substitutes was "a problem of its own creation".

"The strike at Firestone was probably a blessing in disguise because those people who lost their jobs were mostly old people.

"They have probably now employed mostly youngsters."

Macwusa expected Ford to contact Firestone and put pressure on it.

The union was also disappointed that Ford had ordered 400 more tyres from Firestone last week after being warned of the impending boycott.

Mr Makanda said the striking workers were to meet in a church hall in New Brighton today to discuss their position.

Strike
continues

Labour Reporter

The strike at the Leyland Blackheath and Elsies River plants near Cape Town continued today when workers refused to meet management's back-to-work deadline.

All workers were suspended until today after last week's strike over wage increases. Although they gathered at the plants they did not start work.

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Sympathy strike grips Cape car manufacturers

By STEVEN FRIEDMAN
Labour Reporter

THE "sympathy strike" at Ford's Port Elizabeth Cortina plant spread yesterday to two other Ford plants and to 175 workers at General Motors

And the strike by 2 000 workers at two Cape Town Leyland plants continued despite a management warning that strikers should report to work today

Ford confirmed 400 black workers - about 70% of the engine plant staff - downed tools and about 40 blacks of the predominantly coloured workforce at the Neave plant also joined the strike

GM's Mr Rod Ironside, said 175 of 4 000 black workers had walked out in sympathy with sacked Firestone workers

He said workers had not been fired, but he assumed they would return once the Firestone dispute was settled

The Ford strike began after it and GM had been warned by the Motor Assembly and Components Workers Union of South Africa that its members would not handle Firestone products in sympathy with workers who had been sacked after a strike at that company

Most Cortina production has stopped, but industrial relations director, Mr Fred Ferreira, said production at Neave was

continuing since Ford had a stockpile of engines

Leyland workers met yesterday to discuss the dispute and are unlikely to return until the company agrees to an immediate wage adjustment, according to Mr Joe Foster, branch secretary of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

He said the union had made it clear to management that it had only agreed to a 9c rise scheduled for June because the company seemed to have financial problems

Mr Foster said the union informed management earlier this month that workers wanted a bigger increase and believed the company could afford it because it was hiring new workers "Despite this, they refused to budge and this has sparked the strike"

He added that the union had now informed management in writing that workers demanded a bigger increase and the ball is in their court now

Although they were suspended on Friday, strikers have been returning to the Blackheath and Elies River plants

"They reject management's claim that their suspension is in accordance with our disciplinary agreement with Leyland," Mr Foster said

- 14 Brand, Politics and African Trade Unionism in Rhodesia since Federation.
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CASUALTY PAPERS

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A group of workers from Ford plants at Struandale sang freedom songs and gave the Black Power salute from the back of a panel van today. They were on their way to a meeting in the Holy Spirit Church Hall.

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20/5/81

Strikers are still out at PE motor plants

E.P. 20/5/81

By JIMMY MATYU

THE strikes at Ford and at General Motors in Port Elizabeth continued today

According to Mr Dunbar Bucknall, Ford's public affairs director, the stoppage has cost the production of 300 units worth R1.8 million

The Struandale plant was shut down for the third day while the other two Ford plants in the city have had to reorganise staff in order to keep the assembly lines moving

At General Motors some 200 workers were out today — partly in sympathy with two Ford workers who were suspended by management for refusing to fit Firestone tyres to cars rolling off the line

However, the strikers at GM have listed several additional grievances

As happened yesterday, a crowd of Ford workers estimated at 2 000 gathered today at the Holy Spirit Hall in Kwazakele. They were addressed by the chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), Mr Dumile Makanda

Members of the Federation of South African Trade Unions (Fosatu), a rival union active at Ford, have mostly remained at their posts, although some have joined the strike

About 30 Fosatu members at today's Kwazakele meeting applied for Macwusa membership

At General Motors a few police vehicles cruised the nearby streets. According to a GM spokesman, production was "continuing normally"

He said that no workers had been suspended and they could return when they had resolved "their differences with Firestone".

Names of those who have defied the walk-outs were read out

The meeting was told that Ford management said today that the men would not be paid for the hours they did not work

Last night, Mr Peter Morum, Firestone's managing director, Mr Peter Morum, said "Firestone will give top priority to the re-employment of former Firestone workers. But the firm could not be expected to re-employ all the former employees immediately"

He said that the 160 former employees lost their jobs after walking out in protest against proposed legislation which would freeze pension funds until retirement

Mr Morum said Firestone had stressed that the workers were not dismissed but had resigned

They had ignored a management ultimatum to return to work

Mr Morum said he had met officials from Macwusa and told them that the firm was willing to re-employ the 160 dismissed workers as vacancies arose

"If Macwusa had accepted the offer, at least 40 workers would have been rehired by now," he said

But Mr Makanda said when they met Firestone management on Saturday, Mr Morum was not available

In addition to reasons for their refusal to handle Firestone products, the 175 General Motors workers allege

- Unfair employment practices
 - Job reservation
 - Lack of communication between management and workers.
 - Limited scope for promotion of black employees
 - The use of abusive language by white foremen when addressing black workers
- 131

Call to union to negotiate end to the labour dispute

ep 20/5/51

~~WA~~ ~~125~~ Post Reporter ~~1301~~

THE chairman of the Federated Chamber of Industries Labour Affairs Committee, Mr R J Ironside, has called on the union involved in the strikes at the Port Elizabeth motor plants to negotiate an end to the dispute

He said it was an open question whether all alternative channels of communication had been exhausted in seeking a solution.

Mr Ironside said the labour unrest undermined efforts being made to "formulate and develop an industrial relations framework which could contribute to sound relationships".

STRIKERS CLOSE SIX CAR PLANTS

139

STRIKING workers yesterday brought production at six motor car plants in the Cape to a halt.

• Two Levland plants — at Blackheath with 2000 employees and Elsie's River with 400 — were hit by a strike over wage demands

• At the Ford plant in Port Elizabeth, 1000 workers were suspended after a number of them refused to fit tyres made by the Firestone Company which has refused to rehire workers after a recent strike

• About 200 black workers at the General Motors Kempston Road plant in Port Elizabeth downed tools and walked out yesterday morning also refusing to handle Firestone products

• It was reported late yesterday that another two PE plants had joined the "Firestone solidarity strike", but no details were available

Tuesday's events at the Ford Cortina plant repeated itself yesterday when about 1000 black workers were sent home again when refusing to handle Firestone products on the assembly line

The plant was expected to remain closed yesterday while management continued to meet employee representatives in an attempt to resolve the situation

The boycott is linked to a protracted labour dispute between the Port Elizabeth-based Motor Assembly and Component Workers' Union of South Africa (Macwusa) and Firestone management

By SOWETAN REPORTERS

Cape branch of the union the National Union Motor Assembly and Rubber Workers of South Africa

Mr Foster handed management representatives a letter during a brief meeting at D.J. Malan Air-

port on Monday. The letter confirmed what the union had told management on May 7 about worker dissatisfaction over wages

It is up to management to react. The people are expecting something but

so far there is no indication of progress that we see

• In Pretoria former employees of the Sigma Motor Corporation who were not reinstated after their recent strike refused yesterday to fill in application forms for new jobs because they do not accept their dismissal

Firestone have refused to re-employ a number of former employees — apparently about 300 — who lost their jobs during a strike at Firestone early this year over a pension fund dispute

All the strikers in PE are members of Macwusa

The chairman of Macwusa, Mr Dumile Makanda has said it was Ford management's "hard line attitude and insensitivity" to the issue which ultimately led to the drastic action by the workers

The strike by about 2000 workers at two Levland factories entered its fourth day yesterday with no indication of an immediate end to the dispute

Management suspended the workers last week and instructed them to return to work today. However workers ignored the suspension and reported to the plant yesterday and the day before although they are not working

Judging by the workers' attitude there is no chance they will be returning to work today, said Mr Joe Foster secretary of the Western

3 car plants now hit by strikes

Own Correspondent
PORT ELIZABETH — A strike by 1 500 workers at three Ford Motor Company plants yesterday spread to General Motors when about 175 workers at the Port Elizabeth car plant downed tools in sympathy with a bid by 350 dismissed Firestone employees to be reinstated.

Production at the Ford Cortina plant at Struandale was at standstill for the second day in succession yesterday after 1 000 workers — all members of the Motor As-

sembly and Component Workers Union of South Africa (Macwusa) — had arrived at the plant at 8 am but walked out 30 minutes later.

Meanwhile the deadline for 2 000 workers at Levlands Blackheath plant near Kraaifontein who have been on strike since Thursday, to return to work is 7 30am today.

Yesterday evening the workers according to the secretary of the National Union of Motor Assembly and Rubber Workers of

South Africa Mr Joe Foster were 'adamant' about continuing their strike till their wage demands were met.

The strikers at Struandale were later joined by about 400 workers from the engine plant at Struandale and 40 assembly line workers from the Ncave plant.

More than 175 of the 4 000 GM workers employed in the Kempston Road car plant downed tools yesterday morning, and after meeting factory heads and personnel managers walked off the premises. They are striking in protest against the suspension of two Ford employees and a GM worker for refusing to work with Firestone products.

The union's resolution taken last week — which was conveyed to management — is that members would refuse to handle Firestone products till the 350 workers who were dismissed following strikes over proposed government pension legislation were reinstated.

In a statement yesterday the Ford director of industrial relations Mr Fred Ferreira said the engine plant employees who failed at their stations had been re-organized to continue with essential operations to support production.

Mr Ferreira said management would continue to discuss the issue with employee representatives.

A Ford spokesman said disciplinary action against the strikers had not been considered yet. Employees who refused to work would be automatically suspended and go without pay until they returned to work.

A statement released by General Motors yesterday said it was expected that the striking workers would return once the dispute with Firestone had been resolved.

A spokesman said production at the plant was not affected.

Argus 20/5/81
PE — 2 000 on strike

Argus Bureau
PORT ELIZABETH —
The strike action of black motor industry workers was growing today with the labour dispute in Port Elizabeth still solidly deadlocked

About 1500 workers from three Ford plants walked out again soon after starting time this

morning, and the number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday

Hundreds of singing workers left the General Motors plant in Kempston Road about 8 am today.

The labour turbulence which began with a refu-

sal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday now involves about 2000 striking workers

The 100-strong black labour force at the Cortina plant today repeated their performance of yesterday and Monday by walking out when they realised

they had to handle Firestone products

They were joined yesterday by 400 workers at the adjacent Ford engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to belong to the Motor Assembly and Component Workers' Union of South Africa (Macwusa).

The union took a resolution last week — which was conveyed to management — that its members would refuse to handle Firestone products until the 150 workers dismissed following strikes at Firestone over proposed Government pension legislation were re-instated

The chairman of Macwusa, Mr Dumile Makanda, said today that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year.

NEW THREAT

If necessary, Macwusa members at four companies supplying Ford with products could also go on strike, he said

How Firestone would re-instate the workers if they had already taken on substitutes was 'its own problem of its own creation.'

Talks scheduled on the Ford 'solidarity' walkout

STAR 21/5/81 (12) (139) (152) (172) (186)

Labour Reporter

Ford management was scheduled to meet union officials today for the first time since Monday's mass walkout by workers.

About 1500 workers from three of the four Port Elizabeth Ford plants are still on strike in "solidarity" with colleagues who were dismissed from the nearby Firestone plant earlier this year.

Workers have refused to handle Firestone tyres and are being represented by the Motor Assembly Component Workers Union (Macwusa).

The chairman of Macwusa, Dr Dumile Makanda, said today the union would tell Ford that workers were willing to return to work — but they were still not prepared to handle Firestone tyres.

Leyland fires 2000 strikers in Cap

By STEVEN FRIEDMAN, Labour Reporter

THE Leyland Motor Company yesterday fired more than 2 000 strikers — its entire workforce at two Cape Town plants — after they ignored a management order to return to work.

Leyland said it would begin recruiting a new workforce immediately, but union sources said this was "totally impossible as there was already a shortage of workers before the strike"

In Port Elizabeth, a strike by Ford and General Motors workers in sympathy with Firestone strikers continued in what is becoming a crucial test for the new brand of "militant" black unionism which has emerged over the past year.

No end of the strike was in sight as employers made it clear they were not prepared to stop using Firestone tyres

The Motor Assembly and Components Workers' Union of South Africa (Macwusa) said the strike would continue until there were no more Firestone tyres in the factories

Firestone's managing director, Mr Peter Morum, told Sapa last night that the company would give top priority to the re-employment of fired strikers

He added, however, that Firestone could not be expected to re-employ all former employees immediately

About 1 500 black workers at Ford, and part of General Motors' black workforce, are refusing to handle Firestone products in protest over firings there

The sackings at Leyland came after workers returned to the Blackheath and Elsties River plants, but refused to work until they were granted a pay increase over the 9c-an-hour scheduled for June

The company said workers "who have shown a willingness to work" would be retained without loss of benefits

Leyland claimed in a statement yesterday that the strike was "illegal" and a result of the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers (NUMARW) refusing to honour the wage agreement it signed with the company in December

It said Leyland would "not yield to industrial action in defiance of this agreement", and claimed that the wages it paid were the highest in the Cape Town area

But NUMARW's branch secretary Mr Joe Foster, rejected the company's claims

"Management has acted incompetently throughout," he said and disputed the claim that wages were the highest in the area

He said workers would meet today to discuss further action

At Ford, the Cortina plant stayed closed and most workers remained on strike at the engine plant

A Macwusa spokesman claimed that most of the 200 black workers at the Neave plant had joined the strike, but Ford put the figure at 40

According to Ford, the strike has cost the production of 300 units worth R1 800 000

Macwusa again held worker meetings in Kwazekhele township yesterday, but there were no talks between it and Ford. The company however, is hoping for more talks later this week

Ford's industrial relations director, Mr Fred Ferreira, said in a statement yesterday that the company would continue to keep communication channels open. But he made it clear the company would not agree to abandon using Firestone tyres

If worker leaders genuinely wanted a resolution of the Firestone dispute, they should realise that this cannot be achieved "within the domain of Ford", he said

He added that Ford had been drawn into a "domestic dispute" between Firestone and its workers

A Macwusa representative, however, accused Ford of "collaborating with Firestone" and said the strike would continue "This is a community issue and we have a responsibility to Firestone workers"

Port Elizabeth labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu-affiliated union which Ford recognises

PE strikes

spread to

third firm

E P
21/5/81

247

137

By SANDRA SMITH and JIMMY MATYU

THE strikes at the Ford and General Motors vehicle manufacturing plants in Port Elizabeth have spread to Firestone, where hundreds of workers failed to report for two shifts last night and today.

The managing director of Firestone, Mr Peter Morum would not say today how many workers were absent from his factory

"I don't want people to know how many are here. We believe workers have been prevented from coming to work, but some have been brought by friends," he said.

Production had been adversely affected but he was unable to estimate the losses at this stage.

The strike is expected to end to the disputes.

A meeting today between representatives of the Motor and Component Workers' Union of South Africa and Ford management failed to bring agreement and the Macwusa leader Mr D Makanda threatened to keep the Ford Cortina plant shut for the whole of next week.

Today Ford management and a delegation from Macwusa met for 75 minutes behind closed doors. Afterwards Mr Makanda said a deadlock had been reached.

As a result the Cortina plant shut down since Tuesday, would stay closed all next week, he said.

It was also learnt today that

a delegation of Firestone workers plus Macwusa representatives would seek a meeting with Mr Morum later today.

The loss to Ford since the strikes began on Tuesday now totals 400 units valued at R2.5 million.

The strikes began with the suspension of two workers at the Cortina plant for refusing to fit Firestone tyres to vehicles rolling off the assembly lines. There are now an estimated 200 workers on strike.

Strong police patrols were active in Port Elizabeth's black townships today to prevent intimidation reported at bus termini. It was reported that workers were being stopped from boarding transport to the city.

A police spokesman said "Patrols have been stepped up. We warn that we will take strong action against any intimidation."

Ford's public affairs director Mr Dunbar Bucknall, said today the situation was unchanged at the three Ford plants. Production at the Cortina plant had been at a standstill since Tuesday but production at the engine and

Neave plants was continuing normally after staff had been reorganised.

Earlier today a crowd of about 3 500 striking workers from Ford, General Motors and Firestone met at the Holy Spirit Hall in Kwazakele.

They were joined by the kitchen staff at Ford's two Struandale plants.

Among the Firestone workers were some hired in February to replace about 160 workers who the management had dismissed themselves after failing to return to work.

As with General Motors where the strike is limited to about 200 workers, Firestone workers have listed a number of reasons for striking other

than their support for workers suspended from Ford.

They claim, among other things, that lower wages are paid to black workers and that job reservation is still practised.

Mr Makanda called on white-collar black staff in the three Ford plants who had not expressed their solidarity with the strikers to consider their position in the black community.

Firestone report

IN a report in yesterday's Evening Post about the industrial problems at Firestone, both Mr Peter Morum, managing director of Firestone, and Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers Union of South Africa (Macwusa), referred to meetings that were held to discuss the points at issue.

Because of a misunderstanding between two reporters, the impression may have been given that Mr Morum and Mr Makanda were referring to the same meeting.

Mr Morum, at his request, met officials of Macwusa in March to tell them the firm was willing to re-employ the 160 dismissed workers as vacancies arose. Mr Morum said today that 11 jobs were offered after that meeting but only one of the dismissed workers accepted.

The offer to re-employ dismissed workers as vacancies arose still applied, said Mr Morum.

Macwusa officials met representatives of Firestone management again last Saturday. Mr Morum was not present at that meeting as he was out of the country.

(152) (142) (61) (62) (1404) (139) A1940 2/15/81
FORD STRIKE SPOKEES

Continued from page 1
Workers spent on a sympathy strike

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January

The managing director of Firestone, Mr. Peter Morum, said today that workers who did not turn up last night and this morning had been intimidated

He had been told that when workers tried to board buses last night to go to work they were ordered by others to get off

Some blacks had turned up for work, as well as the coloured workers who mostly had their own transport.

The plant was continuing production

A police spokesman said reports of intimidation had been received, and special patrols had been sent into the townships

Mr. Morum had said earlier that there were no vacancies for the 160 workers who had lost their jobs during a strike in January

'If we employed the 160, we would have to release 160 others.'

Mr. Morum reiterated that the company would give priority to hiring workers who walked out in January as vacancies arose.

The chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr. Dumile Makanda, said today that members of his union would not back down.

He was interviewed while leaving the Ford Cortina plant, where he worked

He said union representatives were to meet Ford management for negotiations.

Blackheath

Mr. Makanda said security and riot police had tried to stop General Motors workers yesterday as they walked from the plant to a church hall for a meeting with the union.

Black workers who left the Ford Cortina plant this morning jeered and gave black power salutes to white and coloured workers inside the premises. Many also sang

A Ford spokesman said today that production

worth R2.3-million had already been lost

The Macwusa union has said it expects Ford to put pressure on Firestone, and to allow its workers not to handle Firestone tyres

Leyland South Africa advertised today for assembly workers at the Blackheath and Elstrie River plants.

The firm's director of communications and public affairs, Mr. A. Pillo, said those workers who had shown a willingness to work would be retained without loss of benefit.

The secretary of the Western Cape branch of Numarwosa, Mr. Joe Foster, said today that very few workers had returned to work

He dismissed 'as nonsense' claims by Leyland management that the union did not have the support of the workers

The resolution passed at today's meeting said Leyland had taken a hostile attitude by refusing to negotiate reasonably with the union, as well as through the presence of police

Numarwosa has received messages of support, including a telegram from the secretary of the International Metal Worker's Federation.

a meeting in Bellville South today

DISMISSED: Mr. Henne, 23, and Mr. Tommy Brand with 21 other passings

.. addition

CAR

August 21/5/81

3 000 out in PE;

Leyland sacks 2 000

STRIKE

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SPREADS

Port Elizabeth Bureau and Labour Reporter

THE strike-beset Port Elizabeth motor industry received a fresh shock today with the news that about 1 000 black workers had gone on strike at the Firestone Tyre Company.

These are in addition to the 1 500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsie's River plants following their refusal to return to work yesterday.

More than 1 000 decided at a meeting in Bellville South today that they would stay on strike until their wage demands were met

Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift.

Today, the 6 am shift followed suit

Leyland workers passed a resolution at the meeting today demanding a minimum wage increase of 25c an hour to match rising living costs

They demanded that management immediately hold talks with their union — the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwsa) — with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

Made clear

Yesterday afternoon, management issued terminology saying that workers had automatically terminated their services by refusing

to work and ignoring instruction to return.

'We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made.'

The notices said workers could apply for re-employment today.

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

Spread

They were asked to go home and the plant was closed.

This has happened every morning since, including today.

Meanwhile the strike had spread to the Struan-dale engine plant and the Neave assembly plant, where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors

(Continued on Page 3, col 8)

Solidarity strikes still spreading in PE

South 21/5/81 (131)

THE strike action of black motor industry workers was growing yesterday as the labour dispute in Port Elizabeth was still solidly deadlocked.

Not only did about 1500 workers from three Ford plants walk out again shortly after starting time this morning but the number of supporting strikers at General Motors was reported to have grown substantially from the 175 who downed tools yesterday.

Hundreds of singing workers left the General Motors Kempston Road Plant at about 8 am yesterday.

This means that the labour turbulence which started with a refusal by two Ford Cortina plant workers to fit Firestone tyres on their production line on Monday have grown to a fully-fledged strike of about 2000 workers.

The 100-strong black labour force at Cortina plant yesterday repeated their performance of Monday and Tuesday by walking out as soon as they saw the company wanted them to handle Firestone products.

They were joined yesterday by 400 workers at the adjacent Ford engine plant, 40 at the Ford Neave plant and 175 at General Motors.

Those on strike are reported to be at least the full membership to the Motor Assembly and Component Workers Union of South Africa (Macwusa) at these plants.

The union took a resolution last week — which was conveyed to management — that its members would refuse to



Motor industry workers during the 1980 wave of strikes in Port Elizabeth

handle Firestone products until the 150 workers who were dismissed following strikes at Firestone over proposed government pension legislation are re-instated.

The chairman of Macwusa, Mr Dumile Makanda said yesterday that Ford had taken a hardline attitude and that he saw no chance of the union backing down unless Firestone re-instated the workers who lost their jobs early this year.

In fact he said if necessary Macwusa members at four companies supplying Ford with products could also go on strike.

Mr Makanda said how Firestone was to re-instate the workers if they had appointed substitutes was its own problem of its own creation.

The strike at Firestone as probably a blessing in

disguise because those people who lost their jobs were mostly old people. They have probably now employed mostly youngsters.

Macwusa at least expected Ford to contact Firestone and put pressure on them. Also the union was disappointed that Ford went and ordered 100 more tyres from Firestone last week after being warned of the impending boycott.

Mr Makanda said the striking workers were to meet in a church hall in New Brighton yesterday morning to discuss their position.

When arriving for work this morning black workers at Ford were called together and asked if they were willing to handle Firestone products when they unanimously said no they were told to leave quietly and return when they were in a position to

handle these products.

The managing director of Firestone Mr Peter Morum said then company could not dismiss workers to make place for others who were late in seeking re-employment after the strike at the plant. However those people got preference as vacancies arose.

A spokesman for General Motors confirmed that a number of black workers had again downed tools yesterday. No spokesmen for Ford were available as executives were said to be busy assessing the situation.

Ford has maintained that it could not involve itself in another company's affairs referring to the Firestone dispute.

Head of the Black Municipal Workers Union in Johannesburg Mr Joe Mavi yesterday announced solidarity with the PE strikers.

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SPREADS

Port Elizabeth Bureau and Labour Reporter

THE strike-beset Port Elizabeth motor industry received a fresh shock today with the news that about 1 000 black workers had gone on strike at the Firestone Tyre Company.

These are in addition to the 1500 on strike at three Ford plants and 200 at General Motors, bringing the Port Elizabeth total to about 3 000.

Meanwhile, Leyland has dismissed the 2 000 striking black workers at its Blackheath and Elsie's River plants following their refusal to return to work yesterday.

Start

The Firestone strike started about 10 pm yesterday when the majority did not show up for their shift.

Today, the 6 am shift followed suit.

At Leyland about 2 000 have been on strike since last week in a demand for higher wages.

Yesterday afternoon, management issued termination of service notices to those still on the premises.

The notices say that workers have automatically terminated their services by refusing to work and ignoring instruction to return.

You can therefore collect your wages and leave pay immediately, the notices say.

Made clear

We wish to make it clear that termination for the above reasons does not constitute redundancy and no redundancy payments will be made.

The notices say workers may apply for re-employ-

ment today.

In Port Elizabeth the strikes in motorcar plants started on Monday when two workers in the Ford Cortina plant refused to fit Firestone tyres.

They had hardly been suspended and replaced when, in a show of solidarity, the 1 000-strong black labour force refused to handle Firestone products.

They were asked to go home and the plant was closed.

This has happened every morning since, including today.

Spread

Meanwhile the strike had spread to the Struan-dale engine plant and the Neave assembly plant where production had been continued through re-organisation.

On Tuesday afternoon, 200 General Motors workers went on a sympathy strike.

The strikers are refusing to handle Firestone products because Firestone workers were not re-employed after a walk out in January.

The managing director of Firestone, Mr Peter Morum, said today that

(Continued on Page 3, col 8)

CI 21/5/81
FCI call
to end
strikes
Own Correspondent

PORT ELIZABETH — The Federated Chamber of Industries yesterday appealed to striking Ford and General Motor workers to negotiate a settlement on the rehiring of 160 Firestone workers

The appeal was made in a statement released in Port Elizabeth yesterday by the chairman of the FCI's labour affairs committee, Mr R J Ironside

The managing director of Firestone, Mr Peter Moxum, yesterday reiterated that the company would give priority to the hiring of the workers as vacancies occurred

Of the 1 500 Firestone workers who staged a mass walkout in January over draft pension fund legislation, 160 were not re-employed

Meanwhile, the strikes continued yesterday without management and union representatives meeting

The walkout by 1 000 workers at the Ford Cortina plant at Struandale three days ago led to the complete closure of the plant today. The stoppage has cost the company R1.8 million in lost production

And after reporting for duty at the Nieve plant yesterday morning, 400 workers walked off the engine plant floor and about 40 workers refused to take up their positions

plant after refusing to handle Firestone tyres

Workers who have boycotted Firestone belong to the Motor and Components Workers Union of SA (Macwusa) which has only recently risen to prominence in the eastern Cape. The union grew out of the Ford dispute at the end of 1979 and has approached Firestone and Ford for recognition. Negotiations are still under way and a spokesman for Firestone says it will recognise the union once it has proved 50% representation.

Government Xini, Macwusa organiser, says the boycott was called in support of some 160 workers who were fired by Firestone after a strike over the pension fund in January. The union has negotiated with Firestone about the reinstatement of these workers. We have not yet come to any definite decision," he says.

A spokesman for Firestone comments, "The company has pointed out to Macwusa that if it re-employs the 160 workers who effectively dismissed themselves in January, the 160 people who have replaced them will have to be dismissed."

Internal affairs

"Wait and see" attitudes have been adopted by Ford and GM while Firestone and Macwusa attempt to resolve the problem. Fred Ferreira, Ford's industrial relations manager, says "As a company we do not permit other companies to involve themselves in our internal affairs and, likewise, we are not prepared and cannot be expected to interfere in such matters at other companies."

He says the workers who have refused to handle Firestone tyres have been suspended but can come back to work as soon as the matter is settled. GM has taken a similar line. "When the workers are ready to come back, they can come back," says Peter Ray, GM's public relations manager.

Both companies insist that a dispute does not exist between them and their workers. "Our doors are open because there is no dispute between us and our workers," says Ferreira. As the FM went to press, the companies reiterated their stand to keep channels of communication open with employee representatives.

At the same time in the western Cape the Leyland dispute remained unresolved. Workers downed tools a week ago after management turned down worker requests for a wage increase. At the end of last year the company entered into a wage agreement with the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa) in which a R1 30 minimum wage was agreed on, with a further 9c increase to take effect in June.

Joe Forster, branch secretary of Numarwosa, says workers agreed to the increases only because the company was at the time in dire financial straits. "Because the company has employed more

than 500 additional workers, those in the plant feel that its financial condition must have improved and that it can therefore afford to pay them more."

He says the union has "bent over backwards" to accommodate the company which he says, seems to have forgotten "the spirit in which the agreement was signed."

The company did not respond to an FM request for comment.

LABOUR MATTERS

LABOUR MATTERS

Solidarity strikes

A relatively new phenomenon in SA labour relations has surfaced in the Eastern Province motor industry — sympathy strikes. Ford and General Motors were faced with a boycott of Firestone products in their plants this week. Ford had to close down its Cortina plant, but managed to keep its engine and Neave plants in full production despite similar boycotts. Only 175 of GM's 4 000 black workers left the

Cortina plant still closed as car workers stay out for fifth day

By BILL GARDINER
and JIMMY MATYU

FORD's Cortina plant in Struandale today remained closed for the fifth day, while production at the Firestone factory has been disrupted with most black workers out.

At a meeting in the Centenary Great Hall in New Brighton today about 3 500 workers supported a call by the Motor Assembly and Component Workers' Union chief, Mr Dumile Makanda, that workers should not return to work until 160 former Firestone workers were re-hired.

The strike, which began five days ago at the Cortina plant

before spreading to Ford's other two assembly plants, to General Motors and to Firestone, was called by the Port Elizabeth-based Macwusa.

In an interview today Ford's director of industrial relations, Mr Fred Ferreira, said the Cortina plant would stay shut next week but it was hoped to "reactivate" it next month.

The strike was called in solidarity with 160 former Firestone workers who lost their jobs this year after a walkout by 1 500 tyre workers over draft pension legislation.

At today's meeting it was decided that if workers were victimised or dismissed be-

cause of their involvement in the solidarity strike it would mean all workers were being "victimised or dismissed" because "an injury to one is an injury to all".

"Whites want us to take part in the Republic Festival as they are doing this month but how can 160 unemployed Firestone workers celebrate on empty stomachs," said Mr Makanda.

A meeting between Ford management and Macwusa ended in deadlock yesterday as did one between union officials and management at GM.

"The meeting with Macwusa yesterday was not intended to

be in the form of negotiation but to state our position on secondary strikes and to have the union's position," Mr Ferreira said. It was possible further talks would be held.

Macwusa will try to meet Firestone management later today.

Firestone's managing director, Mr Peter Morum, said the firm had not been approached by Macwusa officials since the start of the strikes this week but the firm was "quite prepared to negotiate".

He said there was intimidation of Firestone workers but it was not the firm's policy to call in the police.

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LONDON. — The international trade union movement yesterday condemned Leyland South Africa for dismissing workers who had been out on strike.

Strike in PE plant spreads

Own Correspondent

PORT ELIZABETH — The stalemate between workers and management of the three strike-bound Port Elizabeth manufacturing giants could be solved only if the 160 former Firestone workers were reinstated, the union chief at the centre of the dispute said yesterday.

Mr Dumile Makanda, chairman of the Motor Assemblies and Component Workers Union of South Africa, yesterday rejected Firestone's offer to employ the workers as the vacancies fell due.

Labour unrest in Port Elizabeth spread yesterday when the majority of black Firestone workers did not report for duty on three shifts.

Firestone management has blamed yesterday's stayaway on alleged intimidation of workers at bus termini in the townships. This has been denied by union officials.

The managing director of Firestone, Mr Peter Morum said about 40 black workers had approached management yesterday to be allowed to go home for fear of reprisals from other workers. Permis-

sion had been granted.

Police yesterday confirmed reports of intimidation of workers in the townships and patrols at bus stops and the affected motor plants were stepped up.

Mr Morum dismissed allegations that job reservation was practised in the appointment of staff to supervisory positions and a claim by Mucwusa that most of the workers who were not re-employed were elderly with long service records.

Referring to the striking Ford and GM workers Mr Makanda said if management gave its undertaking not to force workers to handle Firestone products work would resume immediately.

The Ford director of public affairs, Mr Dunbar Bucknall, said yesterday that the situation at the company's three plants was unchanged.

Lost production through the closure of the Cortina plant at Struandale was costing the company R-million a day. By today, the 1 500 striking workers would have forfeited R-million in wages.

International representatives of world trade unionists are backing black workers against multi-national firms which, they claim, fall lamentably behind the European Economic Community's code of conduct.

The International Confederation of Free Trade Unions (ICFTU) — representing 71 million members — said they took current labour disputes in South Africa very seriously.

The ICFTU is sending a cable of support and solidarity to the National Motor Workers Association in South Africa. They have also cabled the Leyland South Africa management urging them to reinstate the workers and to negotiate with them over their demands.

The ICFTU, the representative body for trade unions throughout the 'free world

blame for the South African company's "poor labour record".

They blame the British Government for being lax in ensuring that the EEC code of conduct governing subsidiaries in South Africa is adhered to.

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), Mr Joe Foster, told the Cape Times yesterday that there was nothing in the Industrial Conciliation Act which covered the situation in which members of the union who had been dismissed from Leyland plants in Blackheath and Flicke's River on Wednesday, now found themselves.

Industrial council

There was no industrial council in the Western Cape which catered for the motor assembly industry, he said, and Numarwosa had been left with little alternative but to allow the dispute to develop along unofficial lines.

"We could appeal to the minister for the establishment of a conciliation board but then Leyland could say that the union was no longer representative of the work force because the company had no work force. It had dismissed the work force."

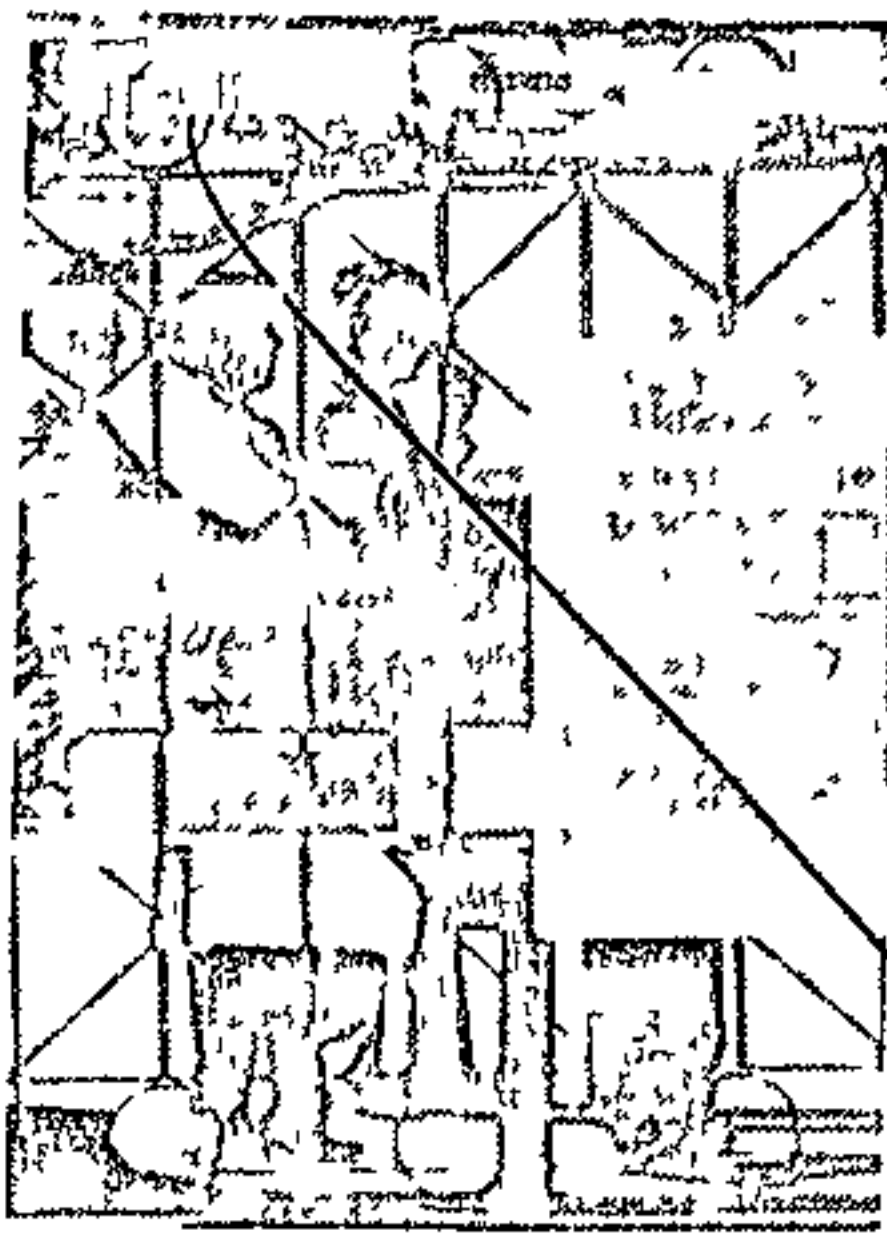
A meeting of workers and union leaders was held in Bellville yesterday and it was unanimously resolved that workers would refuse to seek re-employment with Leyland till a minimum wage increase of 25c an hour to come into effect immediately had been agreed upon.

The workers also demanded that immediate negotiations be held between management and Numarwosa with the aim of setting a R2 an hour minimum wage to come into effect within the next four months.

Meeting

Speakers at the meeting, which was attended by about 800 of the approximately 1 900 workers sacked on Wednesday after beginning a strike for better wages on Thursday last week, emphasized the importance of the workers sticking together in their resolve not to return to work at Leyland till their demands had been met.

Leyland's director of communications and public affairs, Mr A E Pitlo said yesterday more than 500 people, including workers who had been sacked on Wednesday, had been recruited, and production had recommenced at most of the affected plants.



A pay point set up behind the closed main gate of Leyland's Blackheath plant yesterday. Many of the workers who were sacked on Wednesday returned throughout the day to collect back pay.

— Western Europe Britain and the United States

In current discussions with them over the situation in South Africa were the International Labour Organization (ILO), as well as the International Metal Workers' Federation — the union representing car workers.

They were also in touch with the British Trades Union Congress (TUC) to see what action could be taken to exert pressure on British Leyland over the actions of its South African subsidiary.

International trade unionists are also approaching the TUC to make representations to the British Government which has a financial stake in British Leyland, and which they say is partly to

3 It seems that all groups which reach a certain degree of poverty cannot support co-ops Maxwell Klayman in an article on the Moshav in Israel writes of the new type of Moshav for settlers i e Moshav Olim, "The average size of farm was small, and there were fewer means of production than in the older moshavim This meant a smaller output and turnover Many of the villager co-operatives were to perform

Sowle 22/5/61

Mwasa congress bars 'Big Five'

By LEN KALANE
THE Media Workers' Association of South Africa (Mwasa), has barred the "Big Five" countries from its forthcoming inaugural congress over the long weekend.

The congress will be held at Wilgespruit near Roodepoort starting from Thursday May 28 to Sunday May 31

The "Big Five" includes the United States, Britain, France, West Germany and Canada

Mwasa, the new organisation will now officially become a body representing all workers in the media industry, and not only journalists as in the past four years The old body, the Writers' Association of South Africa used to represent only journalists before Mwasa was born and opened its doors to all people in the media industry

A Mwasa spokesman said the organisation has barred representatives from the "Big Five" countries attending the congress However, Mwasa hopes to have diplomatic representatives from countries like Denmark, Belgium, Norway, Sweden, Switzerland and the Netherlands

Said a Mwasa spokesman "We have barred the 'Big Five' from our congress because we believe that our continued association with them implies our acceptance of their utter contempt for our desire to be liberated For as long as we can remember the 'Big Five' have hunted with the hounds, while giving the impression it is running with the hare"

The spokesman added "We have to illustrate to them that black people are now tired of their dishonesty We lastly have to mention that those who sup with the devil need long spoons

2. Mhlauli and Nkalitshane said migrancy was the Amathole dairy's biggest problem. Nkalitshane said that because the numbers of people using it fluctuated they could never become strong (he said a big problem was that many people had no milk in winter). Mhlauli stressed the fact that marketing is important and said that if a man becomes a migrant to get money, there is nobody to sell his milk.

These problems are obviously general ones for small scale reserve projects. Norman Reynolds write of another small scale dairy scheme near Zwelitsha "During the life of the scheme there has been considerable change in the economic condition of the members families. Without any device to allow the

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members to retain a financial stake in the co-op, members at times opted out of the scheme for indefinite periods Migration and death in the family are probably the two major factors. Apparently such actions have been common enough to threaten the efficiency of the scheme. It must certainly have made it difficult for the scheme to supply milk regularly and it must have hampered the co-operatives ability to sell in the best markets."

3. People who have other sources of income have an important advantage over those who rely solely on the dairy. They can hire labour, or they can fit the dairy jobs in with other activities all of which together add up to provide an adequate income. This happens particularly in Amathole where some people were allocated Full Economic Farm units with rehabilitation (these farmers may utilise their time well between cultivating fields, keeping small stock and working in the dairy. Combined these activities may generate a decent income while none of them alone could provide enough to live off).

enough Only for people with/cows to guarantee a reasonable income would the time and labour spend herding and milking be justified. (Again if a market could be established) Because nearly all the people in the dairies have very few, very low quality cows, it seems that the dairies can only provide a supplementary source of income to those who already have some security, rather than the sole source of income for the very poor

4. Here one must note the exceptions of Alfred Bukula of Inkomo and Freddy Mhlauli of Amathole. Both are particularly successful in the dairies and yet both of them are comparatively poor Mhlauli has a pension but the dairy is his main source of income Bukula has no other cash income, but his income from the dairy is now second highest to that of N.M He attributes this to the fact that his cows are particularly good and he has concentrated on improving their quality.

3.4 CONCLUSION

One must remember that these two projects are pretty exceptional in Umhlababa, and also, that while Umhlababa's classified as a pastoral area, with emphasis on cattle rather than cultivation, these are the only two dairies.

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STRIKES SPREAD

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ANOTHER 1000 workers yesterday joined the "Firestone solidarity strike" in Port Elizabeth.

The latest group to join the other 2000 strikers from three Ford and one General Motors plants in PE are from the Firestone plant — the source of the conflict

The 3000 workers are refusing to handle any Firestone product in protest against that company's refusal to reinstate workers fired during a recent dispute

The Firestone strike started on Wednesday night when the bulk of black workers did not arrive for the start of their shift

Workers at today's 6.00 am shift followed suit

The waves of strikes started on Monday, shortly after two workers in

BY SOWETAN REPORTERS

the Ford Cortina plant refused to fit Firestone tyres on the production line

Hardly had they been suspended and replaced, when the thousand black labour force there showed solidarity and said they would refuse to handle Firestone products

They were asked to go home and the plant was closed down This has happened every morning since then including yesterday and the plant has been paralysed

Meanwhile the strike has spread to the companies' Struandale engine plant and the Neave assembly plant where production had been continued through re-organisation

On Tuesday afternoon, 200 General Motors workers went on a sympathy strike with the Ford workers

The managing director of

Firestone, Mr Peter Morum confirmed yesterday morning that the black workers on last night and this morning shifts had not turned up for work He however, attributed their absence to intimidation

He said he was informed that as soon as black workers tried to board buses last night to come to work they were ordered by others to get off He said a number of blacks had turned up for work as well as the coloured workers who had mostly their own transport

The plant was continuing production

Mr Morum has said earlier that there were no vacancies for the 160 who lost their jobs during a strike in January

Mr Morum reiterated that the company would give priority to the hiring of workers who walked out on January as vacancies arose

Meanwhile, the chairman of the Motor Assembly and Component Workers Union of South Africa (Macwusa) Mr Dumile Makanda, said yesterday morning that the members of his union would not back down from their strike action

He was interviewed while leaving the Ford Cortina

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plant where he worked with the other black workers on their way to meet in a church hall to discuss their position

He said representatives of his union were to meet with management yesterday for negotiations

When the workers arrived in the plant yesterday morning they were asked again if they were prepared to handle Firestone tyres and they were told to leave when they refused

Mr Makanda said that General Motors workers on strike had problems with security and riot police trying to stop them as they walked from the GM plant to the Holy Spirit church hall for a meeting with the union

The Macwusa union has said it expected Ford to put pressure on Firestone and to allow its workers not to handle Firestone tyres.

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Argus 22/5/31

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PEAKERS MORE LABOUR UNREST

Argus Bureau

PORT ELIZABETH — In industry in Port Elizabeth is holding its breath over a threat of more black labour unrest which the strike of 3,000 workers at four plants in the district.

A rally was to be held in New Brighton today to discuss the conditions and the workers' demands. Participants in the rally will be black workers who are for a strike to coincide with the Republic Day festivities.

The head of the Eastern Cape Security Police, Colonel Gerrit Erasmus, disclosed today that the pamphlets had been distributed for the past three weeks but there had been increased activity this week.

New pamphlets in the name of the African National Congress were distributed yesterday.

The chairman of the Motor Assemblers and Components Workers Union of South Africa, H. Daniels,

Makanda, said today the stalemate between workers and management at three strike-beset car plants could be solved only if 160 former Firestone workers were re-empowered.

His union has rejected Firestone's offer to employ the dismissed workers as vacancies fell due.

The 160 workers lost their jobs during a walk out earlier this year over draft pension legislation. The company employed replacements at the time

and it now maintains that it will have to dismiss those workers if it is to re-hire others.

A union spokesman this morning described as 'non-sense' allegations that this week's strikes were ANC influenced.

The managing director of Firestone, Mr Peter Morum, said today that he had not yet been approached by workers' representatives to negotiate with workers.

at his plant joined the strikes yesterday.

Spokesman for General Motors and Ford said today that the situation at their plants was materially unchanged.

In Cape Town striking Levland workers have reaffirmed their decision to continue their strike until management meets their demands for higher wages.

'The workers are adamant they are not going back,' a spokesman said after a meeting in Bellville South today.

Thousands of RDM 23/5/81 motor men still on strike

By RIAAN DE VILLIERS
Labour Correspondent

THOUSANDS of black motor industry workers stayed out on strike in Port Elizabeth yesterday, despite renewed talks between trade union leaders and the Firestone Tyre Company, focal point of the dispute.

Meanwhile, Leyland continued to recruit new workers at its two plants near Cape Town after firing 1 900 strikers earlier this week.

Yesterday's talks in Port Elizabeth came after some Firestone workers joined about 1 800 workers who went on strike at General Motors and Ford earlier this week.

The Ford and GM strikes started when workers refused to handle Firestone tyres in protest at Firestone's dismissal of 160 strikers earlier this year. The strike spread to Firestone on Thursday.

Up to now, no other firms have been affected — but sources in the industry yesterday expressed fears that the unrest may spread further next week.

Mr Peter Morum, Firestone's managing director, confirmed that a meeting had taken place with representatives of the Motor Assembly and Component Workers Union whose members are involved in the strike action and said another meeting would be held early next week.

However, he was cautious about the outcome of the talks which he described as "exploratory".

"At this stage, it's impossi-

ble to say whether a settlement will be reached. But at least we're talking," he said.

Mr Morum said the union was still demanding mass reinstatement of the 160 workers who were not re-employed after the January strike — which he said was economically impossible.

Workers on strike at Firestone were "considerably less" than 1 000 as claimed previously but he would not give an exact figure.

He repeated claims that workers were being victimised. The firm was allowing time for a "cooling off period" and was not yet thinking of firing strikers again.

Commenting on the position of the 160 workers, he said the firm's policy was to give them priority as normal vacancies occurred.

Some workers had in fact refused re-employment as the union demanded mass reinstatement, he said.

The position remained unchanged at Ford and General Motors yesterday. A GM spokesman said there had been talks between the firm and Macwusa but added "There is no real dispute between us".

A Ford spokesman said the firm was "receptive" to further talks with the union.

Macwusa spokesmen could not be reached for comment.

Meanwhile, Sapa reports that Leyland workers were due to meet in Bellville South again yesterday, but at the time of going to Press, no details were available.

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New union tests its strength in strike

WHEN Ford came up with the slogan "There's a Ford in your Future" years ago it might well have been talking about labour relations. For Ford has a habit of being the first to experience new labour trends.

Less than two years ago workers at Ford's Cortina plant in Port Elizabeth walked out in protest at the dismissal of a prominent community leader, Mr Thozamile Botha, at that time president of the growing Port Elizabeth Black Civic Organisation (Pebco).

They walked out not for higher wages, or better conditions but primarily because an influential community leader had been asked to choose between his involvement in community politics and his job.

This week the Ford Cortina plant workers walked out yet again. Not for higher wages or better conditions, but as a show of solidarity with Firestone workers who lost their jobs during a strike over proposed pension legislation earlier this year.

Ford workers have refused to handle Firestone tyres, and are demanding that Ford cut its orders for Firestone tyres until the 160 former Firestone workers are rehired.

The Cortina plant has since come to a standstill, with lost production estimated at R2.5 million to date. And the solidarity strike has spread to Ford's engine and truck assembly plants, General Motors and Firestone itself, involving some 3 000 workers.

For the workers, the Port Elizabeth motor strike is intended to demonstrate solidarity. But the employers believe they cannot accede to demands which involve other companies. BILL GARDINER reports on the crucial test of attitudes.

But in the two years between the Ford strikes, there has been a fundamental realignment in union membership at Ford which has set a trend in Port Elizabeth. Splits between two rival unions at Ford have reflected growing militancy on the part of Ford workers and their support for a union prepared to challenge long-held management prerogatives.

Cortina plant workers have rejected the company-recognised National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), an affiliate of the Federation of SA Trade Unions. For many years this union, like other Fosatu unions, was regarded as dangerously radical by employers and some still see it in that light.

But for Ford's growing number of young and politicised workers — among them students of 1976 — the Fosatu union was seen as "pro-management" because of its handling of the strike in 1979. They wanted a union that would concern itself not only with domestic labour issues but with the concerns of workers after they left the assembly line. So workers formed their own Ford Workers' Com-

mittee and affiliated to Pebco. After an abortive bid to take over the local Numarwosa branch committee, the Cortina plant workers decided to launch their own union — the Motor Assembly and Motor Workers Union of South Africa (Macwusa).

At its inaugural congress this year, thousands of township residents packed the Centenary Hall in New Brighton — venue for numerous mass Pebco rallies in the past — to hear speaker after speaker stress that unity was crucial for workers to "claim their place in the South African economy".

domestic matter "We do not permit other companies to involve themselves in our internal affairs and therefore we are not prepared to, and cannot be expected to, interfere in other companies," he said.

Ford obtains parts and products from more than 300 suppliers and clearly management fears it would be setting a dangerous precedent if it gave in to Macwusa's demands and stopped buying Firestone tyres.

Three months ago the Fosatu motor union Numarwosa, used the same tactic when members at Ford's truck plant refused to handle parts from Heika Automotive Lighting because the firm was refusing to recognise the union. But the move was short-lived and did not have the same massive support as the Macwusa action.

Ford has since indicated that production will be "reactivated" next month, but would not say whether that pointed to the possibility of a new work force.

Striking Ford Firestone and General Motors workers and even the catering staff at the Cortina plant, will not budge from their stand that Firestone must rehire its former employees.

Ford and GM have been equally adamant that they will not stop buying Firestone tyres and will not be drawn into a domestic dispute. According to the Macwusa chairman, Mr Dumile Makhanda, the dispute is not a

"domestic issue" but a "community issue" and the union has a responsibility to Firestone workers.

Meanwhile Firestone's managing director Mr Peter Morum has repeated an offer to take back the former Firestone workers as vacancies arise. But to take the 160 workers back immediately would mean dismissing an equivalent number of workers

hired in their place. Macwusa argue that if GM could reorganise production this week to maintain output without 200 striking workers then Firestone could reorganise production to include another 160 workers.

With no end in sight to the deadlock reached this week the strike has become a crucial test for both management and workers

representatives. Labour observers see the strike as an attempt by Macwusa to demonstrate its support and to win workers over from the Fosatu affiliated union. As such it is a key test of their strength and support.

And for Ford and GM it has become a new test for their sophisticated industrial relations system built up with such care through the years.

PE tense after a week of strikes, sabotage

Sunday Times Reporter

PORT Elizabeth is on tenterhooks after a week of strikes, sabotage and ANC propaganda.

Police are fully mobilised and are "ready to deal with any eventuality"

Journalists have been refused permits to enter townships because the situation is "too tense".

This week:

- About 3 500 Ford, General Motors and Firestone workers went on strike.

- A bomb ripped up a section of a main railway line. A second bomb was found unexploded nearby

- Hundreds of ANC pamphlets calling for a three-day strike and schools boycott to protest against next week's Republic festivities were distributed.

- Anti-festival slogans were daubed on walls in townships

Hardest hit

The motor industry workers downed tools in sympathy with 160 Firestone workers who were not rehired after a walkout over proposed pension legislation earlier this year.

Officials from the motor companies and members of the Motor Assembly and Component Workers' Union (Macsuwa) have had numerous "cordial meetings" but no agreement has been reached.

No end to the strikes is in sight

Ford has been hardest hit with 1 500 workers on strike and its Cortina plant closed down

Mr Dunbar Bucknall, public affairs director, estimated the stoppage had cost R1,8-million so far

Disciplinary action against the strikers had not been considered yet, he said

Workers had been automatically suspended, however, and would not receive pay until they returned to work.

This is not the first time Ford has been involved in disputes with its workers. It sacked 700 workers in November 1979 after unrest at its plant.

Those strikes were sparked off then by the resignation of a popular black personality, Mr Thomazile Botha, leader of the Port Elizabeth Black Civic Organisation (Pebco).

Meanwhile, at General Motors, about 200 men have gone on strike. They have listed several grievances, including:

- Unfair employment practices.

- Job reservation

- A lack of communication between management and workers

- No scope of promotion for black employees.

According to a General Motors' spokesman, production was continuing normally, however

No workers had been suspended and they would be allowed to return when they "resolve their differences with Firestone"

Firestone's managing director, Mr Peter Morum, said he was "very satisfied" with production at his factory.

But the firm could not be expected to re-employ all striking employees immediately

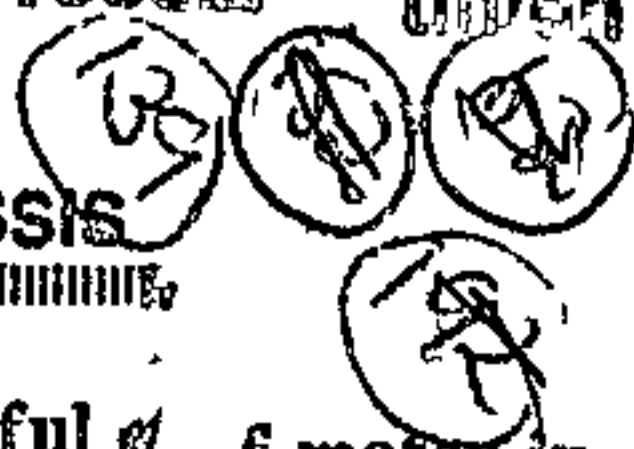
He said 1 500 employees walked out in protest against proposed legislation which would freeze pension funds until retirement

The firm later assured them it could be exempted from the legislation and about 1 240 workers were re-employed

Mr Dumile Makanda, chairman of Macsuwa, said Macsuwa rejected Firestone's offers. The strike would only end when all 1 500 were rehired

Dumile Makanda . . . at a recent meeting

S. Tribune 24/5/81 BY CASSIE DU PLESSIS



THE downing of tools by a handful of industry workers in Port Elizabeth has become an extensive strike of 3 000 black workers at four factories.

The strike by 1 000 workers at the plant has paralysed the plant since last Monday. There are 400 on strike at the adjacent Ford engine plant, 1 500 at Firestone and 200 at General Motors.

In the strike's driving seat is a small youthful-looking man by name of Dumile Makanda, 30, chairman of the Motor Assembly Component Workers Union.

His rise to prominence is reminiscent of that of the man who in 1979 led a strike at the Thozamile Botha — who is now in exile after fleeing while under a banning order.

It turns out that Makanda was as Botha's righthand man at Ford.

Interviewed at a rally of workers in the Centenary Hall, New Brighton, this week, Makanda said Botha had put him on the road of active black politics and "mobilising" black labour.

Solidarity

Botha was founder chairman of the Port Elizabeth Black Civic Organisation (Pebco). His role allegedly caused his dismissal from Ford and a subsequent solidarity strike.

Makanda's path and that of Pebco have separated. His union now sees fighting for civic rights as part of its duty.

The union was launched last year as a rival to the National Union of Motor Assembly and Rubber Workers (affiliated to the Federation of South African Trade Unions) in the Ford Cortina plant. It has since gained the support of the full black labour force at the plant as well as many in other Ford plants, and members in at least six other Port Elizabeth factories.

Makanda said in the interview that all 3 000 workers at the meeting had resolved to stay out of work until Firestone reinstated 160 black workers over a pension issue early this year.

The company now maintains that it will have to fire 160 to reemploy them.

Says Makanda: "Firestone created the problem so they must solve it."

He said the strike was a "blessing in disguise" for Firestone when it re-employed people, it had a chance to leave out the elderly and sickly workers.

The interview took place against a background of freedom songs and Black Power salutes.

Diabetic

Among those present were some of the 160 former Firestone employees.

One of them, George Nzewuza, 49, said he had worked for Firestone for 27 years. When he went with other strikers to seek re-employment, he was left out because he was a diabetic who had to go to hospital for long periods.

John Ndima, 61, said he had been with the company for 30 years and he believes he was left out because he was near retirement age.

He still has two children at home and manages to come out with the help of friends and some pension money which was paid for him.

Several former Firestone workers said they had used up all their savings and pension payout money to make ends meet whenever they tried to apply for other jobs, people refused them, branding them as Firestone troublemakers.

Meanwhile, leaders in industry in the area criticised the union. They said the union was merely trying to impress potential members. At the same time the goals of collective bargaining had been thrown overboard.

Minister criticized by trade unionist

CT 25/5/81 (139)
Own Correspondent

PORT ELIZABETH — The Minister of Manpower, Mr S P Botha, has been criticized by a Port Elizabeth trade unionist, Mr Dumile Makanda, over his warning against "attempts to create chaos" in the labour market. Mr Botha told a meeting in Pretoria recently that the aims of forces working in the trade union movement had nothing to do with labour relations. They sought to overthrow the order in South Africa.

Mr Makanda, who is chairman of the Motor Assembly and Components Workers' Union of South Africa (Macwusa) — the union leading the strikes which have hit three Port Elizabeth manufacturing giants — said in an

interview at the weekend that he felt the minister's statement was directed at independent unions such as his own.

"I don't know of any trade union which has attempted to create chaos," he said.

"As a responsible union we are fighting for the rights of the workers. If in fighting for those rights we are labelled as creating chaos, there is nothing we can do about it."

He said it was difficult to divorce politics and unionism in the South African situation.

The very fact that there were black trade unions and white trade unions was political.

"It's unbelievable to hear the minister make that sort of statement," he said.

GM shuts PE plant for a week's inventory check

Ev. Post 25/5/81
139

By JIMMY MATYU
and BILL GARDINER

AS the strike by 3 500 workers at Ford General Motors and Firestone enters its second week the GM plant in Kempston Road shut down production today for a week-long inventory check

According to GM's public relations manager, Mr Peter Ray, the closure was not related to the strike called by the Motor Assembly and Component Workers' Union (Macwusa) in solidarity with 160 Firestone workers who lost their jobs during a pensions dispute

"It is part of our annual inventory check, planned weeks ago for this time of the year and is not related to the strike in any way," he said

According to official figures released last week, about 200 GM workers had joined the solidarity strike out of a total workforce of some 1 000

Union sources have claimed at least half the GM workforce had joined the walkout. The plant will reopen on June 2

At a lively meeting today in the Centenary Great Hall, New Brighton, the Macwusa chairman Mr Dumile Makanda, said a delegation of 11, consisting of five Macwusa executive members and six former Firestone workers, met Firestone management in Firestone's boardroom last Friday

He described the meeting as friendly and said Firestone wanted to be informed of worker grievances

Macwusa meets Firestone management at 3pm today

At today's mass meeting, workers reaffirmed their decision not to return to work until the 160 former Firestone workers were re-hired

Meanwhile, a spokesman for the 50 000-strong Federation of South African Trade Unions (Fosatu) in Port Elizabeth has accused Macwusa of causing "ethnic divisions" between workers

The Fosatu-affiliated National Union of Motor Assembly and Rubber Workers

(Numarw) which has the support of the majority of coloured workers at Ford and GM, held a meeting last week attended by about 700

It strongly criticised Macwusa for not consulting them over the solidarity strike

Macwusa has rejected the allegation and has stressed the union was a non-racial body

Macwusa chairman Mr Dumile Makhanda said today the union had been approached by a Fosatu member, Mr D Khumalo, from Sigma in Pretoria

The firm was recently hit a pay strike. Mr Khumalo said Sigma workers were dissatisfied with the Fosatu union's handling of the strike after the dismissal of about 400 Sigma workers

Macwusa today dissociated itself from smear pamphlets issued under the union's name which called on motorists to bring in their Firestone tyres to the union offices where they would be paid out

Leader

RDM 25/5/81

defends

(139)

union

battle

Own Correspondent

PORT ELIZABETH — The Minister of Manpower, Mr S P Botha, has come under fire from a leading Port Elizabeth trade unionist, Mr Dumile Makanda, over his warning against attempts to create "chaos" in the labour market

Mr Botha told a meeting in Pretoria recently that the aims of forces working in the trade union movement had nothing to do with labour relations. They sought to overthrow order in South Africa

Mr Makanda, who is chairman of the Motor Assembly and Components Workers' Union of South Africa (Macwusa) — the union leading the strikes which have hit three Port Elizabeth manufacturing giants — said at the weekend he felt the Minister's statement was directed at unions such as his own.

"I don't know of any trade union which has attempted to create chaos," he said

"If in fighting for rights of workers we are labelled as creating chaos, there is nothing we can do about it"

He said it was difficult to separate politics and unionism in South Africa. The fact that there were black trade unions and white trade unions was itself political.

Cape unionist talks on domestic and farm labour

Workers who need a union

Isolated and unorganised

By Z.B. MOLEFE

THE conditions which produce the isolation of domestic servants and farm labourers lead, in many cases, to horrifying and degrading conditions of service, a Western Province trade unionist has pointed out.

Mr Bill Bezuidenhout of the National Union of Commercial Catering and Allied Workers was speaking in Johannesburg this week about "these category of workers who most desperately need the benefits of union protection"

The reasons for this isolation differ somewhat between domestic service and farm labour, continued Mr Bezuidenhout. In domestic service there is a largely female workforce. And most domestics are black.

They must enter wage employment because of the inadequate wages which are frequently the lot of their husbands or because the high level of general unemployment which prevails has left their husbands without work, continued Mr Bezuidenhout.

There is another important characteristic of employers of domestic

labour which must be taken into account - they are fragmented and elusive in the sense that they do not operate in any kind of organised group. And this fact works to their advantage. Each employer sets his or her own conditions of service and is not responsible to anyone else for them.

Elaborated Mr Bezuidenhout. Employers can offer as little as the abnormal market under the present South African conditions will bear, and they are extremely difficult to negotiate with as a group in any way.

Turning to farm workers, he said. We see that deliberate steps have been taken in the past by employers and by the Government to create this situation. Division of the country into prescribed and non-prescribed areas has meant that farmers have not in many areas had to face direct competition in the recruitment of labour from other sectors of the economy.

Once a worker is a farm labourer it can be difficult for him to transfer to any other kind of employment. It was known, said Mr Bezuidenhout, that in the Free State agreements between farmers associations and district authorities meant that the only way a farm labourer could change his job was to return to the bantustans.

This was, for instance, if that farm labourer wanted to be a mineworker. He would stay in the bantustan for six months to qualify for a mining contract.

It may be possible to negotiate with farmers' unions and associations for better conditions for farm labour but how does one get to the employers of domestic labour, asked Mr Bezuidenhout.

Mr Bezuidenhout then told his audience that such problems suggest the need for concerted action by all to support the important initiatives taken by organisations such as the Domestic Workers and Employers Project (Dwep), the Domestic Workers Association and the Domestic Workers Union.

Farm labourers . . . horrifying conditions.

Union rejects 'smear' pamphlet on car tyres

Own Correspondent
PORT ELIZABETH — The trade union representing thousands of workers at Port Elizabeth's three strike-hit manufacturing giants yesterday reacted angrily to a "smear" pamphlet distributed in the city's black residential areas at the weekend.

The strike entered its second week today.

The "smear" pamphlet, issued in the name of the Motor Assemblers and Components Workers Union (Macwusa) says that "from today no black man in Port Elizabeth and Uitenhage must have Firestone tyres on their vehicles".

'You must take the Fire-

stone tyres off your vehicles and bring it to the Macwusa office where we will pay you out so you can buy new tyres. We the Macwusa executive have already destroyed all the Firestone tyres we had.'

The union's organizing secretary, Mr Government Zini, said yesterday that Macwusa dissociated itself from the pamphlet.

'This is an attempt to smear our image and incriminate our officials.'

More than 3 000 workers at Firestone, Ford and General Motors downed tools a week ago in sympathy with 160 Firestone workers who were not re-hired after a walkout over a pension dispute.

Motor firm strikes continue

Labour Reporter

THE Leyland strike continued today after last week's decision by workers to hold out until their demands were met.

A spokesman for the National Union of Motor Assemblers and Rubber Workers of South Africa (Numarwosa) said today that no discussions were scheduled between management and the union.

Strikers at the Blackheath and Elsie's River plants of Leyland began on May 14 over dissatisfaction with wages and a nine cents an hour increase due in July.

MINIMUM WAGE

Last week, workers demanded a minimum wage increase of 25c an hour and negotiations aimed at setting a minimum wage of R2 an hour. The minimum at present is R1.30 an hour.

There were about 100 new work-seekers at the gates of the Blackheath factory today, most of them women.

The Aigus Port Elizabeth Bureau reports that

the strike of 3 000 workers there, entered a crucial stage, with a meeting between Firestone management and leaders of the Motor Assembly and Component Workers' Union (Macwusa) scheduled for today.

The workers — at Ford and General Motors plants — downed tools last week in sympathy with 160 Firestone workers who were not rehired after a walk-out earlier this year over a pension dispute.

However, there is 'precious little' chance of a settlement being reached, the managing director of Firestone, Mr Peter Morum, said in an interview.

He said Macwusa leaders 'would not budge a fraction'.

'They wanted all 160 former Firestone workers rehired, including the "drunks and chronic absentees", he said.

He described as 'rubbish' union allegations that the company had left out many of the 160 former workers, because they were elderly or sickly.

Trade
unionist
held

STAR
26/5/81

(13)

Another East London trade unionist has been detained under the Ciskei's security legislation.

He is Mr Ernest Qwesha, branch chairman of the African Food and Canning Workers' Union.

He was detained last Wednesday in Mdantsane.

According to a union spokesman, Mr Qwesha was detained by six Ciskeian Security policemen and is being held under Proclamation R252, which provides for 90 day detention without trial.

The spokesman said the Ciskeian authorities had refused to say if he would be charged, and if so, with what offences.

She demanded that he be immediately charged or released.

HN 26/5/81

Prospects of ending PE strike are slim

Argus Bureau
PORT ELIZABETH —
Prospects appeared slim today of the 3 000 black workers on strike in Port Elizabeth returning to work before next week at the earliest, after crucial talks between Firestone management and trade union leaders ended in deadlock yesterday afternoon.

The situation is apparently heading for a showdown early next week when, after the Republic Day and Ascension Day holidays and inventory shut-downs factory managements will want to get their plants in full production again.

Ford Motor Company will, by the end of this week, have lost R4-million in production. Its striking workers will have by the end of last week lost R1-million in wages.

Mr Peter Morum, managing director of Firestone, where about 1 500 workers are on strike, was not available for comment today.

However, he hinted in an earlier interview that the company would have to start thinking in terms of alternative measures to get into full production again.

If these alternative measures included a return-to-work ultimatum — and this line could be adopted by Ford and General Motors as well — it could end with thousands of people losing their jobs.

APR 26/5/81
Unionist's
detention

condemned

Labour Reporter

THE Food and Canning Workers' Union has condemned the detention by Ciskeian security police of a leading union official in East London and has demanded his immediate release.

Mr Ernest Qwesha, newly elected chairman of the East London branch of the African Food and Canning Workers' Union, was detained under Proclamation R252 on May 19.

A union spokesman said Mr Qwesha was being held in Dimbaza by Brigadier Charles Sebe, head of Ciskeian Intelligence.

PE strike 'new phase in labour relations'

CT26/5/81 (150) (192) (600) (139)
Own Correspondent

PORT ELIZABETH — Port Elizabeth's week-old strike, which has affected production at General Motors and has meant losses of about R3-million to the Ford company, marks South Africa's entry into an important new phase in labour relations, says a Rhodes University sociologist, Dr Marianne Roux.

Dr Roux is a co-author of the Ford report on the company's implementation of the Sullivan employment code.

She said in an interview yesterday that the strike, in which more than 3 000 workers downed tools at Ford, Firestone and General Motors in sympathy with 160 Firestone workers who lost their jobs after a pension dispute, was "quite an historical event".

"The strike is not concerned only with the workplace, but is a much wider socio-political issue

For the first time workers as a group, rather than employees of a particular factory are pitting themselves against what they see as management as a group."

The strike was critical for the Motor Assembly and Component Workers Union, which represented the strikers, because although it had been called specifically to achieve the re-employment of the Firestone workers, it would also be seen by labour observers as a test of strength for the union.

It could also prove to be the "making or breaking" of Macwusa. Macwusa could not back down without considerable concessions on the part of the managements concerned. Anything else would mean a loss of credibility for the union.

And while Ford would not want to be seen to be capitulating to the demands of the workers, neither could it afford to take a

hard line and fire all the workers.

Ford would not want to harm its reputation as one of the companies with the most progressive labour relations in South Africa — a reputation which it deserved.

To antagonize Port Elizabeth's highly-politicized workforce by firing all the strikers would increase its problems tenfold.

"If any of the three companies should fire strikers, it would be interesting to see how much solidarity there is in the community for Macwusa, and how many people are willing to come forward as scab labour."

"Macwusa must have been sure of considerable support to have taken up an issue like this."

Dr Roux suggested that one solution to the dispute would be for all the companies involved in the dispute to offer to take on the former Firestone workers.

Mwasa ready for their big first congress

26/5/61
SOWETAN Reporter

THE Southern Transvaal region of the Media Workers' Association of South Africa (Mwasa) holds its final pre-congress meeting at the Orlando YMCA (DOCC) tonight.

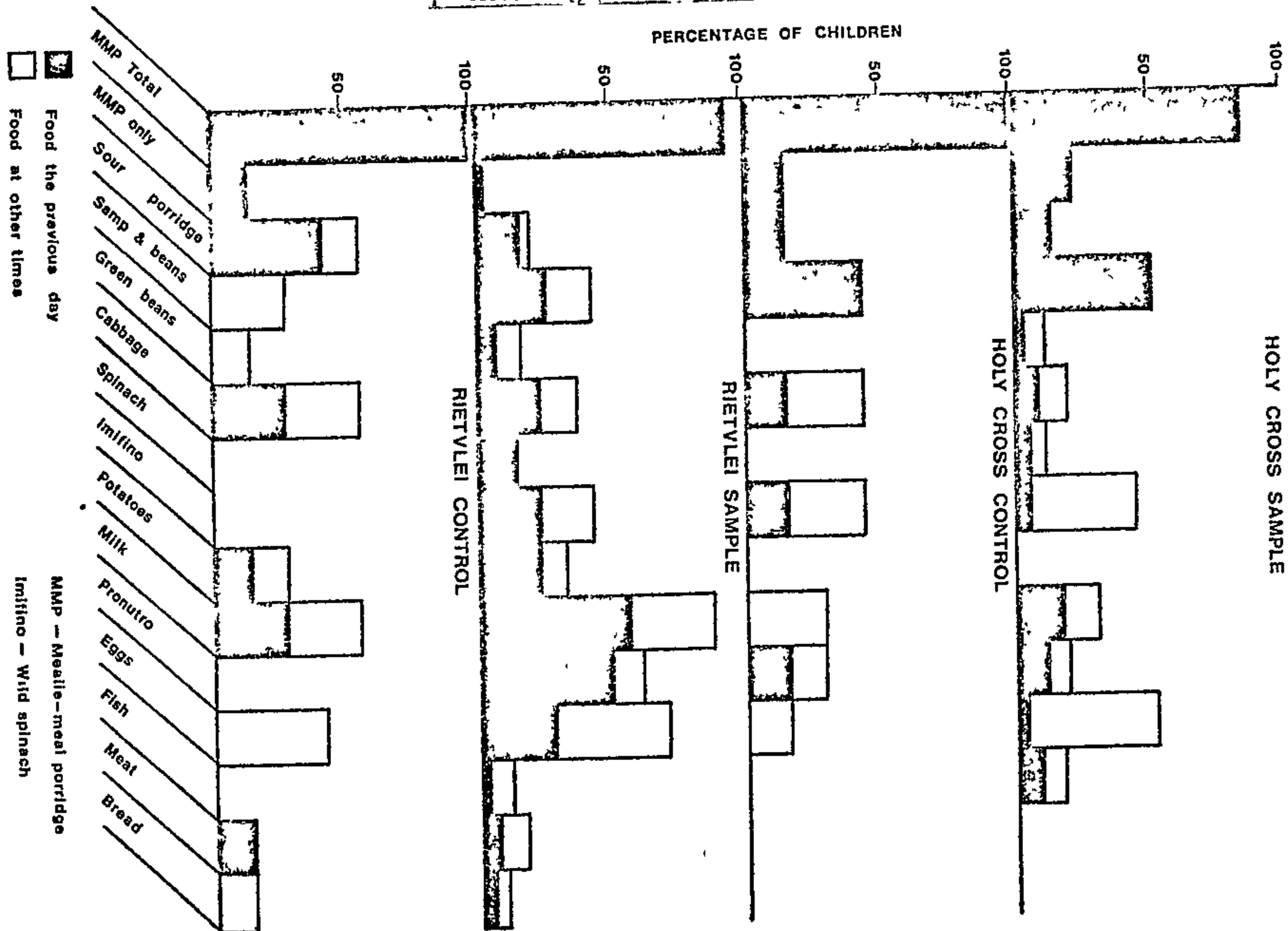
Tonight's meeting will decide on resolutions, amendments and transport arrangements for congress and an official has urged every media worker to attend.

Mwasa's congress will be at the Wilgespruit Fellowship Centre from Thursday to Sunday. The theme is "Black workers — the vehicle for change".

This congress will be the first for Mwasa as a union representing all media workers, and not journalists as in the past. Hundreds of non-journalists have already shown an interest in the organisation. According to Mwasa, two

embassies have indicated they will attend, and the others invited are expected to confirm their attendance. Mwasa last week announced that the "Big Five" nations had not been invited because of the foreign policy on South Africa.

Most black organisations have been invited, but any organisation that has not yet been invited but consider itself a black consciousness organisation should phone 23-1221.



CT 26/5/81 (139) (192)

Deadlock in PE strike talks

Own Correspondent

PORT ELIZABETH — Two hours of talks between Firestone management and Macwusa, the trade union representing thousands of workers at Port Elizabeth's three strike-hit manufacturing giants, ended in deadlock yesterday afternoon, and a union spokesman said there were no immediate plans for another meeting

More than 3 000 workers at Ford, Firestone and General Motors downed tools last week in sympathy with 160 Firestone workers who lost their jobs after a pension dispute

Macwusa's organizing secretary, Mr Government Zini, said last night that the union still rejected Firestone's "farical" offer to re-employ workers as vacancies came up. Firestone management could not be contacted last night

In another development, the union is reported to have been approached by the former leader of the 4 000 workers who went on strike at the giant Sigma Motor Corporation in Pretoria last month

Mr Zini said that Mr D Khumalo, who was elected chairman of a committee to represent Sigma workers in a wage dispute, and who was subsequently fired with a number of other strikers, had approached Macwusa to start a branch office in the Pretoria area

Mr Khumalo and a number of fellow committee members broke away from the Federation of South African Trade Unions last Thursday because of their dissatisfaction with the union's handling of the strike

A branch on the Reef would be Macwusa's first outside the Port Elizabeth-Uitenhage area

Earlier yesterday, the Macwusa chairman, Mr Dumile Makanda, said he sneered at a claim by a spokesman for the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers of South Africa that Macwusa was causing "ethnic divisions" between workers

In a jam-packed report-back meeting at the 9 000-capacity Centenary Hall in New Brighton, Mr Makanda said Numarwosa's criticism of Macwusa for not consulting them over the solidarity strike was "insincere"

"There has been such a sudden membership surge from them that we have had to order more than 5 000 forms. Fosatu is realizing that it is losing members in great numbers and this is only a last-ditch effort to save face"

● Strike 'new phase in labour relations', page 13

No sign Ev. Post 26/5/81 of an early end to strike

By BILL GARDINER

WITH production losses at Ford's Cortina plant approaching R3.5 million today, there is little indication of an early settlement to the eight-day strike by more than 3 000 Ford, General Motors and Firestone workers

The workers downed tools last week as a gesture of solidarity with 160 Firestone workers who lost their jobs after a dispute over pensions

Yesterday's talks between Firestone management and officials of the Motor Assembly and Component Workers Union (Macwusa) ended in deadlock with both sides standing firm on the issue of re-employment of the 160 former Firestone workers

Macwusa has rejected management's offer to re-employ the 160 workers as vacancies arise and has demanded that all the workers be rehired. Firestone has insisted that it cannot rehire the 160 workers immediately without dismissing other workers

The union's organising secretary, Mr Government Zim, said he was disappointed about the deadlock

He added that Firestone officials had told Macwusa yesterday that a number of "unproductive workers" would not be considered for re-employment as vacancies arose.

Macwusa officials will report back to workers on the talks at a meeting at the Centenary Hall in New Brighton tomorrow

Firestone's managing director, Mr Peter Morum, said that although yesterday's talks had not resolved the current dispute, he was hopeful that an agreement between the two parties would be reached shortly

He said the number of workers that Firestone would not consider re-engaging once vacancies arose was "marginal"

Firestone continues talks with union over sacked 150

STAR 27/5/81 139

Labour Reporter

Firestone in Port Elizabeth will continue to hold talks with the Motor Assembly and Components Workers' Union (Macwusa) over the issue of recognition and the dismissal of about 150 employees earlier this year.

This was said today by Firestone's managing director Mr Peter Morum. Talks were initially held on Monday with Macwusa, he said.

The Firestone unrest has resulted in the closure of the nearby Ford Cortina plant and the suspension of about 1 500 workers. Ford has lost several million rands as a result of production losses, although the company plans to reopen the Cortina plant next week.

Workers had refused to handle Firestone tyres in support of the dis-

missed Firestone workers and Firestone itself was hit by a partial work stayaway.

Mr Morum has attributed the stayaway to intimidation of his employees and added that workers had even requested protection to come to work.

Macwusa has said workers will not handle Firestone products until the workers there have been reinstated. But Mr Morum has said any employment of former workers would be left up to the company.

And in Cape Town, Leyland has taken on about 1 500 workers following the recent dismissals — following a wage dispute — of 1 900 staff at plants in Fishers River and Blackheath. At least 40 percent are new applicants.

About 200 men a day are being recruited.

Labour ^{5/11/81}
court case
may be ²⁰²
held over ¹³⁹

Labour Reporter

The court case against the Union Co-operative Bank and Sugar Company in Natal is likely to be postponed to August.

Workers were dismissed last month after a dispute over free rations

Management allegedly removed the workers from the compound after a work stoppage

The Sweet, Food and Allied Workers' Union took the company to court

If Mr Justice Booysen decides in favour of reinstatement of the workers it would create a precedent for the rights of migrant workers in urban areas, labour lawyers said

The judge has called for oral evidence from the 186 workers.

Union officials now fear the case will be held over until August

Last week a committee of former workers approached management and requested that all the workers be taken on without victimisation and that negotiations with staff be opened

Management rejected the offer and said there were no jobs available, according to a union spokesman

Meeting

CV Post 27/5/81

decides

~~62~~ ~~172~~ ~~173~~

to go

139

on with

strike

Post Reporters

A MEETING of about 35000 striking Ford, General Motors and Firestone workers at the Centenary Hall in New Brighton today decided not to end the nine-day old strike, and to stay out until the former 160 Firestone employees were re-hired

For the seventh time since the strike started more than a week ago, workers decided not to return to work till their demands were met

The workers downed tools last week in solidarity with the 160 Firestone workers who lost their jobs after a pensions dispute earlier this year

Talks between Firestone management and officials of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) have failed to resolve the dispute. Macwusa has rejected management's offer to re-employ the 160 workers as vacancies arise and has demanded that all the workers be rehired immediately

The union's organising secretary, Mr Government Zini, in his report-back on this week's talks with Firestone, he said management had failed to give specific answers to their questions

Macwusa has also informed Ford and GM that workers had reaffirmed their decision not to handle Firestone tyres until the dispute was settled

Mr Zini added he planned to launch a self-help community project to provide work for unemployed workers. He appealed to churches to give assistance and be involved in the project

Macwusa's general secretary, Mr Dennis Neer, denied allegations that Firestone workers were being forced to join Macwusa

Mr Neer said the union had been approached by Leyland workers in Cape Town and Sigma workers in Pretoria who wished to join

Meeting CV Post 27/5/81 decides to go on with strike

Post Reporters

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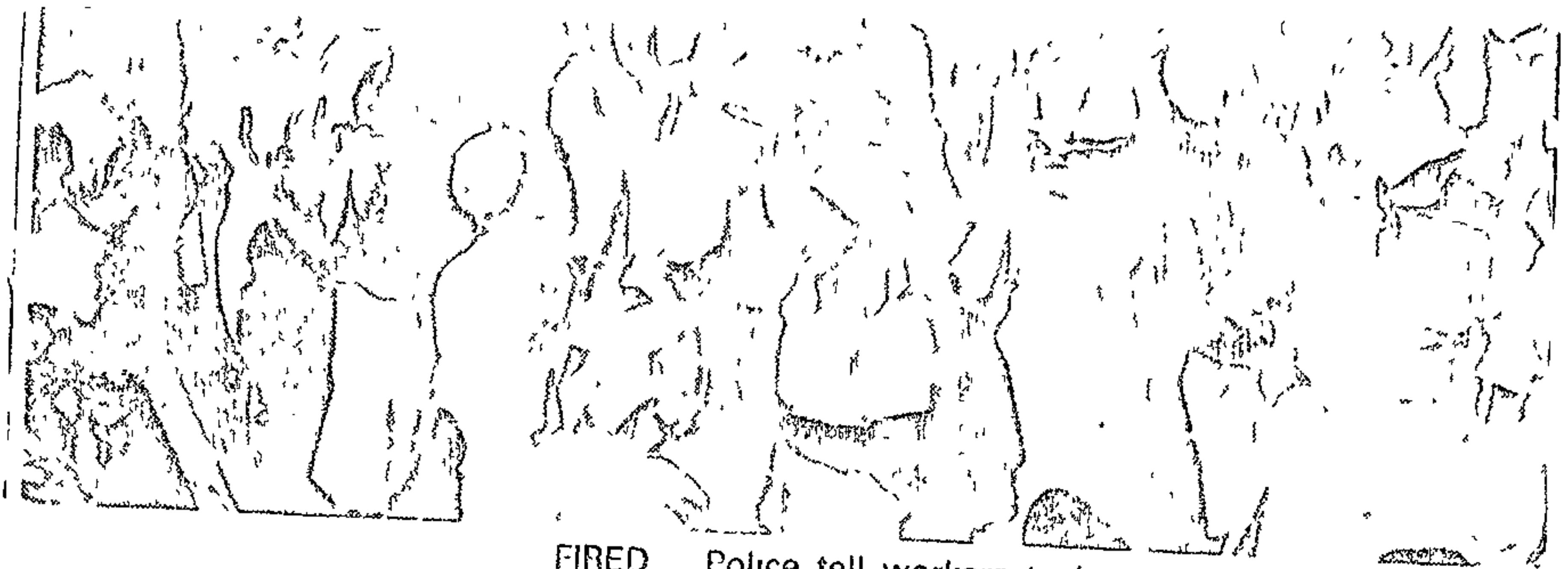
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FIRE D Police tell workers to leave the premises

'Sit-in'

NATAL MERCURY

27/5/81

486 (81)
147 (81)
139 (81)

women fired

Workers dissatisfied with R16-a-week pay

Mercury Reporter

SIXTY-TWO workers from Fine Foods (Pty) Ltd in Rosehill, Durban, were fired yesterday when they refused to work until the company had negotiated a wage increase.

The women workers claimed they were not on strike but were merely staging a peaceful sit-in until the management of Fine Foods listened to their grievances.

The women who cook in the food processing company, are paid R16 a week and were asking for R30 a week.

Mr Mathew Oliphant, general secretary of the National Federation of Workers, said the workers had called his union on Monday and asked them to negotiate between manage-

ment and their workers' committee.

'We then tried to approach the manager but he refused to see us and instead asked us to come back next week,' he said.

'The workers felt this was a delaying tactic as they had been trying to get management to listen to their demands for the past three years.'

Comment

Representatives of the department of Manpower Utilisation were called in. They told the workers the strike was illegal and if they did not go back to work they would be arrested.

When the workers did not go back police were called to remove them from the premises.

They were then told that

they had been fired and that they should return to day to collect their wages.

The manager, Mr J P Bello, could not be reached for comment but his wife said: 'It's not worth commenting at this stage, not until we see what happens.'

Our Pietermaritzburg Bureau reports that most of a 1300-strong Estcourt Burhose factory labour force was dispersed with teargas for their own good, police said yesterday.

Workers who downed tools over a pay dispute had gathered in the road outside the factory and were a hazard to themselves in the pre-dawn according to Cap' W Moon.

Most of the workers were still out on the second day

of the stoppage yesterday, said Mr I Posniak, managing director of the firm.

He said workers were demanding double their present wages in what seemed to be a 'political strike' timed to coincide with Republic Festival celebrations.

Rehiring

There was 'nothing wrong' with workers wanting more money but it would be necessary for them to lodge their grievances through a negotiating committee elected by the workers.

Mr Posniak said rehiring would start today.

Burhose were not prepared to negotiate with the National Union of Textile Workers, of whom about 500 of their workers were members, until they had negotiated an agreement of recognition with the company.

Were not prepared to negotiate with them over this strike because that would be giving them de facto recognition, said Mr Posniak after accusing the union of trying to muscle in on the strike for publicity.

Most of the women workers were earning between R15 and R21 a week according to Mr John Copelyn, branch secretary of the union.

'Our interest is in the workers who are members of the union,' he said.

Leyland

CT 27/5/81

recruiting after strike

Staff Reporter

LEYLAND SOUTH AFRICA is going ahead with recruitment after the dismissal last week of about 1 900 workers from its plants in Blackheath and Elsie's River.

The workers had been on strike for 3½ working days in support of demands for better pay.

Their dismissal last Wednesday precipitated calls of solidarity from the International Confederation of Free Trade Unions which also cabled Leyland South Africa urging it to reinstate the workers and negotiate, and from the International Metal Workers Federation.

Leyland South Africa's director of communications and public affairs, Mr Arne Pitlo, disclosed yesterday that 1 491 people had been employed since the workers' dismissal and that about 400 were new appointments.

He said the strike had cost Leyland the production of about 800 vehicles, but that the Blackheath and Elsie's River plants had now recommenced production in all departments. It was expected that full production would be restored to both plants by early next month.

The secretary of the National Union of Motor Assembly and Rubber Workers of South Africa, Mr Joe Foster, said on Monday that the workers, 85 percent of whom are represented by the union, were still adamant that they would not seek re-employment till their wage demands had been met.

○ Meanwhile in Port Eliza-

both talks between Firestone and the Motor Assembly and Components Workers Union of South Africa ended in deadlock on Monday and no end to the strike by about 3 000 workers at Firestone, Ford and General Motors is in sight.

In spite of the failure of Monday's meeting, both sides emphasized yesterday that the door is still open.

A settlement at Firestone is believed to be the key to ending the strike at Ford and GM as well.

The situation at all three companies remained unchanged yesterday, and Macwusa's organizing secretary, Mr Government Zini, said talks with a fourth company, Armstrong Hydraulics, where 40 Macwusa members were dismissed after a strike, were continuing.

He said the union would continue talking to Firestone but added "Their offers to reinstate people remain vague. They also say they will not re-employ all those who were dismissed. Not only 160 workers, but their families as well, are at stake and the workers are determined to continue."

Firestone's managing director, Mr Peter Morum, said "Negotiations have not been broken off and we will continue to seek a solution. We are experiencing the difficulties associated with the growth of a new union movement and there is learning to be done on both sides."

The strikes had been sparked by "issues which were outside our control and we are convinced that we are not bad employers."

Ev Post 29/5/81
Makanda

statement

clarified

IN a report in the Evening Post on May 22, Mr Dumile Makanda, chairman of the Motor Assembly and Component Workers' Union, was quoted as saying workers should not return to work until 160 former Firestone workers were rehired

Mr Makanda has asked us to point out that what he said was that workers should not handle Firestone products until the 160 former Firestone workers were re-employed

MEATY MATTERS

186 (139) FM 29/5/81
Efforts by local and international trade unions to thwart the fourth World Meat Congress currently taking place in Cape Town's Good Hope Centre have not been successful. There is no evidence of a boycott (see *Business*).

The unions' standpoint is that attendance would be tantamount to ignoring urgent political and labour issues in SA — most importantly, the way in which the meat companies dismissed more than 800 meat workers last year after they struck. But officials of the International Permanent Meat Office (Opic) have made counter-statements that the congress is not taking place either to accept or condemn SA, but as a meeting of the international meat community.

The Western Province General Workers Union has issued 50 copies of a statement to delegates (among them ones from several African states) about last year's events. However, the pamphlets were removed from the reception area of the conference centre shortly after being dropped there by union members.

PM 29/5/81
MOTOR INDUSTRY STRIKES

Employers stand fast

Motor industry managements in Port Elizabeth who face the thorny problem of sympathy strikes have decided to stonewall. As the boycott of Firestone products called by the Motor and Components Workers Union of SA (Macwusa) drags on, they are making it clear that they are not backing down to union demands.

The present dispute has its roots in a strike by Firestone workers in January over the government's planned pensions freeze. Firestone management insists that the 160 workers who lost their jobs in that strike effectively dismissed themselves when they refused to return to work. Macwusa has now taken up their case and has been negotiating with Firestone for their reinstatement. When Firestone refused to reinstate the workers, Macwusa called for a boycott of Firestone products. At Ford and General Motors, plant workers refused last week to handle Firestone products. They were suspended and told they could return when the matter had been settled.

At the time the FM went to press, 1 400 of Ford's black workers were not at work

attrition and will give them priority. However, the company reserves the right to employ only people who meet its "normal employment criteria."

The company is willing to negotiate with Macwusa provided the union can provide proof that it has the support of more than 50% of the Firestone workforce. So far, Macwusa has been unable to furnish this proof. "We believe our position is a fair and reasonable one," he says.

Ford management has made it clear that it will not heed the Macwusa call. "We have had discussions with Macwusa and have stated that we are not going to get involved in a sympathy strike," says Fred Ferreira, Ford's industrial relations manager.

Some observers believe that Macwusa has made the mistake of tackling employers on an issue on which they cannot afford to back down. They oppose solidarity strikes as a matter of principle. "We've got to the situation now where neither side can back down without losing face," says one observer. The question now is whether Macwusa has the support and the resources to become involved in a protracted dispute with the industry.

The Cortina plant had come to a standstill, but production was continuing at the engine and Neave plants. The Macwusa call was also heeded by a significant number of workers at GM, but that company has closed down its operations for more than a week for stock-taking and so at this stage, production is not immediately affected.

Firestone managing director Peter Morum declines to reveal how many Firestone workers are on strike, saying that he does not want to disclose anything because "of a high incidence of intimidation." Production at Firestone is continuing, he says.

He does not know when the issue will be resolved. "We are doing our level best to get some logic into the situation," he says, emphasising that Firestone cannot afford to immediately rehire the workers who lost their jobs in January. If the company were to rehire them it would have to get rid of about 160 other workers at its plant and this it is not prepared to do. Firestone is willing to re-employ the workers when vacancies occur through

UNION RECOGNISED

In a major breakthrough for unregistered unions this week, the Food, Beverage and Allied Workers' Union of SA signed a recognition agreement with Irvin & Johnson at the company's Springs' plant. After "extremely successful" negotiations between the two parties a "comprehensive recognition agreement" was signed, a statement from the company says.

A company spokesman says it is the first time I & J has signed a recognition agreement with an unregistered union. The union, which is affiliated to the Council of Unions of SA (Cusa), applied for provisional registration last year. It represents the majority of the 600 workers employed at the Springs factory.

"I & J's policy is that it will recognise any union which has majority representation. The company thinks that representation is what is important and that registration should not be an issue," says the spokesman.

The recognition agreement is seen as a breakthrough for unregistered unions, and could aid the unregistered African Food and Canning Workers Union which has been trying to enter into an agreement with I & J in Cape Town.

Dangerous to tell truth in SA, says Tutu

STAR

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In South Africa it was dangerous to tell the truth, the annual congress of the Media Workers Association of South Africa was told last night.

This was said by the Secretary General of the South African Council of Churches, Bishop Desmond Tutu, when he officially opened the congress.

"You could be detained or banned for telling the truth Mwasa has a role to tackle issues which people should understand. We need you, we are not going to be fobbed off with secondary stuff," Bishop Tutu said.

The bishop attacked the coming into being of the South African Republic and also condemned the raid by South African Defence Force commandos on ANC bases in Maputo earlier this year.

"We had a glaring example of the civil war that is tearing South Africa apart. The white minority racist Government has ignored every one of our calls for peaceful changes. If this is not a total and blatant disregard of the black people, then I do not know what is," said Bishop Tutu.

Newspapers had to reflect the truth and be representative of their readership and blacks normally took several English-language papers as being on their side.

"I see these papers by growing more rightist as though they were only for whites. The Maputo raid was reported by these white people as news for

white readership only," Bishop Tutu said.

"Their racist oligarchy," banned Mr Zwelakhe Sisulu, Mr Phil Ntinkulu, Mr Joe Thlooe, Mr Marimuthu Subramonay, and Mr Mathata Tsegu, who were all able officials of Mwasa and were never given a chance to defend themselves.

"These are deliberate actions by the system against our people," said Mr Charles Nqakula, the acting president of the organisation.

The American involvement in matters relating to South Africa and SWA/Namibia was questioned, and the USA was accused of having tilted towards this country despite years of having a lot against this "racist regime."

'Mwasa is dedicated to the liberation struggle'

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WE have again come together to reaffirm our loyalty to our organisation and our commitment to the struggle for the total liberation of the black man in this country.

This is the second time I have to fill in for one of our presidents.

The first time was 1977 at Durban when president of the Union of Black Journalists (UBJ) Joe Thloloe, was in detention. As you will remember Joe spent more than a year in detention but he has never been brought before a court of law. I am now filling for Zwelakhe Sisulu who was arbitrarily banned without facing a formal accusation and getting a chance to defend himself in a competent court of law.

These are deliberate acts of aggression by the South African minority regime on our people's liberty which is the right of all human beings on earth. Despite these acts of aggression by the present oligarchy, SA continues to make friends amongst the world's most avowed

advocates of human liberty.

America could not continue playing a game of camaraderie behind the scenes with SA and had to declare openly its tilt towards the minority regime in this country. Hence the unholy alliance between the two governments.

I say it is an unholy alliance because it is based on a big lie with America motivated by that country's capitalistic tendencies and its phobia for the 'big communist fear' while SA which also sees communists behind every bush, is an ideal shipmate for the Reagan administration.

To accept a polecat like SA as an ally, Reagan was forced to use a big lie and therefore risk being condemned by history. Ironically he used history for the big lie but distorted history to accommodate the distorted values of the SA community. He said America could not forsake a country like SA which fought on the America's side on the

last world wars and SA also took up the tune to sing the rather discordant note that it had fought on the side of the allies.

But who fought on the side of the allies? Was it John Vorster, Hendrik van den Bergh and the members of the Ossewa Brandwag? The history I know recorded in all history books except maybe the one Reagan used, tells me the Ossewa Brandwag fought against the Allies and perpetrated sabotage in SA in favour of Hitler and Nazism.

If Smuts was alive today he would probably have told Reagan that his government lost in the 1949 election to the antiwar element whose base was the Ossewa Brandwag and what followed Smuts' election flop resembled Nazism. Consider the Nazi's superrace syndrome and apartheid and consider the evils of detention without trial of the Nazi regime and what happens now. There are so many similarities between the two regimes.

trated by events locally and internationally.

This also places a premium on our loyalty, not only to this organisation, but also to the entire liberation effort which demands that we take our place in realignment of forces that is taking place in the resurgence and re-intensification of the battle to attain our freedom.

When we speak about complete freedom for the black man in this country, we talk about unfettered participation in the socio-political-economic structure and for the worker to be recognised as an appropriate vehicle for change it is necessary that all workers must be fully engaged in efforts to change the status quo in SA.

FREEDOM

No worker will enjoy complete freedom and recognition of his rights at the workplace if he is denied this freedom elsewhere in the South African socio-political-econom...

believe they are the only architects of change in terms of format and pace.

When we met here for the congress of Wasa in 1975, we were unhappy about the fact that Wasa was an elitist organisation and to make it a people's organisation, we dissolved its structure to come up with this new organisation.

I would be unhappy if we were to elevate the struggle to a state where we would be engaged in defining class and capitalism and also in engaging in other intellectual terms. We need a simple philosophy for a mass movement which would appeal to all our people and that philosophy should merely talk about black and white.

Even in the early years of black consciousness, the existence of whites well-disposed to the black political endeavour in this country was never denied, and such whites will still be given their rightful place in liberated Azania.

THE first congress of the Media Workers Association of South Africa (Mwasa) last night rededicated the organisation "to the struggle for the total liberation of this country".
Mr Charles Ngqakula, the Mwasa vice-president who stood in for banned president Mr Zwelakhe Sisulu, opened the four-day congress. This is the text of his speech.

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parts 1941, 1951 and 1960
this data has been used



Bishop Desmond Tutu, general secretary of the SACC, who opened the first Media Workers Association of South Africa (Mwasa) congress at Wilgespruit near Roodepoort last night.

VICTIMS

But the question is, who fought on the side of the allies — your fathers and my father did, your grandfathers and mine did. And what did they get?

They were victims of the Mendi disaster and those who were fortunate got bicycles and boots from the wars and others entertained hopes of the promise of better things until their lives were snuffed out.

The better things have not come even for their grandchildren and people like Zwelakhe, Joe, Phil, Mhinkulu, and others keep on finding themselves on the bitter end of the stuck of repression.

Maybe Reagan does not know this history. Our congress has come at a time when the political couldron is bubbling over as illus-

No worker in his right mind, therefore, can want to stay out of a trade union because he believes that union is politically motivated.

The fight for one's right either in the workplace or in the community within the context of the South African situation must be pervaded by a political atmosphere and whether he likes it or not, the worker in SA has got to swim through the political stream to get to the work place.

The political stream is the plethora of racial laws, which declare that only certain races can be employed in certain areas.

While so-called new thinking in white circles is using change as a theme for the present era, there are no moves to change the political structure and white people continue to

the moment, are necessarily caught up in a situation where they are subjects of white laws.

In contrast, we are now involved in the writing of our own rule book, in our own particular circumstances. This saw us being criticised by some white members of the media because of our strike last year. They argued that we did not conduct our strike in terms of standard procedure.

The procedure is prescribed in the white law book, but as I say, we now live our own rule book, which the white community have to be conversant with to be able to deal with the black effort.

The stipulation in our new rule book is simple, if you injure one of us, in our own particular trade, you injure us all in the trade.

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21/5/81

20 pc hike for food workers

Mercury Reporter

NEGOTIATIONS between the workers' committee and the Fine Foods management has resulted in a 20 percent wage increase and the reinstatement of 62 women who were dismissed on Tuesday, according to trade union sources.

The workers, who were employed by a food-processing firm in Rosehill, Durban, were fired after a sit in demand for higher wages.

They claimed that their R16 a week wage was insufficient to support their families or to cover essentials such as rent and transport costs from their homes to work.

Mr Mathew Oliphant, general secretary of the National Federation of Workers, said yesterday 'Although the management refused to deal with the

union they did however agree to negotiate with the workers committee.

The management offered to reemploy the workers and to increase their wages by 20 percent when the firm reopens on Tuesday, he said.

Mr Oliphant also said he would be taking legal advice on a statement allegedly made by Mrs M Bello, wife of the manager of Fine Foods, saying that 'the National Federation of Workers had told the women to stop work'.

An earlier statement by Mrs Bello said her husband was insisting that workers who wanted to come back would have to reapply for employment.

Mr J P Bello could not be contacted yesterday to confirm whether workers would be reemployed with a 20 percent wage increase.

SP detain top trade unionists in Jo'burg

STAR

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By Drew Forrest

Security Police yesterday detained two leading black trade unionists in Johannesburg

They are the president of the Black Municipality Workers Union, Mr Joseph Mavi, and the vice-president of the South African Allied Workers Union, Mr Sisa Njikelana

Both men spoke at an anti-Republic Day rally in Johannesburg's Selborne Hall on Wednesday

A spokesman for the Police Division of Public Relations confirmed last night they were being held under section 22 of the General Laws Amendment Act

According to fellow unionists, Mr Mavi was detained by six policemen at his union offices in Sauer Street

Mr Njikelana, who has come to Johannesburg from East London to help set up a regional branch of his union, was detained in Jeppe last night

Mr Njikelana had also addressed students of the University of the Witwatersrand on the boycott

of Wilson-Rowntree products recently called by members of his union

Earlier this week Nusas president Mr Andrew Borraine and the head boy of the Christiaan Botha Secondary School in Bosmont, Mr Aziz Jardine, were detained under security legislation.

This is the second time in a year that Mr Mavi and Njikelana have been detained.

The Star's Political Staff reports from Cape Town that the upheaval surrounding the Republic Day festivities and the reasons behind it have drawn strongly divergent reaction from white political parties

Government members have dismissed it as the work of agitators. Privately some have even expressed "concern" at publicity given to these actions

The Progressive Federal Party has taken the view that it revealed dangerous divisions which demanded urgent political action

The New Republic Party has described it as a limited but disturbing exploitation of people's emotions

Police firm in aim to ban meeting

Ev Post
30/5/81 Weekend Post Reporter

139 152 192 62 827

THE chief of the Security Police in the Eastern Cape, Colonel Gerrit Erasmus, stands firm by his decision to apply for the banning of a workers' report-back meeting scheduled for Monday despite recent developments which could bring about an end to the 12-day strike by more than 3 000 Ford, General Motors and Firestone workers

Col Erasmus, in an interview, said he would definitely go ahead with his plans to have the mass meeting banned. Asked if this would not aggravate the strike situation in the midst of a possible solving of the dispute, he said "I can make no comment on that. But there is no indication that the strike is going to be called off anyway."

In an interview today, the organising secretary of the Motor Assembly and Component Workers' Union (Macwusa), Mr Government Zini, said the strike could be called off on Monday if a proposal, during a meeting with Firestone management this week, was supported by Ford and General Motors.

At the meeting, Macwusa officials suggested that each of the

three strike-hit firms agree to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year.

Firestone's refusal to re-employ all the workers immediately led to workers at Ford and General Motors refusing to handle Firestone tyres in solidarity with the Firestone workers.

Mr Zini said the talks had, for the first time, been conducted in a "spirit of goodwill" and Firestone officials at the meeting appeared to be "encouraged" by the proposal.

A similar proposal that all three strike-hit firms agree to employ the 160 workers has been made by a Rhodes sociologist and one of the authors of the Ford audit report, Dr Marianne Roux.

According to Mr Zini, Firestone told the Macwusa officials that GM and Ford would be approached about the suggestion during the weekend.

Asked for comment today, Ford's industrial relations director, Mr Fred Ferreira, said he was not aware of the proposals at this stage.

2 black trade unionists detained

JOHANNESBURG Security police here yesterday detained two leading black trade unionists.

They are the president of the Black Municipal Workers Union Mr Joseph Mavi and the vice-president of the South African Allied Workers Union Mr Sisa Njikalana.

Both men spoke at an anti-Republic Day rally in Johannesburg's Selborne Hall on Wednesday.

A spokesman for the Police Division of Public Relations confirmed last night they were being held under Section 22 of the General Laws Amendment Act.

According to fellow unionists Mr Mavi was detained by six policemen at his union offices in Sauer Street.

Friends of Mr Njikalana said he was picked up at the house where he was staying in Jeppe.

Part of the purpose of his visit to Johannesburg was to organise support for the nation-wide boycott of Wilson-Rowntree products.

Mr Njikalana was held for two weeks by Ciskeian security police in December last year along with 11 other unionists, including the president of the SAAWU, Mr Thozamile Gqweta.

While in detention last year both Mr Njikalana and Mr Gqweta went on protest hunger strikes and were hospitalised as a result.

Mr Gqweta was due to speak at yesterday's anti-Republic Festival rally at Rhodes University in Grahamstown along with the now detained Nusas president, Mr Andrew Boraine.

The meeting was banned by the local magistrate — Sapa

For publications obtainable from the Centre for Intergroup Studies, c/o University of Cape Town, Rondebosch, Republic of South Africa, 7700

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Student, union meetings may be banned

Own Correspondent
PORT ELIZABETH — The Security police are to apply for the banning of two meetings in Port Elizabeth on Monday — those of Merwusa, the trade union involved in the strikes at Ford, General Motors and Firestone, and of the Congress of South African students.

This was announced yesterday by Divisional Commissioner for the Eastern Cape security police, Col Gerit Erasmus.

In other developments yesterday, Rhodes University's student representative council condemned Thursday's burning of an anti-Rhodes flag at a meeting at the university.

A police spokesman said a task force of about 20 men are on standby to be deployed to Durban should the need arise during the Republic's day of mourning for the late President.

The chief magistrate of Grahamstown, Mr A van Zyl, who issued the ban in terms of the Riotous Assemblies Act, said he would not disclose the information that led him to impose the ban.

Asked if his action might not be seen by some as part of a concerted effort by the state to crush opposition to the Republic's festivities, he said "they

can criticise if they want to — it doesn't worry me."

Rhodes University's English department head, Prof M van Wyk Smith, who was to have spoken at the meeting he personally did not support the burning of flags that occurred on campuses earlier this week.

Referring to the detention on Wednesday of Mr Andrew Bergman, president of Muzas, he said he could not support the celebration of a republic in which similar detentions happened again and again to hundreds of South Africans.

He can support the celebration of a republic which respects its constitution, based on the will of only a very small section of the people of South Africa, and which in the 10 years of its existence has done little to erode our national identity and the integrity of that identity, namely the National Party (the People's Party) and their supporters — over the interests of all the other people.

Neither could he celebrate the achievements of a republic in which every white young man had to spend five years in an army defending the security of an ideology which was not of his making, while every young black man was regarded as a potential enemy.

The deputy president of Rhodes SPC, Mr Jannie Roux, said it was a manifest failure of the state to demand that the state should respect its own constitution.

He said the SPC had called on the government for honesty at 10 a.m.

Meanwhile, parents in Grahamstown's black townships have reacted with alarm to the call for meetings at Rhodes repudiating Republic day, said community councillor Mr A Maseti.

"I cannot agree that my people be used as tools for the good of Rhodes students who at the end of the year sit for their examinations while ours roam the streets of Grahamstown with no education or employment."

REPRINTS/HERDRUKKE (gratis)

AL REPORT 1980 (gratis)

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- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

PLEASE CIRCLE ITEMS REQUIRED

Union leader detained

Own Correspondent

JOHANNESBURG — Mr Joseph Mavi, president of the Black Municipality Workers' Union, was detained by security police yesterday

A member of the union's executive said Mr Mavi was detained by security policemen at the union's offices shortly after 4 pm yesterday

This was confirmed later by a spokesman for the Police Directorate of Public Relations, who said he was being held under section 22 of the General Laws Amendment Act

This provides for the detention of "terrorists and certain other persons" for 14 days for the purposes of interrogation

The police spokesman would not comment further

Last night, a union executive member expressed concern about Mr Mavi's detention and said the executive had "no idea" as to why he was being held

Mr Mavi was also detained last year during the widespread stoppage by black municipal workers in Johannesburg, in which his union was involved

Boraine

● All attempts by Dr Alex Boraine, Progressive Federal Party MP for Pinelands to see his son Andrew, president of the National Union of South African Students, who was detained under section 22 of the General Law Amendment Act on Wednesday, have failed

Yesterday the head of the Cape Town Security police, Colonel Hennie Kotze, declined to comment

Mr Andrew Boraine is also being held under section 22 of the General Laws Amendment Act

Yesterday Dr Boraine and his wife Jenny, visited the offices of the security police in Caledon Square and handed in warm clothes, a Bible and some other items to be delivered to their son

Mr Boraine said he had not been told where the police detained his son nor was he allowed to leave any written messages for him

He said he was prepared to see his son in the presence of

the Minister of Police and would not feel reassured until he saw him

Messages

The secretary-general of Nusas, Mr Franz Kruger, said yesterday several messages condemning Mr Boraine's detention had been received from overseas student organizations

A message from the National Union of Students in Britain read "NUS-UK condemns the detention of Nusas president Andrew Boraine by racist South African Police and demands his immediate release"

A message from the Australian Union of Students said "AUS has demanded immediate release of Andrew Boraine through South African Embassy and has requested the Australian Government to intervene" The union called for Mr Boraine's immediate release and requested further details of his arrest

From Ireland the Union of Students in Ireland said they viewed his detention with grave concern and requested his immediate release

They stated their full support for their fellow students who attempted to bring about a just and democratic society in South Africa

'Racist act'

The secretariat of the Asian Students Association, which represents about 14 national student societies, strongly protested against the "racist oppressive act of detaining Mr Boraine", Mr Kruger said

Last night the chairman of the Western Cape Traders Association, Mr Dawood Khan, said Mr Boraine was seen by those opposed to the Republic celebrations and the policies of oppression against freedom-loving white and black people as "a voice of the oppressed masses"

He said that in order to save South Africa from any onslaught his association called on the government to convene a national convention of black and white leaders

The WCTA also called for Mr Boraine's immediate release

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Mwasa
calls for
conference
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THE Media Workers Association of South Africa (Mwasa) has resolved at its annual congress to ask the Azanian Peoples Organisation (Azapo) to hold a symposium of black and black-oriented trade unions "with a view to exploring common ground and common interests"

Mwasa said in a statement at the weekend that Azapo would be asked to call the symposium because "it (Azapo) is not directly involved with trade union activity"

Mwasa hoped the symposium would eventually lead to the formation of a national umbrella body

All black, or predominantly black, unions, whether registered or not, will be invited to the symposium

The Mwasa congress, which began on Thursday, ended yesterday. No other details of the symposium were released — Sapa

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Mwasa head

ROODEPOORT — The Media Workers of South Africa yesterday elected an Eastern Cape journalist as president at the end of their four-day national convention at Wilgespruit Fellowship Centre near Johannesburg.

The new Mwasa president, Mr Charles Neakulu, a reporter on the East London Daily Dispatch, will take over from Mr Zwelakhe Sisulu, who was recently served with a three-year banning order.

But the convention decided that since it has not recognised the banning of Mr Sisulu and others the newly elected officials would not replace them but only act for them.

The convention also elected Mr Qoba Ndlhovu as senior vice-president. Mr Ndlhovu, an expert in labour matters, is an information officer of the South African Council of Churches and also chairman of the Southern Transvaal Region of Mwasa.

Other elected officials include Mrs Maud Motanyane (treasurer) and Mr Thami Mazwi (secretary).

During the convention, a black consciousness proponent described Mwasa as an organisation that wanted to involve all workers in the newspaper industry.

"Mwasa said it was moving away from being an elitist organisation and hoped that it was doing this for the total liberation of the people," the Rev Buti Thalagale, an executive member of the Black Priests Solidarity Group, said. — Sapa.

Three PE mass meetings banned

CT 1/6/81

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Own Correspondent

PORT ELIZABETH. — Three mass meetings scheduled for today in Port Elizabeth, have been banned following an application by the Security Police

The Divisional Commissioner of Security Police in the Eastern Cape, Colonel Gerrit Erasmus, said yesterday that an order prohibiting the meetings had been signed by Port Elizabeth's Chief Magistrate, Mr J A Coetzee.

Colonel Erasmus said the ban was effective from 8am today to 8am on Wednesday

Asked if it applied to all political meetings, he said it applied to the three specifically

One of the meetings due to have been held today was a report-back in the Centenary Hall, New Brighton, by officials of the Motor Assemblies and Component Workers' Union (Macwusa), the trade union involved in the strikes at Ford, General Motors and Firestone

The others were an anti-Republic Festival meeting in Kwazakhele called by the Congress of South African Students (Cosas), and a rally convened by the Coloured Students' Representative Council in the coloured residential area

The branch executive of Cosas met last night to discuss the ban. A statement afterwards said they had not been informed officially about the ban

Macwusa's organizing secretary, Mr Government Zim, said last night that he regretted "this kind of intervention by the authorities" at a time when all parties involved in the labour dispute were approaching the point of resolving it

ET 1/6/81

Cape man elected Mwasa president

ROODEPOORT -- The Media Workers Association of South Africa yesterday elected an Eastern Cape journalist as president of the organization when they ended their four-day national convention at the Wilgespruit Fellowship Centre near Johannesburg.

The new Mwasa president Mr Charles Neakula, a reporter on the East London Daily Dispatch, will take over from Mr Zwelakhe Sisulu, who was recently served with a three-year banning order.

However, the convention decided that since it has not recognized the banning of Mr Sisulu and others, the newly-elected officials would not replace them but only act for them.

The convention also elected Mr Qoba Ndlovu as senior vice-president, Mr Ndlovu, an expert in labour matters, is an information officer of the South African Council of Churches and also chairman of the Southern Transvaal region of Mwasa.

Other officials who were elected are Mrs Maud Motanyane (treasurer), Mr Thami Mazwi (secretary) and Mr Rashid Seria, vice president for the Western Cape

region. During the convention a black consciousness exponent presented a paper in which he explained Mwasa as an organization that wanted to be involved with all workers in the newspaper industry.

Mwasa was moving away from being a elitist organization and hoped that it was doing so for the total liberation of the people.

He was the Rev Buti Thlagale, an executive member of the Black Priests Solidarity Group.

The association resolved to ask the Azanian Peoples' Organization (Azapo) to hold a symposium of black and black orientated trade unions, with a view to exploring common ground and common interests.

A statement issued to Sapa by Mwasa said Azapo had been asked to call the symposium because 'it (Azapo) is not directly involved with trade union activity.'

Mwasa hoped the symposium would eventually lead to the formation of a national umbrella body.

All black or predominantly black unions would be invited to the symposium whether registered or not.

Union leaders are detained

Although a very impressive body of facts and figures about crime and alcoholism have been established

edly arrested at a house in Jeppe where he had been staying since he arrived in Johannesburg about two weeks ago to drum up support for the nation-wide boycott of Union Republic products.

He was also negotiating the setting up of a regional branch of S.A.C. in Johannesburg.

Late last year Mr Npkolana, together with several other members of the S.A.C. were arrested by the Customs Security Police with several other members of the group.

During their detention, they went on a protest hunger strike as a result of which they were hospitalized.

An anti-Republic Day rally which is due to be held in Johannesburg on the 1st of June, at the University of the Witwatersrand, was banned by the local magistrate.

Mwasa's Nkadimeng was arrested in one of the police roadblocks which were set up on main roads leading into Soweto from yesterday morning, and escorted to the John Vorster Square police station where he is held for questioning.

He said after his release that he was questioned extensively about his views and the documents which were found in his possession. He also took account of Mwasa's new letter to the S.A.C. and copies of the organization's regional reports, which were presented at its annual congress held at Wildcat Point near Reedypoot over the weekend.

This is the second time documents of the organization were seized after its congress. The first time was when members of S.A.C. were stopped by police in Bloemfontein and detained for some time by police while returning from a 1960 congress in Cape Town.

belonging to the organization yesterday.

According to a spokesman for the Police Directorate of Public Relations, the two union leaders are being held under Section 12 of the Criminal Law Amendment Act. Both had made speeches and during the anti-Republic Day festivities during a meeting held at Edendale F.H. in Johannesburg last Wednesday.

Mr Npkolana is the president of the Black Municipal Workers' Union (B.M.W.U.) and Mr Mkhomo is the vice-president of the B.M.W.U. London based family are also arrested. (S.A.P.)

Mr Npkolana was reported

to be a very serious regard to s, models problems.

By SAM RABIE and WILLIE FOKKATA
TWO top black workers' union leaders, Mr Joe Mavi and Mr Siza Npkolana, were among several people who were detained by security police in the wake of the anti-Republic protest meeting held in Johannesburg over the weekend. Mr Mavi is being a member of the Media Workers' Association of South Africa (M.W.A.S.A.) also detained for three hours by police who confiscated documents

will always liver cir- definitely

4. We still have no ultimate answer why certain people become alcoholics and others do not.

I saw it necessary to make this methodological and histori-

cal detour from the formal topic in the event of any detour gate being disappointed by the relative inconclusive nature of the existing body of knowledge available in the alcohol

misuse of alcohol. Although this distinction is often criticized as being meaningless and hair splitting, I personally believe that it makes sense to differentiate between these two ramifications of problem drinking.

An operational definition of alcoholism which is generally accepted by medical and social scientists is by Keller & McCormack (Keller & McCormack, 1963, p. 50).

"A chronic and usually progressive disease, or a symptom of an underlying psychological or physical disorder, characterized by dependence on alcohol (manifested by loss of control over drinking) for relief from psychological or physical distress or for gratification from alcohol intoxication itself, and by a consumption of alcoholic beverages sufficiently great and consistent to cause physical or mental or social or economic disability."

From this rather all-encompassing definition certain key concepts and insights must be accentuated:

1) Alcoholism whether conceptualized as a disease or not,

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WMA News

Mwasa's inaugural convention

Sumner

2/8/81

Some of the Mwasa delegates from all over South Africa who attended the inaugural convention at the weekend chanting a freedom song.

MR CHARLES NQAKULA, a reporter on the East London Daily Dispatch, was elected president of the Media Workers' Association of South Africa (Mwasa) at the end of a four-day inaugural convention held at Wilgespruit Fellowship Centre near Roodepoort at the weekend.

By SAM MABE

The new president takes over from Mr Zwelakhe Sisulu, who was served with a three-year banning order only about 2 1/2 months after his term of office as president was renewed during a congress held in Cape Town last October.

Mr Goba Ndlovu, chairman of the Southern Transvaal region of Mwasa, was elected as senior vice-president, and Mrs Maud Motanyane, formerly the organisation's national secretary, was elected treasurer, Mr Thami Mazwai, news editor of SOWETAN, was elected national secretary.

Mr Rashid Seria was elected vice-president of the Western Cape Region. The convention decided that since it did not

recognise Mr Sisulu's banning, the newly-elected officials would act for those who are banned, but not replace them.

The weekend's convention was to inaugurate the organisation as a trade union whose membership is now open to all workers in the media, and to drop what was described by one speaker as an "elitist" image from the days when the organisation was the Writers' Association of South Africa (Wasa).

which was only open to journalists, writers and Press photographers.

The convention was opened on Thursday evening by Bishop Desmond Tutu, general secretary of the South African Council



The new Mwasa national executive members, from left, Mr Thami Mazwai (secretary), Mrs Maud Motanyane (treasurer), Mr Charles Nqakula (president), Mr Goba Ndlovu (Senior vice-president) Mr John Simelane (vice-president) and Mr Rashid Seria (vice-president).

of Churches, who condemned the role played by certain English newspapers reputed to be on the side of the oppressed blacks.

He named four such newspapers and said they could not be on the side of blacks if they used the term "terrorist" to refer to blacks who have been

involved in political acts of violence, like in Silverton and elsewhere.

Why can't they refer to them as guerrillas or insurgents? Bishop Tutu asked. He condemned the stance the English Press took following the SADF's raid on ANC bases in Maputo only this year. He said the newspapers did not take

break into a laughter that would be joined by the handclapping audience.

Bishop Tutu said he imagined that the Africans wanted to celebrate the 25th anniversary. They chose to celebrate the 20th anniversary because they know that they may not stay in power long enough to

right to honour their obligations to inform the public.

In the opening presidential address during which he represented Mr Sisulu, Mr Charles Nqakula said it was the second time that he was called upon to represent presidents who were either in detention or banned.

Cognisance of the fact that the raid involved South Africans against South Africans and that not all the information relating to the raid was released to the general public

He said the newspapers, though wanting to project themselves as siding with the oppressed, did not seem to care much for the feelings of blacks. In their editorials, they expressed only the white man's point of view of events in the country.

In his condemnation of the Republic festivities, Bishop Tutu would raise the emotions of the 200 people who filled the conference hall, then all of a sudden,

republic turning 25 years old. Because, as I have predicted before, in the next five to 10 years we will be having a black prime minister in this country.

"The opposition of the National Party to power-sharing cannot stop this country from being liberated. Liberation is a must for South Africa and it will certainly come," said Bishop Tutu.

He added that it was laughable for the Government to expect blacks to celebrate the fact that black newspapers and journalists, including Mswa's president, Mr Zwelakhe Sisulu, have been banned, and, denied the

In 1977, he represented Mr Joe Thloloe, then president of the Union of Black Journalists (UBJ), who was detained for more than a year. Both the UBJ and Mr Thloloe are now banned.

He said Mr Thloloe was released from detention without being charged and he and Mr Sisulu have been banned without being given the opportunity to face trial, where they could defend themselves.

He encouraged all black workers to belong to trade unions which would enable them to flex their muscles. The worker had to "swim through a political stream to get to the work place".

'BC counters white racism'

BLACK consciousness is not a philosophy of racist hatred, but a device to combat and eradicate false concepts of the "super race" as manifested by Afrikaner Nationalism.

This was said by Mr Mongezi Radebe, secretary-organiser of the Commercial, Catering and Allied Workers' Union of SA, in addressing a symposium on the black consciousness philosophy during the inaugural congress of the Media Workers' Association of

SA, held at Wilgespruit, near Roodepoort, at the weekend.

Mr Radebe said strong sentiments expressed by the philosophy have been misinterpreted by the BC's critics as overtones of hatred.

Cognisance should be taken of the fact that it is only natural for one to develop strong sentiments against that which diminishes one's existence, he said.

The intervention of the black consciousness philosophy in the lives of blacks is to save them from the tentacles of white racism, which appears to be all-out to "diminish our existence as a black entity".

"The black man's pride has been eroded and his mind conditioned to a semi-human state. His identity has been destroyed and he

is referred to as the white man's negative, a non-white and no longer an African," Mr Radebe said.

He added that black consciousness was a philosophy of hope, inspiration and liberation to a nation in need of courage to assert a self that is human, in spite of all that which would declare it to be less human.

"It is only rational and most expedient to adopt a rather aggressive character in order to effect genuine and fundamental changes in cases of irrationally obstinate intransigence," said Mr Radebe.

He also said the oppressed and exploited black worker needed the dynamic philosophy of black consciousness to tell him that "not all lost yet".

2/6/81

Labour Party claim upsets trade unions

By SANDRA SMITH

LEADERS of predominantly black trade unions today condemned as "racist" a claim by the Labour Party executive that they were controlled and manipulated by white intellectuals

The leader of the Labour Party, the Rev Allan Hendrickse, said at a party rally in Port Elizabeth at the weekend that some unions were being manipulated and controlled by white intellectuals who adopted policies of non-negotiation

The organising secretary of the Motor and Component Workers Union of South Africa (Macwusa), Mr Government Zini, said "This is a racist comment, and as a non-racial union we do not even feel we need reply to it

"Our union believes in negotiation, and this kind of comment is becoming obsolete"

The Transvaal regional secretary of the Federation of South African Trade Unions, Mr Taffy Adler, said if Mr Hendrickse was referring to Fosatu, then he wished to point out that the federation was non-racial

"The union is democratically controlled through its constitution by the workers. It is they who decide to employ people — of any colour or background — including whites who come from an academic background"

Mr Hendrickse today denied that the comment was racist

The Labour Party did not at this stage want to state specifically which unions were referred to in the comment

It had come to the notice of the party that "academically well-qualified whites who could be earning fabulous salaries elsewhere" were working for trade unions

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EP 2/6/81

Car makers and union ^{16th 31st} to ⁽¹³⁹⁾ meet again ⁽¹²⁾ ⁽¹¹⁾

The managements of Ford, Firestone and General Motors were due to meet members of the Motor Assembly and Component Workers Union (Macwusa) today in another effort to resolve the strike involving 3 500 workers. It seemed likely that a move to suspend the strike would be made.

A report-back meeting on the talks will be held in the Centenary Great Hall in New Brighton today at 3pm.

At an hour-long meeting in the Centenary Great Hall earlier today, Mr Government Zini, Macwusa's organising secretary, said the union would ask the managements of the three firms to employ a quota of the 160 former Firestone workers who lost their jobs during a strike over pensions earlier this year.

Mr Zini said the meeting had been postponed until today because Firestone management reported they had a tight schedule and could not attend a meeting yesterday.

A suggestion from ^{the floor} that Macwusa should further propose that the union would suspend the strike for three weeks to give the three firms enough time to employ all the 160 workers was greeted with applause.

The speaker suggested that if at the end of those three weeks the workers had not been all re-employed, the strike be resumed.

At the Ford and General Motors plants the position remained unchanged today.

Ford's director of industrial relations, Mr Fred Ferreira, said there were still 1 400 workers on strike.

He confirmed that he had been approached by Macwusa and said discussions would be held in his office later today.

The manager of public affairs at GM, Mr Peter Ray, said the number of workers on strike was the same as yesterday — about 300. He said GM was expecting to meet Macwusa for further discussions today.

Unfortunately, most of the so-called health statistics do not really measure "realtn" -- they merely give us an indication of trends in ill health. Not only is data quantifying health difficult to obtain but it is also not easy to assess such things as community involvement, or the effects (which may possibly be adverse) of the Abavikell on the micro-politics of their villages.

Having decided on the criteria to use for evaluation, it then becomes necessary to determine a method of evaluation. I believe that the ideal method would be to initially collect data from villages which were not included in the Abavikell project, and to compare these over time with the Abavikell villages. Ideal though this would be, it is both resource-consuming and difficult when one is primarily concerned with a service commitment. It is the sort of evaluation which could be conducted by an academic department of community medicine were such departments in rural health projects.

"In the field we are planning villages in which we feel that the success of the success there is, of course of evaluation, since there are always an incentive to evaluate ones work positively. I do not believe that this is really a problem, and I think that it depends to a large extent on how the whole concept of evaluation is approached by the people involved in the project.

As I have already said, there are lots of problems associated with evaluation, and it would be most interesting to have other peoples' views on this subject.

Vehicle workers dispute goes into third week

Own Correspondent

PORT ELIZABETH — The continuing strike by an about 3500 Ford, Firestone and General Motors workers enters its third week today

In a new development, Ford's Cortina plant in Struandale closed 15 days ago after a walk-out by about 1000 workers was opened yesterday

The industrial relations director, Mr Fred Ferreira, said there were plans to supplement the non-striking workforce at the Cortina plant with workers from Ford's two other plants, which had not been seriously affected

Mr Government Zim, organising secretary of the Motor Assemblers' and Component Workers' Union, said yesterday union officials would meet workers, after the expiry of the ban at 8am today, to brief them on the strike's latest developments

He said the union would meet Firestone's negotiating team at 11am today to hear its reply to the union's recent proposal that the three manufacturing companies each agree to employ a quota of the jobless men

Firestone, firm on its earlier decision that it would re-employ the dismissed workers as vacancies arose, has, according to union officials, proposed that striking workers return to their jobs while negotiations continue

Mr Zim said that after the meeting with Firestone the union would try to meet Ford and General Motors to put the quota proposal to them

A spokesman for General Motors said the plant reopened yesterday after a week-long closure for an inventory check

I said at the beginning of this talk, we face enormous problems attempting to provide health care to rural developing communities in South Africa; problems which, I believe, are going to become worse in the foreseeable future. It will take us many years to change the two major problems, namely the inequalities of the rural poor and the orientation of the medical profession; we need to do something NOW.

In order to be successful in our efforts, we must not only use the existing health structure in an optimal way (something which I think we frequently do not do) but we must also do something about altering this structure to bring the community into the health team; a village health workers' scheme would be a major step towards accomplishing this. Certainly such

Having mentioned several difficulties which we have encountered, perhaps it would just be worth while mentioning a few things which have not caused us any problems so far.

We have not found any difficulty in explaining our project to the community or in gaining their support and cooperation (several people at the initial meetings wondered why such a scheme had not been started long ago!) It has not been a problem either motivating or creating a sense of participation in the Abavikell, they were very quick to become active members in the scheme, and the "teachers" soon realised that they had a great deal to learn from the "taught". Finally, we found the other members of the health team to be more than willing to help. It has not been a problem either motivating or creating a sense of participation in the Abavikell, they were very quick to become active members in the scheme, and the "teachers" soon realised that they had a great deal to learn from the "taught". Finally, we found the other members of the health team to be more than willing to help.

farmers are increasingly participating in expansion of the distribution through their farmstalls.

The continuation rates for clients of E.D.s are currently being evaluated. Figures from usual clinic-orientated sources show that continuation rates on O.C.s vary from

By STEVEN FRIEDMAN
Labour Reporter

A NEW move to forge unity in the country's growing black and non-racial union movement is under way

The all-black Media Workers Association of South Africa has called for a meeting of all independent unions with predominantly black membership, including those which have opted for Government registration

Mwasa hopes that the meeting will lead to the formation of an umbrella body, encompassing the entire independent union movement and it has called on the Azanian People's Organisation (Azapo) to convene the meeting

It was not clear yesterday how Azapo and the unions would respond to the call

Mwasa supports the black consciousness philosophy and it

is seen as significant that it hopes to see non-racial, although predominantly black, unions at the meeting

The move, which has been prompted by a decision taken by the Mwasa conference at the weekend, has been prompted by a belief that predominantly black unions need to exchange ideas and isolate points of agreement, whatever their differences

The unity move is a sign of growing interest in trade unionism among the black consciousness movement, which has said that it sees black workers as the key force for change in the country

At the same time, Chief Gathsha Buthelezi's Inkatha has also shown an interest in the growing trade union movement

Mwasa sources stress, however, that unions who agree to participate in the move would not have to subscribe to the

black consciousness' philosophy Union spokesmen could not be reached for comment yesterday However, it is understood that informal talks between the unions aimed at hammering out a common stance on issues like registration, have been under way for some time

At the same time, many predominantly black unions have been wary of being identified with political organisations because they fear this would split their membership, who have divergent political views

This could be a factor if Azapo decides to host the meeting, which it could well decide to do At an Azapo symposium on black consciousness recently, speakers argued that black workers could not be rejected by the organisation because they belonged to unions which did not subscribe to black consciousness

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One of the needs, therefore, was to provide an injection service in the rural areas. When the Director of the F.P.A. discovered that Government field workers were being trained to immunise babies "in the bus" he cleared the way to enable the E.D.s to provide Depo Provera. The training to equip E.D.s to supply injectable contraceptives has already been inaugurated and this is a logical progression for the demand of the community who clearly have a preference for this convenient and effective method of contraception. It is important to have a reliable back-up service to support them at clinics within a reasonable distance.

The medical assistant and the lay distributor have now assumed the principal front-line functions. The lay distributor is trained to initiate family planning using a medical checklist and carries two alternative O.C.s, Ovral and Micronovum (the mini-pill). Once the planner has been initiated she becomes part of the 'family' of that E.D. who is responsible for routine return visits and referral for problems and for sustaining the woman's contraceptive programme. A year ago E.D.s were responsible for 1705 planners and in July '78 this figure had risen to 5952.

CONDOM USAGE has increased and this is probably due to the wider distribution by E.D.s (last year the number of condoms issued was just over 2 million). Virtually all urban beer halls in the country carry condoms and the

farmers/.....

Mwasa in move to forge unity of unions

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Mwasa's holidays for SA

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3/6/51

A new calendar of holidays for a future South Africa (Azania) was released at the weekend by the Media Workers Association of South Africa (Mwasa) at its congress in Rodepoort.

The calendar does not

recognise existing public holidays.

The public holidays to be observed are: March 21 (Heroes Day), May 1 (Labour Day), June 16 (Soweto Uprising), September 12 (Biko Day), September 24 (Shaka

Day), October 19 (Banning of black organisations and individuals) and December 16 (National Day of Prayer).

Good Friday and Christmas Day would be retained.

Mwasa in move to forge unity of unions

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Labour Reporter

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This could be a factor if Azapo decides to host the meeting, which it could well decide to do. At an Azapo symposium on black consciousness recently, speakers argued that black workers could not be rejected by the organisation because they belonged to unions which did not subscribe to black consciousness

medicines to be purchased. Administration) might have been forced, by staff and patient dissatisfaction, to extend existing outpatient departments, in areas where land expensive, or it might have decided to build a whole new hospital with attached outpatient department, perhaps between Heideveld and Gurguletu where the G.F. Jooste Post-Acute Hospital was built. Patients might

(5)

accept as given that Day Hospitals in their existing form are the optimal institution at which to provide decentralised care. The reasons for studying the cost benefit approach in some depth in section 2, are as given in section (1.1) and to provide a framework within which to work. There are a number of questions I wish to attempt to answer:

(4)

Hospital outpatient departments are in a position to provide specialist medical care, particularly as they employ specialists on their staff but they are being phased out. As Gruer stresses 'The concept of centralising all outpatient services in district general hospitals (in Britain) is based on the assumption that expensive and highly specialised diagnostic facilities are required for most patients' (5) Common sense and reflection on one's own medical experience reveals that this is not true. In 1967, a survey taken of the type of outpatient seen in a typical non-teaching hospital, found that 77% could be adequately treated in detached outpatient clinics. (6) Ideally, therefore, outpatients requiring specialist care should be treated at an outpatient department whilst those requiring general care should be treated at a Day Hospital. Observation of similar systems in practice has led Bryant and King to comment as follows. 'a health service does not choose those it serves, it serves those who come' (7) Ideally, outpatient departments should see only patients referred to them by health centres, but in practice the ideal seldom happens and most outpatients departments have to see anyone who comes to them.' (8)

Following research in other countries, the conventional wisdom with respect to the Day Hospitals is that they can treat patients at a lower cost than an outpatient department, and by reducing the number of patients to be seen at these hospital outpatient departments each day, the outpatient departments will be able to function more efficiently - fewer 'sorting' doctors will be required and the conditions for both staff and patients will be improved by reduced congestion. The assumption has never been subject to economic analysis; thus the aim here is to study the system in depth and to draw some conclusion on the effect of the Day Hospitals on the cost of treating patients and on the overall efficiency of the system.

As will become apparent, to call this study an application of the cost effectiveness technique, is possibly a misnomer since the central issue is to examine the cost and effectiveness of the Day Hospitals, relative to a number of alternatives. Day Hospitals and outpatient departments at the present moment in the Cape Peninsula are partial substitutes and partial complements. I do not propose to take n patients over p years, and consider the flows of costs of treating their general illness at a Day Hospital or an outpatient department, assuming the benefits to be the same, and then to discount at rate r to arrive at d rands at the Day Hospitals and o rands at the outpatient departments. My intention is to compare situations rather than institutions and at the outset I do not take it as given that the benefits are the same, nor do I accept/.....

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3/6/81
Vehicle
workers
dispute

Own Correspondent

PORT ELIZABETH — The continuing strike by an about 3 500 Ford, Firestone and General Motors workers enters its third week today

In a new development, Ford's Cortina plant in Struandale — closed 15 days ago after a walk-out by about 1 000 workers — was opened yesterday

The industrial relations director, Mr Fred Ferreira, said there were plans to supplement the non-striking workforce at the Cortina plant with workers from Ford's two other plants, which had not been seriously affected

Mr Government Zini, organising secretary of the Motor Assemblers' and Component Workers' Union, said yesterday union officials would meet workers, after the expiry of the ban at 8am today, to brief them on the strike's latest developments

He said the union would meet Firestone's negotiating team at 11am today to hear its reply to the union's recent proposal that the three manufacturing companies each agree to employ a quota of the jobless men

A spokesman for General Motors said the plant reopened yesterday after a week-long closure for an inventory check

Ford puts cost of the 17-day strike at R4.5 million

Post Reporters

THE 17-day strike which involved about 3500 Port Elizabeth car assembly workers which ended yesterday cost Ford about R4.5 million.

Strikers have agreed to return to work on Monday.

Ford's director of industrial relations, Mr Fred Ferreira, said today workers had lost about R59 000 in wages a week.

The managing director of Firestone, Mr Peter Morum, described the strike as an 'expensive exercise'.

Production at General Motors, one of the affected companies where 170 striking workers were joined by another 100 workers on Tuesday and Wednesday, was not affected.

The strike started when 160 workers refused to handle Firestone tyres unless Firestone re-employed 160 workers who were dismissed during a pension dispute this year.

Three of the former Firestone workers have been arrested and charged under Section 6 of the Terrorism Act.

Mr Abner Majamba, Mr Jackson Veko and Mr Joseph Makaza appeared briefly in the Port Elizabeth Magistrate's Court on Friday. They were remanded in custody to June 12.

Mr Government Zim, organising secretary of the Motor Assembly and Component Workers Union of South Africa (Macvusa) told a report back meeting yesterday that Firestone had agreed to reinstate 21 of the 160 dismissed workers in the 50 and over age group.

He said the rest would be taken back as vacancies arose — probably at a rate of about 15 to 20 a month.

Mr Zim said union members accepted the

new proposal though it meant some of the former Firestone workers would probably still be out of work by November.

In a new development, Macvusa will hold talks with the management of a cleaning service and catering firm whose employees joined the strike.

Mr Ferreira said the discussions held with Macvusa related only to those workers employed by Ford and did not affect the 22 caterers and one cleaning staff worker who joined the strike.

Macvusa would have to negotiate with the managements of Modular Integrated Systems and Industrial and Commercial Catering separately.

The two firms were not available for comment today.

When asked whether Ford intended to recognise Macvusa as representing Ford workers in future negotiations, Mr Ferreira said: 'We have been involved in discussions with them, and if they wish to continue with these discussions, we will meet them.'

A spokesman for GM said they would recognise any union that was representative of the work force.

'If Macvusa gives us documentation, and if they can prove to us that they represent the majority of the workers, then we will recognise them,' he said.

Mr Morum said Firestone would be holding talks with the union.

'There are many issues to be resolved including the one of recognition. What we have to clear up is exactly what is meant by recognition.'

Rehiring offer ends motor men's strike

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4/1/81
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By STEVEN FRIEDMAN
Labour Reporter

THE two-week-old strike by about 3 000 Port Elizabeth motor workers was called off last night and workers will return to Ford, Firestone and General Motors on Monday.

A Rand Daily Mail Port Elizabeth correspondent reported that workers decided at a mass meeting last night to accept an offer from Firestone which will allow 160 workers fired after a January strike at the company, to be re-employed over a set period.

Union officials said at the meeting that Firestone would take back 21 of the workers immediately and 15 a month thereafter until all are re-employed.

The 21 have been given priority because they are over 50 years old.

Observers believe the settlement is likely to strengthen the position of the Motor Assembly

and Components Workers Union (Macwusa) one of the new breed of "militant" unions.

The strikes began when parts of the workforce at Ford and General Motors refused to handle Firestone tyres in sympathy with workers not re-hired after the January strike.

The "sympathy" strike — one of the first in South Africa — later spread to Firestone.

The worker decision to accept Firestone's proposal follows talks between Macwusa and all three companies at which various proposals to end the strike were mooted.

At one stage, it had been proposed that all three firms agree to share the burden of taking on the dismissed strikers.

This had been proposed because Firestone had said it had replaced the workers and could not fire others in order to employ them nor could it af-

ford to enlarge its workforce by re-employing the strikers.

At the meeting Macwusa officials described the settlement as a "victory".

Management comment could not be obtained.

Observers point out the strike was not a total victory for the union which had initially demanded all the dismissed workers be reinstated immediately.

However they argue that the compromise settlement reached could well enhance Macwusa's prestige among East Cape motor workers because many would argue that the strike had achieved concrete results for workers by winning reinstatement, albeit over a protracted period.

The fact that workers involved in the "sympathy" strike were not fired is also seen as a significant pointer to employer labour practices in the Port Elizabeth motor industry.

E Cape strikers CT 4/6/81 (12) (13) (139) accept agreement

Own Correspondent

PORT ELIZABETH The 17-day strike by an estimated 3500 Ford, General Motors and Firestone workers in Port Elizabeth was suspended yesterday after workers unanimously accepted a new proposal by Firestone management.

The men have agreed to return to work on Monday.

According to officials of the Motor Assemblers' and Component Workers' Union, Firestone has agreed to reinstate immediately 21 of the 150 dismissed workers who are in the 50 year age-group.

The rest will be taken back as vacancies arise — which is at a rate of about 15 a month depending on the demand for

supplies by motor manufacturers.

Yesterday's end to the protracted dispute which centred on a demand by Macwusa that Firestone reinstate 150 workers who lost their jobs after a pension strike in January was reached after five hasty meetings — two by union members and three between a union delegation and managements of the three take hit companies.

About 5000 people attended a report back meeting at the Centenary Hall, New Brighton at which union members decided to accept Firestone's offer.

Workers meet again this morning for a post strike briefing.

Unions back strike at Leyland

Labour Reporter

A NUMBER of Cape Town trade unions have expressed support for Leyland workers who have now been on strike for three weeks demanding an increase in wages.

In a statement after a meeting this week, the unions deplored the action of Leyland South Africa's management in dismissing workers pursuing their legitimate demands.

They supported the Ley-

land workers' demand for unconditional reinstatement and called on other workers not to seek employment at Leyland's Blackheath and Elands River factories.

The unions are the Food and Canning Workers Union, the Cape Town Municipal Workers' Union, the National Union of Commercial Catering and Allied Workers, the Commercial Catering and Allied Workers Union of

South Africa and the General Workers Union.

About 2000 workers at Leyland's two factories downed tools three weeks ago. They were dismissed after being suspended by management for three days and refusing to return to work.

They have demanded an increase of 25c an hour rather than the 9c an hour due in July according to an agreement signed in December.

Mr. Joe Foster, the local secretary of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) said yesterday only about 300 workers at the Blackheath factory had returned to work and production was low.

He said Leyland management had not responded to the workers' demands. The union however was willing to talk.

6/6/81 1300

Cape motor strike is over

THE 17-DAY strike by an estimated 3 500 Ford, General Motors and Firestone workers in Port Elizabeth was suspended yesterday after workers unanimously accepted a new proposal by the Firestone management.

The men have agreed to return to work on Monday.

According to officials of the Motor Assemblers and Component Workers' Union, Firestone has agreed to reinstate immediately 21 of the 150 dismissed workers who are in the 50-year age group.

The rest will be taken back as vacancies arise - which is at a rate of about 15 a month depending on the demand for supplies by motor manufacturers.

Yesterday's end to the protracted dispute, which centred on a demand by Macwusa that Firestone reinstate 150 workers who lost their jobs after a pension strike in January, was reached after five hasty meetings - two by union members and three between a union delegation and managements of the three strike-hit companies.

About 5 000 people attended a report-back meeting in New Brighton this afternoon at which union members decided unanimously to accept Firestone's offer.

In New Brighton's Ntshekisa Road, traffic was slowed down for about 15 minutes as hundreds of jubilant workers, pouring out of the hall, chanted peacefully in the street.

The union had initially demanded that Firestone reinstate the 150 workers en masse in a specified period of time. When Firestone pointed out that this would mean laying off 150 people, the union proposed that each of the three strike-hit companies agree to employ a quota of the jobless men.

Addressing the report-back meeting, Mr Government Zini, organising secretary of Macwusa, said Ford and General Motors would not be drawn into the dispute because it was a

Firestone domestic matter.

He said the managements of the two companies assured the union delegation at two separate meetings yesterday that if the jobless men sought employment at their plants, they would not be prejudiced by their involvement in the Firestone strike, but at the same time they would not be given preferential treatment.

They undertook to see to their welfare until Firestone had taken them all back.

It was also decided that the situation would be reviewed in due course and further action would be taken if the reinstatement of the men did not go as promised.

Workers meet again this morning for a post-strike briefing.

when he was moved from Red Hill (in the mountains behind Simon's Town) his routine of six miles walking each day was upset. Instead of walking down the mountain to catch his train to work, he had to take the bus from Ocean View to Fish Hoek, and a long walk over the weekend was not really adequate compensation for him. He was eighty three at the time.

The climate and suitable housing is also seen as a pre-requisite of good health. People from Simon's Town find that Ocean View is a colder and damper place than their old homes on the False Bay coast and some remarked that since coming to the township they had suffered chest complaints for the first time. The houses and flats with cement floors, walls and ceilings seemed to attract the cold and damp in a way that they had not experienced before. While this may be true for some, the factual evidence suggests that there was much gross over-crowding, insanitary and deteriorated housing and a high incidence of tuberculosis in Simon's Town throughout much of the present century.

The prescriptions for good health reveal a comprehensive view of well-being in which the spiritual, mental, physical and environmental all play a part. Good health is perceived as the normal state and the right state, for the human body. It is to be sustained by keeping bad things out - damp, draughts, grease and alcohol - and by putting only good things in - plenty of vegetables and fruit. As a corollary of this view, bad things in the body should be eliminated as quickly as possible and the gastro-intestinal system kept "clean". Beyond that, the entire system is subject in part to support by prayer. *Mens sana in corpore sano* might better be translated as "a healthy mind ensures a healthy body" among the fit in Ocean View.

As all the pre-conditions of good health are neither available all the time, people do get sick, and while some disorders can be cured by more vigorous efforts to conform to the ideal patterns of eating, exercise, others can not. Apart from the obvious symptom of loss of weight, important symptoms of illness are an inability or loss of energy, lassitude and loss of appetite, loss of interest in life, and the inevitable deterioration of age. It is then that the people turn to the use of herbs, and to the use of medicinal plants, as economically as possible, using all available information.

Herbal remedies, passed down from generation to generation and used by the residents of the hills to their new neighbours, "Dutch druggies" and also in that grey area between the two when one "thinks one may be getting a flu" so takes some just in case.

Folk remedies may involve the use of herbs in a simple infusion to drink or used in a compress, but as the chart shows (Fig. 1) involve various combinations of other elements available in the community - flour, lemon, brandy, green beans and sugar.

"Dutch remedies" are purchased from the supermarkets or from pharmacies in Fish Hoek. Their main ingredients appear to be extracts of various plants (aloes, rhubarb, ginger, resin of eucalyptus, styrax benzoin etc.) some of which were prescribed by doctors and a part of the standard pharmacopoeia until about 1950. "Patent remedies" are also purchased from the supermarkets and pharmacies. They include some items of great antiquity and others advertised as the most recent "break through" in medical science to provide instant relief without side-effects.

The remedies are used because they are effective, economical and accessible, or because the sufferer has tried other means of obtaining relief from what may be a chronic condition without success. Effectiveness is judged by one's own experience and, to a lesser extent, by the experience of others whose advice may be sought or proffered. Economy may stem from the fact that one does not have to pay a professional practitioner for advice before obtaining the remedy, and from the purchase of a bottle adequate to serve the needs of the whole family or several separate cases of the malady. In the case of herbs found in the mountains and household elements used, the actual cash outlay may be less than that involved in a journey to the hospital and the nominal payments made for medicine there. Accessibility stems from their presence at the shops and supermarkets which are patronised by the people, and from the fact that leftover medicine is available for future use at home.

The remedies may be categorised in various ways. Some are protective and taken as a matter of course throughout the winter, or on a regular basis throughout the year, or when an epidemic is known to be developing. Protective medicine is mainly concerned with disorders of the respiratory tract and includes such combinations as malt, honey and olive oil, infusions made from herbs such as Berg Kruid van die Perel and drunk, and the chewing of wild garlic. Ancients who survived the great influenza pandemic in 1918 without discomfort attributed their good health to their regular intake of wild garlic. Protective or pre-

E Cape Union officials held

On a Correspondent

PORT ELIZABETH - A prominent Port Elizabeth trade unionist, Mr Dumile Malanda, and three colleagues, were held by the South African court police under the General Law Amendment Act after being arrested in Transkei without travel documents.

A spokesman for the security police said last night that it was expected they would be released within the next three or four days.

Mr Malanda is chairman of Macvusa, the union which negotiated on behalf of those who work for Ford, Firestone and General Motors workers during the strike in Port Elizabeth.

It is believed the men detained with him are Mr M. M. Well Madliso, chairman of the Macvusa branch of G.M. A union in Port Elizabeth, Mr D. D. Daga and Mr Zandla Mtshali, a C.I. worker.

The acting commander of the security branch in Port Elizabeth, Major A. J. van Rensburg, said last night that Mr Malanda and three others were stopped at a roadblock near Umtata by Transkei police last week.

Meanwhile three major British trade unions have come out in support of the 100 whites, fired from the Wilson Ronntice factory in East London, according to the executive secretary of the Anti-Apartheid Movement, Mr Miles Terry.

the incurable concomitants of aging, or which are not subject to any clearly defined and effective medical procedure. Asthma is the condition mentioned most often by our informants and sufferers will seize on anything that offers a hope that they will never again have that dreadful certainty that they are going to die for lack of breath. Folk remedies and patent inhalants are used to try and keep the attacks away, and wild dagga used as an infusion and drunk, or dried and smoked by sufferers. Arthritis and rheumatism are similar, particularly among the elderly. Even when they accept that there is no cure, and that their suffering is a price they pay for their longevity, they continue to seek relief wherever it may be found. An infusion of guava leaves and celery was tried by one sufferer with a little success, as a variant on the indocid prescribed by the hospital for her. The manufacturers of patent medicines tend to concentrate on various forms of embrocation to be rubbed into the painful parts for temporary relief. It is in this broad category that there is shopping around, from treatment to treatment, practitioner to practitioner, and from book or newspaper to friendly neighbour. Prayer, more for fortitude to accept than for faith to cure, will be made by the devout. Most informants have heard of the activities of faith healers, but are generally cynical about their long term effectiveness. Among the faithful, the prayers of the local minister or imam, possibly with a particular ritual such as the laying on of hands and anointing with oil, are seen as being right and possibly efficacious. The

Security Police denial on unionists

Chief Reporter

THE detention of a prominent Port Elizabeth trade unionist, Mr Dumile Makanda, and three colleagues had nothing to do with the strikes at Firestone, General Motors and Ford, which ended this week, the Security Police said today

A senior Security Police spokesman said the officials being held with Mr Makanda, who is chairman of the Motor and Component Workers Union of South Africa (Macwusa), were Mr Maxwell Madlingozi, Mr Mxolisi Didiga and Mr Zamla Mtuza

Mr Madlingozi is chairman of Macwusa at General Motors and Mr Didiga is a union organiser. Mr Mtuza works at GM.

Major N J van Rensburg, acting chief of the Eastern Cape Division Security Police, said the men were arrested in Transkei for travelling without valid travel documents.

"They were handed over to the South African Security Police and it is expected that they will be released very shortly. They are definitely not being held in connection with the strike," he said.

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Call for release of black SA trade unionists in detention

Weekend Post Correspondent
JOHANNESBURG — Five key unregistered trade unions have called on the Government to "prove the stated good intentions of its new labour dispensation by immediately releasing all trade unionists held in detention"

The unions "deplore, in the strongest terms" the recent detention of Mr Joseph Mavi, president of the Black Municip-

ality Workers' Union (BMWU), Mr Sisa Mjikelana, vice-president of the South African Allied Workers' Union (SAAWU) and "scores of other trade union, student and community leaders"

The call for their release is contained in a joint statement by SAAWU, the BMWU, the African Food and Canning Workers' Union, the General and Allied Workers' Union and

the Commercial, Catering and Allied Workers' Union

Thirty members of the SAAWU are in detention

"Our members and the community at large are angered by the recurrent disappearance of their leaders," the statement said. These detentions damaged industrial peace and the detainees should be tried, or released, it added

Black news workers

C. Herald
6/6/81

launch new union

139 (15) (14)

THE first trade union for black media, printing and allied workers was formally launched at the inaugural congress of the Media Workers' Association of South Africa (Mwasa) held at Wilgespruit, Johannesburg, at the weekend.

This follows last year's decision by the journalists-only Writers' Association of South Africa (Wasa) to broaden the organisation to become a union.

At the end of the four-day congress, delegates from all over South Africa gave power salutes and sang *Senzeni na* (What have we done) as a tribute to Mwasa members who have been 'victims of state harassment' over the past few years.

BANNED

Five prominent members of Mwasa were banned at the end of last year after a national strike. They are Marimuthu Subramoney, Mathatha Tsedu, Phil Mtinkulu, Joe Thloloe and national president Zwelakhe Sisulu.

The new national president of Mwasa, Mr Charles Nqakula, said he would not have stood for election if Mr Sisulu had not been banned.

'I see myself as having been elected to a caretaker position because our

banned colleagues always will be part and parcel of the organisation,' he said.

Mwasa declared solidarity and support for all striking and dismissed workers throughout the country and for the boycott of all products of the Wilson Rowntree sweet factory in East London where 500 workers were dismissed.

RESOLUTION

Mwasa said in a resolution that the Republic Festival was 'a celebration of our people's subjugation.'

The organisation noted 'with contempt' statements by Government ministers that blacks who did not celebrate the Republic festival were unpatriotic.

Speakers at the congress included Bishop Desmond Tutu, general secretary of the South African Council of Churches, The Rev Buti Thlagale, a member of the Black Priests solidarity group, and Mr Khela Mthembu, the president of the Azanian People's Organisation.

C. Herold

Passport seizure stunned

THE withdrawal of the passport of Cape Town journalist Zubeida Jaffer was part of a continuous campaign to harass black reporters, said the Western Cape region of the Media Workers' Association of South Africa (Mwasa)

Miss Jaffer was on Monday ordered by the Minister of Internal Affairs to hand her passport to security police

Mwasa said in a statement that the withdrawal of the passport was 'a restriction of movement by a Government which will go to great lengths to suppress the truth'

Ford workers back on the job

FORD South Africa has told the Motor Assembly and Components Workers Union (Macwusa) that it cannot take back all the Ford workers who went on strike immediately when they return to their jobs on Monday.

Ford Industrial Relations director Mr Fred Ferreira confirmed yesterday that the company management had met the Macwusa executive at the request of the union.

Mr Ferreira said the company was advised that the strike had been called off and that the workers would return to work on Monday.

"The company responded by advising that additional time would be required to phase the work force into the normal production patterns. It is a fact that our engine plant output determines the level of production of our assembly plants.

"Because engine plant output had been curtailed we will require from three to five days' lead time to reach maximum output at both the Struandale and Neave assembly plants," Mr Ferreira said.

He said that while the Neave assembly plant had remained fully operational during the work stoppage, the labour disruption reduced the rate of production at the plant.

"Therefore to enable us to produce engines in sufficient numbers to support scheduled Struandale plant volumes and to escalate Neave assembly plant production, the former will be re-open for full capacity on Thursday June 11 with Neave following on Monday June 15.

"This production plan assumes the resumption of normal output at the engine plant from Monday June 8 for which we will require the full complement of engine plant workers," he said — Sapa

Food unions hit at 'racial' clause in Bill

From 1/6/5
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PURCHER HEALTH CARE DEVELOPMENTS IN GAZANKULU

Health care developments are being directed to fulfill observed (research) and 'felt' needs (as expressed by Care Groups, Health Committees and individuals).

Constraints to fulfill needs are limited resources of

1. MANPOWER
2. TRANSPORT

By STEVEN FRIEDMAN
Labour Reporter

DESPITE claims that the Government's draft labour Bill recognises the right of unions to be non-racial, it will still enable unions to be registered on a racial basis, according to two trade unions in the food industry

This charge is contained in a submission on the Bill to the Department of Manpower Utilisation by the Food and Canning Workers' Union and the African Food and Canning Workers' Union

The FCWU is a registered union for coloured workers. The AFCWU is an unregistered union which refuses to register

In the submission, the unions say they welcome the Bill's recognition of non-racial unions

But they say they "note with alarm that the system of registration proposed still maintains racial and other divisions in

trade unions and so will lead to the creation of a weak and fragmented union movement"

The two unions refer specifically to a clause which says that if a union objects to the registration of another union, the Government's Registrar only has to take into account the members of the objecting union who are eligible to belong to the new union

They say they take this to mean that where a racially exclusive union applies for registration in an area or industry where a multiracial union has an overall majority, the multiracial union may only object on behalf of its members who belong to the same race group as those in the exclusive union

"Clearly, this makes it easier for unions which divide workers, whether on racial or other lines, to be established"

They also object to other clauses in the Bill which have drawn sharp union criticism,

such as new official powers to close down unions, clamps on unregistered unions and bars on union "political" activities

In particular, the unions are unhappy about new clamps on "illegal" strikes, pointing out that all strikes in the food industry are illegal, because it is regarded as an "essential industry"

It says such legislation will not prevent strikes occurring, "since the causes of strikes are in most cases low wages, poor conditions of work, dismissals which workers regard as unjust"

The unions also object to the present system of registration, in which the Registrar can lay down in which industries a registered union may organise

They say this concerns them directly, as some food factories are considered to be "farming operations", outside the ambit of labour law

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OBSERVED AND EXPRESSED NEEDS (a 4-village study)

ANSWER

1. Better local curative service
 - Improve skills of clinic sister/midwife by training her as Primary Health Care Nurse or Community Health Nurse.
2. Malnutrition rate 12.7 - 22% below 3rd percentile. (10% wasted, 2% stunted, Peterlow Table under fives).
 - Control seasonal/temporal malnutrition by C.H.W. visiting and measuring each child at home every 6 months.
 - Use of Road to Health Chart, adapted to local needs.
 - Nutrition Rehabilitation through Family Rehabilitation by C.H.W., Clinic Sister and Social Worker with Community Health Nurse from the Health Centre.
 - Back up by regional Nutrition Rehabilitation Unit.
 - Making weaning food based on local food available.
 - Improve gardening through community and individual gardening projects, with help of Care Group, C.H.W., C.S.F., Agricultural Adviser.

4. SKILLS
 - a) Translation of observed and felt needs into task programmes.
 - b) Training people to fit the programme (Community Health Worker, Community Sanitary Worker, Primary Health Care Nurse, Community Health Nurse, Clinic Sister, Care Group).
 - c) Obtain expert help from other departments and development agencies.
- d) Limit sophisticated processes.
- e) Motivate politically the central government to make resources available for development in rural areas.
- f) Encourage each level to find a local solution for local problems.
- g) Apply for financial assistance from industry inside the country and from abroad, and from relief organizations.
- h) Increase investment in preventive and promotive medicine.
- 1) Evaluate cost/effectiveness of health care interventions.

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Some Firestone Workers not re-employed

By STEVEN FRIEDMAN
Labour Reporter

THE settlement of the motor industry strikes in Port Elizabeth this week does not mean all dismissed Firestone strikers will be re-employed by the company

Firestone's managing director, Mr Peter Morum, yesterday

confirmed that Firestone had agreed to immediately take back 21 of the strikers but added that other workers would be given priority as and when vacancies arose

It was originally thought that Firestone had agreed to take back strikers each month and that all dismissed workers would be re-employed

However dismissed strikers will only be taken back when vacancies arise — the offer Firestone made before the strike began

In addition workers with unhappy work records will not be re-employed

The difference between the offer Firestone made before

the strike and the settlement finally agreed upon is, therefore the company's agreement that 21 workers who are over the age of 50 will be re-employed immediately

Mr Morum said that negotiations with the Motor Assembly and Components Workers' Union of SA would continue. Union officials could not be

contacted last night, but they have said they are confident that dismissed strikers could be back at Firestone by December

Despite indications that the settlement is not as favourable to workers as was originally thought, striking workers reportedly greeted it with jubilation

(199)

"THERE'S an old Chinese curse which says, 'May you live in interesting times' Well I'm thinking of taking out Chinese citizenship," a Port Elizabeth motor employer said last week.

For the third time in less than two years, the Eastern Cape motor industry has been hit by a strike with wide-ranging significance for workers and employers throughout the country.

And, while there is relief that the two-week sympathy strike at Ford, General Motors and Firestone is over, the trends it highlighted will remain. There is already talk of yet another strike.

Besides being the biggest "sympathy" strike in recent labour history, the PE stoppage highlighted several key trends in labour relations.

In many ways, it was the first key test of the new "militant", community-linked trade unionism which has begun to emerge among black workers.

It also confirmed suggestions that the days in which black worker action was limited to disputes about purely factory issues with one employer are over.

The bare facts of the dispute are worth repeating.

In January, an estimated 1 500 black workers at the Firestone tyre company struck over a hitherto unheard-of issue.

Alarmed at reports that the Government was planning legislation to "freeze" workers' pension fund contributions until they retired, they, in common with many other black workers, demanded their contributions back so that they could avoid the effect of the new law.

This led to a strike after which an estimated 160 workers were fired.

The dismissed workers approached the recently formed Motor Assembly and Components Workers Union of South Africa (Macwusa) for support.

Macwusa approached Firestone which promised after negotiations, to give the fired strikers priority when vacancies arose.

The union rejected this and decided to broaden its campaign.

A worker meeting mandated the union to approach Ford and GM to say that workers would not handle Firestone tyres until the workers were reinstated.

Two workers who began the boycott at Ford were suspended and before long about 3 000 workers at Ford, GM and Firestone were on strike.

Ford and GM insisted that the dispute concerned Firestone only and should be settled between Macwusa and Firestone.

After two weeks of bargaining, either involving all three companies or Firestone alone, a worker meeting last week agreed to accept an offer by Firestone, ending the strike.

The strike had a significance beyond the confines of the three companies.

• Firstly, both the original Firestone strike and the "sympathy" strike involved issues which went beyond an individual factory floor.

The January Firestone strike illustrated a point which labour

observers have been stressing of late - that because black workers have the right to organise and bargain in industry but have no similar political rights they will use their industrial organising power to make 'political demands'.

Fearing legislation which affected them directly, black workers had no avenues to exert influence on the authorities. They therefore used the only avenue they had - the power they could bring to bear on their employers.

The 'sympathy' strike was of course, clearly a case in which Ford and GM were asked to react to a situation not directly of their own making.

• It was also the first major strike by Macwusa members and thus a test for its brand of unionism.

The union originated in the 1979 Ford strike, when workers at the company's Cortina plant became disenchanted with the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers recognised by Ford.

They claimed that union officials had been too 'pro-management' and eventually broke away to form Macwusa.

Macwusa rejects registration. Unlike the black unions formed in the early 1970's, it also believes union involvement does not stop on the factory-floor.

Its officials argue that the union movement must also be involved in broader community issues which affect their members outside the factory. Macwusa's entire executive belong to the PE Black Civic Organisation, which is firmly rooted in the Eastern Cape's tradition of black protest.

It was not surprising, therefore, that Macwusa insisted throughout the strike that it was forced to involve Ford and GM in the dispute because it was a "community issue" and workers at these plants had a duty to stand by other members of the community.

They insisted they were not seeking confrontation with Ford and GM and that the two companies could have accommodated the trend towards community-based unionism by simply ordering their tyres from another company.

Employers accept that there is a real community base to Macwusa's activity. But Ford and GM insist that they could never have agreed to the demands because that would have meant intervening in an internal dispute in another company.

Management sources also suggest strongly that there was another important aspect to the strike - growing inter-union rivalry.

They argue that Macwusa wanted to demonstrate that its brand of unionism could offer workers something the more orthodox Fosatu union could not.

The strike was as much an attempt to win support from the rival union as it was an attempt to demonstrate community solidarity, they argue.

Certainly the intense inter-union rivalry which the growth of black unionism has brought

(B9) 8/6/81
Wheels
within
wheels

Firestone
RACE-BRED FOR SAFETY AND MILEAGE

The real message of Firestone's big strike

THE two-week strike in the Port Elizabeth motor industry ends today as workers begin returning to their jobs. The strike has been seen as a test for the new, community-linked, brand of black unionism which has emerged recently. Labour Reporter STEVEN FRIEDMAN reports.



in its wake is an important source of factory conflict.

But it would be unwise to underplay worker support in the Eastern Cape for community-orientated sympathy actions.

In Uitenhage NUMARW shop stewards have been telling employers that workers are unhappy because a components company Hella, is the only one which refuses to deal with the union and have been asking them to help bring it into line.

Interestingly the NUMARW has close links with Ubeo, Uitenhage's equivalent of Pebco.

Johannesburg labour experts say that, while the "sympathy" action may remain an Eastern

Cape trend for a while, unions in other parts of the country are watching developments and are increasingly interested in similar action.

There is little doubt, then, that the strike was something of a watershed. What are its effects likely to be? That depends largely on whether workers see it as a victory which shows that action of this sort can work.

Macwusa certainly sees the settlement as a victory and workers reacted to it with jubilation. But some management sources insist the settlement was a relative defeat for the union.

The problem about assessing

these claims is that there was no written settlement and the two sides have different accounts of what was agreed.

Macwusa says - and has told workers - that all the dismissed workers will be rehired, probably by the end of the year.

It says Firestone agreed to take back 21 of the older workers immediately (Macwusa had insisted that middle-aged workers get first priority) and that at least 15 workers a month will be rehired.

It says it is making arrangements to support workers who have to wait to get their jobs back.

This would be a substantial advance on the company's original offer because Firestone had insisted that not all workers would be taken back.

It had also been unwilling to give undertakings about the number who would be rehired each month because it said it could not predict the number of vacancies.

According to Firestone, however, not all workers will be taken back and there is no set quota for how many will be taken back each month.

This would mean that Firestone had succeeded in sticking to its original pre-strike position - with the exception of the 21 workers, whose employment would then be the strike's only concrete gain.

If Firestone is right, sometime later this year an unspecified number of workers are going to find out they are under an illusion.

Some management sources suggest they will then be very angry with Macwusa and that there is already tension in the union because it is seen as having "failed". They predict an attempt to unseat the union's existing leadership - or even get another break-away.

Macwusa officials and black sources in PE insist worker support for Macwusa is at an all-time high and say several worker speakers at the meeting which accepted the settlement last week described it as a union victory.

That could change, however, if the settlement turns out to be not as favourable as it appears now.

The truth will only be known in a few months time.

If not all workers are taken back workers may well be angry with Macwusa. But they may well be even more angry with Firestone - rightly or wrongly - and employer sources are not prepared to rule out another strike as a result.

Then, even if tensions do emerge in Macwusa, there is no guarantee for employers that that will herald a shift towards less militant unionism.

Says one employer source: "Workers could decide to go back to more conventional unionism. But they are more likely to move the other way, to yet another, more militant, organisation."

So Macwusa could either emerge from the strike strengthened - and it did show surprising areas of support in the early days of the unrest -

or give way to something more militant

Besides which, the Firestone settlement was at most a relative worker setback

Firestone may have offered to rehire the 21 as a "sop" to the union to help it not to lose face. But workers might ask whether, a short time ago, employers would have even considered offering a "sop" in a similar situation

So, the more militant brand of unionism is here to stay. How will employers respond?

The three companies made a start by not firing any of the strikers

Unlike Leyland in Cape Town — and Firestone the first time around — they took the view of West European and American employers that strikes are a test of power in which the company loses production but workers lose money

The settlement is dictated by, among other things, which side thinks it is losing more and firing workers creates more problems than it solves

Whether the companies could have fired skilled workers and replaced them is unclear. The fact that they haven't will help future shopfloor relations

Some sources suggest employers might be less willing to recognise Macwusa now, because they are angered at its "confrontationist" tactics and inexperience in handling conflict

The union is obviously inexperienced. One of the ironies of labour in the Eastern Cape is that unions like Macwusa who seem best at mobilising workers have had little experience at negotiating and therefore lack technique

But then some observers argue that the inexperience is not restricted to Macwusa. After all, not committing a sensitive agreement to writing is a pretty inexperienced thing for both sides to do

There is an increasing view among top employers that the only issue to consider before recognising a union is its representativeness — however "militant" and inexperienced it may appear to be

They argue that it is only by entering into a permanent bargaining relationship that management and worker leaders learn to deal with each other

After all, they argue, how are both sides going to acquire bargaining techniques unless they actually bargain with each other?

If PE employers adopt that view — and there are signs that Firestone may well do so — the prospects for at least containing conflict are fairly good

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Workers accept conditions

WORKERS at Ford's Cortina and Neave plants decided today to accept management conditions for a return to work on Thursday and next Monday.

Workers who decided last week to end their 17-day strike had hoped to start work today, but the plants were not ready to resume operations.

Workers who were turned away today later attended a meeting in Kwazakhele where they decided to accept Ford's conditions.

Ford's director of industrial relations Mr Fred Ferreira, said the engine plant opened today and was operating normally.

Workers who arrived at the Cortina plant were told to return on Thursday, and those at the Neave plant to return on Monday.

Meanwhile, a meeting will be held at the weekend to decide on a course of action in the light of the detention of several top Macwusa officials, including its chairman, Mr Dumile Makanda. They are reported to have been held in Transkei without valid travel documents.

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Ryan's material and the discussion was often illuminating.

some of the problems it raises. There was a good response to

psychology, and I gained personally from tackling and replying to

discussions around the theme of social explanation and philosophical

human behaviour. It set the tone for a series of good papers and

dramatising", explored a number of alternative models for explaining

Ryan's paper, on the subject "Maximising, Moralising and

read a reply to a paper by Alan Ryan, a visiting Oxford philosopher.

attend this important Colloquium, where I had been invited to

ly thanks to Senate and Council for a grant enabling me to

University of the Witwatersrand from 2 - 4 September
Report on the Thric Spring Philosophy Colloquium, held at the

3

Four PE detaimees may soon be freed

139

Chief Reporter

FOUR Port Elizabeth trade unionists are still being held by Security Police.

A Security Police spokesman said the men Mr Dumile Mkhanda, chairman of the Motor and Component Workers Union (Macwusa), Mr Maxwell Madlingozi, Mr Msohse Didiya and Mr Zandla Mtuza, members of the union, were still being held under Section 29 of the General Laws Amendment Act.

They were arrested by Transkei officials after it was allegedly found that they were travelling without valid documents in the Transkei.

They were then handed over to the South African Police.

A Security Police spokesman later denied that the men were being held in connection with the recent strikes at Firestone, General Motors and Ford.

The men are expected to be released shortly.

Free and independent journalism reaffirmed

134
origins 8/16/61

THE Southern African Society of Journalists (SASJ) reaffirmed its commitment to principles of free and independent journalism at its annual congress in Cape Town at the weekend.

The congress endorsed the evidence presented by the society to the Steyn Commission of Inquiry into the Mass Media, and noted 'with extreme alarm' the tenor of evidence presented by Government spokesmen to the commission.

It rejected a register of journalists as being dissonant with the effective functioning of free and independent journalism.

An unregistered non-racial union, the SASJ, resolved not to apply for re-registration under present industrial legislation.

AGREEMENTS

The congress rejected a proposal that the SASJ Council should negotiate agreements applicable only to SASJ members in future.

It resolved that in the event of a non-SASJ strike in the media industry SASJ members should not do any work they did not normally perform

Grave reservations were expressed about the new system of police accreditation of reporters as likely to hamper further the media's access to sources of news.

NPU

Congress deplored the actions of the Newspaper Press Union in signing an agreement on the system with the Minister of Police without consulting the SASJ

In the light of the dismissal of Rand Daily Mail editor Mr Allister Sparks, the SASJ instruc-

ted its council to negotiate retrenchment procedures with newspaper managements.

No place for neutrality, Press told

DIFFERING views on the role of the South African Press were presented at the congress of the Southern African Society of Journalists in Cape Town this weekend.

Bishop Desmond Tutu, secretary general of the South African Council of Churches, told the journalists 'In a situation of injustice and oppression, you cannot afford the luxury of neutrality'

When an elephant sat on a mouse, the mouse did not appreciate a bystander's neutrality. In that situation, a neutral stance favoured the elephant.

Speaking at a banquet where he received the society's 'Newsmaker of the Year' award, Bishop Tutu said all South African institutions would be judged critically on whether they hampered or helped in the liberation struggle

Journalists could help avert the bloodshed which sadly seemed to be becoming more inevitable

Mr Dennis Beckett, editor and founder of Frontline magazine, argued for the role of journalists as translators rather than champions of a political cause

Making the Fairbairn Memorial Lecture at the same dinner, Mr Beckett said he was proud of being attacked from all sides by people who objected to the contents of his magazine

He said white South Africans were given a picture by their media that change was 'coming on very nicely' apart from a few agitators who stirred things up

Black readers received a picture from their newspapers that black suffering was unabated and would continue until white rule was ended

He said there was room for a small, infrequent, semi-specialist publication such as Frontline to explore questions more fully.

In the South African context there was one dividing line — whether one was for or against majority rule

He said majority rule would certainly not be bad for whites in the long term, and it need not be bad for them in the short term either if enough attention was given to getting there in a constructive way

● See Pages 2 and 7.

'RELEASE LEADERS'

By LEN KAI ANE (13) (M)

SIX trade unions have condemned the recent detentions of scores of trade unionists, including that of Mr Joseph Mavi, president of the powerful Black Municipality Workers Union (BMWU)

The unions also condemned the detention of Mr Sisa Ntshelana, vice-president of the South African Allied Workers Union (SAAWU)

The unions, BMU, SAAWU, the African Food Canning Workers Union, Commercial Catering and Allied Workers Union of South Africa, General and Allied Workers Union and Hotelica Union, said in their statement

"We deplore in the strongest terms the recent detentions of Mr Mavi, president of the BMWU and Mr Sisa Ntshelana of the SAAWU and scores of other trade unionists, students and community leaders

"The Government should note that the workers are not intimidated by such State actions. Rather, our members and the community at large are angered by the current disappearance of their leaders and the present draconian security laws

"And these detentions therefore damage the promotion of industrial peace. If these leaders have committed any crimes other than fighting for people's democratic rights they should be tried in an open court of law with the fundamental right of legal defence

"We therefore call on the Government to prove that the stated good intentions of its new labour dispensation by immediately releasing all trade unionists presently held"

Free our leaders, say unions

Own Correspondent

JOHANNESBURG — The government has been asked to prove the good intentions of its new labour dispensation by releasing detained trade union leaders.

The call was made yesterday by a group of trade unions in a statement deploring the detention of Mr Joseph Mavi, president of the Black Municipality Workers Union (BMWU) and Mr Sisa Njikelana, vice president of the SA Allied Workers' Union (Saawu), as well as of student and community leaders.

Saawu, the African Food and Canning Workers' Union, the Black Municipality Workers' Union, the Commercial, Catering and Allied Workers' Union, the General and Allied Workers' Union and a hotel workers' union said the government should note that workers were not intimidated "by such arbitrary state action".

Basic rights

"Rather our members and the community at large are angered by the current disappearance of their leaders under the present draconian security laws and these detentions therefore damage the promotion of industrial peace.

"If these leaders have committed any crime other than fighting for people's basic democratic rights, the statement continued, "they should be tried in an open court of law, with the fundamental right of legal defence.

"We therefore call on the government to prove the stated good intentions of its new labour dispensation by immediately releasing all trade unionists held in detention."

CT 9/6/81 (72) (129)

Puzzled Ford strikers barred from factories

Own Correspondent

PORT ELIZABETH - Hundreds of Ford workers returning to work yesterday after a 17 day strike were confused when they found themselves barred from two Port Elizabeth plants.

Workers milled around for about half-an hour on the driveway of the Struandale Cortina plant where the gates were locked and a group was turned away at the Neave plant.

Later yesterday morning at a special meeting at Kwazakhele officials of Macwusa, the union that negotiated for workers during the strike, explained the confusion surrounding their return to work.

They said Ford management failed to reach the union in time for its meeting with workers on Friday with the information that Cortina plant workers should return only on Thursday as there were no engines.

Neave plant workers expressed fears of victimization. They said they had

been told by a senior plant official to return on Monday and that even then some of them might not be taken back.

Ford's public affairs director Mr Dunbar Bucknall said yesterday that the company would obviously like to take back all the workers but that because of the plant's production pattern workers at the Neave plant could not all be taken back in one day.

It was possible that some workers would have to be turned away again as, with production increasing it would take a day or two to phase in the workforce.

At the meeting workers decided to meet again at the weekend to decide on a course of action if the union's chairman, Mr Dumile Makhandu was not released during the week.

Mr Makhandu and three colleagues are being held by the South African security police under the General Laws Amendment Act after being arrested in Transkei without travel documents.

Ford Workers in New Walk-out

Blacks will not train coloureds

Post Reporters

ABOUT 500 workers at Ford's Engine Plant at Strandale walked out today — a day after returning to work after a strike lasting 17 days.

The immediate cause of the strike is said by an official of the Motor Assembly and Component Workers Union of South Africa (Macwusa) to involve the sacking of a black worker who refused to teach coloured staff.

Apparently black workers see a management instruction about the training of coloured workers as a threat to their jobs.

Ford's director of public affairs, Mr Dunbar Bucknall, said management had not yet been told the reasons for today's strike which involved "a large number of workers".

"The plant will continue to operate but at a reduced level. The scheduling of full production at 100 per cent will be delayed."

General Implications

ity lies in the regional sector which is of the international long-term strategy. The internal dichotomy of the sector is intensive methodology, whose objectives and agricultural leaving the remnant mode of production in the cultural sector can be strengthened by the actions of policy.

Thursday is being jeopardised by the strike. Workers said today's strike began at about 10am when workers, who were gathered on the lawn in front of the plant were told by Ford's labour relations manager, Mr R A Seiler, to return to work or leave the plant.

The Macwusa official said workers also complained that a black foreman had been rude, and a security guard at the plant had brandished a revolver in front of workers.

The workers then held a meeting at the Holy Spirit Hall, Kwazakele, where they decided the union should arrange a meeting with Ford management today.

The 17-day strike which ended last week, crippling production at Ford's Cortina plant and causing workers to be reshuffled at the grant motor firm's two other plants, involved Macwusa members exclusively.

A rival union, the National Union of Motor Assembly and Rubber Workers of South Africa, has a membership which, at Ford, is drawn almost exclusively from coloured employees.

They were not involved in the labour unrest which spread to the city's second motor manufacturing firm, General Motors, and to the Firestone tyre factory.

A Macwusa spokesman said workers who met at Kwazakele yesterday had resolved no black worker was to instruct a coloured employee. If a black worker was tired for refusing to do so, the rest would walk out.

About 500 workers, all from the engine plant, attended yesterday's meeting, which was held at the end of the day shift.

First indications of trouble came last night when a number of engine plant workers failed to show up in time for the start of the night shift, apparently because they first attended the meeting.

Many walked out soon after reporting for duty.

Today the day shift reported on time but when news filtered through that a worker had been fired for refusing to instruct a coloured employee, they walked out.

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Ford is hit by new strike

By STEVEN FRIEDMAN
Labour Reporter

THE Ford motor company was hit by yet another strike yesterday — only days after the "sympathy" strike which affected it and General Motors ended

Ford's public affairs director, Mr Dunbar Bucknall, said workers at the company's engine plant downed tools yesterday in protest at the dismissal of two colleagues

He said "about the same number of engine plant workers" who took part in the sympathy strike — about 400 — were involved

Late yesterday management and representatives of the Motor Assembly and Components Workers Union of SA (Macwusa) were locked in talks on the stoppage

The strike could affect the planned re-opening of Ford's Cortina plant. The plant was expected to re-open tomorrow, thus allowing strikers to return to work for the first time in about three weeks

It is believed the stoppage began when two black workers refused to train coloured workers at the engine plant

Although Macwusa sources could not be reached, it is understood that the union decided on Monday night that its members would not train coloured workers, who had recently been employed at the plants

It is understood that a new group of coloured workers has been taken on

Management says they were hired in an attempt to facilitate the introduction of a night-shift. The decision to hire them was made before the strike

However, Macwusa members may have seen their recruitment as an attempt to replace strikers and believed that they were being asked to train workers who would ultimately replace them

The two workers who refused instructions to train coloured workmates were fired by the company, which saw their action as "insubordination"

This sparked a walkout by the other workers

If the dispute is not settled speedily the Cortina plant may have insufficient engines to resume normal production, Mr Bucknall said

Exposed:

States
Views on
Saawu

By Craig Charney

The threat which the Government thinks the South African Allied Workers Union poses to employers was explained in an official briefing paper, circulated to firms in East London late last year and published in the latest issue of the social science journal "Work in Progress"

The document begins with a remarkably frank analysis of the reasons for black labour unrest

It points to "unsatisfactory working and living conditions" and "the lack of decent eating and relaxation facilities" It also singles out pay discrimination, job reservation, and family disruption by the migrant labour system as causes of dissatisfaction

REFUGE

The document notes "that employers were aware for a long time of the dissatisfaction but, in their quest for higher profits, took refuge in the minimum wage scale determined by the Wage Act."

Inevitably, perhaps, it also lays part of the responsibility on the shoulders of "white agitators" such as the National Union of South African Students who inform workers of their rights to organise. It admits, however, that these activities are perfectly legal

The briefing paper explains the beginnings of Saawu, which originated in a split of nine members from the Black and Allied Workers Union in Durban late in 1979

In November 1979 it says, Saawu general secretary Mr Sam Kline visited East London where he appointed Mr Thozama Gqweta to start a branch of the union there

GAIN GROUND

Mr Gqweta soon swung into action, issuing pamphlets and organising mass meetings

About the same time the African Food and Canning Workers Union began organising in East London. Their local man, Mr Bonisile Norushe worked closely with Mr Gqweta. "The one meeting follows the other and daily they gain ground," the document says

Striking evidence of the progress made by Saawu was unentailed last July 16, according to the document when Security Police raided the Saawu office in East London. Information gathered there showed that Saawu already had organisers in almost every big firm in town

WITHSTAND

The fear of the authorities expressed in the briefing paper is that its broad base could give Saawu the power to call a general strike encompassing most plants in East London

It therefore urges steps "to break the power of Saawu" since "such a total assault or confrontation will not be withstood by any firm because it is clear that dismissed workers will not be easily replaced in such a situation as they are when strikes are isolated"

East London has thus become a test case. The potential power shown there by the militant Saawu and Government's and employers' battle to contain it — may foreshadow similar struggles in other major industrial centres of South Africa.

1 D. Piesse, S. J. F. (1967) 'Cultural Change in the Industrial Revolution' Report No. 20, Pretoria, South Africa, p. 77

2 C. J. ...

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TABLE IV
CISKEI HEIGHT AS A PERCENTAGE OF EXPECTED HEIGHT FOR AGE*

	6-23 months	2-3 years	7-8 years
Mean	96,7	93,9	92,8
S D	5,51	5,23	5,16

TABLE II
CISKEI PERCENTAGE INCIDENCE OF FOUR NUTRITIONAL DISEASES

DISEASE	3-4 YEARS		7-8 YEARS	
	RURAL n = 149	URBAN n = 139	RURAL n = 117	URBAN n = 105
KWASHOROKHO	9,5	1,1	2,8	0,9
MARASHE	5,3	-	3,7	0,9
RICKETS	1,1	-	-	-
Pellagra	1,	-	-	-

Govt plan to break Saawu is published

137 STAR 1/14/81

By Craig Charney
Details of a Government strategy to break the fastest-growing black trade union in the country the South African Allied Workers Union (Saawu) have been published.

The plans are contained in a confidential Government circular sent to companies in East London the main centre of Saawu activity. They are published in the current issue of the social science journal "Work In Progress".

ATTITUDES

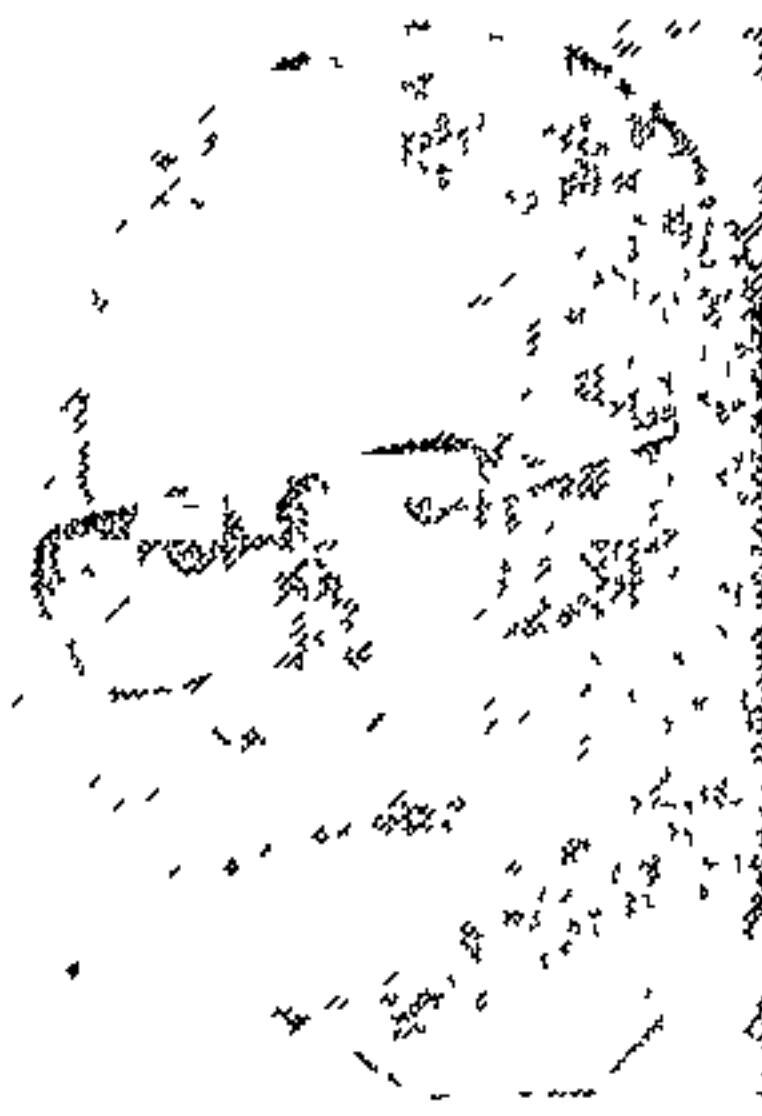
The memo was produced jointly by the Department of Manpower Utilisation, the Security Police and the Department of Co-operation and Development, according to Saawu general secretary, Mr Sam Kikine, who has a copy.

The document sets out the attitudes behind on-going State action against Saawu, which has resulted in at least 30 Saawu officials and members being detained.

The document dated September 11 1980, says urgent action is needed "to break the power of Saawu and unregistered (black) unions."

MILLSTONE

It calls for a number of measures "to act as a millstone around the neck



Mr Fanie Botha

of Saawu to prevent the acceleration of the successes" of the militant unregistered general workers union. These include:

- Employers drawing up lists of potential strike breakers so they can fire their workers and replace them quickly in event of a Saawu-led strike.

- Efforts "to activate and motivate the Trade Union Council of South Africa (TUCSA) to have more interest and to be more active" in recruiting members and organising workers.

- Legislation to ban general workers' unions like Saawu by requiring unions to act for just one industry or trade.

- Legislation requiring all unions to register which would have the same practical effect as the previous measure.

UNIFORM ACTION

The document says "the chairmen of the Chamber of Industries Chamber of Commerce and Afrikaanse Sakekamer are attending meetings where the aims of Saawu are explained to them as well as the necessity of uniform action by industry in East London against Saawu."

It was reported last year that at one of these meetings the Minister of Manpower Utilisation, Mr Fanie Botha, urged businessmen to resist Saawu demands until legislation could be introduced to curb the union.

CHALLENGE

According to the leaked document, these high-level meetings were to be the forerunner of further meetings to rally all major businesses in East London against Saawu.

Mr Kikine said the union had been aware of the document's distribution. "It makes us angry," he said. "We challenge them."

He said he was confident Saawu would be able to overcome whatever measures were taken against it.

Page 23 Exposed States views on Saawu

... 137 STAR 1/14/81 ... energy intake.

The results obtained for the ...

CISKEI	WEIGHT AS A PER CENT	
	6-23 MONTHS	7-8 YEARS
Mean	96,7	93,9
S D	5,51	5,23
n	139	105
Classification of malnutrition	RURAL	
	Severe	60%
	Moderate	50-74%
	Mild	75-90%
		URBAN
Severe	60%	2%
Moderate	50-74%	18
Mild	75-90%	25%
Overall	90%	71%

* Calculated in relation to Far and South Presidential.

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Unionists held

South African Security Police are holding three officials of the trade union involved in the Port Elizabeth labour unrest

A spokesman for the Motor Assembly and Component Workers Union (Macwusa) said yesterday the union's chairman, Mr Dumile Makanda, its national organiser, Mr Arnold Didiza, and a shop steward at General Motors, Mr Maxwell Madlingozi, were being held under Section 22 of the General Laws Amendment Act.

The men left Port Elizabeth late last week and were reportedly arrested in Transkei without travel documents.

The spokesman said a general meeting of the union would be held at the weekend to decide how to react to the detentions.

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Mix-up at Ford: 500 turn up too early

139
152
10/6/81
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Post Reporters

NEARLY 500 black workers who arrived at the Ford engine plant today were turned away because of an apparent misunderstanding between management and representatives of the Motor and Component Workers' Union of South Africa (Macwusa)

Ford said the union had undertaken to give a day's notice before the workers returned after a strike, but the union did not regard yesterday's stoppage as a strike

The workers, who were ordered to leave the plant yesterday when they stopped work after a man who refused to instruct coloured workers was dismissed, decided last night to return to work today

They also agreed to instruct coloured workers

The walkout apparently centred on the workers' suspicions that a management instruction involving the training of coloureds was a move to phase them out

When workers arrived at the engine plant in Struandale today they were told to wait outside the gates

At 8am they were addressed by the firm's labour relations manager, Mr R Seiler, who said management still had not heard from Macwusa when the workers would return to work

He said management had reached an agreement with Macwusa that the company would be given a day's notice before workers returned to work after a strike

Mr Government Zini, chairman for Macwusa, said today that Mr Fred Ferreira, Ford's director of industrial relations, had told their committee yesterday that the

workers could return any day "I think the misunderstanding arose there," he said "We are aware that management wanted to be given a day's notice before workers returned from a strike but we did not view yesterday's walk-out as a strike We saw it as a disruption"

Mr Zini said Macwusa would formally inform management today that the workers would all return tomorrow for the day and night shifts.

Mr Ferreira said today that Macwusa was informed by Ford management yesterday that when workers were prepared to return to work they could do so, but that the firm had to be informed on the previous day

Mr Zini said Macwusa would continue to negotiate on behalf of two workers, one suspended on Monday and the other dismissed yesterday

Workers were also told at last night's meeting by Mr Zini that he and the union's secretary, Mr Dennis Neer, had been removed from Ford's salaried pay roll and would be paid as hourly workers

Mr Zini said they had received the letters informing them of their changed status from Mr Ferreira, who stated "We wish to reiterate the viewpoint that while we subscribe to the principle of freedom of association, we cannot condone situations where salaried officials who are, in, responsible positions, or have authority over hourly employees,

the same time take leadership roles in the union of which hourly employees are members Clear view, such situation a conflict of interest

Security guard at plant attacked by mob

Chief Reporter

A MOB yesterday attacked a security guard at Ford's engine plant at Struandale, tearing his clothes and assaulting him after the dismissal of a member of the Motor Assembly and Component Worker's Union

The guard managed to escape his attackers when he pulled his gun from its holster

Workers attacked the guard shortly after a man was fired for refusing to instruct a coloured worker.

The incident led to a walkout by about 500 African workers yesterday

According to one report, the security guard was set upon by a mob of about 100 men

They tore his overall off, assaulted him and pulled out knives before he managed to pull out his firearm

The mob then dispersed

A spokesman for Ford confirmed the incident had happened and said the man was not injured. He was unable to give his name or elaborate on the occurrence

A MACWU official yesterday alleged that a security guard at the engine plant had been brandishing a gun in front of workers

This was given as a reason for workers walking out

ET 11/6/81

Four trade unionists detained

329 139 143A

Own Correspondent

JOHANNESBURG. — The chairman and three other members of the Motor Assembly and Components Workers Union whose members were involved in the Port Elizabeth motor strikes have been detained under security legislation.

This means 30 unionists are now in detention.

In addition to the Macwusa detainees, 24 members of the South African Allied Workers Union have been in detention in Ciskei since March.

The union's vice-president Ml Sisa Njikalana and the president of the Black Municipality Workers Union Ml Joseph Mavi have been detained under security legislation.

The four Macwusa men are being held under Section 22 of the General Law Amendment Act which provides for 14 days detention. Besides Mr Makanda, they are Ml Mxolisi Didiza a union organizer, Mr Maxwell Mandlinguizi an executive member and a member Ml Fetu.

The four were apparently arrested in Transkei for allegedly entering without travel documents. They were, however, handed over to the SAP who are holding them under security

legislation.

Police have confirmed the detentions.

A Macwusa official said yesterday: "We suspect that the detentions are connected to the strikes."

In East London Saawu has sent a petition to the Ciskeian Minister of Justice demanding the immediate charging or release of 24 union members being held under Ciskeian Proclamation R252.

Most of the workers are from Wilson Rowntree, the scene of a bitter labour dispute earlier this year. But three of them are workers at companies which have agreed to recognize Saawu — Chloride and Johnson, and Johnson.

The petition has been signed by 1 200 workers, but Saawu's president Ml Thozamile Gqweta says this is the first batch of petitions to be sent to the authorities.

The petition says that the Ciskeian police have had "more than enough time" to decide whether to charge the workers.

A covering letter from Saawu accuses the Ciskeian authorities of launching "full scale repression of trade unions and of working hand in hand with Wilson-Rowntree management."

Ford strike is not yet resolved

SECTION 11/10/61

(139) (141)

IN spite of a decision by about 500 Ford workers who walked out on Tuesday to return to work yesterday, early indications were yesterday that the issue was not resolved as hundreds of them milled around outside the involved plant's gates when they were to start work.

The organising secretary of the Motor Assembly and Component Workers Union of South Africa — which represents these workers — Mr. Government Zim said he had been telephoned at home about problems at the plant.

The striking workers decided at a mass meeting on Tuesday night to return to work after an urgent meeting in the afternoon between union officials and Ford management.

Tuesday's walkout at the

Stratford engine plant on the second day after the workers return from a 17-day strike, was in sympathy with a worker who was allegedly dismissed when he refused to instruct a coloured worker.

The company's Public Relations Director Mr. Darbar Lucknall, has said coloured workers were to be trained to be ready for the company to embark on a double shift.

In an interview yesterday, he confirmed according to his information that workers who were on strike on Tuesday, had started working again yesterday.

He could give no reasons for Tuesday's walkout.

That means that about more than 1000 workers who want to return to work will still have to be idle for several days.

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INFECTIVE AND PARASITIC DISEASES

NO.	ATL	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
ATL		0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
NO.		399	315	198	159	3792	3146	3472	2593

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Mr Fanie Botha's meeting with employers was widely reported late last year

If the document did not reflect policy, he asked, "why did they make the Minister of Manpower fly from Pretoria to East London to advise employers to stand firm against Saawu until legislation could be passed against it?"

But union sources continued to insist that the document was authentic "If they are denying that, it means they need proof that we have got the document. We are in possession of it. M. Sam Kikine, Saawu general secretary said

"The Department of Manpower Utilisation favours a system of free registration of trade unions," he said. "We won't do anything to do away with free trade unions."

When asked to comment on the document, Mr Botha said "There is really nothing in that." He said his East London office knew of no circular urging firms to recruit potential strike-breakers, and that none of the anti-Saawu provisions mentioned in the memo had been included in the recently published draft Bill on labour relations.

The plans were contained in a document circulated among employers in the East London area last September by the Government. They called on employers to set up lists of strike-breakers to be called on in case of disputes with Saawu, urged pressure on the Trade Union Council of SA to step up recruiting among black workers and called for legislation to stop Saawu in its tracks.

The Department of Manpower Utilisation "knows nothing" of the secret Government plans to break the South African Allied Workers Union (Saawu) published in The Star yesterday according to Acting Director General Mr J G H Botha.

By Craig Charney

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Director denies anti-union strategy

By Craig Charney

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If the document did not reflect policy, he asked, "why did they make the Minister of Manpower fly from Pretoria to East London to advise employers to stand firm against Saawu until legislation could be passed against it?"

Mr Fanie Botha's meeting with employers was widely reported late last year

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Director denies anti-union strategy

By Craig Charney

The Department of Manpower Utilisation "knows nothing" of the secret Government plans to break the South African Allied Workers Union (Saawu) published in The Star yesterday according to Acting Director General Mr J G H Botha.

The plans were contained in a document circulated among employers in the East London area last September by the Government. They called on employers to set up lists of strike-breakers to be called on in case of disputes with Saawu, urged pressure on the Trade Union Council of SA to step up recruiting among black workers and called for legislation to stop Saawu in its tracks.

When asked to comment on the document, Mr Botha said "There is really nothing in that." He said his East London office knew of no circular urging firms to recruit potential strike-breakers, and that none of the anti-Saawu provisions mentioned in the memo had been included in the recently published draft Bill on labour relations.

"The Department of Manpower Utilisation favours a system of free registration of trade unions," he said. "We won't do anything to do away with free trade unions."

But union sources continued to insist that the document was authentic "If they are denying that, it means they need proof that we have got the document. We are in possession of it. M. Sam Kikine, Saawu general secretary said

If the document did not reflect policy, he asked, "why did they make the Minister of Manpower fly from Pretoria to East London to advise employers to stand firm against Saawu until legislation could be passed against it?"

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PLEASE CIRCLE ITEMS REQUIRED

Strike leaders held under security laws

11/6/61 Rom
 139
 279
 152
 100

By STEVEN FRIEDMAN
 Labour Reporter

THE chairman and three other members of the Motor Assembly and Components Workers' Union, whose members were involved in the Port Elizabeth motor strikes, have been detained under security legislation

This means 30 unionists are now known to be detained without trial

In addition to the Macwusa detainees, 24 members of the South African Allied Workers' Union have been in detention in Ciskei since March

The union's vice-president, Mr Sisa Njikalana, and the president of the Black Municipality Workers' Union, Mr Joseph Mavi, have been detained under security legislation

The four Macwusa men are being held under Section 22 of the General Law Amendment Act which provides for 14 days' detention without trial

Besides the chairman, Mr Dumile Makanda they are Mr Mxolisi Didiza, a union organiser, Mr Maxwell Mandlinguzi, an executive member, and an ordinary member, a Mr Tetu

The Macwusa are were yesterday attacked by the rival Federation of South African Trade Unions

The four were apparently arrested in Transkei for allegedly entering the territory without travel documents. But they were handed over to South African Police who are holding them under security legislation

Police have confirmed the detentions but have reportedly said they will be released in the next few days

They have also said the detentions are not connected with the labour unrest in Port Elizabeth

In East London, the South African Allied Workers' Union has sent a petition to the Ciskei Minister of Justice demanding

the immediate charging or release of 24 union members being held under Ciskei proclamation R252

The petition has been signed by 1 200 workers, but SAAWU's president, Mr Thozamile Gqweta, says this is the first batch of petitions to be sent to the authorities

A covering letter from SAAWU accuses Ciskei authorities of launching "fullscale repression of trade unions and of 'working hand-in-hand' with Wilson-Rowntree management

In a statement last night Fosatu attacked the arrests of unionists, students and community leaders but devoted particular attention to the Macwusa detentions

The State should take note of the mood of black workers which was determined by increasing financial hardship and a grim battle against oppression in the townships and factories

I

INEFFECTIVE AND PARASITIC DISEASES

NO.	ALL	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
		0,19	0,15	0,56	0,45	3,33	2,69	1,66	1,61
		399	315	198	159	3792	3146	3472	2593

ET 31/6/81

Four trade unionists detained

Own Correspondent

JOHANNESBURG -- The chairman and three other members of the Motor Assembly and Component Workers Union whose members were involved in the Port Elizabeth motor strikes have been detained under security legislation.

This means 30 unionists are now in detention.

In addition to the Macwusa detainees, 21 members of the South African Allied Workers' Union have been in detention in Ciskei since March.

The union's vice-president Mr Sisa Nyikalana and the president of the Black Municipality Workers' Union, Mr Joseph Mavi, have been detained under security legislation.

The four Macwusa men are being held under Section 29 of the General Law Amendment Act which provides for 14 days detention. Beside Mr Makanda they are Mr Mxolisi Didiza, a union organizer, Mr Maxwell Mandinguzi, an executive member and a member, a Mr Tetu.

The four were apparently arrested in Transkei for allegedly entering without travel documents. They were, however, handed over to the SAP who are holding them under security

legislation.

Police have confirmed the detentions.

A Macwusa official said yesterday: "We suspect that the detentions are connected to the strikes."

In East London Saavu has sent a petition to the Ciskeian Minister of Justice demanding the immediate charging or release of 21 union members being held under Ciskeian Proclamation R252.

Most of the workers are from Wilson-Rowntree, the scene of a bitter labour dispute earlier this year. But three of them are workers at companies which have agreed to recognize Saavu -- Chloride and Johnson and Johnson.

The petition has been signed by 1,200 workers, but Saavu's president, Mr Thozamile Gqweta, says this is the first batch of petitions to be sent to the authorities.

The petition says that the Ciskeian police have had "more than enough time to decide whether to charge the workers."

A covering letter from Saavu accuses the Ciskeian authorities of launching "full scale repression of trade unions" and of "working hand in hand" with Wilson-Rowntree management.

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Chronic ideological and racial tensions between South Africa's metal unions reached a new high at last week's annual congress of the giant International Metalworkers Federation in Washington

For the first time in the IMF's 25-year history South African union delegates failed to reach a common stand on the resolution on South Africa ultimately carried by the general council

The split on the resolution — said to be the toughest ever — is significant

Three emergent unions all affiliates of the Federation of South African Trade Unions with black or largely black membership voted in favour. Delegates from two long established white unions — the SA Electrical Workers Association and the Amalgamated Engineering Union abstained

A potent source of resentment to the white union delegates was the first part of the resolution, which singled out black workers and their unions for praise, and "saluted them for the progress they have made due to their own struggle"

Between the two union camps and seeking to act as 'honest broker' was South Africa's biggest metal union, a "mixed" body with a large white membership, the SA Boilermakers Society

Boilermakers' general secretary, Mr Ike van der Watt voted with the black unions but is alarmed by what he sees as a hardening of attitudes in the IMF and its implications for the local labour scene

"There is already a fence between black and white metal workers," he says, "but if the IMF continues in its present policy, it will build a brick wall"

His main concern is the

SA union relations on the boil

Sty 11/6/81

One of the last remaining links between South Africa's white workers and the international labour movement is threatened DREW FORREST reports...

unprecedented demand in the resolution for the unconditional unreserved and full implementation of IMF decisions in South Africa," and the warning that "neither contraventions nor passivity with regard to their full realisation will be tolerated"

The demand follows repeated complaints by the black unions that their established metal counterparts are refusing to cooperate with them, in defiance of IMF policy. The established bodies have undermined them during strikes, they say, and with the backing of management have set up competing "parallel" unions for black workers

It was over such issues that the local IMF coordinating council collapsed last year amid a welter of bitter recrimination

The Boilermakers Society has no black "parallel" under its wing, having opted to go multi-racial last year. But Mr van der Watt fears that on other issues the union may not be able to give "unconditional implementation" to IMF decisions

We are prepared to

cooperate with the black unions, he said. But if cooperation means sympathy strike action, or financial assistance, no guarantee can be given

It is a matter of union autonomy — our executive committee would have to decide such issues"

He took issue with a section of the resolution which called on IMF affiliates worldwide to pressure multinational companies into recognising specifically black South African unions

This had the effect of deterring multiracialism in the local labour movement, he said

The Boilermakers and the Amalgamated Engineering Union said this week they might have to "reconsider" their affiliation to the IMF

If we had to pull out, it would be a tragedy," said van der Watt

If they and the SA Electrical Workers Association withdraw or are expelled from the 14 million strong body, one of the last links between white workers and the outside labour world will have been severed

LEADER PAGE 1

UNDER TOWNI

PLEASE CIRCLE ITEMS REQUIRED

PLEASE CIRCLE ITEMS REQUIRED

Index: e.

Four detained in raid by Security Police in P.E.

Chief Reporter

SECURITY Police yesterday searched the Young Christian Workers' office in Port Elizabeth and after seizing certain documents detained four of its leading members.

The regional organiser, Mr Cuan Stanley and three others Mr Zam Noudumo, Mr Shepherd Mafi and Mrs Iulu Johnson, were arrested and are being held under Section 29 of the General Laws Amendment Act.

A senior Security Police spokesman said the activities of the four people were being investigated.

He emphasised that the Young Christian Workers' organisation was not the subject of investigation.

The four are being held and investigation, are being conducted into certain of their activities, the spokesman said.

A spokesman for the South African Catholic Bishops' Con-

ference said church authorities were taking up the matter with the Minister of Police Mr Louis le Grange.

As Soweto's June 16 day draws near and as young people continue with sporadic school and university boycotts, the Security Police are intensifying their vigilance and indulging in their practice of detaining members of the Young Christian Workers, especially in Port Elizabeth, he said.

SECTION A

QUESTION 2(a)

FM 12/6/81
MOTOR INDUSTRY STRIKES

One of the
of fluctuations
consumption
in Japan
Investment

Fine print queries

The two week strike which hit major Port Elizabeth motor industry companies has ended and although there may be further troubles ahead some managements and unionists seem intent on adopting conciliatory attitudes.

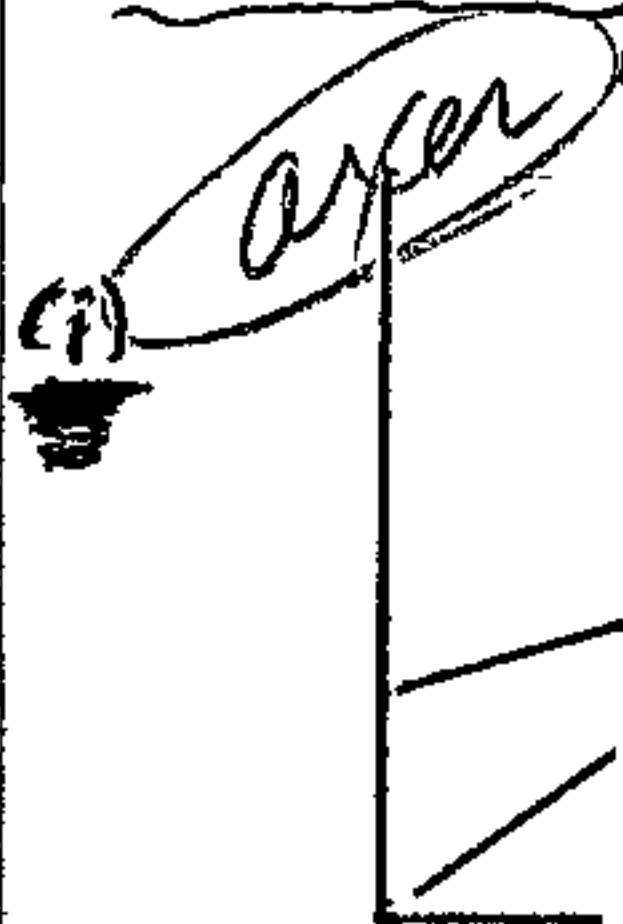
The dispute arose after the Motor Assembly and Components Workers Union of SA (Macwusa) took up the case of nearly 160 Firestone workers who lost their jobs in a strike in January. When Firestone refused to immediately reinstate the workers the union called for a boycott of Firestone products. Hundreds of black workers at Ford and General Motors who refused to handle Firestone products were suspended and told they could return to work when the matter had been settled.

The strike has been seen as an important test for Macwusa which represents a new community-linked form of black unionism and after negotiations with Firestone last week the strike was called off.

Some observers believe that the seeds for further trouble lie in differing interpretations that Firestone and Macwusa have of the agreement they have reached.

Investment is a more likely cause than consumption is that disposable income is predictable be

SECTION



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Firestone has agreed to immediately rehire 21 people and Macwusa has told workers that the company will re-employ at least 15 a month. Firestone however maintains that there is no set quota. It is possible that through attrition the company might be able to rehire more than 15 workers a month during some periods but on the other hand there may be months when the company will have fewer than 15 vacant jobs.

Firestone MD Peter Morum tells the FM he is confident that further labour unrest over this issue can be avoided. Firestone is willing to have further discussions with Macwusa and to consider granting the union official recognition. Regardless of whether a union is registered or unregistered, I believe that it represents a fair proportion of our people in the company. We must talk to them particularly in this evolutionary stage we are in, he says.

A Macwusa spokesman indicates to the FM that the union may be flexible on the rehiring issue and that a possible future dispute can be avoided if Firestone genuinely does its best to rehire as many workers as possible.

Meanwhile Macwusa had discussion with Ford management this week after nearly 500 workers walked out at the company's engine plant on Tuesday in protest against the dismissal of two workers. Ford has refused to reinstate the dismissed workers but has told Macwusa

2(b)

Let's see...

order to close the deflationary gap, the government may encourage people to increase their consumption order to dispose of their savings.

... is concerned in that the action taken against them has nothing to do with their union affiliation. After the talks it was announced that the strike had been called off.

T < G. The ratio is the method used in this example. The and more than they receive raising taxes above would not so they would have to increase estate government transfers to aid create jobs for the unemployed etc, as was done by USA in its job-creation method would method of closing the deflationary gap.

multiplier (KB) $\frac{1}{MPC}$ OR $\frac{1}{1-MPC}$ Marginal Propensity to Withdraw and the inverse of one minus the marginal propensity to

Why...
12/15

Star 13/6/81
 Union chiefs
 redetained

Mr Joseph Mavi, president of the Black Municipality Workers' Union, and Mr Sisa Nukelana vice president of the South African Allied Workers Union, have been redetained under Section 10 of the Internal Security Act.

Mr Nukelana would be moved to Leeuwkop prison, outside Johannesburg while Mr Mavi would be transferred to Bethal, the lawyers said.

Both men were detained in Johannesburg on May 29 under Section 29 of the General Laws Amendment Act.

* * * * *

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.
- (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

2. cont.....

NEW MAN IN THE

HOT SEAT

C. Herald 13/6/81

139
2143
189

By Matthew Moonieya

NO apology need be made for the use of the cliché 'a man of many parts' when it is applied to Charles Nqakula

The new man in the hot seat of the Media Workers' Association of South Africa is as much at home in the bright lights of Johannesburg as he is at his humble wood and iron shack at Mount Coke near King William's Town, where he runs a generator which supplies the electricity for the two loves of his life reading and music

Music-lover, sports-lover and political analyst, with an incisive perception, are all the ingredients which make Nqakula a journalist to the bone

Cradock-born Nqakula entered the profession in 1966 on a Cradock weekly before moving to Imove in King William's Town

He is now a senior journalist in the King William's Town Bureau of the Daily Dispatch. He covers a wide field from Ciskei politics to sport and entertainment

Ebullient, unassuming, Nqakul laughs easily, gyrates uninhibitedly as soon as his ear picks up a

tune, waxes lyrical on poetry and adopts a cold, calm and deep perception at the sound of the phrase 'liberation struggle'

'I see the struggle's main fronts, at moment, in the labour and sports fields

'In sport I naturally back Sacos says Nqakula, one of the most knowledgeable black boxing writers in the country, who himself indulged in the sport in his youth in Cradock

'I was once deeply involved in sport administration too and rose to be secretary of the South African African Rugby Board. That was, of course, before we saw the sport as a weapon in the struggle

But it is mainly to the worker Nqakula will address himself in his new role

'No worker, in his right mind can want to stay out of a trade union because he believes that the union is politically motivated

POLITICAL

'The fight for one's rights, either at the workplace or in the community, within the context of the South African situation, must be pervaded by a political atmosphere

'The white media criticised our strike last year because we did not conduct it in terms of standard procedure

'The procedure is prescribed in the white law book. I say we now have our own law book, which the white community has to be conversant with to be able to deal with the black effort

'The striking Firestone workers are using this new rule book which has the stipulation "If you injure one of us, you injure all of us in our trade"

Nqakula also has his own views on the pace of change and white contributions to the 'liberation struggle'

'Firstly, I do not agree that time is running out for meaningful change. It has run out already and what the Government must do now is to negotiate a new democratic regime based on complete equalitarianism

Nqakula rejects the argument about his organisation being racist by barring whites.

'I mean only people who lack insight will argue like that. Well disposed thinking whites understand.

'Look at Zimbabwe today. White and black are joined together in a period of reconstruction

'The same will happen in a democratic Azania'

Mystery over move to smash black trade unions

By DAVID NIDDRIE

A MYSTERY document that sketches a joint Government employer strategy to smash black trade unions has been circulated among East London businessmen.

Trade unionists say the document was put out by two Government departments and the Security Police — a claim which drew prompt denials from both the Departments of Manpower Utilisation and Co-operation and Development.

But a police spokesman in Pretoria said this week they were still investigating a possible police link to the document.

"It is highly sensitive, and we cannot comment until we have completed our investigation," the spokesman said.

Trade unionists pointed out that detailed information contained in the confidential document — in particular details of what was found during a police search of trade union offices in East London on July 16 last year — could only have come from sources with access to police files.

At the same time, Mr Sam Kukine, head of the SA Allied Workers Union — main target of the document's suggested strategy — said union members had been told that the document had originated with the Security Police and was being circulated among East London businessmen.

"Informers have attempted to infiltrate our factory committees and persuade our shop stewards to inform on union activities," he said. "Some stewards agreed, but continued to report to the union. These stewards were told of the document's origins by the informers."

Although the document is obviously intended to generate united action to break SAAWU and the African Food and Canning Workers' Union it gives a remarkably frank assessment of poor working and living conditions among East London's black workers.

It also concludes that Saawu particularly has an extremely strong influence among workers in the area.

It refers to "low pay," "unequal pay for equal work" and the disruption of family life caused by migrant labour as causes for dissatisfaction among the workforce.

In a backhanded compliment to SAAWU, the report says "In practically every big industry or business in East London, SAAWU, already has an agent or one or two or three people who could do organisational work. It is only a question of time, before a Saawu committee would be appointed in these industries, which will then demand acknowledgement of the union."

"This suspicion is further confirmed by the fact that dismissed black workers of SATV (a TV manufacturing factory in East London) are prepared at this stage, practically without any wage or compensation, voluntarily to work in the Saawu offices to try and get the aims of the union to come to fruition."

The source of this information is given as a search of SAAWU's East London office in July last year.

The document ends with a section headed "What is seen as a possible solution to break the power of SAAWU unregistered black unions and to normalise labour unrest" which deals with long-term (legislative) "solutions" and short-term (management-instituted) solutions.

The long term solutions, which set out the thinking behind new labour legislation announced last year, suggests making union registration obligatory and legally preventing unions from organising in more than one industry.

Workers

at Ford

plant

go back

Post Reporter

BLACK workers reported for work today at Ford's Struandale assembly plant after a four week stoppage.

There were no incidents as the 600 workers clocked in.

Ford's director of manufacturing said all the workers had turned up and everything was running smoothly.

The Struandale plant was scheduled to begin production last Thursday but the re-opening was postponed after workers at the engine plant walked out for two days last week.

The engine plant workers feared the management was training coloureds with a view to phasing out black workers.

After discussions between management and the Motor and Component Workers Union of South Africa (Macwusa), workers returned to the engine plant on Thursday.

The date for the re-opening of the Neave assembly plant will be decided by Ford's management today.

106/81 Rom (139) (243) (27)

R7 800 for Mwasa man Sisulu

Washington Bureau
 WASHINGTON — Mr Zweekwe Sisulu, banned former president of the Media Workers' Association of South Africa (Mwasa), is to be awarded a R7 800 human rights prize in

Houston, Texas on Saturday
 Mr Enoch Duma, a former Mwasa member now studying in the US, will receive the award on Mr Sisulu's behalf

Sisulu and 11 others from Africa, Latin America, the Soviet Union and America
 The awards are made to people who have worked for social justice and been victims of human rights violations, a spokesman said yesterday

The award is being made by a church organisation to Mr Sisulu and 11 others from Africa, Latin America, the Soviet Union and America. The awards are made to people who have worked for social justice and been victims of human rights violations, a spokesman said yesterday.

Mr Enoch Duma, a former Mwasa member now studying in the US, will receive the award on Mr Sisulu's behalf. The award is being made by a church organisation to Mr Sisulu and 11 others from Africa, Latin America, the Soviet Union and America. The awards are made to people who have worked for social justice and been victims of human rights violations, a spokesman said yesterday.

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However, unless a single indicator is adopted the possibility remains of a conflict between programmes designed to reduce different indicators of health, say, morbidity and mortality, although decision-making will have been greatly simplified. For example, should some of the funds channelled into research on prolonging lives of heart patients be used to control the spread of bilharzia? Questions like these are resolved politically whether or not the answers are embodied in an indicator (or a financial measure of benefit), but, it is argued, they are decided less inconsistently when decisions are related to each other by reference to a value judgement, embodied in a single indicator, than when they are made ad hoc under pressure of many circumstances.

Be that as it may, composite indicators have not, as yet reached a level of general acceptance (some candidates are discussed in Appendix I); most 'advanced' countries use both mortality and morbidity statistics to guide policy, and most developing countries, being restricted in the choice of data available to them, use what they can get or rule of thumb. Mortality statistics (13) are still probably the best guide available in most Southern African countries. Morbidity statistics are generally lacking, and even data on notifiable diseases in South Africa are unreliable (14). The best proxy available for mortality levels, for a large proportion of the population of these areas, may be the state of infant nutrition, (measured either by weight for age or weight for height) because it is extremely sensitive to many of the environmental factors which precipitate other diseases, and is itself a direct or contributory cause of a large number of childhood diseases (15).

See paper on 'Mortality in South Africa', D. Bourne & Dr. B. Dick
 See e.g. 'Implementation of Research in the Homelands', G. Watermeyer, S.A.M.J., (1976) vol. 50, p 2104
 A.L. Sorkin, 'Health Economic in Developing Countries', Lexington, 1976.

500 out on strike — but trade union does not approve

By LLOYD BODILL and
BRIAN POTTINGER

ABOUT 500 timber workers in Port Elizabeth launched a wild-cat strike today in a demand for higher wages. Some workers said the stoppage was timed to coincide with the fifth anniversary of the Soweto riots.

The strike has been condemned by the union to which the strikers say they belong.

Company management representatives met the strike leaders and were not available for comment.

The strikers — from Federated Timbers in Paterson Road, North End, and the company's Deal Party mill — gathered at 8am outside the front gates of the Paterson Road headquarters of the company.

The main demand was for R1,65 an hour — triple the amount many of the workers are earning.

Workers interviewed were adamant they would not return to work before this demand was met.

One worker said he was earning 45c an hour after three years with the company. Another said he was earning 76c an hour after 10 years service.

"We are not trying to be criminals. We went on strike because the cost of living is shooting beyond our reach," they said.

Major Gerrrie van Rooyen, police liaison officer, said the strikers were behaving peacefully and police did not expect any trouble.

The strikers said they were members of the General Workers Union of South Africa — an unregistered union closely allied with the Motor Assembly and Components Workers Union.

"We are all leaders and have just chosen workers to represent us in talks with management," one worker said.

But a union spokesman, Mr Siphon Pityana, said the strike action did not have the approval of the union.

"We have a serious problem

with workers who are not clear about the operation of trade unionism. They see the best way of acting as to go out on strike even before demands are made to management."

He confirmed that the union had been organising among the workers preparatory to approaching management for recognition, but said that many workers did not understand the procedure.

He hoped management would not deal harshly with the workers as their actions were the result of ignorance. Because some of the men had signed membership forms the union would be obliged to act on their behalf in dealings with management.

He criticised the Fosatu group of unions, to which many of the workers had belonged, as being responsible for the lack of union awareness.

"We have not had the time to educate the workers in trade unionism. We are under pressure all the time," he said.

~~139~~
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~~139~~

EP 16/6/61

No sign union strikers will be freed

By STEVEN FRIEDMAN
Labour Reporter

THE chairman and three other members of the union whose members were involved in the Port Elizabeth sympathy strikes end their 14 day detention period under the General Law Amendment Act today

But there is still no sign the men will be released, and union sources last night expressed fears that their detention could be renewed

The chairman of the Motor Assembly and Components Workers' Union of South Africa, Mr Dumile Makanda, and three other Macwusa members were arrested in Transkei for allegedly entering the territory without travel documents

They were then turned over to South African Police who are holding them under the General Law Amendment Act

Section 22 provides for a maximum of 14 days' detention without trial. In their case, this ends today

But Macwusa's organising secretary, Mr Government Zim, said last night that Mr Makanda's relatives had received no indication of when he would be released

"The police told the Press they would be held for only a few days because the detentions had nothing to do with the strikes. But they are still being held and their relatives have been told to bring them food again today," he said

He added "We are worried their detention could be continued by transferring them to Section 10 of the Internal Security Act or some other security law"

Two trade unionists Mr Sisa Njikalana of the SA Allied Workers' Union and Mr Joseph Mavi of the Black Municipality Workers' Union, were recently redetained under Section 10 after being held for two weeks under Section 22

The 33 Wilson-Rowntree workers held by the Ciskeian Intelligence Service in a swoop last week are still in detention

Brigadier Charles Sebe secretary of the CIS, said at the time of their detention that they would appear in court this week charged with holding an "illegal meeting"

Their detention brought to 57 the number of unionists being held by the Ciskeian authorities. Most are Wilson-Rowntree workers fired last year after a strike

Domestic workers recommend new salary scales for Eastern Cape

By JIMMY MATVU

THE Domestic Workers' and Salesladies Association (DWASA) of Port Elizabeth, and the Domestic Workers' Association (DWSA), of Cape Town, have recommended salary scales for domestic workers.

Delegates, including Mrs Mizana Matiwane, DWASA secretary-general, met in New Brighton, this week.

The recommended scales (with those for Cape Town given first) are:

- Living-in domestic worker (R95) (R70) starting monthly wage rising to R150 a month for experienced workers
- Half day, Monday to Friday, (R65) (R55) a month
- Full day, 8am to 5pm (R85) (R70) a month
- Chars, busfare included (R10) (R3) a day
- Half-day char, busfare included (R2,50) (R1) a day

The associations recommended that living-in domestic workers should be on duty from 7am to 7 pm with 2 hours rest from 2pm to 4am. Hours for those living out should be from 8am to 6pm with 2 hours rest.

They felt domestic workers were entitled to 30 days sick leave in a year with pay. They suggested a worker should produce a doctor's certificate if off for more than 10 days.

The associations also recommended that employers' paid leave a year for domestic workers.

In a statement issued after the meeting, some of the grievances of domestic workers were listed.

'Domestic workers are tired of being and working under oppression and exploitation and have declared war on all forms of worker exploitation by employers,' it said.

The statement points out that some domestic workers earned as little as R40 a month with no overtime pay and when a domestic worker fell ill, she had to pay the medical expenses.

'If she falls pregnant, a domestic worker receives no maternity benefits nor does she get maternity leave,' the statement said.

When a domestic worker was injured on duty she received no compensation and if she lost her job she received no unemployment benefits.

160 timber plant strikers lose their jobs

Argus Bureau

PORT ELIZABETH. — The 160 workers who walked out yesterday at the Federated Timbers plant here lost their jobs, a company spokesman said today.

The managing director of the company, Mr T Botha, said workers gathered at the plant gates for the second successive day today.

They had been told that management rejected their pay demands and that if they did not return to work today they would be regarded as having terminated their services.

He said arrangements had been made so they could be paid out today.

He said the number of workers who had walked out was not 500 as initially reported, but 160. They were the black

labour force of the plant — one-third of all the workers.

The workers on strike, all said to be members of the General Workers Union (GWUSA) are demanding a R1,65 an hour minimum wage.

A GWUSA organiser, Mr Siphon Pityana, was trying to arrange a meeting of the workers and the union in New Brighton today to establish their

position and to decide on further action.

The union had not yet made official contact with management.

GWUSA is an offshoot of the Motor Assembly and Component Workers Union — a new union which started at Ford and which has mushroomed in recent months. Its members recently staged a strike of 3500 workers in the motor industry here.

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.
- (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

Za Ge Ts Br Qr Hr Dr Nr M

TIMBER WORKERS ON STRIKE

SOWETAN, Wednesday June 17, 1981

Page 1

ABOUT 500 workers at the Federated Timbers factory in Port Elizabeth went on strike yesterday for better wages. Workers' spokesmen said their action was organised to coincide with the commemoration of the 1976 riots. Crowds of workers gathered outside the street at 8 am - the firm's starting time. Many were singing and chanting. Most of the strikers said to be members of the General Workers' Union of South Africa (Gwusa) - are from the factory's timber mill in Deal Party Industrial Township. Spokesmen said they would not return to work until their demands of a minimum of R1,65 an hour wages was met. The managing director of the company, Mr T Botha, confirmed there had been a walk-out by workers demanding increased wages, but he described the incident as a "storm in a teacup". He said production was not affected and negotiations between management and workers were taking place. He would not elaborate.

Namibia (Landwirtschaftszensus 1970/1
Quelle: Eigene Erhebung 1972/3

Group	Number of Farmworkers	Percentage of Houseworkers (%)	Percentage of Total (%)
Za	344	1.2	0.0
Ge	344	1.5	0.0
Ts	154	5.2	3.6
Br	729	19.8	17.0
Qr	1101	23.5	25.7
Hr	377	4.6	3.8
Dr	754	21.5	17.6
Nr	909	24.1	21.2
M	257	1.2	6.0
Gesamt	4,286		

und ethnische Gruppen Zahlen

160 workers at PE timber factory lose jobs after strike

139
140
150
17/6/81
EP

By SANDRA SMITH

ABOUT 160 workers at Federated Timbers who stopped work yesterday in support of their demand for higher wages, have been dismissed

The regional manager of Federated Timbers, Mr T Botha, said today the workers "had indicated that they had dismissed themselves by leaving the premises yesterday"

Only about 160 workers were involved, not 500 as was stated yesterday

He said the striking workers, who represented a third of the black work force at the timber yard, would be paid out today.

He also confirmed that worker representatives had met with management to discuss an increase in weekly wages, and that during the discussions a complete work stoppage occurred

The workers gathered outside the timber yard today, after which they held a meet-

ing at the Holy Spirit Hall, Kwazakele

A spokesman for the workers said before the meeting that they would continue to report to work until they were reinstated at the new minimum wage demanded

At a meeting with the Federated Timbers management yesterday, worker representatives demanded a minimum wage of R1,65 an hour

The workers said that their walkout yesterday was not connected with the anniversary of June 16, and the fact that it fell on that day was coincidental.

A spokesman for the General Workers Union of South Africa (Gwusa), which is not recognised by Federated Timbers, said the union would meet with the workers at the Holy Spirit Hall today to establish what their grievances were, after which they would arrange to meet the company's management

Mr Botha said that workers'

wages had been increased this year in accordance with Industrial Council agreements which set the minimum wage at 85c an hour

"With this minimum wage laid down, it is not correct to say that the workers' demand for R1,65 is triple the amount many are being paid (as was claimed by workers yesterday)," he said

The company had budgeted for increases of between 20 and 30%, depending on the job grade, for later in the year. This would be on the Paterson system, with all jobs being graded and employees rewarded "on a non-discriminatory basis"

Workers had been told that their demand for a 100% increase in the minimum wage rate was excessive.

If, he said, they were not prepared to wait for the promised increases the company "would have no objection to them seeking alternative employment"

Handwritten notes on the left side of the page, including "160 workers", "17/6/81", and "EP".

Vertical text on the right side of the page, including "reach", "are in", "econom", "that", "outflo", "I", "and su", "as far", "and pu", "scale", "normal", "the wh", "bination", "degree", "sector", "of the", "The".

non-agricultural capitalist sector in 1970.

force and 20 per cent of the African labour force employed in the

per cent of the coloured labour force, 41 per cent of the Asian labour

the sector has provided 24 per cent of the white labour force, 33

within the sector itself to date. Between the years 1936 and 1971

evidence of any substantial economic transformation taking place

capitalist sector is concerned despite the fact that there is little

significant source of supply of labour as far as the rest of the

There is no doubt that capitalist agriculture has been a very

Capitalist Agriculture and the Labour Supply of the Capitalist Sector

within the nineteen year period 1951-1970.

sector or are first generation descendants of men who left the sector

agriculture either themselves originated in the capitalist agricultural

cent of the Africans who are economically active but not employed in

in the modern sector of the South African economy, as much as 20 per

economically active members of the outmigrant groups were employed

Field ... doctor ... to be ... without the permission of the author.

MEDICARE IN A "COLOURED" TOWNSHIP - THE PATIENT'S VIEW

Introduction

Ocean View came into being in 1968 to accommodate the 10,000 coloured people living in the area south of a line between Kalk Bay and Chapman's Peak on the Cape Peninsula. At that time the coloured people lived in three distinctly different sorts of community. The largest concentration, at least half the total coloured population, lived in or very near Simon's Town. They were English speaking for the most part, the men worked in the naval dockyard or fishing, the women were largely engaged in domestic work and the town, despite its cleavages on the basis of class, colour and religion, perceived itself as an integrated and friendly whole. A little distance from the town were two substantial and a few tiny settlements of coloured people living in poorer, if less crowded accommodation, rather closer to nature. Simon's Town and Fish Hoek provided employment for most of the men, but people also helped themselves by growing vegetables, keeping small stock and exploiting the natural resources of the veld for firewood, wild flowers and herbs. These communities were also predominantly English speaking and affiliated to the "English" churches (Anglican, Methodist and Roman Catholic) or to Islam. On the western side of the peninsula, mainly in the broad valley between Fish Hoek and Noordhoek, there had been an Afrikaans speaking rural community with a small complement of coloured workers. After 1945, both by natural growth and from migration from impoverished and overcrowded areas elsewhere, the population grew into two large shanty areas, occupying farms at Dassenberg and Sunnydale. Most of the men and women worked in Fish Hoek, although some worked on the diminishing number of active farms and in the growing agribusinesses (battery chicken and milk farms). Most were Afrikaans speaking, affiliated to Afrikaans churches (N.S.K. or Apostolic) and very poor.

Simon's Town was served by some well established private doctors, by its own hospital and by the district surgeon who was resident in the town. In the rosy glow of hindsight, it is still burning resentment that they were forced to leave their homes a decade ago, the former residents of Simon's Town recall their hospital as being a good one, well served by kindly and efficient professional staff. Their memories of their doctors are similar - 'Dr Alpha always had time to talk and explain - more of a friend than a doctor. He would greet you in the street'.

Noordhoek was less well served. It had a clinic served by a dedicated public health nurse, a mid-wife who was kept very busy and doctors who would come from Fish Hoek and Simon's Town to treat its sick. But the journey to a doctor was not easy, nor was a hospital close at hand until the new False Bay hospital was built at Fish Hoek and the Simon's Town Hospital closed. Whatever advantages of economy, privacy and space the former residents of the peri-urban shanties recall, and they recall many, most found the medical facilities inadequate or difficult of access despite their high regard for those who provided them.

This background is important if we are to understand the nature of medicare facilities available to the people, and the attitude of the people towards them. Medicare is a set of resources defined by its function, which is to maintain and restore the health of a community, the individuals in the community defining "health" in their own terms for the most part. As such the expectations of the community concerning the physical and mental aspects of life, and the knowledge and skills existing within the community, are vital components. The people of Ocean View brought with them a fund of folk wisdom, learned from their parents and their peers, and a set of expectations about the behaviour of doctors and the operation of hospitals, as well as ideas about normal levels of discomfort to be tolerated and normal levels of well-being appropriate to different age groups.

This paper treats medicare as a set of resources to be drawn upon by members of the community in exchange for some other valued element - time, money, humiliation, or discomfort additional to that which they seek care in the

Argus Bureau
PORT ELIZABETH —
Representatives of trade unions were to have urgent meetings with the managements of three strike-hit manufacturing plants in Port Elizabeth and Uitenhage today, where about 1200 workers are on strike.
However, quick settlements seemed out of the question as the two companies involved — Federated Timbers in Port Elizabeth and Dorhyl Automotive Products in Uitenhage—have rejected workers' pay demands which are the centre of the issues.
In fact, at Federated Timbers, the whole black labour force of 200 have been dismissed since their walkout on Tuesday.
The managing director of that company, Mr T Botha said today that the company had been employing new workers since yesterday. The new ones taken on are mostly

PE strikers
Argus 18/6/81
in talks today
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coloured as they are the ones now turning up to seek employment.
The strikers were regarded as having terminated their own services. They could come and collect their pay anytime.
Mr Botha said he was to meet a delegation of ten members of the General Workers' Union (Gwusu) today. He was prepared to have discussions, but as far as he was concerned negotiations were finished. He was obviously referring to earlier negotiations with the workers' liaison committee.
EXCESSIVE
The striking workers are all said to be members of Gwusa. They are demanding minimum pay of R165 an hour saying they earn 80 cents an hour at the moment. These demands have been described as excessive by the company which also said the workers were to get 20 to 30 percent increases later this year.

referring to any minor ailment. Those who take note of their every ache soon find that the aches multiply (Jerome 1903 Ch 1) so one should ignore little aches and pains. "Avoid draughts, have plenty of sleep and eat the right sorts of food," was another bit of advice. A diet which includes plenty of vegetables and fruit (both more plentiful when people had their own well established gardens and plots in the peri-urban shanty settlements), not too much "greasy food" or starch, and not too "strong" i.e. heavily spiced, food is a fair consensus of the popular recipe for good health. Exercise, whether in the form of hard work, as recommended by a busy who had had at least five children under the age of ten living with her for all of the past twenty years, or in a more contented form, was also recommended. "The longevity of the old folk" meaning both those still alive and those who had lived in the past, was ascribed to the physical toughness of their lives and the absence of aches to carry them about. One old man ascribed his failing health to the fact that

**Union says
Ford aims
to divide
work force**

Own Correspondent

PORT ELIZABETH—The trade union which recently staged a strike of about 2 500 African workers in Port Elizabeth is launching a drive to recruit coloured workers to counter possible attempts by factory managements to divide workers.

The acting leader of the Motor Assembly and Component Workers Union of South Africa (Macvusa), Mr Government Zime, said yesterday the union had realised that Ford was trying to divide its workers, probably because the plant hardest hit by recent strikes was its Cortina plant, which has a virtually homogeneous black labour force.

Macvusa believed the attempts to divide workers were being made in two ways.

○ The company was taking on only coloureds in new jobs.

○ It was putting many coloured workers in superior positions to blacks.

The company had since the 1979 strikes brought coloured workers into its Cortina plant. So far they numbered only about 150, while the number of Africans was 900.

At the adjacent engine plant, the two groups were now about equally represented after Ford had brought in about 80 new coloured workers to increase production.

The black workers' suspicions became clear last week when about 500 walked out at the engine plant when they had to instruct new coloured employees.

The issue was resolved at a meeting between the union and management. But now Mr Zime says he believes they had been misled into believing new African workers were being employed as well.

Mr Zime said many coloured workers had approached his union to become members. The union was non-racial but so far had only African members. It was still new and to get off the ground, it started among Africans.

(b) See also bankers

As a source of information on labour requirements in the (unofficially) private sector relative to the public sector. Elgin. During the 1970s the labour force in the public sector these districts. The utilization of the labour force researched. Among other out from where this labour organized - that is, to bring buyers and sellers will attempt to illustrate information available) out of season.

(j) The Hex River Valley

While a few non-resident crop preparation and for the bulk of these seasons season. We have already thinning post - an additional times the number of people over this period. (with outside the farms. The force that we will need those few non-residents (for this discussion we for 5 days to their...

Harmonia were asked... women and children... force from outside... them according to...

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No hope as yet for 22 Saawu workers still detained in Ciskei

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South African Labour Bulletin - 15/10/81

THE 22 members of the South African Allied Workers Union (Saawu) are still in detention in the Ciskei.

They are held under that homeland's proclamation R252 which provides for detention without trial for 90 days. Four of these Saawu members are reported to be on a hunger strike in protest against their detention.

The action against the men follows a long and bitter struggle at the Wilson Rowntree, East London plant, culminating in mass dismissals in February.

In condemning the detentions, the South African Labour Bulletin said last month, "The current detentions are the latest in a series of repressive actions taken against members of unions based in East London. The

South African Labour Bulletin condemns the State's action against democratic trade unions and calls for the release of the detainees."

Saawu's vice-president, Mr Siza Njikelana, revealed at a meeting at the University of the Witwatersrand that the wives of the detained men were planning to approach the Ciskeian authorities to demand their husbands' release.

Mr Njikelana also charged the Wilson Rowntree management: "They tried all sorts of tricks. Our union has been blamed and held responsible for the tension at the plant."

Efforts to have the Ciskeian authorities discuss the detentions, have proved fruitless. The authorities would not even release the names of the detained men.

1 000 U'hage workers still on strike today

By BILL GARDINER and SANDRA SMITH

ABOUT 1 000 workers at Dorbyl Automotive Products in Uitenhage stayed out today on the second day of the strike at the motor component firm.

Last-minute negotiations between union officials and management failed to resolve the pay dispute.

Workers yesterday walked out at the two Dorbyl plants over minimum pay demands.

Officials of the National Union of Motor Assembly and Rubber Workers (Numarw) - which is affiliated to the 50 000 strong Federation of South African Trade Unions (Fosatu) - have been negotiating for a minimum wage level of R2 an hour with management since April.

But the company has stood firm on its offer of R1,36 an hour recommended by the Industrial Council for the Engineering Industry.

Dorbyl employees, who are at present being paid minimum wages of R1,13 an hour, have rejected the Industrial Council pay offer.

About 400 workers gathered outside the factory gates early today while union shop stewards met with management officials. They were later joined by the Numarw local organiser, Mr Edwin Maepe.

In an interview Mr Maepe said little had been resolved at this morning's talks. Management had called on workers to return today or

face dismissal but were prepared to resume pay talks on July 2, Mr Maepe said.

Management warned union officials that workers who failed to return to work would be dismissed and the firm would start recruiting a new work force from tomorrow.

Mr Maepe said he was disappointed by the outcome of today's talks. He had expected some compromise to be reached.

The outcome of the talks would be referred to workers at a meeting later today.

Management could not be reached for comment today.

Meanwhile a total of about 200 dismissed workers at Federated Timbers in Port Elizabeth who downed tools on Tuesday in a pay dispute, elected a 10 member committee yesterday to negotiate with management.

A spokesman for the Port Elizabeth-based General Workers of South Africa (Gwusa), representing the dismissed workers, said the union had arranged to meet management later today.

At last night's meeting workers re-affirmed their demands for a minimum wage of R1,65 an hour and criticised the company's liaison committee system. The regional manager of Federated Timbers, Mr T Botha, said today about 35 workers had since been recruited. He said dismissed workers would be re-employed if their positions were still vacant.

Sta 19/6/81
Car strike
139 152
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till July
199
wage talks

PORT ELIZABETH —
About 1000 workers at Dorbyl's two motor component plants in Uitenhage decided yesterday that they would continue their strike until their union resumed wage negotiations with the management on July 2.

In Port Elizabeth meanwhile, efforts by the General Workers' Union of South Africa (Gwusa) to secure the reinstatement of about 200 workers dismissed at Federated Timber have been unsuccessful.

At a stormy meeting in Uitenhage at which officials of the National Union of Motor Assembly and Rubber Workers of South Africa were shouted down when they suggested that workers return to their jobs, the union was instructed to convey the decision to the management.

The Dorbyl workers, who are paid minimum wages of R1.13 an hour, downed tools on Wednesday after demanding a minimum wage of R2 an hour.

Union officials said the company was refusing to

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● Set Page 11

i) This can be ^{FN 19/6/81} BLACK UNIONS ^{ing the Cobweb model.}
A stable cob **Saawu strikes back** - disturbed will rotate

to the point ⁽¹³⁹⁾ A serious clash is looming between gov-
An unstable ernment and the SA Allied Workers Union
of equilibrium (Saawu), a community-based union re-
The cobweb r garded by some as one of the fastest-
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es (elasticity).

(P)

Saawu has had a turbulent relationship with the authorities in the past, and 24 of its members have been in detention in the Ciskei since March, while 33 were arrested in that territory last week

Now the union has announced a programme of action which is likely to heighten the conflict between it and the SA and Ciskei governments which are determined to prevent trade unionists from becoming involved in what are perceived to be "political" activities, as opposed to normal trade union work

Saawu president Sam Kikine vows that his union will resist all pressures to break it. A statement he released to the FM indicates that the union intends to embark on a militant programme of action. This includes

- Plans for a procession (on a date still to be announced) of workers with their families to march on SA and Ciskei jails to demand the release of union members,
- A campaign against the registration of trade unions;
- A campaign against "the bantustan system" and "bantustan education",
- The mobilisation of all students regardless of race, colour or creed to form "young workers unions", and
- A demand for the release of African National Congress leader Nelson Mandela and other Robben Island prisoners

Kikine also makes it clear that Saawu intends making further use of consumer boycotts to deal with companies with which it has disputes

The government meanwhile has been accused of compiling a blueprint aimed at breaking Saawu and other unregistered black unions, although a senior official in the Department of Manpower Utilisation denies any knowledge of it. The social science journal, *Work in Progress*, has published a document which contains strategies to combat Saawu. Unionists claim that the plan was sent to managements in East London late last year

It certainly is clear that the government intends to prevent unions from participating in activities deemed to be political. One of the most controversial items in draft legislation published earlier this year specifically provides for this

The question now is does Saawu have enough muscle and community support to provoke a showdown with the authorities? It is well-organised in the East London area where it has about 16 000 members. However, claims that it has more than 70 000 members throughout SA are questioned by some observers

Unstable Cobweb

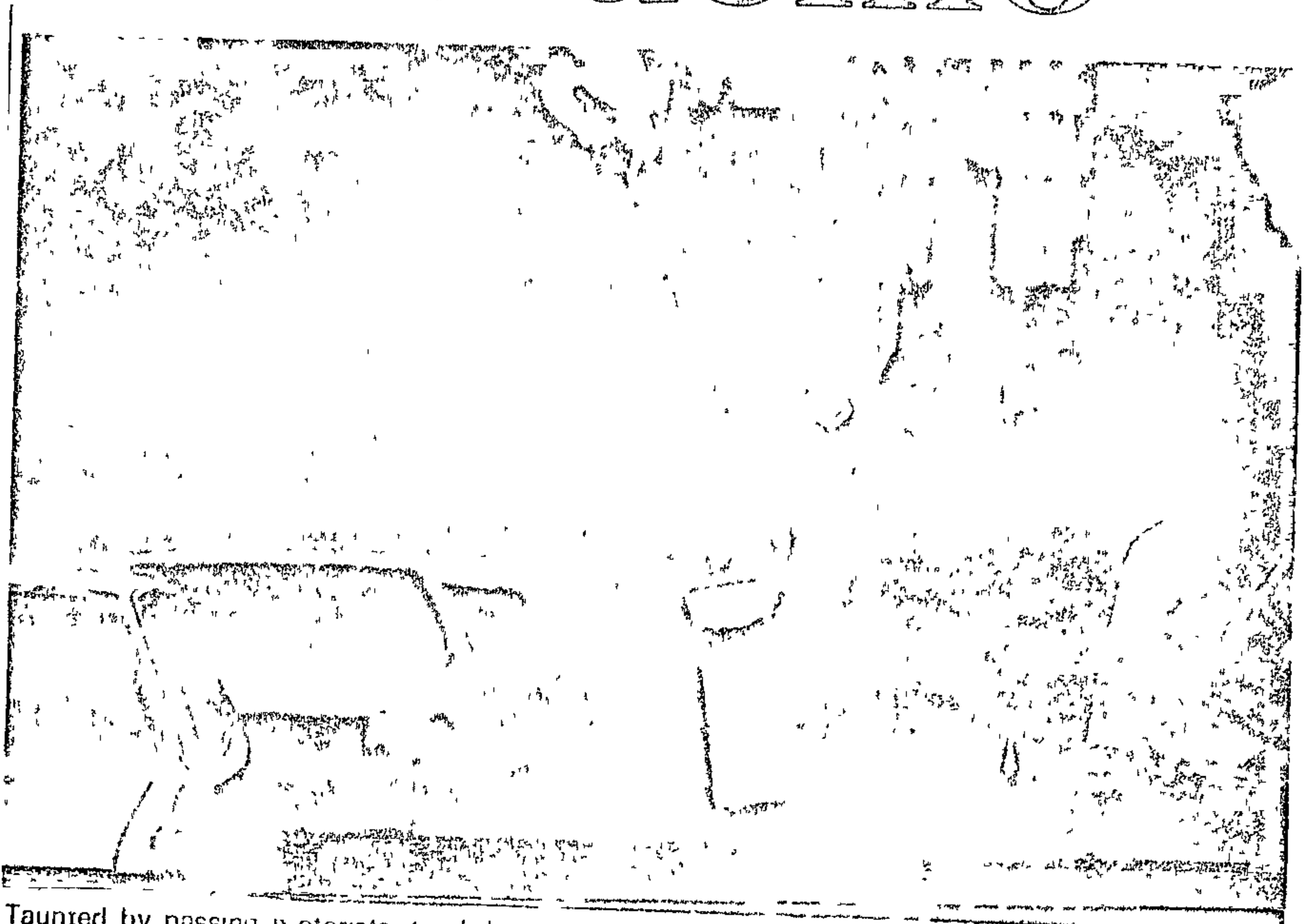
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Ban, arrest spark Wits demo

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11/6/68



Taunted by passing motorists, torch-bearing students line Jan Smuts Avenue in Johannesburg to protest yesterday's banning of their SRC president, Mr Sammy Adelman. About 100 students stopped the peaceful demonstration when riot police arrived.

Picture DAVID SANDISON

By MARTIN FEINSTEIN and AMEEN AKHALWAYA
WIDESPREAD anger followed the banning of student leader Mr Sammy Adelman and the arrest of trade unionist Mr Thami Mazwai as the Government's crackdown on student and trade union leaders continued yesterday.

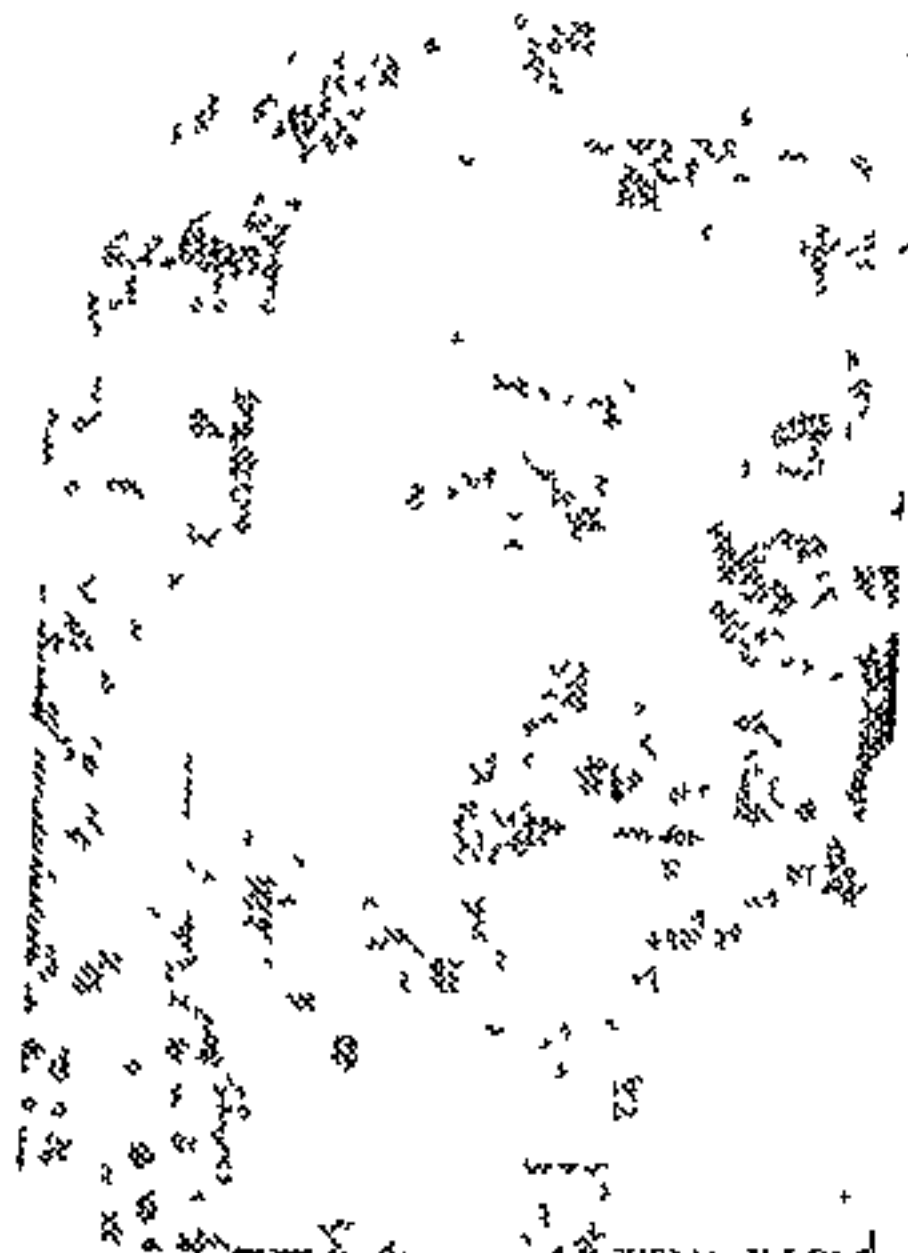
Mr Adelman, president of the University of the Witwatersrand SRC, was banned for five years and Mr Mazwai, national secretary of the Media Workers Association of South Africa (Mwasa) was arrested on Wednesday night under security legislation.

Yesterday afternoon nearly 100 torch and placard-bearing students held a demonstration along Jan Smuts Avenue and Empire Road — but scattered when riot police arrived.

A Police Directorate of Public Relations spokesman said yesterday Mr Mazwai, who is news editor of *The Sowetan*, was arrested in terms of the Criminal Procedures Act.

But later, last night, the directorate said he was being held under "security legislation".

After the nine-page banning order was served on Mr Adelman at home yesterday morning, there were emotional



MR ADELMAN
... restricted

scenes at the SRC offices when colleagues were told of the terms of the order.

Several members of the BSS and SRC then held an emergency meeting with the university's vice-chancellor Professor D J du Plessis.

After another student meeting, about 100 students carrying flaming torches placed themselves along Jan Smuts Avenue next to the university at 4.45pm.

As riot police arrived in 10 cars at 5.15pm, the students ran back on to the campus and there were no incidents.

A protest meeting will be held in the Wits Great Hall at lunchtime today.

Widespread condemnation has greeted the banning and arrests.

○ Mrs Helen Suzman, the PFP MP and spokesman on civil liberties, said on her return from an overseas trip: "It is very depressing to come back to the old strong arm, bullying tactics of the Government against young people who are understandably incensed at the lack of any movement towards meaningful reform in South Africa."

○ The PFP's spokesman on education, Dr Alex Boraine, said: "The State, in its neurotic reaction to any persistent and effective dissent, has once again demonstrated its readiness to gag its opponents."

○ Independent black and non-racial trade unions yesterday united to condemn the detentions of union officials, reports STEVEN FRIEDMAN. A statement noted "with anger" the detentions and called for the detainees to be released "with the least possible delay." Sixty-four union officials and members are now in detention — 57 in the Ciskei and seven by the SA Police.

○ The National Union of South African Students — whose president, Mr Andrew Boraine, is still in detention, said: "We are angered by the news of yet another banning. History has shown that the removal of leadership has not silenced protest or removed grievances — the same will be shown to be true

about students."

○ In a joint statement the SRC and the Wits Black Students Society (BSS) said: "We reject this attempt to stifle us — our democratic aspirations will not be curbed by the illegal and heavy-handed action of a repressive government."

○ Professor John Dugard, director of the Centre for Applied Legal Studies, described Mr Adelman as "a responsible student leader and a good law student," and said: "I find the banning order imposed on him an arbitrary display of State authority which can only be described as despicable and deplorable."

○ The chairman of the Senate Academic Freedom Committee at Wits, Professor Jonathan Suzman, described the banning as a "scandalous action and an act of administrative tyranny."

Meanwhile the police have confirmed the detention under security legislation of the leader of the Wits Black Students Society (BSS), Mr David Johnson, who was detained on Wednesday afternoon.

The BSS also believes that Mr Ernest Mpho Kgaoane — who has not been seen since Friday — has also been detained, but no confirmation could be obtained from the police.

Mr Kgoane is not registered as a student, but is believed to be studying Bachelor of Commerce courses at Wits.

Saawu plans Ciskei march

By ZB MOLEFE

A MARCH is being planned by members of the South African Allied Workers Union (Saawu) and its affiliates to demand the release of union members detained in the Ciskei.

The Ciskei march would follow the detention of 67 Saawu members being held under the homeland's Proclamation R252 which provides for detention without trial for 90 days.

There have been reports that four of the detainees are on a hunger strike in protest against their detention.

Meanwhile Saawu yesterday visited their vice-president Mr Ziza Njikelana, who is being held at the Leeuwkop Prison under Section 10 of the Internal Security act. He was detained on May 29.

A guarded Mr Sam Kikine, Saawu's general secretary, would not be drawn to say much about the proposed march. "We are mobilising our people. Unfortunately we cannot

disclose our strategy at this stage'

Included among the Ciskei union detainees are members of the Sweet, Beverage and Allied Workers' Union — a Saawu affiliate.

COST OF PEPTIC ULCERATION

Star 20/6/81
 Sisulu (37) 242
 detained

1976 TO JUNE 1977

- Medical care R18,9 million (37,2% of total)
 - Consultations (private practitioners)
 - Diagnosis (tests barium meal, gastroscopy, etc.)
 - Drugs
 - Provincial hospitals
 - Private hospitals (bed rate, theat dispensary)
 - Surgery (surgeon, anaesthetist, assistant)
- Lost productivity (absenteeism) R31,9 million
- Total cost R50,8 million

The named former president of the Medical Workers Association in South Africa, Mr Wentu Zenti Sisulu was detained at his home early today by four members of the Security Police.

His detention in terms of security legislation was confirmed today by police headquarters in Pretoria along with the detention of Mr Wentu Zenti, president of the Congress of South African Students (C.O.S.A.)

Mr Sisulu's sister, Miss Nonkululeko Sisulu, and four security policemen came to her Orlando West home at 2 am today. Her brother spoke to them briefly and he later left with them.

Whites 54,6% of cost

Outpatients R0,3 m (3%)
 In-patients R8,6 m (97%)

-Transvaal 50% of cost
 -Number of patients 15 270
 -Surgery 22,5%
 - f (hospital days x cost/day)

Surgical 42 562 (12,4%)
 Non-surgical 107 152 (10%)
 Total 169 720 (II, I.)

COST OF PEPTIC ULCERATION IN THE R S A - JULY 1976 TO JUNE 1977

- Lost productivity (absenteeism) R31,9 million (62,8% of total cost)

Method of calculation Man-years lost x value/man-year
 Morbidity R10,9 m (34,2%)
 Temporary absenteeism R8,0 m (40%)
 -Period of diagnosis (consultation and tests) (2 working days)
 -Surgery (20 working days)
 -Rest-period (15 working days/20% of cases)
 Gastric cripples R11,9 m (62%)
 -0,2% of all cases
 -Whites 82% of cost
 Mortality R2,0 m (17,8%)
 -White 212, Black 79, Asian 22, and Brown 72 = Total 385
 -Whites 70% of cost

R m	White %	Black	Asian	Brown	Total
2,7	85	270	55	25	61
3,1	90	0	46	20	66
8,0	80	1000	120	220	1540
Working days lost		4 600 (Whites: 70,9%)			

- Medical care R18,9 million (37,2% of total cost)
- Total cost R50,8 million

47.

Ban placed on

139
~~2/1/81~~

48.

49.

workers' meeting

HERALD
2/1/81

ages
950,

, Ages -

Vol. 7,
istrict and
nment

50.

THE annual meeting and June 16 commemorative service of the South African Allied Workers' Union (Saawu) was banned on Saturday in Durban shortly before its scheduled start.

6th May,
ol Standard

Off

51.

Mr Sam Kikine, general secretary of Saawu, condemned the ban 'in the strongest possible terms'

stopped. Directing a petition to the Ciskeian Government implied recognition of the 'Bantustan'.

signed by 1500 people, Mr Kikine said

52.

The venue was switched to the Kwamakhutaha township, on the Natal South Coast where the meeting was held on Sunday. About 800 workers attended

Saawu's policy rejected the Bantustan concept. The petition had been

The 75 000-strong union decided against registration. It regarded June 16 as a national public holiday.

a.
Printer,

53.

They demanded the release of Nelson Mandela and other imprisoned leaders as well as all detainees, among them a number of Saawu members and officials.

istics, 1974, Department of Statistics, Government 1975.

54.

Official Year Book, Department of Information,

55.

A petition to the Ciskeian authorities calling for the release of detained Saawu members will be

of Statistics, December, 1975, Department of ment Printer, Pretoria.

Sapa 21/6/81
Yes to union (139)
 MANAGEMENT at an I howe bakery decided to recognise the shop stewards committee of an unregistered trade union in the early hours of Thursday morning (this week's paper will be). A meeting between management and 50 workers began shortly after midnight at the Sasko bakery. The workers are members of the National Federation of Workers. Previously the Sasko management had refused to talk to the union because it was unregistered.

36 from the local-
 ray gave informa-
 escribed at least
 health services
 the result. All
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 n Tiersdorp for
 of the problems

speaking. Interviews with blacks were carried out with the aid of a local teacher. Residents of the urban localities were intercepted along the main road from town, and farm workers' families were contacted at the outspanning yard or in the doctor's queue. It was found that by far the largest proportion of the rural people had come into town to see the doctor since a new doctor had just taken up residence and opened his practice in the town, thus there was no possibility of obtaining a random sample in the limited time available.

8.

Table 1 Choice of Facility in Tiersdorp

Initial choice	Present Dt. surgeon	Previous Tiersdorp doctors	Outside dr.s	Hospital	Indig. practitioner*	Employer or 'madam'	None/home treatment*	Total
No subsequent choice.	23 (66)†	14 (40)	1	9 (82)	1	5 (50)	17 (85)	70 (60)
Subsequent choice.								
Dt. surgeon		3	1	1		5	3*	13
Previous Tiersdorp drs.		5	2	1				8
Outside drs.	3	6	1					10
Hospital	2	4						6
Indigenous practitioner	1	1						2
Employer	3							3
None/home treatment	3	2						5
Total	35	35	5	11	1	10	20	117

Returning to the same doctor for the same ailment is not counted as a subsequent choice, and nor is transferring custom from one local doctor to another when the former retires, cases referred to another facility are counted under the first choice of facility and referrals not counted as a subsequent choice. There were four referrals of patients by doctors to a hospital.

* Doubtless underestimated

† Figures in brackets are percentage of visits to that facility which were first consultations and where no subsequent choice was made.

Banned news

MR Zwelakwe Sisulu, banned former president of the Media Workers' Association and news editor of the Sunday Post, was arrested by security police early yesterday

It was also the day he was awarded a human rights prize in Houston, Texas, as a "victim of human rights violations"

His wife, Zodwa, said that two white and seven black policemen came to their home in Orlando West at 2am

"My husband answered the door. He came back to the bedroom to collect some clothing. The policemen did not say under which law he was being arrested. Nor did they say where he would be taken," she said

A spokesman for the South African Police directorate of public relations confirmed the arrest. He said Mr Sisulu had been detained under "security legislation" but would not give details

The arrest of Mr Sisulu, 30, leader of South Africa's black journalists, is one of a spate of security police action against student leaders and trade unionists this week

Outstanding

Mr Sisulu is the son of Robben Island prisoner and former African National Congress leader Mr Walter Sisulu. Last December he was served with a three-year banning order and placed under house arrest

He and his wife — a radio-grapher at Baragwanath Hospital — have one child, a son of 16 months

This month he was named "prisoner of the month" by the International Federation of Journalists

"By banning him, the Government silenced one of the most outstanding journalists in the country," said the IFJ

In Texas yesterday a human rights prize of R7 800 was handed to Mr Enoch Duma, a former Mwasu member studying in the United States, on Mr Sisulu's behalf

Mr Sisulu's arrest follows the banning of Mr Sammy Adelman, president of the University of the Witwatersand's SRC, and the arrest and detention of trade unionist Mr Thami Mazwai, news editor of the Sowetan

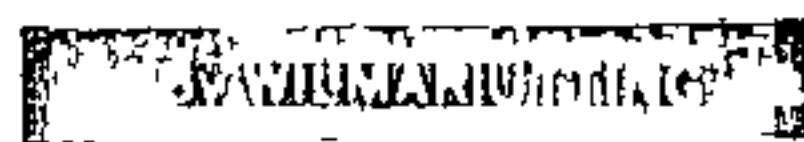
Also detained in the week-long swoop was the leader of the Wits Black Students Society, Mr David Johnson, and a student, Mr Ernest Mpho Kgaone

On Friday police confirmed the detention of another student leader, Mr Gciwimizi Malindi, president of the Congress of SA Students (Cosas)

They could not, however, confirm the reported detention of other Cosas members, Mr

editor
is
held

134 324
241 243



Kola Setime and Mr Lucky Twala, members of the Vaal branch

Mrs Helen Suzman, chief PFP spokesman on justice, yesterday criticised the latest spate of bannings and detentions

By the use of heavy-handed, repressive action, the Government was doing its best to ensure that the memorials of the 1976 Soweto riots became annual disturbances, she said

The Government should defuse the situation by taking a low-key approach and allowing the memorial services to take place instead of banning people, placing them in detention, creating martyrs and "constantly stirring the pot"

Mrs Suzman called on the Government to exclude school premises, church properties and cemeteries from the prohibition on public gatherings

"That would prevent the police from intervening, which inevitably leads to confrontation", she said

The wave of security action that had taken place was an overreaction to what "is going to be an annual occurrence in South Africa"

Impossible

"The Government must accept that nobody is going to forget June 16. Let people have their services and leave them to it"

"I can think of nothing that will perpetuate the disturbances that take place more than a spate of bannings and detentions"

Mrs Suzman, who returned this week from a visit to the United States and Britain, said it was impossible to explain this sort of action overseas, where people were also confronted by violence

"The idea that South Africa will do better under the administrations of Mrs Margaret Thatcher and President Ronald Reagan will apply only as long as there is evidence of real reform and racial reconciliation

"At the moment the opposite is true. There is no evidence of this at all and people overseas are becoming impatient"

Police arrests, swoops spark wave of outraged protest

SYDNEY KHOTSO SEATHOLO

By WILLIE BOKALA
MR SYDNEY KHOTSO SEATHOLO, second president of the banned Soweto Students' Representative Council (SSRC) who fled the country early 1977 when he was the most wanted man in South Africa, has been arrested by security police in Soweto.

Police headquarters in Pretoria have told SOWETAN that the former student leader who is now chairman of the South African Youth Revolutionary Council (SAYRCCO), a military wing formed by exile students and based in Nigeria, had been arrested with seven other alleged executive members of SAYRCCO as they tried to infiltrate Soweto on Thursday.

Police said they did not wish to release names of the other seven detainees as investigations were continuing.

However, SOWETAN was able to discover that three of the seven men were arrested in a house in Orlando West. Yesterday, the police could not confirm their names.

Mr Seatholo and the seven others are among those detained at the weekend and during last week's police swoop on homes of students' unionists and other leaders in Soweto.

Police also confirmed the detention of Mr Zwelakhe Sigulu on Saturday morning at his home. Mr Sigulu, banned president of the Media Workers' Association of South Africa (Mwasa) is being detained under Section 22 of the General Laws Amendment Act.

Also detained is Mr Wantu Zenzile, national president of the Congress of South African Students (Cosas) who is being held under Section 22. Both Mr Sigulu and Mr Zenzile are believed to have been arrested on Saturday morning.

Another person taken during the police swoop is a former beauty queen Miss Masabala Loude of Orlando West who was held for several months under Section Six of the Terrorism Act during the uprisings in 1977. Miss Loude was released from detention in 1978. She is secretary of Soweto branch of the Azanian National Youth National (Azanvuv).

Police have also detained two Lobone Senior Secondary School students, Patricia Shoyo Mireube (20) Form Four, and Thandi Mabaso (19) Form Two. The two were taken from their Mofolo South homes on Sat-

1 and a morning
Mr Seatholo, a former
maritic student at Valdeh
High School took over as
leader of the SSRC when
the first president Tssetsi
Mashumi skipped the
country in 1976. Mr
Seatholo fled to Botswana
after he was injured by
police bullets in a car chase
on the Soweto highway in
January 1977. Before
fleeing the country, he
spent most of his SSRC
presidency on the run from
the police.

TOP PHOTO

Mr Sydney Khotso Seatholo . . . blacked out in accordance with the Internal Security Act.

SB arrest

By Tom Pagan

Mrs Beledé Mazwai, wife of detained SOWETAN news editor Mr Thami Mazwai, said yesterday that police were still refusing to tell her where her husband is being held and why he has been arrested.

Mrs Zodwa Sisulu, wife of Mr Zwelakhe Sisulu, said she had gone to the Protea police station on Saturday to ask about her husband. But she was told he was not there.

Mrs Evelyn Mabaso said the policemen who took her child had a list of names and called her daughters' names from the list. She had gone to Protea on Saturday, but she drew a blank.

The detentions have been condemned by black leaders and organisations who have also called for those held to be immediately released or charged.

A statement from AZANYU read: "We have noted the detention of our executive member, Miss Masabata Loate, and abhor the manner in which she was arrested. They should either charge or release her."

The South African Federation of Women said:

"We are shocked to hear of the detention of newsmen, Mr Mazwai and Mr Sisulu. As women we feel that the detentions of our leaders and the harassment of our children will intensify our struggle. And women are now throwing down their aprons and making a vow to shelter their homes and shield their children."

Nine trade unions have condemned the detentions of unionists and community leaders. The unions are CAWUSA, SAAWU, BMWU, AF and GAWU, Hoteha, CUSA, MWASA and Fosatu in a statement, they said.

"We note with anger that the authorities have not seen fit over the past week to release any of the trade unionists detained in their prisons. Instead the most striking developments have been the further detentions of one MWASA, 23 SAAWU and three MACUSA members and officials as well as the arrest of community and student leaders."

"We condemn all these detentions in the strongest terms. As far as the detention of Joseph Mavi, president of BMWU and Sisa Njikalina of SAAWU are concerned we can only conclude that the transfer

Proportion of cases	30%	24%	45%	41%	22%	16%
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Trade unions plan boycott

Own Correspondent

PORT ELIZABETH — Two Port Elizabeth-based trade unions are to launch a boycott of certain white businesses from July 1 in an effort to bring pressure on the authorities to release four of their officials being held by Security Police.

The decision by members of the interlinked Motor Assemblers' and Component Workers Union of South

Africa (Macwusa) and the General Workers Union of South Africa (Gwusa) was taken at a meeting attended by hundreds of workers at the Daku Hall, KwaZulu at the weekend.

The unions are seeking the release of Macwusa chairman Mr D Makhanda and three other unionists: Mr Maxwell Madlingozi, chairman of the Macwusa branch at General Motors; Mr Mxolisi Didiza, a union organizer and Mr Zandile Mtshali, a worker at General Motors.

At the meeting a delegation was instructed to inform the Port Elizabeth African Chamber of Commerce (Peacoc) of the decision. Peacoc will be asked to ask its member businesses to double stocks and to adjust prices to match those in town.

The delegation was also instructed to convey the meeting's decision to coloured and Indian businessmen.

Handed over

The detained unionists were arrested by Transkei officials three weeks ago after it was allegedly found that they were travelling without valid documents in the Transkei.

They were handed over to the South African Police who denied that the men were being detained because of last month's strike by 3 500 workers at Ford, General Motors and Firestone plants.

The men were first held under Section 22 of the General Law Amendment Act, and later under Section 6 of the Terrorism Act allowing for indefinite detention.

Boycott called in bid to free unionists

64

Own Correspondent

PORT ELIZABETH — Two Port Elizabeth-based trade unions are to launch a boycott of certain white businesses from July 1 in an effort to bring pressure on the authorities to release four of their officials held by Security Police

The decision by members of the inter-linked Motor Assemblers and Component Workers Association of SA (Macwusa) and the General Workers Union of SA was taken at a meeting in Port Elizabeth at the weekend

The unions are seeking the release of the Macwusa chair-

man Mr Dumile Makhanda and three other unionists Mr Maxwell Madlingozi chairman of the Macwusa branch at General Motors Mr Mxolisi Dindiza a union organiser and Mr Zandile Mtuza a worker at General Motors

At the meeting a delegation was instructed to inform the Port Elizabeth African Chamber of Commerce of the decision. The chamber will be asked to request its member businesses to double their stocks and to adjust their prices to match those in town.

The delegation was instructed to convey the meeting's de-

cision to coloured and Indian businessmen as well

Speakers said the decision should also be relayed to the Port Elizabeth Black Civic Organisation and all sporting bodies for their support

They said members could still buy items like furniture and clothing - which were not available in the townships - from shops in town, but groceries should be bought only in the townships

The detained unionists were arrested by Transkei officials three weeks ago after they were allegedly found travelling without valid documents

They were handed over to the South African Police who denied then that the men were being detained because of last month's strike by 3 500 workers at Ford, General Motors and Firestone

Police said the men were being held under section 22 of the General Law Amendment Act which meant they could be detained for up to 14 days

At the expiry of the 14 days last week, Security Police announced that the four men's detention would be continued under section 6 of the Terrorism Act which allows for indefinite detention without trial

The myth of c

A mistake th projects mak "community". for example, contribute t for Umhlaba, another (Uml) calities wou decide to wo themselves a are not comm gathering of large number white farms, are composed mountains.

There are s than others "community associate t good headma (vide the f "progressiv to rack and

In all the and usually the project involved in committees concerted path of dev

In all are majority h project is

11

63

of how projects will work and what would be a good way of using local resources. They can seldom know of those cases where small groups of people are trying to establish economic activities which they know will work, but which they cannot establish or develop for lack of some capital or technical skills input.

Very often where the external "developers" come to the area where they have chosen to implement their plans, they cannot know what the real roles of the various groups in the society are, and who they are working with and through. It is very difficult not to fall into the trap of working with the people who are easiest to communicate with, and who are enthusiastic about the project - who, as I have shown, are generally the richer people in the society.

Boycott

call.

traders

wait

Handwritten notes: 2/15, 1/29, 2/29, 2/29

of the 17c he paid the agent another said he thought he paid other farmers paid 15c to the One farmer paid 15c a sheep and the farmer who paid 22c which he paid the dagsmanne, transport) and the shearer 7

only 8c went to the shearer, r and 1c to the agent and five to the agent per sheep shorn. or 10c went to the shearers the agent took 15c (from team and paid for their

Rates for shearers and dagsr and the number in the team,

A competent hand-shearer, th

day. At 10 c a sheep, this

However, of the teams hired to shear more than 200 sheep each, or fewer. At 10c a s

Machine shearers could shear R25 to R44 a week at 10c a s

In addition to cash wages, a at the rate of one sheep per given two slaughter sheen pe

kind included milk, tea or c and firewood.

Dagsmanne were getting betwe lowest wages and the floccc-

some farms the dagsmanne sha paid separately, usually get

Shearers and dagsmanne usua open. A few farms had empty

houses for permanent workers where the shearing team could sleep and two had specially built quarters for them.

2. Recruitment and Transport

Farmers who hired local teams transported them to and from the towns themselves. At the end of a shearing job, the farmer would book the team for the following season, giving them an approximate date and length of time they would be expected to work. As the new season approached, the farmer would contact them in the town, setting a definite date, and often paying a 'voorskot' on their expected earnings. Farmers complained

1) that the shearers immediately spent the voorskot and were only prepared

Post Reporter

BLACK traders would support the call by local trade unions for the boycott of white businesses in protest at the detention of union leaders - if this was in line with the feelings of the black community

This was said today by the secretary of the Port Elizabeth African Chamber of Commerce, Mr D Siwisa, in response to the decision by members of the Port Elizabeth-based Motor Assembly and Component Workers' Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa) taken at a meeting during the weekend.

The unions are demanding the release of Macwusa chairman, Mr Dumile Makhanda, and three other unionists, Mr Maxwell Madlingozi, chairman of the Macwusa branch at General Motors, Mr Mxolisi Didiza, a union organiser and Mr Zandile Mtuza, a worker at General Motors

Asked if the chamber would urge members to buy additional stocks in anticipation of a boycott of white trade, Mr Siwisa said the union could not advise members until it had been formally approached by the unions to support the call

"But I can assure you that we will not divorce ourselves from community affairs and our stand will be in line with the thinking of the community," he said

of sheep shorn per week

shear 50²/sheep in a 7,50 in a 5 1/2 day week.

ewed, only two were said e were shearing 150 sheen weekly wages of R15.

sheep a week each, earning

anded meat, usually provided most farms shearers were (shorn). Other payment in ables (on a few farms only)

The floor-sweepers earned the sers the highest. On ; on others they were heep a week each.

shearing shed or in the

2. Recruitment and Transport

Farmers who hired local teams transported them to and from the towns themselves. At the end of a shearing job, the farmer would book the team for the following season, giving them an approximate date and length of time they would be expected to work. As the new season approached, the farmer would contact them in the town, setting a definite date, and often paying a 'voorskot' on their expected earnings. Farmers complained

1) that the shearers immediately spent the voorskot and were only prepared

Rubel 14 Arbeidskoste per arbeider per jaar vir die Røens

Jaar	Kon- tant	Bonus	No- taal kon- tant	Wool	Vis	Vleis	Wyn	Melk	Sukker Koffie Tabak	Me- diese koste	Kle- ra- sie	Onge- valle Ass.	Ander	No- taal Nie- kon- tant	Ho- taal	Aan- tal Ar- beids- een- hede	Koste Ar- bei- der/ dag	Aar tal arbe- der plaa
"55/56	144,82	1,65	146,47	/	/	/	/	/	/	/	/	/	/	112,32	258,79	278,0	0,38	3,2
"56/57	152,32	8,58	160,90	/	/	/	/	/	/	/	/	/	/	118,59	279,49	361,0	0,39	3,3
"55/66	205,63	/	205,63	12,80	1,70	41,21	21,24	3,37	/	2,30	3,15	4,00	5,10	94,87	300,50	226,0	0,75	3,4
"72/73	314,53	27,69	342,22	/	1,71	132,35	11,08	18,01	1,17	5,33	10,40	5,90	14,90	32,32	374,54	194,0	1,14	4,1
"73/74	384,18	38,62	422,80	47,52	4,14	132,35	11,08	18,01	1,17	5,33	10,40	5,90	14,90	32,32	374,54	191,0	1,39	3,1
"74/75	394,49	61,21	455,70	54,34	4,66	213,19	16,44	23,81	0,23	5,71	15,08	8,19	44,71	286,36	842,07	171,0	1,58	3,4
"75/76	449,77	57,68	507,45	54,90	10,71	182,26	32,08	42,60	0,13	7,32	16,01	9,02	24,84	379,87	887,32	151,0	3,08	3,7

Police in PE free detained member of YCW

Post Reporter:
 A MEMBER of the Young Christian Workers (YCW), Mr Lulu Johnson, who was detained under Section 22 of the General Laws Amendment Act in Port Elizabeth a fortnight ago, was released last night, according to Major N J van Rensburg of the Security Branch.
 Three other YCW members held at the same time - Mr Cuan Stanley, Mr Zim Nondumo and Mr Shepherd Mat - are still in custody.
 Major Van Rensburg said they would be charged within 48 hours for allegedly possessing banned publications. He could not say whether they would be released on bail.
 Eight members of the Congress of South African Students (Cosas), detained in terms of Section Six of the Terrorism Act since the end of May, are Mr Livingstone Ntlokwana, Mr Siphiso Mtinkula, Mr Remember Ntlabathi, Mr Mpumelelo Yantolo, Mr Zingele Dubase, all from Port Elizabeth, and Mr Mnyamezele Booi, Miss Phumla Poro and Miss Lucy Nguqu, all from Uitenhage.
 Four trade unionists are also being held under Section Six of the Terrorism Act, bringing to 12 the number of detentions under the Act in Port Elizabeth.
 They are the chairman of the Motor and Component Workers' Union of South Africa (Macwusa), Mr Dumile Makanda, and three union organisers, Mr Maxwell Madingosi, Mr Mxolisi Didisa and Mr Zanla Mtuza.

Bron: Afdeling Landbouproduksie-ekonomie

Most of fired timber workers back at their posts today

23/6/81
EP
1400
139
181
174

Post Reporter

MOST of the workers at Federated Timbers in Port Elizabeth who lost their jobs last week after a pay strike, returned to their posts today

About 200 workers downed tools last week after management rejected their demands for a 100% increase in the weekly minimum wage rate. The firm started recruiting a new work force last week and dismissed workers were given the opportunity to return

Workers said they were dissatisfied with the present 80c an hour minimum and demanded an hourly minimum of R1,65

Federated Timbers, however, said although the pay demands by striking workers could not be met, an increase of between 20% and 30% in minimum wages had already

been budgeted for later in the year

Most of the dismissed workers returned to work today

The firm has already engaged a number of replacement workers but official figures could not be obtained. All who returned today will be accepted back but it is not clear whether workers will be reinstated or re-employed

If they are reinstated, workers will not lose accumulated long-service bonuses and holiday pay benefits

Meanwhile management at the strike-hit motor component firm, Dorbyl, in Uitenhage would not say how many workers had been recruited after the dismissal of 1 000 strikers last week

Recruitment has reportedly been slow and one of the two plants hit by the strike is at a standstill

Table A2

Es

Details		African Home and Rural Area		
1.	Estimated Settled Population African Areas from 1936 Population estimated on the basis of the African population as a whole. <u>Children 0-14 yrs in Town</u> = .39 White Farms actual count; African rural areas census count			(Migrants 476 000) 3 438 395
2.	Estimated population in 1951 or only. Natural rate of increase. Population ₁₉₅₁ = Population ₁₉₃₆ x 1.18			4 493 372
3.	Actual Population in the area of urban area taken as actual children in African rural areas census count			(Migrants 679 000) 3 986 234
4.	Permanent Migration together with migrants i.e. persons who would in 1951 if no migration had taken place. (rounded to 10 000)			- 510 000
5.	Estimated Population in the area of increase only, rate of natural increase 3 per cent p.a. Note calculation period 1951-1960 as 1960 is the latest available to obtain actual census counts of the population resident on White farms. (4)	2 625 000	1960 3 145 072	6 985 966
6.	Actual count adjusted for temporary migrants. Ratio of children to adults .42 for urban population. Migrants from homelands 1 177 000. (5)	3 702 000	1960 2 144 085	(Migrants 1 177 000) 7 586 780
7.	Permanent Migration together with the outmigrants natural increase (see 4 above) (estimates rounded to nearest 10 000)	1 080 000	1 000 000	+ 600 000

- (1) Population census data has been taken from Union of South Africa 6th Census, 5th May 1936. Vol. 1 'Sex and Geographical Distribution of the Population', UG 21 of 1938 and the Supplement to Vol. 1X 'Ages and Marital Conditions of the Bantu Population', UG 50 of 1938, Government Printer, Pretoria. The number of temporary migrants has been taken from Jill Natrass, The Migrant Labour System and South Africa's Economic Development 1936-1970 Unpublished Doctoral Thesis, University of Natal Library.
- (2) Population data from 'Sex and Geographical Distribution of the Population' vol. V, Population Census 1936, UG 21/1938. The rate of increase of 1.8 per cent has been taken from the average rates of increase 1936-1951 for the African Population in South African Statistics 1974, Department of Statistics, Pretoria, 1975
- (3) Actual population data from 'Union Statistics for Fifty Years' Bureau of Statistics, Pretoria and Population Census 1951, Vol. V, Ages All Races Bureau of Statistics, Pretoria, UG 42/1958. The estimates of the number of migrants from data in Jill Natrass, The Migrant Labour System and South Africa's Economic Development 1936-1971, see Note 1.
- (4) The rate of increase of 3 per cent from the average rate of increase 1951-1970 for African Population in South African Statistics 1974, Department of Statistics, Pretoria, 1975
- (5) Actual counts of urban population from Monthly Bulletin of Statistics, December 1975, Department of Statistics, Pretoria, 1976. The estimated number of migrants from Jill Natrass The Migrant Labour System and South Africa's Economic Development 1936-1971. See Note 1. The ratio of children under 15 to all African adults .42 estimated from Report 02-02-02, Population Census 1970 Bantu Age, Occupation, Industry, School Standard, Birthplace, Department of Statistics, Pretoria, 1973.

It seems likely that other dairy projects have failed as the problems of lack of markets and low production force members to leave. (9) That people consider the projects as essentially non-viable is borne out by the fact that while many people in Amathole and Ixomo have decided to sell milk as a result of the dairies' example, they have not joined

Freddy Mhlauli said that Amathole Dairy has lasted so long because the members work well together and trust each other "unlike at N.M.'s place" It does seem that the tensions generated by the conflict between N.M. and the other members may lead to the dairy's rapid demise, on the other hand while the Amathole dairy has been running for over 25 years only two people earn more than R5,00 a month from it and very few people are involved.

This brings us to the issue of whether an efficient patron figure, by bringing

It also alleges Corobrik wage clerks collect NUBAW dues memorandum from Mr Legotlo's law firm to the registrar denies the union is a "tame" or "company" union

In a separate memo, the union also alleges NUBAW, which claims a membership of 4 500, could not have organised these workers in such a "short space of time" without "management assistance"

BCAWU, which claims 6 500 members, says suspicions were fuelled by the fact that Mr Legotlo and NUBAW's president, Mr M C Harike, were until recently Corobrik management men

The union's general secretary, Mr Eustace Legotlo, is a priest who is active in black church politics

Suspicious were based on signs outside the union's office which described it as the "Corobrik National Union of Brick and Allied Workers" and that its telephonist answered its phone with the greeting "Corobrik, good morning"

The Rand Daily Mail reported this year that there were suspicions that NUBAW was a company union — a charge which it denied

But both NUBAW and Corobrik deny that the union is a "company" union

BCAWU argues that NUBAW should not be registered, basing this on indications from Government officials last year that "company unions" — unions formed by employers — would not be registered

NUBAW has applied for Government registration and has asked the industrial registrar not to register BCAWU

The union is the Building, Construction and Allied Workers' Union which charges that the rival National Union of Brick and Allied Workers is a "company union" formed by brick manufacturers Corobrik, a subsidiary of the giant Tongaat group

A BLACK trade union is locked in a registration dispute with a rival union which, it believes, is a test of Government attitudes to "company" unions

By STEVEN FRIEDMAN
Labour Reporter

Unions dispute a 'test for the State'

Some of the successful ones were established over a very short period of time and then attracted more and more members and stimulated people in adjoining

4. COMMUNAL GARDENS

4.1 INTRODUCTION

It seems that the agricultural extension department has been encouraging communal gardens for over twenty years, in the Ciskei at least In Umhlaba there was mention of gardens which had been started and failed even before the rehabilitation schemes were begun There has been particular emphasis on them in recent years although this varies from area to area I visited gardens in the Ciskei, Transkei and Kwazulu. Some have been very successful while others barely totter along and there are many which have been scrapped altogether.

free by the government, the site is situated very close to water (i.e. generally on the banks of a stream) and the extension officer gives demonstrations and talks on how to grow vegetables These factors are very important when many villages are more than half an hour's walk from water, and most people have no fences round their home gardens so that chickens and small stock eat whatever they try to plant.

Most of the gardens are called "Zenzele Gardens" (and in Kwazulu Vuku zenzele) even where there is no Zenzele women's committee In areas where there are strong Zenzele groups (e.g. Umhlaba) it is part of the "policy" of Zenzele to ask the extension officer to help them establish gardens. In establishing a garden then, the extension officer may work through groups like Zenzele or the Y.W.C.A. or he may hold general meetings and work through all organisations to get to the population at large. In other cases a group of residents may approach the extension officer

make more use of their cattle, dairies the standard of living of the very poorest with cattle can join. Furthermore, out of the dairy because they have too in the dairy, thus the man of the family no one left at home to do the labour is beneficial to people who have many earning activities and who can fit the a supplementary source of income (10)

If confirms NUBAW used Corobrik's name on signs and on the phone, but adds that "almost all of (NUBAW's) members are employed by Corobrik and the use of the name facilitated communication between (it) and its members"

The memo says Mr Legotlo and Mr Harike left Corobrik to form NUBAW when they "became disillusioned with the treatment by management of black workers"

The union says it has succeeded in negotiating pay increases for workers and winning their reinstatement when they have been fired

In view of peoples commitment to the project (discussed later) I would see the dairies main value in providing an educative experience for those involved One might argue that in an environment of such poverty and lack of alternatives, inequitable production is better than nothing and that it is very useful in expanding peoples consciousness.

By BILL GARDINER

POLICE entered the offices of a Port Elizabeth-based trade union last night and, unionists claimed, accused them of running a "political organisation"

Mr Government Zini, organising secretary of the Motor Assembly and Component Workers Union of South Africa (Macwusa), said 10 uniformed policemen entered the union offices at about 7pm yesterday when the union executive and local shop stewards were meeting

Mr Zini said "We were sitting in the reception room when 10 policemen rushed in and closed all exits

"One of the policemen accused us of running a political organisation. We tried to be polite and get their names but they refused

"They wanted to know when

10 police enter offices of Macwusa during meeting

E. Post 24/6/81. 251 139

we had rented the offices and whom we were renting them from. They asked us if we were a registered trade union."

Asked for comment on the incident, police liaison officer Major G Van Rooyen, after making initial inquiries, denied that police were involved in the incident.

A spokesman for the Security Police, Major N J van Rensburg, however, confirmed that policemen had contacted the Security Police about the trade union meeting, after investigating

a burglar alarm that had gone off in the building.

"They went into the building to investigate where the burglar alarm went off. They then found these people in an office having a meeting. It was a trade union meeting with trade union people, as far as we know, that's why we were not interested in the matter," he said.

Major Van Rooyen later confirmed that further inquiries revealed that police arrived at the union offices to investigate a burglar alarm. He stressed it was not an official raid on the offices and

as such the police had no knowledge of the incident at first.

He said that after a Lieutenant Van Heerden had questioned the unionists, the policemen were satisfied that the meeting was legal and left.

• Four Macwusa officials are at present being held under Section Six of the Terrorism Act in Port Elizabeth. They are Macwusa chairman Mr Dumile Makhanda, and three organisers, Mr Maxwell Madlingosi, Mr Mxolisi Didisa and Mr Zanila Mtuza.

Official list of recognized industrial diseases

Appendix A

Description of disease	Description of Occupation
Ankylostomiasis (Hookworm) in workmen. Other than Asiatics or Natives.	Mining carried on Underground
Anthrax	The handling of wool, hair, bristles, hides and skins. Work in connection with animals insected with anthrax
Arsenical poisoning.	Any work involving the use of handling or use of Chromic and chrome salts or other materials containing chromic acids or Chromic salts
Hydrocarbons poisoning by the	Manufacture or use of or contact with the halogen derivatives of hydrocarbons.
Manganese poisoning	Any work involving the use or handling of, or exposure to fumes, dust or vapour of manganese or a compound of or substance containing manganese
Mercury poisoning or its sequelae	Any work involving the use of mercury or its preparations or compounds.

57 union detainees charged in Ciskei

Star 24/6/81

139 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500

By Drew Forrest

The Ciskeian authorities have laid charges against 57 trade-unionists, most of them members of the SA Allied Workers Union (Saawu).

Legal sources confirmed that 36 Saawu members and former employees at the Wilson-Rowntree plant in East London appeared in the Mdantsane regional court last Friday.

They were arrested on June 11 and have been charged under the Ciskei's proclamation 252 with holding an illegal gathering.

Another 20 Saawu members appeared in court on Monday, where 19 of them were charged with public violence and one with intimidating workers in terms of Section 10 (1) of the Riotous Assemblies Act. They have been released on R50 bail and their cases have been postponed until July 13.

Prior to their court appearance, the men had been held for more than two months under the homeland's security laws.

Also charged was the branch chairman of the African Food and Canning Workers Union, Mr Ernest Qwéshe, who is alleged to have been in possession of banned literature.

to Workmen's Compensation, Appendix 2, : Joe Leng.

Any work involving the preparation, packing or handling of trinitrotoluol (T.N.T.)

Any occupation (other than in a dusty atmosphere' as defined in the Pneumoconosis Act 1956) in which workmen are exposed to the inhalation of Silica dust, asbestos dust or other mineral dust.

Any work involving the handling or use of tar, pitch bitumen mineral oil or paraffin

Any work involving the use of phosphorus or its preparations or compounds.

Any work involving the use or exposure to the action of radium or other radioactive substances or X-rays.

Description of Occupation

Description of Disease

Appendix A Continued.

Continued/.....

25/6/81
Ford 3/1/81
Police make 'unofficial' raid on 'political' union

By STEVEN FRIEDMAN
Labour Reporter

POLICE this week raided the offices of the union whose members were involved in the recent strikes in the Port Elizabeth motor industry and told officials the union was a "political" organisation

According to officials of the Motor Assembly and Components Workers Union of South Africa, police also ripped a union telephone from its socket and were 'rude' to union office bearers

In response to queries by the Port Elizabeth Press, police confirmed that a raid had taken

place but said it had been "unofficial". Police also said the raid had taken place because a burglar alarm had been activated in the building housing Macwusa's offices.

According to the union, 10 policemen burst in on a union meeting which was taking place in the office and told unionists attending the meeting that Macwusa was a 'political' organisation.

They said they intended calling the Security Police and are alleged to have ripped the union's telephone from its socket.

Macwusa officials described the police as 'rude'.

Three Macwusa officials, including the union's general secretary Mr Dumile Makanda, are in detention under security legislation. An ordinary member of the union at General Motors is also being held.

Macwusa members struck recently at Ford, General Motors and Firestone in one of the first "sympathy" strikes in the country's labour history.

Shortly after the strike was settled, union members at Ford's engine plant staged a one-day strike.

When the Macwusa men were originally detained, police said their detention was not connected with the strikes.

28/6/8
54
139

Trade unions slam action by police in Port Elizabeth

By BILL GARDINER

MAJOR independent trade unions throughout the country today condemned the action of uniformed policemen who this week forced their way into the offices of the Port Elizabeth-based Motor Assembly and Component Workers' Union.

A police spokesman said that uniformed policemen entered Macwusa's Main Street offices to investigate a burglar alarm that had gone off. The District Commandant of Port Elizabeth, Colonel L K Kotze, has launched an investigation into the incident.

The South African Allied Workers' Union, the Food and Canning Workers' Union, the African Food and Canning Workers' Union, the General Workers' Union, and the Fed-

eration of South African Trade Unions have condemned the police action which they said was a "blatant violation" of the union's right of free association.

Macwusa's organising secretary, Mr. Government Zini, yesterday claimed that policemen had entered the offices while unionists were meeting and accused them of running a political organisation.

He said the policemen blocked all exits while one of them contacted the Security Police.

The secretary of the Food and Canning Workers' Union, Mr. Jan Theron, today deplored the incident and called for an immediate stop to "police harassment" of trade unionists in South Africa.

The figures for the State were R1,90 and R1,18 respectively. The latter figure excludes the cost of special investigations. The mean cost to the patient of a clinic delivery worked out at R 6,9 while that of a hospital delivery cost R6,50 (including ambulance fee). For the State a clinic delivery cost on average R5,57 whereas a hospital delivery cost R23,39 excluding care of the infant. The total average length of stay in the clinic was 1,1 days and in the hospital 3,85 days (excluding convalescence). The cost of bed occupancy subsequent to delivery have not been included in the cost of delivery.

Star 26/6/81
Strike ends
at Hulett's

DURBAN — Striking employees at Hulett's refinery in Felixton, Durban, went back to work yesterday after a meeting of the trade union, the industrial council and the workers' committee.

They went on strike last week, demanding an allowance for labourers not living in the compound.

The industrial council and the trade union are to continue negotiations today — Sapa

119 26/6/81

Sugar mill wrangle before industrial council

139

Mercury Reporter

MANAGEMENT and workers of the Huletts sugar mill in Felixton are to meet their industrial council for discussions today in an effort to resolve the issues in this week's six-day strike

The more than 500 workers at the North Coast mill resumed work yesterday on the advice of their union and members of the industrial council, pending today's discussions

Workers downed tools on Friday last week after management refused to meet their demand for a R95-a-month living-out allowance. Management of-

ferred them R50, according to the public relations officer for the company, Mr Ron Phillips.

Sugar workers were paying a great deal of interest to the dispute because the outcome would affect the whole industry, said Mr Selby Nsibande, secretary of the registered National Union of Sugar Manufacturing and Refining Employees

Mr Nsibande said workers at the mill had asked management for a living-out allowance in February last year. After the election of union shop stewards earlier this year, the matter was again taken up with management

15,2
3,6
3,7
1,5

CO-
ATION

Workers down tools in representation dispute

2/14
6/6
15
139
182

Mercury Reporter

WORKERS at the Richards Bay Minerals plant downed tools yesterday after a dispute with the management over worker representation

According to a spokesman for the workers at the plant, workers would not leave the premises and refused to go home. Police were on standby, but were not called out to the plant, a spokesman for the Richards Bay police said. The issue being contested is a change in representation

for the black workers at the plant. According to Mr Matthews Oliphant, general secretary for the National Federation of Workers, most of the workers at the Richards Bay company want to be represented by his union. Management has agreed to recognise the federation only if it can prove that it represents at least 50 percent of the workers at the plant.

A statement issued by management says the company 'insists that documentary evidence be produced to show majority support'. According to Mr Oliphant, management wants proof that at least 50 percent of the workers at the plant are paying members of the union.

However, the federation does not only recognise members who have paid their fees.

'As long as workers are registered with the union, we represent them whether they have paid their fees or not,' Mr Oliphant said. He also said he could prove that 65 percent of the 933 black workers were registered with his union.

Stoppage

In an effort to resolve the issue, a meeting was held last Tuesday between management and union leaders. The union suggested a secret ballot be held to determine majority support, but management would not agree to this, Mr Oliphant said.

The union reported back to the workers, telling them of the management's decision. Workers then decided to confront the management themselves, Mr Oliphant said. This led to this morning's stoppage.

The public relations officer for Richards Bay Minerals reported that the work stoppage had been 'very orderly and without any incidents'.

TABLE 3

Results of school leaf tests in Tloko district

SCHOOL*	ENROLLED	TESTED	% OF PUPILS TESTED
Bete	481	316	65,7
Ntshigo	613	414	67,5
Gcoqwana	304	218	71,7
Tyeni	337	263	78,0

*All schools in the table take students

TABLE 4

Results of leaf tests in Ntshigo by age

AGE (years)	WHOLE POPULATION		Q(% uninfected)
	No. uninfected	Total	
0,5	11	13	85
1,5	17	21	81
2,5	14	18	75
3,5	20	36	56
4,5	12	21	57
5,5	15	29	52
6,5	11	22	50
7,5	10	21	48
8,5	17	36	47
9,5	9	14	64

TABLE 5

Results of leaf tests in Ntshigo by age

AGE OCCUPANCY LESS THAN

TABLE 1

The Population of Ntshigo

AGE (years)	PRESENT		Sex Unknown	ABSENT		TOTAL
	Male	Female		Male	Female	
1	17	33	0	0	50	
1	15	24	1	0	40	
2	15	14	0	0	29	
3	34	27	1	1	63	
4	21	17	0	2	40	
5	22	21	1	2	46	
6	17	19	2	1	39	
7	17	12	0	1	30	
8	25	24	2	1	52	
9	15	10	1	0	26	
10-14	86	83	6	5	180	
15-19	52	67	24	11	154	
20-24	17	59	29	17	122	
25-29	9	35	24	8	76	
30-34	8	39	30	9	86	
35-39	14	28	24	8	74	
40-44	5	36	16	6	63	
45-49	12	35	13	3	63	
50-59	19	45	17	1	82	
60-69	8	36	3	1	48	
70+	15	24	2	0	41	
Unknown	11	27	18	7	107	
TOTAL	454	715	215	84	1512	

TABLE 2

Annual incidence of tuberculous infection for the Black population in different parts of South Africa

AREA ANNUAL INCIDENCE per 100

East London	7,60
Transkei	7,55
Ciskei	4,20
Germiston	2,30
Bophuthatswana	2,20
Johannesburg	1,90
Kwa Zulu	1,30
Gazankulu/Venda	1,30

Sugar mill wrangle before industrial council

Mercury Reporter

MANAGEMENT and workers of the Hulefts sugar mill in Felixton are to meet their industrial council for discussions today in an effort to resolve the issues in this week's six-day strike.

The more than 500 workers at the North Coast mill resumed work yesterday on the advice of their union and members of the industrial council, pending today's discussions.

Workers downed tools on Friday last week after management refused to meet their demand for a R95-a-month living-out allowance. Management offered them R50, according to the public relations officer for the company, Mr Ron Phillips.

Sugar workers were paying a great deal of interest to the dispute because the outcome would affect the whole industry, said Mr Selby Nsibande, secretary of the registered National Union of Sugar Manufacturing and Refining Employees.

Mr Nsibande said workers at the mill had asked management for a living-out allowance in February last year. After the election of union shop stewards earlier this year, the matter was again taken up with management.

Spec 26/6/81 (139)
**PE union
head held**

Own Correspondent

PORT ELIZABETH —
The chief organiser of a recently established trade union in Port Elizabeth, the General Workers' Union of South Africa (GWUSA), Mr. Siphon Pityana, was detained today by Security Police.

The head of the Security Branch here, Colonel Gerrit Erasmus, said Mr Pityana was being detained under Section 22 of the General Laws Amendment Act for interrogation.

Another top trade union official held

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SECURITY police in Port Elizabeth today detained a prominent organiser of the Motor Assemblies and Component Industries Union (Macwusa) bringing to five the number of senior union officials now being held.

Colonel Gerrit Erasmus, Eastern Cape Divisional Commander of the Security Police, confirmed today that Mr Siphon Pityana, a Macwusa organiser, was being held under Section 22 of the General Law Amendment Act.

The section allows police to hold suspects for 14 days without having to bring them to court.

Mr Pityana was also an organiser of the General Workers Union of South Africa, to which Macwusa is affiliated. Both unions are unregistered.

Police action comes in the wake of recent warnings by

Government speakers including Mr Fanie Botha, the Minister of Manpower Utilisation, and Mr Louis le Grange, Minister of Police — that they would not allow trade unions to be used for "political" purposes.

Mr Pityana recently expressed himself strongly against the wild-cat strike action taken by workers at Federated Timbers in Port Elizabeth.

Other Macwusa trade unionists still in detention are Mr Dumile Makanda, Chairman, Mr Maxwell Madlingozi, Mr Mxolisi Didisa and Mr Zanila Mtuza. All of them were detained by Transkeian Police at the end of last month and were handed over to the South African Security Police.

They are presently being held under Section 6 of the Terrorism Act.

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Plaasgroottes speel n groot rol by bevordering van arbeiders en in loondifferensiasie. Die grootste deel van die plase het 15 - 20 hektaar onder besproeiing. Die grootste plase is \pm 70 hektaar.

By groot sowel as kleiner plase het dit in die afgelope jare gebeur dat boere in die omgewing tot n groot mate plase bygekoop het en die getal boere dus daal. Op die kleiner eenheid met 4 - 5 arbeiders is dit prakties moeiliker om verskille in lone en verantwoordelikheid te maak omdat almal altyd dieselfde werk doen en die boer self vir meer ingewikkelde reëlings sorg. Goeie algemene lone hoef nie hierdeur benadeel te word nie, omdat die toesig goed is en goeie werkverrigting verkry word.

By die groter eenheid is delegering van gesag noodsaaklik. Hieruit vloei weer die bevorderingsmoontlikhede van die bekwame man wat dien as motivering vir die arbeider.

Om hierdie rede is die blanke voorman besig om te verdwyn en word sy salaris in die bruin arbeiders belê, met baie goeie gevolge. Die blanke beklee almeer die bestuursposisie op die groot eenhede, eerder as die voormansposisie op n eenheid van redelike grootte.

are the postgraduate (specialization) and continuing education phases. We must provide an undergraduate education base for a lifetime of learning, that is to say the habits and responsibility of lifelong learning must begin in this phase. Our teaching methods must enable our students to become self-directed learners in their careers so as to keep up-to-date in their professional knowledge, skills and attitudes and render optimum service to their patients.

Coal 4: "The professional health worker will have a core of knowledge on the physical, behavioural, economic, political and ecological determinants of health-relevant problems. He will be able to apply this knowledge, and, where appropriate, manipulative skills to manage the problem."

One of the challenges to modern education is that (9). man continues, and is likely to continue, at an exponential rate. In the future it will be important for students to learn to 'manage' their discipline, rather than to 'store' it. They must learn how to evaluate it and how to apply it, rather than how to recall it from memory. Yet it must be a 'core' of knowledge in memory is important and issue seems to be the size of the core that is in at present we have too little information about in competent, practising health professionals. It is difficult, probably impossible, to gauge the performance of undergraduate students. We allow ourselves and for decades have simply added more and more as new disciplines emerged and new knowledge accrued disciplines. The reduction of a subject's content in a curriculum is a rare occurrence, strongly resisted by its proponents. As this issue is now reaching crisis point in institutions (especially medical schools) many authors are suggesting that it is only by establishing new institutions that the necessary changes will be achieved (10). I believe that this is an over-pessimistic point of view and submit (admittedly with little evidence) that grass roots organisational development in an educational institution can result in substantial change.

Coal 5 "The health professional worker will be able to collect and record health-relevant information in a systematic and reliable way. He will be able to use this information to identify health-relevant problems and then to apply the information to manage these problems, under supervision where this is appropriate. Such problems may occur at the basic science level, clinical level or community level in southern Africa."

This goal emphasises two points. The first is that students must be able to use knowledge and apply it in given situations. This statement

Wits students detained in dawn swoop

By AMEEN AKHALWAYA and MARTIN FEINSTEIN

THE crackdown on student, trade union and community leaders intensified yesterday when at least 10 black students were detained in the Johannesburg area, and a prominent trade unionist, Mr Siphon Pityana, was held in Port Elizabeth

Student leaders condemned the latest detentions, which coincided with the 26th anniversary of 'Freedom Day'

Police have been unable to give the number of people held under Security Laws in the past two months, but according to records kept by the Institute of Race Relations, up to 200 people could now be in detention

And in Ga-Rankuwa, near Pretoria, Rand Daily Mail sources reported yesterday that Bophutha-Tswana police had detained several students for questioning on the Black Students Society at the University of the Witwatersrand

But this was denied by the Bophutha-Tswana Commissioner of Police, Brigadier J B Stevens "Youths may have been arrested for criminal offences like theft but no students were detained," he said

Yesterday, the Wits students - including Mr Ghaleb Cachalia, acting president of the BSS, and several Anglo-American cadets - were held in a pre-dawn police swoop on several homes and the Mofolo students' hostel in Soweto

The others are Mr Cecil Nkwane, Mr Mbuleco Ncetego, Mr S S Mokoena and Mr Jacob Moroga, all of Motolo, Mr Saad Cachalia, of Fordsburg, Mr Cassim Hansa and Mr Yunus Ballim of Lenasia, and Mr

Thembinkosi Wokashe and Mr Michael Sarjoo

Mr Ghaleb Cachalia was released late yesterday afternoon

The head of the Witwatersrand Security Police, Colonel Hennie Muller, confirmed the detention of students yesterday, but did not release any names

The Police Directorate of Public Relations said it could not confirm the detentions

There are now three members of the Cachalia family held under Security laws They are Mr Saad Cachalia, and brothers Mr Firoz and Mr Azhar Cachalia

Mr Pityana, a former chairman of the Port Elizabeth Students Representative Council, is an organiser for both the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and the General Workers' Union of South Africa (Gwusa)

His detention brings to five the number of Macwusa officials held by Security Police

He is the younger brother of Mr Lizo Pityana, who is presently serving a five-year banning order, and Mr Barney Pityana, exiled founder-member of the now banned South African Students Organisation (Saso)

A Security Police spokesman said Mr Siphon Pityana was being held under Section 22 of the General Law Amendment Act

Wits university sources said yesterday that the students arrested at Mofolo Hostel - which is run by the Salvation Army - were Anglo-American

To Page 2

... knowledge that a complete education incorporates

teaching and learning in the knowledge, manipulative skills and attitudinal domains, little formal place is given in the curriculum to the teaching and evaluation of attitudes. The human behavioural sciences form an essential basis for this education, yet when the curricula of most undergraduate institutions are examined by far the major emphasis is placed on the biological rather than the behavioural aspects of health care. In the future we must return to the view of the patient as a 'whole person'.

Security Police

DOM 27/6/81

detain students and unionist

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22/6
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Corporation cadets, many of them first-year students

A hostel spokesman said the police woke the warden at 4.50am

After arresting the students, who are busy with mid-year exams, they searched several rooms and confiscated several posters and stickers before leaving at 5.20 am.

Witnesses at the hostel said the police had an "extensive list" of names which included several students who were not there at the time.

A spokesman for the Wits registrar's office said police had telephoned the university asking for examination papers so that students could write them in detention

But the university decided to send deterrent applications

In a joint statement, the Wits SRC and the BSS condemned the detentions, describing them as "totally unjust and the result of fear"

"Today is the 26th anniversary of the Freedom Charter and it is ironic that on this day of democracy more people have been subjected to the draconian measures of the State," the statement said

From Page 1

The National Union of South African Students (Nusas) "deplored and condemned" the detentions.

The Azanian Students' Organisation (Azaso) and the Congress of South African Students (Cosas) objected to the "attempt to silence opposition"

The Police Directorate of Public Relations said yesterday it could still not confirm the names of seven people believed to have been detained with Mr Khotso Seatlholo, vice-president of the Soweto SRC

Among prominent people still in detention are trade unionists Mr Joseph Mavi and Mr Sisa Njikelana, Mr Zwelakhe Sisulu, banned former president of the Media Workers' Association of SA, Mr Thami Mazwai, Mwa-sa's national secretary and news editor of The Sowetan, student leaders Mr Andrew Boraine, Mr David Johnson, Mr Wantu Zenzile and Mr Aziz Jardine, and Mr Thabo Ndabeni, national organiser of the Azanian People's Organisation

the exception rather than the rule. (21) Thomas Leggett, a consulting mining engineer, stated, 'Contract work does not greatly exceed that of average pay in my experience.' (22) After paying expenses many miner-contractors earned wages which ranged from £12 to £15 per month. (23) Mining engineers believed that single men might be able to save a little of their earnings on a wage of £1 per day, but that for married men this was not the case at all. S. Jennings contended that it was very difficult for a married man 'to make ends meet.' (24) Edward Way, manager of the George Goch mine amplified this further:

A single man can possibly save, if he saves everything possible; perhaps £100 a year. But the married man has several disadvantages. As a rule he does not get a house free upon the company's property. He has house rent to pay, and there is the keep of his wife and possibly a family, and he cannot live under a margin of £18 to £20 a week. A large percentage of the men who live

Sugar NY 27/6/81
workers
awarded
allowance

Mercury Reporter
MARRIED workers in the sugar industry have been awarded a living out allowance following a six-day strike by 500 workers at a Hulets sugar mill this week. The industrial council for the sugar manufacturing and refining industry yesterday awarded the R30-a-month living-out allowance to all married workers covered by the industrial agreement, bringing to an end the dispute between management and workers at the Felixton sugar mill. The award comes into effect retrospectively from the beginning of this month. The chairman of the council Mr William Kullm, said 'Unanimous agreement was reached by the council that as from June 1, 1981 sugar mills covered by the industrial council will pay an allowance of R30 a month in lieu of compensation paid to all married employees presently living off mill premises.' The striking workers had demanded R95-a-month food and living-out allowance while management offered R50

rand, the latter view was held by the Rand engineer. (26) It was the hope of earning high contract wages that kept so many overseas miners on the Rand. This occurred even after the hazard of silicosis was recognised. It was notably the fear that gradually wages of white miners would be reduced which provided one of their reasons for striking when three drills under their supervision was introduced (instead of the customary two introduced since 1897); another contention was that they were being exposed to an increased dust hazard. (27) Relatively reduced wages, increased unemployment and growing fears about the alleged incidence and prevalence of silicosis which no longer made it worth their while to remain on the Witwatersrand Goldfields were also major reasons which prompted miners to strike in 1913. (28) It has often been suggested that while the outcrop mines - many of which were of the open-cast type - were being worked,

the dangers to miners from exposure to dust were minimal. This was because the rock in the rich 'free milling' surface zone (where the gold values were high) was relatively soft and damp. (29) Another reason why this type of mining was erroneously not considered to be injurious to health was that developing was performed by hand. (30) This method was considered to be free from the hazard of dust and it was believed that the disease only developed after 1892 when the first dust-producing machine-drills were introduced by mining companies. (31) However, even in the early stages of mining average depths, although shallow in comparison with those of later years, extended as far as 300 feet; and in certain operations very hard pyritic rock was encountered at relatively shallow depths. (32) But rock does not have to be broken by machinery to produce dust. Even hand-broken rock can generate dust in dangerous quantities, as the Report of the Miners' Phthisis Commission, 1922 to 1903, (RMC 1903) indicated. (33) During the period in outcrop ore was being mined natural ventilation, on the whole, was probably reasonably good. But as early as 1887 critical shafts of 100 to 300 feet in depth were being sunk. These miners tunnelled dead end underground drives along the section of the reef, (or established cross-cuts - another kind of dead end tunnel for the creation of different levels - right angles to the shafts) and raised and sank winzes for connecting the drives and cross-cuts and to provide ventilation during the construction of winzes, and until the connection was made with the drive or cross cut, they were also cul-de-sacs. This meant that hammer men drilling through rock were working in dead ends where the air was probably vitiated. (34) It is highly probable and it can be strongly argued that even in the early mines silica dust was being generated in sufficient quantities to produce a chronic, that is a slowly developing, form of silicosis, in miners.

During the period 1888 to 1889 deep-level boreholes were sunk. These served to confirm that far below the surface, the reefs flattened, and in this way the continuity of the gold supply was confirmed. From this time deep-level mining commenced. (35) Solid steel, heavy bar-ripped reciprocating drills, which on the back stroke threw off fine dust in the form of shattered rock particles, were used for shaft sinking, and the other

of immunization now available.

(c) Screening procedures to detect disease in the presymptomatic phase. Although there is great enthusiasm for this kind of work, particularly in North America, there are few screening procedures which justify the time and expense devoted to them. It is felt that such tests, e.g. cervical cytology, which are of

Hypotheses are made early in the clinical encounter. The time taken for the process will depend on the potential urgency of the condition

This paper lays stress on the consultation and the concepts of patient care because these are integral to the process and ethos of general practice. However, the content must also be examined especially in relation to training. There are five areas of knowledge of importance

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At a meeting earlier this week, management had told the NFW general secretary Mr Matthew Olifant, that it would negotiate with the union in place of the company's works council only if it could show 50 percent paid up membership at the plant. This could be determined by opening the union's books to an "impartial outsider," such as an auditor.

Mr Olifant told The Star's Durban correspondent that he would not allow this, as the question of whether members were paid up was "no business of management."

There had been no dismissals, Mr Grierson said, but the strikers would be subject to the company's "normal disciplinary procedures."

Star 27/6/81
Strike over union's status
 By Drew Forrest
 Almost the entire African workforce of the Richard's Bay Minerals company — about 650 workers — has downed tools in a dispute over union recognition. Production at the mining and smelting company was shut down for 10 hours on Thursday, but was now at "reduced levels" after being restarted by white employees, said managing director Mr B J Grierson. The striking workers had gathered peacefully at the bus stop next to the plant, he said, but by last night the dispute had not been settled. Mr Grierson confirmed that the strikers were demanding the recognition of the National Iron, Steel, Metal and Allied Workers Union, an affiliate of the National Federation of Workers.

termed the demystification of medicine. By informed reassurance one can diminish anxiety, induce confidence and promote independence and self-care. By taking advantage of receptive phases in the patient's life one can promote concepts of health. Thus the pregnant mother can be taught about the advantages of breastfeeding. The young mother can be taught about the risks of overfeeding and the value of consistency in the management of her child.

Health and Disease

Traditional medical teaching has always been biased towards disease and its treatment. Today there is a growing emphasis on health maintenance. It is felt that the family physician is ideally placed to recognise those patients who are vulnerable or at risk and to practise preventive medicine. Hodgkin describes four ways in which the general practitioner may practise preventive care.

(a) Early diagnosis and appropriate treatment will obviously prevent the serious consequences of disease

(b) Prophylaxis of infectious disease by the numerous kinds

Police CT 7/6/81 detain 34 SAWU leader

Own Correspondent

EAST LONDON — The national president of the South African Allied Workers Union (Saawu) Mr Thozamile Qwetha, 26, the branch secretary, Mr Xolani Kota, and a third man were taken into custody last night by members of the South African security police during a raid on the union's offices in Caxton Street here.

The police seized books and documents from the union's offices.

The head of the security police, Colonel A P van der Merwe, last night refused to comment.

Mr Qwetha has been detained three times before. He was detained by the South African police last year and twice by the Ciskei Central Intelligence Service (CCIS).

A Port Elizabeth trade unionist and former student leader, Mr Siphon Pityana was also detained by security police yesterday.

Mr Pityana, a former chairman of the Port Elizabeth Students' Representative Council, is an organizer for both the Motor Assemblers and Component Workers' Union of South Africa (Macwusa) and the General Workers' Union of South Africa (Gwusa).

His detention brings to five the number of Macwusa officials held by the Security Police.

A Macwusa official said yesterday that three security policemen called at the union's offices in North End and demanded that Mr Pityana come with them. When Mr Pityana tried to leave a message for his colleagues he was handcuffed and forced out of the office, he said.

A spokesman for the Security Police said yesterday that Mr Pityana was being held under section 22 of the General Laws Amendment Act which allows for detention for up to 14 days.

The chairman, Mr Dumile Makhanda and three other officials, Mr Maxwell Madingozi, Mr Mxolisi Didiza and Mr Zandile Mtuzi are being held under section Six of the Terrorism Act which allows for indefinite detention.

The four were arrested in Transkei four weeks ago after it was found that they were travelling without valid documents.

They were handed over to the South African security police who held them first under section 22 of the General Laws Amendment Act and subsequently under the Terrorism Act.

Star 29/6/81

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By Drew Forrest
Three more leading black trade unionists have been detained by South African Security Police.

On Friday evening East London Security Police moved against the president of the SA Allied Workers' Union (Saawu), Mr Thozamile Gqweta and the union's East London branch secretary, Mr Xolani Khota.

They are being detained under Section 22 of the General Law Amendment Act.

Also detained on Friday was an organiser for the union involved in the recent Port Elizabeth labour unrest, the Motor Assembly and Component Workers Union (Macwusa). He is Mr Siphos Pityana, who is being held under section 22 of the General Laws Amendment Act.

More unionists held in SP crackdown

Three other Macwusa members, including the union's chairman, Mr Dumile Makhanda, are being held under section 6 of the Terrorism Act.

The detention of Mr Gqweta and Mr Khota is a severe blow to Saawu's East London branch. Another East London official and vice-president of the union, Mr Sisa Njikelana, is detained under section 10 of the Internal Security Act.

According to Saawu's general secretary, Mr Sam Kikine, the union offices were raided at the time of the detentions and vari-

ous documents were seized.

Stressing that the union had enough manpower to continue even if its entire leadership was detained, he said the detentions "made nonsense of the Government's so-called new labour dispensation."

Macwusa's organising secretary, Mr Government Zini, said the "blatant actions of the police" were not going to resolve the country's problems but "would only increase workers' anger."

"The authorities must understand that the labour movement is legal," he said.

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Universe as a whole for certain important results see Appendix 2.)

IV The Areas Chosen

Before setting out the results of the research undertaken, some information concerning the nature of the areas surveyed provides a useful background:

(a) Elgin:

The Elgin valley stretches from Steenbras in the west to Houw Hoek in the east, and from Viljoen's Pass in the north to the Palmiet River in the south and south-east. According to the 1970 census 16 738 people live in the Elgin-Grabouw area, approximately 75% of them on farms. 68.7% of the population enumerated were 'Coloured', 17.1% Black and 14.1% White.

Apples, while not the only fruit grown in Elgin, are clearly the most important. According to an economic survey undertaken by the DFB in 1972, fully 92% of the area under soft-fruit cultivation (and a similar proportion of gross revenue) was planted with apple trees; pears comprising a further 6%, and plums and peaches approximately 1% each.

Figures from the DFB show that 45-60% of South Africa's total

also report that in some areas villages are set up as fronts to ensure receipt of government assistance although the basis of production remains firmly private."

Not only do patron figures solicit resources for projects in their villages which they will be directly involved in, but on a wider level the richer classes in a district try to ensure that government resources will be directed to their area: "Regional struggle for resources, is as intense in areas of peasant as of estate development. Roads, social services and agricultural facilities are financed from the taxation

progressive farmers improve rather than concentrating on improving the agriculture of the very poor. Some junior extension officers explained their emphasis on the richer farmers (e.g. those with full- and half-economic units) by saying that it is impossible for the poor to improve their agriculture, they have too little land and too few resources. Thus they concentrate on the possible, helping the bigger farmers who, they say, are usually the only people interested anyway.

U.J. Lele and J.W. Meller write of the Green

It was "indicative" that "every legislative initiative of the State is accompanied by the harassing of the leaders of

Unions hit hardest since 1976

By STEVEN FRIEDMAN Labour Reporter

THE current spate of trade union detentions is the biggest crackdown on unionism since 1976, unionists said yesterday. In 1976, the Government banned about 30 people connected with the black union movement.

On Friday, the president and East London branch secretary of the SA Allied Workers' Union, Mr Thozamile Gqweta and Mr Xolani Kota, as well as an organiser of the Motor Assembly and Components Workers' Union of SA, Mr Siphon Pityana, were detained.

This means that 11 unionists, including SAAWU's entire East London leadership, are now being held by the SA Police in terms of security laws.

Unionists said yesterday they saw the detentions as an attempt to curb unions who refused to register.

They cited a television interview by the Minister of Police, Mr Louis le Grange, in which he reportedly warned that, while the Government would tolerate some labour unrest because unions were in an evolutionary stage, certain unionists were overstepping the mark.

Two unregistered unions yesterday issued statements condemning the latest detentions. Last week, the entire independent union movement issued a joint statement attacking union detentions.

SAAWU's general secretary, Mr Sam Kikine, has called for the immediate charging or release of the detained unionists.

He said the detentions would not destroy the union because "SAAWU exists on the factory floor, not in our offices". If the union's present leadership were removed "more militant" leaders would probably emerge.

The General Workers' Union, a Cape-based unregistered union, said the State was "choosing once again a path of confrontation in its continued efforts to counter the rapid growth of the trade union movement".

It was "indicative" that "every legislative initiative of the State is accompanied by the harassing of the leaders of

to the entertainment of the visitors. (The magistrate's office could not possibly come up to scratch alone because of its limited resources). After all important events (e.g. the Independence Celebrations) there are reports that the visitors said they had never been so well received in any other area.

A lot of the top level focus on Umhlaba is because of the exceptional number of co-operatives in the area. The senior extension officer attributes this to the fact that whereas in other districts the extension officers "push" the projects, in Umhlaba "members of the community" approach the extension officers to help them start a project.

have various ways of ensuring that they secure any

truly representative unions. Referring to impending labour legislation, the union said. "Such action clearly reveals the nature of this legislation and underlines the necessity for continuing to oppose laws which apparently can only be implemented with the active collaboration of the Security Police. It said workers' resistance would continue if the authorities did not "ease up on these repressive measures".

for Tanzania: "Individuals who have been in the field

800 fired as police stand by

By Drew Forrest

The Richards Bay Minerals company has fired 800 striking workers, and will begin hiring replacement staff today

The company's managing director, Mr B J Grierson, stated that the men had been fired because of "the escalating degree of coercion and the continuation of the illegal strike"

The dismissals were carried out yesterday morning without incident, he said, although a police

unit was on standby "to prevent any violence"

The mining and smelting company was brought to a standstill for 10 hours on Thursday and Friday when about 650 workers — the majority of its African workforce — downed tools. They were demanding the recognition of a union affiliated to the National Federation of Workers, formerly the National Federation of Black Workers

In a meeting earlier in

the week, management had told the NFW general secretary, Mr Matthews Olphant, that it would discuss recognition only if the union gave documentary proof that it had at least 50 percent paid up membership at the plant

This Mr Olphant declined to do, arguing that the workers had shown they wished to be represented by the union, even if they were not paid up. He could not be contacted for comment yesterday

RDM 1/7/81 (139) 72

Recruitment drive follows sacking of 800 workers

By STEVEN FRIEDMAN
Labour Reporter

A MAJOR Richards Bay company, Richards Bay Minerals, began recruiting a new workforce yesterday after firing 800 strikers

The company's work force stands at around 900. Workers went on strike last Thursday after a recognition dispute between the company and the National Federation of Workers. The strike lasted through the weekend.

A statement by the company's managing director, Mr B J Grierson said the workers had been fired after "serious intimidation of many workers and their families, involving damage to property and personal assaults".

Management had decided to fire the 800 workers in view of the "escalating degree of coercion and the continuation of an illegal strike", he said.

Workers were dismissed on Monday "without incident" and police stood by "to prevent any violence", the statement said.

Mr Grierson said the company had maintained operations through the strike by "redeployment of staff" and this would continue until enough new workers had been recruited.

According to NFW's general secretary, Mr Matthews Oliphant, the dispute began when the union requested recognition from the management.

The company asked for a list of paid-up members of the union to establish its representativeness, but the NFW refused.

It asked the company for a secret ballot to determine representativeness because workers "feared victimisation", Mr Oliphant said.

When the company refused this request, workers "took matters into their own hands".

The NFW is closely associated with the SA Allied Workers Union, an unregistered union which has shown rapid growth in the East London area.

Unionists report a sharp growth in union membership in Richards Bay.

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S A Brick Association Prizes

III: No award

II: A R Low Ken

I: N D G Sessions

fifth years respectively.

For the best student in each of the courses of Building Economics I, II and III in the third, fourth &

LTA Prizes

P R Swift

Professional Practice.

For the student obtaining the highest marks in

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

in any year of study.

For the best all-round student

Bell-John Prize

PLANNING
REGIONAL
& URBAN

(Continued)

SURVEYING
QUANTITY

Where

have

all the carrots gone?

RDH
1/2/81

The Government has been using a carrot and stick approach in its attempts to bring about labour reforms — and to control trade unions. But a recent spate of union detentions has raised fears that the carrot is being abandoned for a bigger stick

Labour Reporter STEVEN FRIEDMAN reports.

SAAWU's entire leadership in East London — its stronghold — are in prison. Only two senior Macwusa officials are not in detention.

The fact that all the unions are part of the "new breed" who will not operate inside the Government's labour system adds fuel to suspicion that the authorities have decided to crack down on this sort of unionism.

In 1976, the authorities seemed to see the entire black union movement as a threat which could be removed by removing its leaders — many of them whites. That move did not, however, succeed and the official approach to unionism changed. The post-White Paper dispensation ushered in a period in which black unions were invited to become part of the official bargaining system.

It was clear that the authorities wanted unionism to develop on their own terms — through the system and without strike action or "political" links.

But their efforts to bring this about involved complex legislative measures aimed at wooing unregistered unions into a system with built-in controls and on hampering those who didn't want to join the system.

But the unions still grew — a fact the authorities clearly don't relish.

Until the unions are charged or released, the suspicion will persist that the Government has decided that this route has not worked and that a new crackdown is the only way to curb "militant" unionism.

If it has, the hopes of those who believed the labour arena could provide a legal channel for black organisation and that labour could provide a model for peaceful (albeit traumatic) change will be dashed.

Such an approach could also finally destroy the credibility of the new labour dispensation in both international and local black eyes.

Whatever doubts critics have had about the controls built into the new system, one detention speaks louder than a hundred debates over Section 46 of the Industrial Conciliation Act.

The detentions are obviously a blow to the unions. The SAAWU office is being manned by its secretarial staff and Macwusa concedes the loss of two full-time organisers is hampering its work.

But a crackdown is unlikely

OVER the past few weeks sections of the trade union movement have been reliving 1976.

It was late that year that the last major crackdown on black unionism occurred when some 30 people (mostly whites) connected to the unions were banned.

Now 11 unionists have been detained without trial by the South African Police in what some see as a new 1976-style crackdown.

The unionists are drawn from some of the fastest-growing unions in the country which hold in common a rejection of registration, a commitment to take up community issues and a reputation for militancy.

Those held are

● Messrs Theozamile Gqweta, Sisa Nyikalana and Xolani Kota, the president, vice-president and East London branch secretary of the SA Allied Workers' Union.

Mr Nyikalana was held some weeks ago under Section 22 of the General Law Amendment Act after he addressed an anti-Republic Day Rally and canvassed support for a boycott of Wilson-Rowntree products. He is now being held under Section 10, the "preventive detention" clause of the Internal Security Act.

Under its section, detainees are held not because they are suspected of a crime but because the authorities believe they may cause unrest if released.

Mr Gqweta and Mr Kota were held on Friday under Section 22. A union member was held with them, but was released on Saturday morning.

This is the fourth time Mr Gqweta has been held — twice by the Ciskeian Intelligence Service under Ciskeian Proclamation R252, which provides for three months' detention without trial, and twice by the SAP.

Mr Nyikalana and Mr Kota have both been held in the Ciskei before.

Indeed, detention by the CIS is no new experience for unionists.

At one stage last month, 57 former workers from Wilson-Rowntree were in Ciskeian prisons (all have now been charged with public violence and other offences or released) and more than 20 unionists were held and released — some after embarking on a hunger strike — last year.

● The chairman of the Motor Assembly and Components Workers' Union of SA (Macwusa), Mr Dumile Makanda,

and four union officials or members. They are Mr Sipho Pityana and Mr Mxolisi Didiya, Macwusa organisers. Mr Maxwell Mandlunguzi, an executive member, and an ordinary member at General Motors a Mr Tsedu.

All except Mr Pityana were held in Transkei for allegedly entering the territory without travel documents and were handed over to the SAP. They were initially held under Section 22 and are now being held in terms of Section 6 of the Terrorism Act. Mr Pityana was held on Friday under Section 22.

Their detention came shortly after Macwusa members staged a "sympathy strike" at three Port Elizabeth motor factories, although police have insisted that the detentions have nothing to do with the strike.

● Mr Joseph Mavi, president of the Black Municipality Workers' Union, whose members were involved in last year's municipal strike. He was held under Section 22 at the same time as Mr Nyikalana — also shortly after addressing an anti-Republic Day meeting — and is now also being held under Section 10.

● Mr Zwelakhe Sisulu, the recently banned president of the Media Workers Association of SA and Mr Thami Mazwai, Mzasa's national secretary. Their detention follows the

banning of five Mzasa officials in the wake of last year's newspaper industry strike.

Police claim they are being held in connection with the arrest of exiled members of the SA Youth Revolutionary Council, whose detention in Soweto was announced recently.

That is the one of the few explanations police offered for the arrests.

Mr Mavi and Mr Nyikalana could have been detained for their anti-Republic Day activities. But, in the Macwusa case, it is unusual for police to detain people for long periods because they allegedly committed a technical offence.

There is no apparent explanation for Mr Gqweta and Mr Kota's detention.

In all the cases, the suspicion will linger — in the absence of an explanation — that their union work is the reason for their detention.

The Minister of Manpower, Mr Fanie Botha, recently denied this, saying the detentions had nothing to do with labour. But unionists reply that, until the men are charged or released, they must assume that they have been held for their union work.

And they add that there is a contradiction when one Government department says it is

granting black unions rights and another jails their leaders.

The detentions thus provoked a statement from the independent black and non-racial union movement, the first time the warring unions joined together to issue a statement. They said they saw the arrests as an attack on unionism.

Not that these are the first unionist arrests since 1976 — officials of three unions were held last year.

And detentions have, of course, been ever-present in Ciskei.

Unions claim the new role of Ciskei — and now Transkei — in detaining unionists is evidence that Pretoria is "using" independent homelands to carry out arrests the Government would rather not take responsibility for.

This has been denied by the Ciskeians and by Pretoria.

But unionists certainly see these homelands as hostile to unionism — a belief which is fuelled by statements from Ciskei Chief Minister Lennox Sebe rejecting unionism.

At least one employer who has recognised a union at a plant inside Ciskei is worried about the future of the agreement once Ciskei becomes independent.

The crackdown of the past weeks is the biggest sustained action against unionists by the SAP since 1976.

to end worker militancy in the Eastern Cape. In East London, SAAWU's strength lies in its network of shop steward committees in the factories who take on the bulk of union work.

Detentions have not destroyed it in the past and they are unlikely to do so now. "SAAWU exists in the factories, not in our office," its general secretary, Mr Sam Kikeme, says.

In PE, the new breed of unionism has been swept along by consistent grassroots community militancy. And the black community has not been detained.

The detentions ignore the view of some employers that worker militancy can be contained by dealing with unions, not by seeking to put them out of action.

In East London, Wilson-Rowntree, which does not recognise SAAWU, complains the union is "confrontational", that non-union workers' homes have been fire-bombed, that labour relations deteriorated when SAAWU arrived on the scene.

But those who have recognised it say the reports of its militancy are greatly exaggerated. In some negotiations SAAWU's inexperience has meant it has not been as tough as some "conservative" unions who opted for registration.

Certainly, an attempt to accommodate the unions, rather than controlling them or detaining their leaders, could lead to turbulence. But it could equally bring the long-term stability which controls and detentions have not brought.

Strikers

CT 1/7/81

rampage:

13 arrested

Own Correspondent

DURBAN — Thirteen blacks have been arrested and charged with public violence in the Esikhawini township, near Richards Bay, after striking workers from the Richards Bay Minerals company went on a rampage at the weekend.

More than 800 employees of the company were dismissed on Monday morning after downing tools on June 25 following a dispute over trade union representation.

In Esikhawini at the weekend, where RBM owns more than 300 homes for its employees a number of strikers indicated they would return to work on the Monday. Groups of workers in favour of continuing the strike went on the rampage against them. A number of workers beaten up were treated in hospital after being rescued by police.

A group of about 25 strikers battered down the front door of a man who intended returning to work. He fled, but the gang broke his furniture, burnt carpets, smashed every window, hacked at tiles in the bathroom with iron bars and ripped all his mattresses.

Notice to move

Yesterday the occupants of the homes were given two weeks' notice of eviction.

The workers struck last week on the advice of the National Federation of Workers who claimed to have the majority of black employees at the company as members.

During discussions with RBM management, union officials were asked to produce evidence of such mem-

bership. Management also said they would pay for an official audit of union books to confirm claimed paid-up membership.

Union officials refused to make the books available and the strike continued.

Early on Monday morning the workforce gathered outside RBM's main gates and repeated their demands for union representation. They still refused to meet management requests.

Management then informed the strikers that because of intimidation of many workers and their families and because of the continuation of the strike, they had to dismiss all the workers.

Refused money

RBM tried to pay out the men but they refused the money. They were then ordered into buses which took them, under police escort, to Esikhawini.

On Tuesday all was calm, but tense, in the township, and police were on stand-by.

The managing director of RBM, Mr B J Grierson, said employment of a new workforce had already begun. Operations at the company had been maintained by remaining staff.

After another strike, more than 300 workers at Umhlatuzi Valley Sugar company, between Empangeni and Richards Bay, returned to work yesterday morning.

They struck on Monday after advising management they wanted a workers' liaison committee. Management at first refused but, after further discussion, it was agreed on.

Sept 24

MT5

Sept 28

MT6

160 workers at PE E. Post 1/7/81 ~~138~~ ~~137~~ 139 factory on strike

Post Reporters

MORE than 160 workers have been on strike for a week at the Repco motor component factory in Port Elizabeth — but the firm's management refuses to discuss the matter.

The strike started last Wednesday in protest against the dismissal last month of three men. The strikers are also seeking management recognition of their union, the Motor Assemblies and Component Workers Union of South Africa (Macwusa).

The men dismissed are Mr Don Kondlo, Mr Bantu Mogale and Mr Raymond Ncoko, who had worked at Repco for two years, three years and three months respectively.

According to union officials, they were read a statement compiled by Repco's management which insisted on the firm's right to discipline workers and also made it plain that

Macwusa would not be recognised unless it became part of the Industrial Council.

Macwusa is not a registered union.

A meeting of Repco workers was held at the Holy Spirit Hall in Kwazakele last Thursday. They were addressed by their three representatives and by Mr Siphon Pityana, a Macwusa organiser.

A deputation was elected to see management. According to union officials, it met the firm's works secretary, Mr Brian Phillips, who is also apparently in charge of labour matters. He said he was prepared to discuss the dismissals — but not in the presence of Mr Pityana, union officials claim.

On Friday, Mr Pityana was detained by the Security Police. Since then management has said it is prepared to

recognise Macwusa but is not prepared to budge on the issue of the men dismissed.

The Evening Post tried to speak to Mr Phillips, only to be told that he was not available to the Press. The matter was referred to the firm's managing director.

His secretary refused to divulge his name and said that no questions would be answered over a telephone. All questions must be put to him in writing.

A reporter drove to Repco's factory in Deal Party. The receptionist refused to allow him to see the managing director without an appointment and suggested the reporter post the questions. She refused to take written questions to the managing director.

Later the questions were accepted. When the firm was approached for a reply, an employee said that no comment would be made.

Richards Bay Strikers on Rampage

NH 1/7/81

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139

139

Mercury Reporter

THIRTEEN blacks have been arrested and charged with public violence in the Esikhawini township, near Richards Bay, after striking workers from the Richards Bay Minerals company went on a rampage at the weekend.

More than 800 employees of the company were dismissed on Monday morning after downing tools on June 25 following a dispute over trade union representation.

In Esikhawini at the weekend where RBM owns more than 300 homes for use by their employees, a number of strikers indicated that they would be returning to work on the Monday.

Groups of workers who were in favour of continuing the strike then went on the rampage against those who wanted to return. A number of workers were beaten-up by strikers and had to be treated in hospital after being rescued by police.

Fled

A group of about 25 strikers battered down the front door of the home of an employee who intended returning to work. The man fled, but the gang broke all his furniture, burnt carpets, smashed every window, hacked at the bars and tipped all

Dr Mdlatose said that Mr Grierson had said the workers could reapply for employment but he reserved the right to employ those he wanted.

'I asked Mr Grierson to reinstate the workers unconditionally because the workers who are my people fear that some of them will be left out,' he explained.

All the workers are asking for is the recognition by management of their trade union,' he added.

Ballot

'They have even offered to stage a secret ballot so management can be assured that more than 50 percent of the workers belong to the union.

The managing director of RBM, Mr B J Grierson, says that employment of a new workforce has already started.

After another strike, more than 300 workers at the Umhluzi Valley Sugar company, situated between Empangeni and Richards Bay, returned to work yesterday morning.

THE company-owned home of a Richards Bay Minerals employee who wanted to go back to work was wrecked



THE inside

11/7/81

Late yesterday afternoon the residents of the more than 800 homes were given notice of eviction. The former employees all have two weeks to vacate the houses.

The workers went on strike last week on the advice of the National Federation of Workers, who claimed to have the majority of black employees at the company as members.

During discussions with RBM management, union officials were asked to produce evidence of such membership.

Management also said they would pay for an official audit of the union's membership books in order to confirm the claimed paid-up membership.

The union officials refused to make their books available and the strike continued.

Early on Monday the entire workforce gathered outside the main gates of RBM and repeated their demands for union representation. However, they also still refused to meet the management requests.

Management then told the strikers that because of serious intimidation of many of the workers and their families, and because of the continuation of the strike, they had no choice but to dismiss all the workers.

Pay

Although RBM attempted to pay the men, the workers refused to accept the money. The former employees were then ordered on to buses which then took them, under police escort to Esikhawini.

Yesterday all was calm, but tense, in the township, and police were on constant stand-by.

Mr. B. J. Grierson, the managing director yesterday refused to reinstate the 800 workers unconditionally after being asked to by the KwaZulu Minister for the Interior, Dr. Frank Mdlalose.

Saldanha Workers Sent Home

Labour reporter

ABOUT 900 workers at the Sea Harvest fish factory in Saldanha were sent home today in what the Food and Canning Workers' Union has described as 'a clear case of a lockout'.

A spokesman for the union said almost the entire labour force — mostly women — had left the factory on the instruction of the managing director, Mr H E Kramer, after he refused to address the workers on a pay dispute.

The union had been trying to negotiate with the firm for higher wages over the past six weeks. On Tuesday, however, Mr Kramer made a pay offer which was rejected at a meeting last night.

When Mr Kramer was told of the decision he accused the union of 'stirring up' the workers, the spokesman said.

'He refused a request from the workers' committee today to speak to all the workers. He told them they all had to leave the premises immediately.'

'It seems nearly everybody is out. The workers are meeting in White City, Saldanha to decide what is to be done,' the spokesman said.

Mr Kramer was not available and a spokesman for the company said there was 'no comment at the moment' on the trouble this morning.

The Sea Harvest factory, one of the biggest fish factories on the West Coast, experienced a number of stayaways by its work force in late 1979.

In a four-month wrangle over what the women workers called 'slave

wages', they demanded a minimum wage of R30 a week.

The union spokesman said that although wages now approached this figure with allowances and bonuses, management was unwilling to specify a clear rate for the job at the various grades of work.

In Port Elizabeth the labour dispute in Uitenhage is threatening to spread. The Argus Bureau reports

A strike of about 150 workers at a motor com-

ponent plant has again disturbed labour peace.

Of the companies again facing production losses over a dispute at another company, are the Ford and General Motors plants.

A spokesman for the National Union of Motor Assembly and Rubber Workers (Numatwosa) said today that workers at at least five major plants will refuse to handle parts manufactured by the Derby company if the company persists in attempting to recruit 'scab labour' at its strike-hit Uitenhage plants.

Star 2/7/81

~~18~~ ~~19~~ ~~17~~ ~~18~~ ~~19~~

Natal workers

152 **139** **139** **18** **19**

arrested after strike

Thirteen workers have been arrested and charged with public violence in the Esikhawini township near Richards Bay, after the recent strike at the Richards Bay Minerals company.

They are alleged to have assaulted would-be strike-breakers at the weekend.

And Sapa reports that 300 of the 800 workers dismissed after the strike have been given two weeks' notice to quit company homes in the town-

ship

The strike, which began on June 25, centred on a dispute over union recognition between management and the National Federation of Workers, which claims majority membership at the plant.

The company demanded documentary proof that the union had 50 percent paid-up membership at the plant, while union officials held out for a secret ballot as a means of testing membership

General J B M Hertzog Prize
For the best final year student.

D H Pryce Lewis

For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.

David Haddon Prize

Miss C Tredgold

Molly Gohl Memorial Prize
For the best woman student
in third year.

P A Rappoport

For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.

Helen Gardner Travel Prize

P F Dunckley

Sixth Year

Cape Provincial Institute
of Architects' Prize
For the best student in :-

FINE ART & ARCHITECTURE

ARCHITECTURE

Motor firms,

Ev. Post 2/7/81

union men

talk over

parts threat

By SANDRA SMITH

MEMBERS of the executive of the National Union of Motor and Rubber Workers of South Africa (Numarwosa) met with the management representatives of Ford today and will meet Volkswagen next week to discuss the possibility of Numarwosa members refusing to handle parts manufactured by Dorbyl — a strike-hit Uitenhage motor component manufacturer

The Secretary of Numarwosa, Mr Freddy Sauls, said today: "If Dorbyl continues in its attempt to hire scab labour to replace our striking members, then our members at Ford, Volkswagen and General Motors will refuse to use the parts manufactured by scab labour"

About 1 000 workers at Dorbyl downed tools on June 18 when their R2 an hour minimum wage demand was rejected by the firm's management

Mr Sauls explained that the support action was not expected to take place immediately, as the Dorbyl plants were not operating because of the shortage of labour as a result of the strike

"Worker representatives and their employers must reach an acceptable settlement. We are merely considering this as a possibility for the future, and this action is not going to take place tomorrow. In fact I hope it will not come to this at all," Mr Sauls said

The Public Affairs Manager of Volkswagen, Mr Ruben Els, said today that Numarwosa shop stewards had met Volkswagen industrial relations representatives yesterday

"They expressed their con-

cern at the Dorbyl situation and asked if there was anything that the company could do to improve the situation," Mr Els said

"The matter is being considered, and discussions with our shop stewards will continue next week"

The Public Affairs Director of Ford, Mr Dunbar Bucknall, said the Numarwosa executive met Ford's industrial relations personnel this morning

He said "The meeting took place to notify the company officially that should the dispute between their union and Dorbyl not be resolved, a possibility exists that the union membership may refuse to handle Dorbyl products at the company"

The Press liaison officer at General Motors, Mr Mike London, said that the firm had received no notification from Numarwosa of the proposed action. No meeting between the General Motors management and the union was planned

The managing director of Repco, a Port Elizabeth motor component factory hit by a strike last week, today continued to refuse to comment on the situation — or reveal his name

About 160 Repco workers went on strike on Wednesday last week after three of their colleagues were dismissed last month, and the company refused to recognise their union, the Motor Assembly and Component Workers Union of South Africa (Macwusa)

In a statement read to union officials, Repco management said that the company had the right to discipline workers and would recognise Macwusa if it became part of the Industrial Council

A SURVEY AND IMPRESSIONS OF THE ERASMUS COMMISSION OF ENQUIRY INTO INDUSTRIAL HEALTH

2.

A Commission of Enquiry into Industrial Health consisting of the following members: Rudolph Phillip Botha Erasmus, Berend Cornelius Jansen, Albert Strating and Philippus Petrus Roets was appointed on 18th October 1974 with the following terms of reference as published under Government Notice R295 of 14 Feb. 1975.

"To inquire into consider and report upon -

a) the nature, incidence and extent of occupational diseases in the Republic of South Africa and the territory of South West Africa;

b) the extent to which existing statutory measures and existing facilities

Industry calls for trial of detained union men

Argus 3/17/81
139
300
Argus Correspondent JOHANNESBURG — The Federated Chamber of Industries has urged the authorities to bring trade unionists detained under security laws to public trial.

Said the FCI President Mr Chris du Toit "Individuals using the industrial relations arena for subversive purposes must of course be dealt with by law."

However, in the interests of sound labour relations, people who were so apprehended should be brought to public trial.

Only then can it be established whether they are subversives or bona fide labour leaders, Mr du Toit said.

In what is seen as the toughest crackdown on trade unions since 1976, 11 black unionists — among them eight prominent labour leaders — have been detained without trial under security laws.

Five student leaders have been released, the Argus Bureau in Port Elizabeth reports. The five are Livingstone Ntlokwana, Remember Hlabathi, Mnyamazeli Booli, Zingengele Dubasi and Lucy Nququ.

against dangerous industrial activities (including agriculture) and such other related matters as the Commission may deem necessary for the purpose of its inquiry."

The Commission reported back in 1976

Chapter I Organisation, activities and procedure of the Commission
This Chapter describes the procedures adopted by the Commission and includes information about visits made by the Commission within and without the Republic.

Chapter II Interpretation of the Terms of Reference

The Commission makes a distinction between industrial accidents which were not part of its brief and occupational diseases. It considers that its terms of reference relate specifically to occupational diseases.

1. "Admittedly, in connection with industrial health it has become customary to speak of the "safety and health" of workers in the same breath. So, for instance, one may point to the Occupational Safety and Health Act of 1970

which came into operation on 28 April 1971, and to England's Act at Work Etc. Act 1974. The word "safety" is generally accidents which a worker may meet on the job or in his work such accidents are accordingly held to be or are included in such accidents. One of the reasons for the tendency to and occupational diseases as together, or to classify cases as accidents, is the historical struggle by workers to of the laws relating to Workmen's Compensation or to interpret widely and as favourably as possible to themselves".

The Commission decides that the terms of reference do not extend to examination of people who were but are no longer working in industry. It is the Commission's opinion that paragraphs of the terms of reference "refer to the position of workers while still employed and not after they have already left their employment and not after they have already left their employment and can no longer be regarded as "industrial and other production workers".

Despite the seriousness of problems relating to compensation (i.e. amounts paid to worker, number of occupational diseases compensable by law and inequalities in law), the Commission decides that this is outside its terms of reference. Compensation had no bearing on "prevention of an occupational disease or alleviation or curing of such a disease".

Aug 3/7/81 138 139 140 141

Talks expected in wages dispute

Labour Reporter

NEGOTIATIONS aimed at settling the dispute at the Sea Harvest fish processing factory in Saldanha are likely today, with both management and worker representatives saying they are ready to talk.

The workers, who are dissatisfied with wage increases announced this week, are demanding a minimum wage of R40 a week.

This would be 'no problem', the managing director, Mr E H Kramer, said today.

'We are prepared to pay a minimum of R40 a week, but then allowances and bonuses would fall away. We are paying more than R40 a week now with the allowances and bonuses'

More than 700 workers, mostly women, left the factory yesterday in what their union called 'a clear case of a lockout'

They said Mr Kramer refused to address all the workers together on the wage issue as he had agreed, and sent them home.

Mr Kramer, who was not available for comment yesterday, said today there was 'no question of a lockout'

'Whoever told the workers to go home, it certainly wasn't me'

He said it was necessary to hold meetings in groups as there was no place at the factory to accommodate 1 000 people.

'A series of meetings was arranged with the

workers' committee and they proceeded to organise the meetings. That was the last I saw of the committee or anyone else yesterday.'

Mr Kramer denied an allegation that he had tried to bypass the Food and Canning Workers' Union by announcing increases while the union was trying to negotiate on wages.

'We have a policy of twice-yearly wage increases. At the beginning of the year we had committed ourselves to a general wage increase in the first week of July'

He said that while some workers might have been prepared to wait for a

negotiated agreement, others were not.

Mrs L Abrahams, Paarl branch secretary of the union, said small increases were 'eaten up tomorrow' by the rising cost of living.

In a notice dated July 1, management announced an increase in the minimum wage for women of 14c or 17c an hour, depending on length of service. The minimum is presently between 60c and 72c an hour for a 46-hour week.

New minimum wages of between 70c and 77c an hour were set for male factory workers, excluding contract workers.

LABOUR MATTERS

Cape crackdown

The political temperature in black communities in the eastern Cape is on the rise again as the authorities crack down severely on the leadership of emerging black unions and tensions grow between these bodies and established unions

The inter-linked Motor Assembly and Components Workers Union of SA (Macwusa) and the Port Elizabeth General Workers Union (GWU) have called for a boycott of certain white shops in Port Elizabeth in protest against the detention of Macwusa chairman, Dumile Makhanda, and four other union members. The unions have told their supporters that they can still shop in the white area of Port Elizabeth for items like furniture and clothing, which are not available in the black townships. However, they should buy all their groceries from black traders, who have already been asked to double their stocks.

The boycott is similar to one called in 1979 by the Port Elizabeth Black Civic

Meanwhile, the entire East London leadership of the SA Allied Workers' Union is in detention, while about a month ago nearly 60 Saawu members were being held in Ciskeian jails. All these union members have now been charged or released.

The wisdom of the crackdown is questioned by some managements who argue that worker militancy can be contained by dealing with unions, not by seeking to crush them. However, Manpower Minister, Fanie Botha recently said he did not know of any people who had been detained simply because they were trade union leaders. But because the Saawu and Macwusa unionists have refused to operate inside the government's labour system, there is the strong belief in eastern Cape black communities that they have indeed been held because of their union activities.

Saawu president Sam Kikine recently announced a programme of action which is likely to heighten the conflict between the union and the SA and Ciskei governments, which are determined to prevent unionists from becoming involved in "political" activities (*Current Affairs*, June 19). This includes plans for a procession of workers and their families to march on SA and Ciskei jails to demand the release of union members, and the mobilisation of all students, regardless of race, into "young workers' unions".

Organisation (Pebco) That boycott failed, however, and some observers believe the Macwusa/GWU boycott could also fail. Although Macwusa does have considerable support from within the black community, observers believe it does not have an organisation strong enough to make the boycott work, especially with five of its top officials behind bars. They do, however, fear that the boycott could harm race and labour relations in the region.

The detention of the unionists came soon after Macwusa members initiated a sympathy strike at three Port Elizabeth motor industry companies, although police have denied that their detention has anything to do with the strike.

At the same time, there are signs of deteriorating relations between Macwusa and the National Union of Motor Assembly and Rubber Workers of SA (Numarwosa), a member of the Federation of South African Trade Unions (Fosatu). Macwusa came into being in the wake of the 1979 Ford strike, when large numbers of black workers became disenchanted with Numarwosa, and it has since tried to portray Numarwosa as a union which works hand in glove with managements.

Numarwosa strenuously denies this charge. In a pamphlet released recently,



Saawu's Kikine . . . a programme for action

it points to benefits it has achieved for workers and accuses Macwusa of being a racist body which "deserves a medal for

success in furthering the policy of separate development." The pamphlet accuses Macwusa of being hostile to coloured workers and says it is strange that "the only areas where Macwusa is attempting to recruit members are at factories organised by Fosatu unions."

Macwusa organising secretary Government Zini denies that his union is a racist organisation and tells the FM that it has embarked on a programme to recruit coloured workers. He defends Macwusa's willingness to become involved in "political" issues, something which Numarwosa shuns. He says coloured and white trade unionists have political parties and bodies such as the President's Council through which they can voice their political aspirations. "We, as Africans, find it very difficult to disassociate ourselves from the political situation. This is why we in Macwusa cannot separate the needs of the black worker from those of the community, because that worker is initially a member of that community."

Some managements in the region fear that a conflict between the unions may have serious repercussions on factory floors. "It could become very nasty indeed," says the industrial relations manager of one company.

More labour unrest looms

By Tony Davis
Labour Reporter

A new wave of sympathy strikes are again threatening the motor industry in the Eastern Cape.

In May this year workers went on strike at Ford and General Motors (GM) in Port Elizabeth after refusing to handle Firestone products in support of their colleagues who had been dismissed from the tyre plant.

Now the motor industry has been warned of further sympathy strikes as the result of a dispute at the Dorbyl components

plant

Yesterday officials of the National Union of Motor Assemblies and Rubber Workers (Numarw) told management at Ford that unless the Dorbyl dispute was settled they would refuse to handle that company's products.

Union shop stewards also met Volkswagen officials in Uitenhage about the Dorbyl dispute and further talks are expected.

A GM spokesman said it had not yet been approached although Numarw has stated it would discuss the dispute with

GM

About 1 000 workers were dismissed at the Dorbyl plant last month after workers downed tools and demanded a minimum R2 an hour wage.

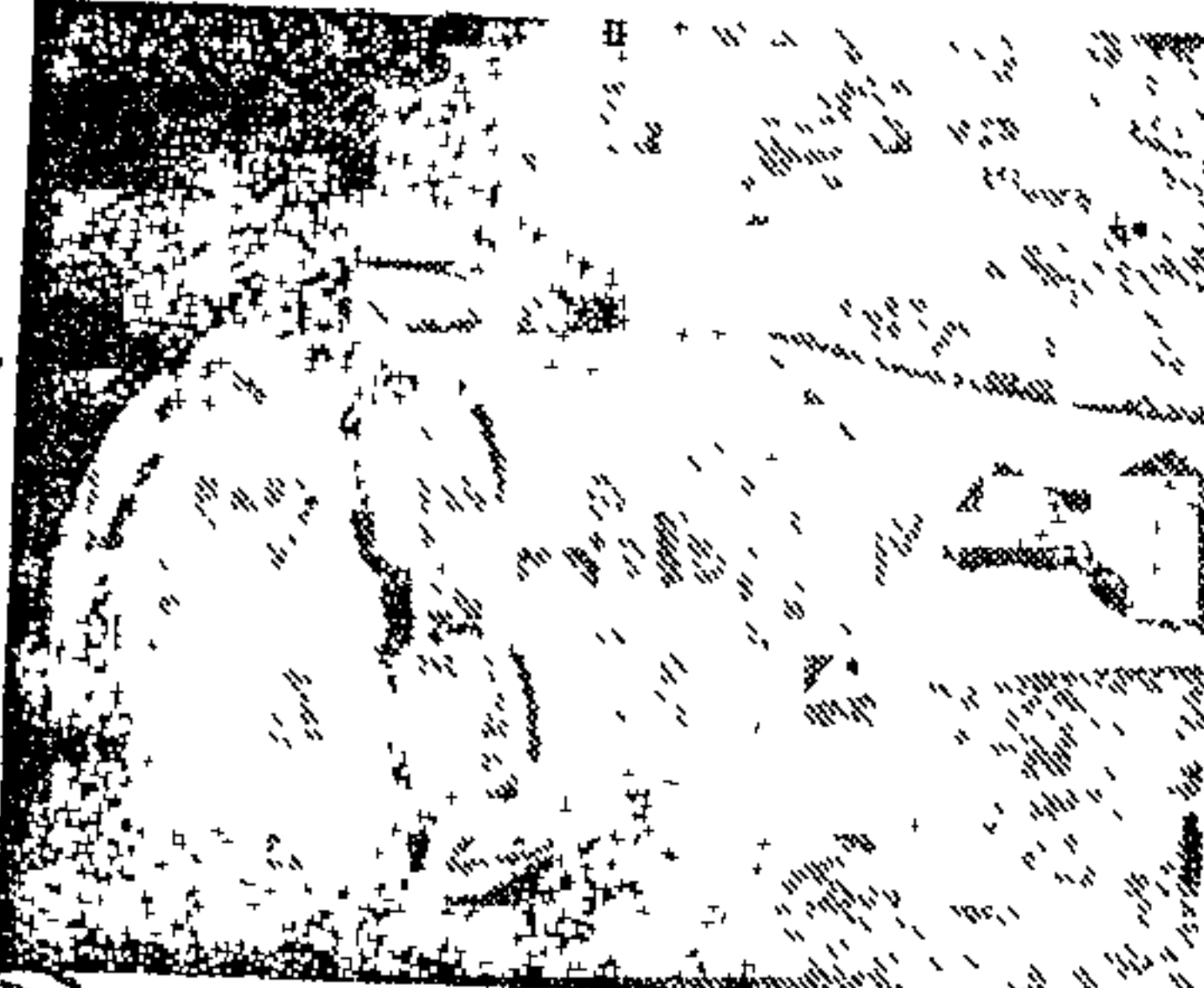
Numarw is hoping pressure will be brought on Dorbyl to re-employ the dismissed workers.

During the Firestone sympathy strike, Motor Assembly and Component Workers' Union (Macwusa) members closed down several Ford plants and achieved partial success as Firestone agreed to take on dismissed workers as

jobs became available. Sympathy strikes are common overseas and labour experts view these Eastern Cape developments as a recent development in South African labour unrest.

Dorbyl has been unwilling to discuss the wage dispute and on Monday night dismissed workers who held to their minimum wage demands.

About 150 workers at Repco component plant in Port Elizabeth have gone on strike over union recognition demands and the dismissal of several colleagues.



Arthur Grobelaar "Broad implications"

Mrs J R Einhorn

139
12/24
192

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BUILDING

(Continued)

FINE ART

QUANTITY
SURVEYING

CT 3/7/81
Call to
try held
unionists

PRETORIA. — Government action against trade unionists which deprived them of the right of defence was intolerable, the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said yesterday

Reacting to the detention recently of 11 trade unionists, Mr Grobbelaar, a member of the Wiehahn Commission, said the indefensible system of bannings and detentions without trial was a major reason for the hatred and hostility aimed at South Africa at the recent International Labour Organization conference in Geneva

"If these people are contravening industrial legislation or any other legislation for that matter, then the Department of Manpower Utilization or other authorities involved must prosecute them"

A similar plea was made earlier this week by the president of the Federated Chamber of Industries Mr Chris du Toit, who added that only if those "apprehended" were brought to trial could it be determined whether they were subversives or *bona fide* labour leaders

NM 3/7/81

**Fired workers will
not reapply, says union**

Mercury Reporter

FIVE hundred of the workers recently fired by Richards Bay Minerals have decided not to apply for re-employment on management's terms, trade union sources said yesterday

Eight hundred workers of the company downed tools on Thursday last week after a dispute with management over trade union representation

The workers were subsequently fired on Monday, and management, refusing a request by Di Frank Mdlalose, the KwaZulu

Minister for the Interior, that they re-employ the workers unconditionally, insisted that the workers re-apply for employment

Mr Mathews Oliphant, the general secretary of the National Federation of Workers, said 'The workers decided this after Mr B J Grierson, the managing director of the company, had told them that the members of their local union committee would not be re-employed

'They have decided to stick together and fight for unconditional re-employment of all the workers'

CT 4/7/81

Wage dispute at Saldanha fish firm

(139) (186)

Staff Reporter

MANAGEMENT and worker representatives were last night negotiating a settlement on a new wage deal for workers at the Saldanha Sea Harvest Fish factory where 700 workers were "locked out" on Thursday

Late last night, officials were still deciding on the terms of the agreement, which could bring an end to the week-old dispute

Negotiations started at noon yesterday and continued throughout the afternoon and evening

The dispute arose when management this week announced wage increases which were unacceptable to the 1 000 workers at the factory

The wage offered by management was an average of R34 a week, while workers were demanding a minimum wage of R40 a week

Workers were also demanding a clear wage rate for the various grades of work

According to a spokesman for the Food and Canning Workers' Union to which the workers belong, workers were locked out on Thursday after management had refused to speak to them

The more than 700 women who then left the factory did not return to work yesterday

The spokesman said others, mainly contract workers, had returned to the factory "under protest"

The company's managing director, Mr E H Kramer, denied yesterday that workers had been locked out

He said management was prepared to grant a minimum wage of R40 a week, but then travel allowances and bonuses which workers had previously been given outside their basic salaries, would fall away

CF 4/7/81
Union
leaders
warn on
sackings

Own Correspondent

PORT ELIZABETH — Spokesmen for three major trade union groupings yesterday warned that managements' policy of sacking workers when there were labour disputes could have "dire consequences" for South Africa.

They were commenting on a speech in Grahamstown this week by sociologist Mr Winston Middleton, who warned that there were signs that the country's traditional methods of handling disputes needed a revamp.

According to the newspaper records, more than 15 000 workers have been fired, or, as some managements prefer it, have "terminated their own contracts", in South African labour disputes so far this year.

Of these, just over 4 000 were in the Eastern Cape.

The acting general secretary of Fosatu, Mr Joe Foster, said managements' practice of "hire and fire" had been going on for years, but was now accelerating.

He said existing industrial relations machinery "needed a "serious re-think", as it was "grossly inadequate" to resolve labour disputes with the swiftness that was so often necessary.

"At some stage workers will get completely fed up, and this could have dire consequences for the country," he said.

The general secretary of the SA Allied Workers' Union, Mr Sam Kikine, predicted that fired workers would increasingly challenge not only management, but the State as well.

"It's obvious that management has the backing of the State when it fires workers. This policy will only lead to greater confrontation."

Mr Wilson Sidina, a national organizer of the Cape Town-based General Workers' Union warned that workers would not "sit back" when they were treated in this way. Mass firings only increased the potential for conflict.

Workers who lost their jobs in Eastern Cape disputes (some of them were subsequently re-employed with the same company) include

● 15 fired on January 6 over a dispute over pay and working conditions at Freight Services Forwarding Ltd in Port Elizabeth

● 10 endorsed back to Whittlesea on January 21 after a strike over pay and working conditions at a

building contractor, Man-yana and Yeko Bros, who were erecting homes in Foidville

● 1 500 "deemed to have fired themselves" on January 28 after a strike over a pension dispute at Firestone in Port Elizabeth

● 700 fired on March 19 when they went on strike at Murray and Roberts in Port Elizabeth over a pension dispute

● 216 fired on March 25 by Strydom, Basson and Tait, a Port Elizabeth engineering firm after they went on strike over a pension dispute

● 40 fired on May 12 by Armstrong Hydraulics in Port Elizabeth after a strike over pay and working conditions

● 240 fired on May 21 at Boskor, a Tsitsikamma sawmill, after a strike over pay

● 16 fired on June 11 at the Louisa Meyburg old age home in Port Elizabeth allegedly because of their affiliation to a union

● 160 fired on June 17 by Federated Timbers in Port Elizabeth after a strike over pay

● 1 000 "deemed to have terminated their contracts" on June 19 at Dorbyl in Uitenhage after a strike over pay

● 160 fired on June 25 at Repco in Port Elizabeth after a strike over union recognition

Rise for fish factory workers

CT 6/7/81
139 138
186 157 152

Staff Reporter

WORKERS at the Sea Harvest fish factory in Saldanha Bay will receive across-the-board increases in terms of a settlement reached between management, workers and representatives from the Food and Canning Workers' Union.

Mr Jan Theron, general secretary of the Food and Canning Workers' Union, said the minimum wage rate would be raised from R27,60 to R35,88, excluding a travel allowance.

The managing director of the Sea Harvest fish factory, Mr H E Kramer, said last night that he could not recall the exact details of the new rates. But the wages agreed on were "substantially the same as those offered to workers before they walked out."

He said that less than 30 percent of the work force received the minimum wage, while the average wage before the settlement was R42.

A joint statement issued by management and the union said it had been agreed that a further increase would be granted in January, 1982, bringing the minimum earnings to R40 a week.

Workers earning above the minimum rate are to receive increases of between R8,28 and R9,20 a week, depending on their earnings. They will receive a travel allowance of between R2,50 and R5,50.

Mr Theron said the encouraging thing about the negotiations was the support shown by workers at other fish factories.

"Fish which could not be processed in Saldanha was sent to a major fish-processing factory in Cape Town, but workers there refused to work it until a pay settlement had been reached at the Saldanha factory." Workers at the Sea Harvest Fish factory return to work today.

Star 7/7/81
 SP held
 140A 139 172
 4 more (52)
 unionists

Labour Reporter

Another four union members were held by the security police in Uitenhage at the weekend in connection with the Dorbyl strike

This brings the number of workers held by police in Uitenhage to nine. All are members of the National Union of Motor Assembly and Rubber Workers (Numarw)

A Numarw spokesman said the workers were picked up over the weekend and were expected to appear in court on Thursday

About 1000 workers were dismissed from Dorbyl last month after management refused to meet their R2 an hour wage demands

In Port Elizabeth Numarw officials have told Ford that they were unwilling to handle Dorbyl products. Union shop stewards at Volkswagen in Uitenhage have issued similar warnings to management

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URBAN &
 REGIONAL
 PLANNING

(Continued)

QUANTITY
 SURVEYING

Court victory for Mavi faction in union dispute

By STEVEN FRIEDMAN
Labour Reporter

A LEGAL battle between two factions of the Black Municipality Workers' Union (BMWU) has ended in victory for the group led by the union's detained president, Mr Joseph Mavi

In the Rand Supreme Court yesterday, Mr Justice Nestadt dismissed with costs an application brought by Mr Philip Dlamini and Mr Joseph Mlangeni against Mr Mavi and the union's executive

Mr Dlamini was secretary of BMWU when members at the Johannesburg City Council were involved in a work stoppage last year. Mr Mlangeni was an executive member.

According to Mr Mavi's faction, they have since been removed from these positions.

Mr Dlamini and Mr Mlangeni had brought a spoliation order against Mr Mavi and the other executive members, alleging they had been wrongfully deprived of access to the union's offices.

The court had originally re-

served judgment on this application and had suggested the two factions attempt to resolve their differences.

In rejecting the application, Mr Justice Nestadt said written reasons were available from the court. Lawyers for Mr Mavi said yesterday, however, they had not studied these reasons and could not say on what grounds the application had been dismissed.

The application followed a battle within the union which came to a head when Mr Dlamini was removed from the BMWU executive.

As a result of this decision, he was barred from BMWU's Johannesburg office by Mr Mavi's executive.

When judgment was reserved recently, the court ordered that both factions be allowed access to the union's office and Mr Dlamini has been using the office as a result of this order.

● Mr Mavi is at present in detention under Section 10 of the Internal Security Act. The detention order expires at the end of next month.

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PLANNING
REGIONAL
URBAN &

(Continued)

SURVEYING
QUANTITY

Section Six for Mazwai, Sisulu

Sowetan 8/7/81

327
228
242
139

By WILLIE BOKALA

SECURITY Police have confirmed they are now holding Mr Thami Mazwai, news editor of SOWETAN, and banned Mwasu president, Mr Zwelakhe Sisulu, under Section Six of the Terrorism Act

Police also said charges have not yet been formulated against detained former Soweto Students' Representative Council president, Mr Sydney Khotso Seatlholo, and the seven other men detained with him

A spokesman for the Police Directorate of Public Relations said from Pretoria that a police dossier on Seatlholo and his men is still being prepared and has not yet been sent to the Attorney-General who will decide what charges to bring against them

Seatlholo, now chairman of the South African Youth Revolutionary Council (SAYRCO), and the seven alleged members of his executive were, according to police, arrested three weeks ago as they tried to "infiltrate" Soweto. Three of them were arrested at a house in Orlando West, together with Mr Mazwai

The spokesman said Mr Mazwai and Mr Sisulu who were initially held under Section 22 of the General Laws Amendment Act, which allows for one to be detained for 14 days incommunicado, are now being held under Section Six of the Terrorism Act

Under Section Six, one can be held until police are satisfied that he or she has responded satisfactorily to questioning

Police are also believed to be investigating an alleged contact between Mr Sisulu and the SAYRCO men, whose organisation is based in Nigeria

Deputy Chief of Security Police Brigadier Jan du Preez said after Mr Sisulu's detention, that he was being held for questioning in connection with the arrest of Mr Seatlholo and the other SAYRCO men

Court C.T. 9/2/81 Victory for Mavi faction

Own Correspondent

JOHANNESBURG — A legal battle between two factions of the Black Municipality Workers' Union has ended in a victory for the group led by the union's detained president, Mr Joseph Mavi.

The BMWU is the union whose members at the Johannesburg City Council were involved in a work stoppage last year.

In the Rand Supreme Court this week Mr Justice Nestadt dismissed with costs an application brought by Mr Philip Dlamini and Mr Joseph Mlangeni against Mr Mavi and the union's executive.

Mr Dlamini was secretary of the BMWU at the time of the stoppage and Mr Mlangeni an executive member. According to Mr Mavi's faction, they have been removed from these positions.

Mr Dlamini and Mr Mlangeni had brought a spoliation order against Mr Mavi and the other executive members, alleging they had been wrongfully deprived of access to the union's offices.

The court had originally reserved judgement on this application and had suggested that the two factions attempt to resolve their differences.

In rejecting the application, Mr Justice Nestadt said that written reasons were available from the court. Lawyers for Mr Mavi said yesterday, however, that they had not studied these reasons and could not say on what grounds the application had been dismissed.

The application followed a battle within the union which came to a head when Mr Dlamini was removed from the BMWU's executive.

● Mr Mavi is in detention under Section 10 of the Internal Security Act. He is being held in terms of a detention order which expires at the end of next month.

CV 1027.77/51
Car union
139 #2 4
negotiates
151
with Ford

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) submitted terms today to the Ford Company's management for formal recognition of the union

A union official, Mr Tonfie Kumalo, said that Macwusa had begun formal negotiations for recognition by the company with the submission of terms to Ford's industrial relations director Mr Fred Ferreira

Mr Kumalo said union officials would meet Mr Ferreira to discuss the terms on Thursday next week

E.V. Post
Union 9/7/81
139
151
133
leaders
otherwise
engaged

Post Reporter

THE views of Eastern Cape trade union leaders on the issue of holding talks with the Midland Chamber of Industries could not be canvassed today as many are on trial, attending court or in detention.

Yesterday, the chamber's president, Mr Joe Kristal, proposed inviting union leaders to talk with the chamber.

"From this exchange of ideas, concepts, expression of needs and data given, we will attempt to establish a framework for co-operation," he told the chamber's mid-year annual meeting.

Executive members of the Federation of South African Trade Unions were unavailable today as they were attending the trial in Uitenhage of nine colleagues charged with taking part in an illegal strike and with intimidation.

Five executive members of the Motor and Component Workers' Union of South Africa (Macwusa) are in security police detention. Two others were unavailable as they were working. They are Mr Government Zini and Mr Dennis Neer who were demoted to hourly paid workers after a strike last month.

The national president of the South African Allied Workers' Union (Saawu), Mr Thozamile Gqweta, and the branch secretary, Mr Xolani Kota, have been held by the Security Police since July 26.

now:

FM 10/7/81 33
LABOUR RELATIONS 152

Why they strike 139

"Wages were the single most important factor causing strikes and work stoppages in 1980," according to the latest annual report of the National Manpower Commission. More than 88 involved wage issues and 140 000 man-days were lost.

But wages were far from the only factor — and overall they featured in a minority of disputes. Wage demands figured in 38% of strikes but 62% occurred for reasons such as union recognition, suspected intimidation, disciplinary measures, working conditions or fringe-benefits. Many strikes were probably politically motivated but possibly some could have been avoided by improved handling of sensitive non-wage issues.

There is no doubt that strikes are becoming a daily reality and a harsh fact of life for managements. Last year, 207 strikes and work-stoppages resulted in the loss of 174 615 man-days. By comparison, 101 strikes and work-stoppages in 1979 lost 67 099 man-days. According to one labour observer "1981 figures already reveal an average of more than one strike a day this year."

Although the recognition versus registration argument continues it appears that unregistered unions have been using increased muscle. According to the report, "statistics are not available, (but) it is known that nearly all trade unions involved (in strikes) were unregistered."

In 1979, membership of registered trade unions represented 35% of white, coloured and Asian workers outside agriculture. With the inclusion of blacks post-Wiehahn, union membership now represents 15.3% of all population groups outside agriculture.

Trade union membership can be expected to increase rapidly but already it is not that much out of kilter with the international scene. According to Kate Jowell, assistant director of UCT's Graduate School of Business "Approximately 30% of the economically active population in Germany and Japan belong to trade unions, 22% in the USA and 50% in the UK."

Sectoral analysis shows that some sectors like manufacturing are more strike-prone than others. The majority of strikes (57%) took place in industry and involved 41 391 workers. The second significant area of strike action was construction with 5 802 workers involved. The majority occurred in the Port Elizabeth/Uitenhage East London area followed by Durban/Pietermaritzburg. However, the 20 708 workers who struck in the PWV area represented the greatest number of workers, but a smaller number of individual strikes.

SA lost only four days/1 000 economically active people through strikes and work stoppages between 1975 and 1977. By comparison Germany lost 24, the UK 249, and the US 387. But according to Jowell, "even with the large increase in the number of strikes in 1980, only between 15 and 20 man-days/1 000 economically active persons were lost — which still compares favourably with other countries. SA thus appears to be relatively fortunate in its labour relations. But as things are going, there's no room for complacency."

Trade unionist detained under different Act

Post Reporter

MR SIPHO Pityana, an executive member of the Motor Assembly and Component Workers' Union of South Africa (Macwusa), is now being detained under Section 6 of the Terrorism Act.

He was held for a fortnight under Section 22 of the General Laws Amendment Act. This period, the maximum allowed, ended today.

Mr Pityana is the younger brother of Mr Lizo Pityana, now under a five-year banning order, and the exiled black consciousness leader, Mr Barney Pityana.

A Security Police spokesman confirmed today that the Macwusa chairman, Mr Dumile Makhanda, and four executive members were still in detention in terms of Section 6.

They are Mr Max Madlingosi, Mr Mxolisi Didiza, Mr Zanila Mtuza and Mr Pityana.

The detention of the Macwusa leaders last month came in the wake of widespread criticism of what was

seen as a nationwide Government crackdown on trade union leaders.

• Nine members of the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) were granted bail in separate applications in the Uitenhage Magistrate's Court yesterday.

Five of the union members, Mr Lucky Denbile, Mrs Mary McCarthy, Mr Ronnie Baartman, Mr Hlumile Windvogel and Mr Pumelelo Nqalwa, appeared before the magistrate, Mr G Bruwer, on charges of participating in an illegal strike.

At another hearing, four Numarwosa members, Mr Ndzimeni Ntshangana, Mr Jenbile Bob, Mr Buyisile Rasmeni and Mr Mbulelo Samana, with Mr Nqalwa and Mr Denbile appeared before Mr G Groenewald on charges under the Riotous Assemblies Act. The State alleges they intimidated workers at the strike-hit Dorbyl motor component firm.

The case has been postponed until July 20.

2 Star 11/7/87
 2 unionists
 re-detained
 (139) (186) (192)

Two black trade unionists held by Security Police under section 22 of the General Laws Amendment Act have been re-detained under section 6 of the Terrorism Act.

Mr Thozamile Gqweta, president of the SA Allied Workers Union (Saawu) and Mr Siphos Pityana, an organiser for the Port Elizabeth-based Motor Assembly and Component Workers Union (Macwusa), may now be held indefinitely without trial.

Ten unionists are now known to be detained, eight of them under the Terrorism Act.

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(Continued)

QUANTITY
 SURVEYING

Sta. 11/7/81 (139) (122)
 Union move
 on sackings

The Motor Assembly and Component Workers Union of South Africa (Macwusa) has organised a community support meeting at the weekend for 150 employees dismissed by Repco, a Port Elizabeth components firm, in a union recognition dispute.

A number of Eastern Cape component firms have been hit by labour unrest.

Security Police are still holding Macwusa's chairman, Mr Dumile Makanda, and several other union officials.

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URBAN &
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 PLANNING

QUANTITY
 SURVEYING
 (Continued)

Macwusa backs principle of Dorbyl boycott

E Post 13/7/81

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142
140
139

Post Reporter

THE Motor Assembly and Component Workers' Union of South Africa (Macwusa) supports the principle of a boycott of car parts manufactured by Dorbyl which has been considered by the National Union of Motor and Rubber Workers of South Africa (Numarwosa)

This is seen as a conciliatory step in the light of the tension between the two unions, particularly at Ford where they found themselves in different camps during a recent strike

Last week Numarwosa said its members would refuse to handle parts manufactured by Dorbyl — where 1 000 workers downed tools on June 18 over a R2 an hour minimum wage demand — if the firm persisted in its attempts to recruit "scab" labour

Macwusa's organising secretary, Mr Government Zini,

said in a statement "Macwusa has been approached by some of the workers who have been dismissed by Dorbyl Automotive of Uitenhage to ask our view on the situation

"We told them Macwusa believes the needs of the workers cannot be separated from those of the community and we regard their situation as a community issue"

Mr Zini said the interests of the workers on the shop floor were the same, irrespective of what union they belonged to

Therefore, as soon as Numarwosa — a Federation of South African Trade Unions (Fosatu) affiliate — took a clear stand on the matter, Macwusa would address itself to the issue

Mr Zini said Macwusa agreed with the principle of supportive boycotts of products

RD M 14/7/81
Firm's no to strikers

Own Correspondent
PORT ELIZABETH — The 150 striking workers at SA Cape Fellmongers in Port Elizabeth decided at a meeting yesterday that they would return to work this morning only if they were reinstated unconditionally by the company.
 However, this proposal has been rejected by the company.
 An organiser for the General Workers' Union to which the Fellmongers Workers' Committee is affiliated, said the committee conveyed the workers' proposal to management yesterday morning.

Management reiterated its stand that the workers would be taken on as new employees.

The manager of Fellmongers Mr J Hurter said about 80 people who were taken on last week as temporary employees were hired yesterday as full time workers.

"I explained to the people who came to see me that while they were waiting, the number of remaining jobs was dwindling very rapidly," he said.

In a statement issued yesterday the GWU said management had stated it believed the

dispute was generated in part by the volatile labour situation in Port Elizabeth.

However, its refusal to reinstate the workers would only heighten the tension and hostility in the city.

Meanwhile, the situation at Dorbyl Automotive Products at Uitenhage, where 1 000 workers are on strike over a R2-an-hour minimum wage demand, remained unchanged yesterday.

No firm decision had been taken on the possibility of a boycott of Dorbyl products at Ford and Volkswagen.

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The Committee of the Western

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QUANTITY
SURVEYING
 (Continued)

'Keep black and white unions apart'

Labour Reporter
The time is not right for black trade unions to affiliate with long established white unions

This is the view of the secretary of the Textile Workers' Union, Mrs Evelyn Seloro, in response to what she feels is pressure on black member unions to affiliate to their white counterparts

"When the time is right we will organise white and coloured members,

give them registered status and apply to the Government to expand our registration," Mrs Seloro said

She said black workers had been largely ignored by white unions until the Government legislated to allow black unions

Mrs Seloro said she believed strikes were not the answer but came only from 'selfish' union officials whose wages were protected

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URBAN & REGIONAL PLANNING

QUANTITY SURVEYING (Continued)

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boycott
receives
little
support

By BILL GARDINER

THE call by two linked Port Elizabeth trade unions last month for a boycott of white businesses in protest at the police detention of union leaders has met with little support from township residents

The unions, the Motor Assembly and Component Workers' Union of South Africa (Macwusa) and the General Workers Union of South Africa (Gwusa) urged a boycott of white business from July 1 as a means of persuading the authorities to release detained union leaders

They are seeking the release of Macwusa chairman Mr Dumile Makhanda and four other Macwusa members being held under Section 6 of the Terrorism Act

A Macwusa delegation was elected to approach the Port Elizabeth African Chamber of Commerce, sporting bodies and community organisations to organise support for the boycott move

In an interview, the director of the Port Elizabeth Chamber of Commerce, Mr Anton Masters, said there had been no indication that white businesses had suffered

"We have nothing really to report," he said "We haven't heard anything from our members to the effect that business has dropped off as a result of the call from the union

"I don't think they (the union) had the support of all their members — they certainly didn't get the support of their own businessmen. But we are not involved with the unions, so what they do and say is obviously their own business"

The president of the East Cape African Chamber of Commerce (ECACC), Mr Simon Madlakane, said he did not favour boycotts in principle

"We consider them a two-edged sword. Someday it may be directed against us. At the moment it is directed at our white counterparts, but in future it may be us"

He said there was little sign of support from traders to the boycott call

"We have to know that we are well covered and that it won't rebound on us"

However, according to the secretary of the Port Elizabeth African Chamber of Commerce, Mr Daliwonga Siwisa, the local chamber would support a boycott once a date had been announced. He was unaware that Macwusa had called for a boycott from July 1

POLICE

WARMIN ON

ILLERSAL

STRIKES

C. Pat 15/7/A 139

By CHRIS OLCKERS, Chief Reporter

POLICE today warned they would not tolerate wildcat strikes, intimidation or attempts to force employers to reinstate workers by refusing to handle their products.

This warning was issued today by the Divisional Security Police Chief for the Eastern Cape Colonel Gerrit Erasmus.

Col Erasmus said union members should not attempt to call strikes outside the guidelines as defined by law.

"The law empowers us to act in cases where illegal strikes are called and where strikers have not followed procedures which allow workers to strike as set out in the Industrial Conciliation Act," said Col Erasmus.

"Union members will also not be allowed to meddle in affairs which do not concern their particular union.

"There have been incidents in which union workers tried to force employers other than their own, to reinstate workers who have been fired

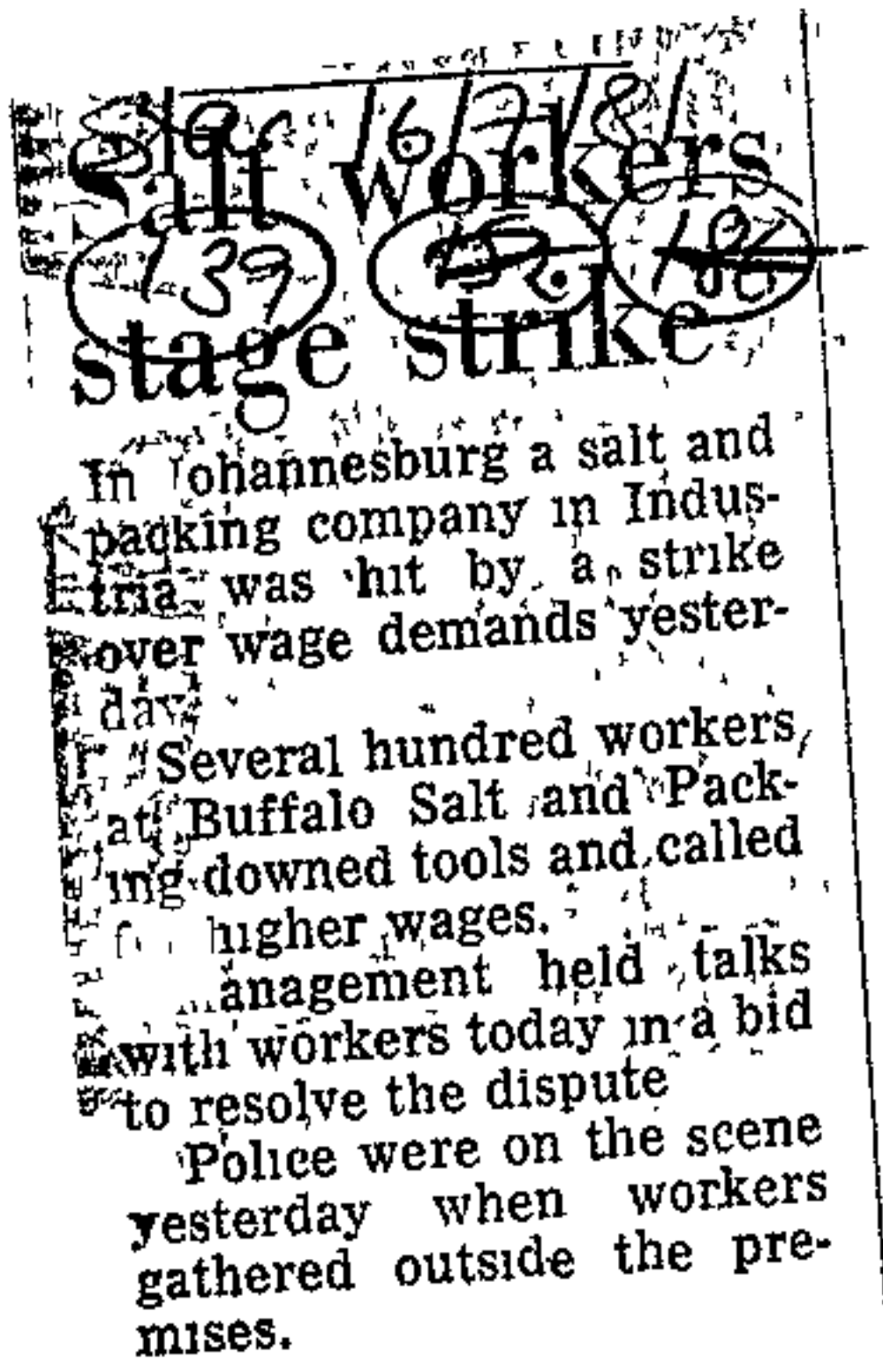
"In effect they tried to 'blackmail' companies other than their own to reinstate people.

"This, as they well know, is against the law and will no longer be tolerated."

Col Erasmus also warned that intimidation of workers who refused to join striking colleagues, or new workers employed to replace strikers, was illegal and that police would take harsh action.

"We cannot allow the situation to get out of hand. Workers must realise it is their democratic right to strike if, and only if, they stay within the framework provided by law," said Col Erasmus.

"We will, however, not get involved in any union matter or strike where workers follow the correct legal procedures."



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QUANTITY
SURVEYING
(Continued)

Strike action E. Post. 16/7/81 warning is contrary to policy — claim

By BILL GARDINER

Yesterday's warning of a security police crackdown on illegal strikes is in direct opposition to the declared Government policy on State interference in industrial relations, a Cape Town sociologist and prominent labour observer said today

And a spokesman for the Department of Manpower Utilisation in Pretoria said the ultimatum on wildcat strikes in Port Elizabeth should have come from his department and not the security police

In an interview today, Mr Johann Maree, a lecturer in the Department of Industrial Sociology at the University of Cape Town, said the Government, and the Minister of Manpower Utilisation in particular, has stressed that they support a policy of "self-government" in industrial relations

"This means that industrial conflict is an issue to be resolved between management and workers with minimal or no State interference"

The surprise warning by the head of the Security Police in the East Cape, Colonel Gerrit Erasmus, was, as such, a direct denial and contradiction of the Minister's declared policy, Mr Maree said

"There obviously needs to be some liaison between the Security Police in Port Elizabeth and the Department of Manpower Utilisation in Pretoria," he said

Mr Maree added that statistics showed that between 1973 and 1979 there had been 743 strikes. Only one of these had been declared "legal"

"It is characteristic of South

Africa's industrial relations system that strikes are illegal because the procedures to follow are too cumbersome and do not reflect the reality of industrial conflict in this country," he said

And in the sole instance when a strike was declared "legal" in the 70s, picketing workers were arrested and charged by police for contravening the Riotous Assemblies Act

The director-general of the Department of Manpower Utilisation, Mr Jaap Cilliers, was unavailable for comment. However a spokesman for the department said an ultimatum on wildcat strikes in Port Elizabeth should have come from the department and not the security police

He said the Minister had previously warned against wildcat strikes and the police could be forced to enforce the law against such strikes, "but I think the initiative should have come from this department"

The Progressive Federal Party spokesman on labour, Dr Alex Boraine, said today current confusion over labour legislation and Government labour policy, coupled with the high inflation rate, had led to a situation where workers took matters into their own hands

Far greater initiative was required from management and trade unions to avert illegal strikes, he said. The police were in a difficult situation when it came to wildcat strikes, but the real problem was the need "to clear up industrial relations problems between management and labour confrontation"

Firestone
E. Post 16/7/81
dispute
over pay

Post Reporter

A NUMBER of workers in one department at Port Elizabeth's Firestone Tyre plant stopped work yesterday

According to a union source, workers in the tyre-building department had downed tools over incentive pay

"The issue has been going on for some time now, so the workers in that section have decided not to work until management comes with a reasonable offer," he said

The managing director of Firestone, Mr Peter Morum, confirmed there was a dispute but there was "no necessity for sensation". He didn't know how many workers were involved as he had just returned from leave

Production had been affected but this was not significant, he said

category with a mean of 36. (8)

Concentration is not an indicator of monopoly power unless barriers to entry can be identified. The restriction of sub-markets in terms of therapeutic requirements is therefore not a useful one. For in order to see the extent of monopoly power one would want to know the extent of substitutability of drugs not in demand, but in supply. It is clear that if a firm earns higher profits in a particular therapeutic category, another firm active in a different category using similar technology in production will soon enter the market of higher profit. Collusion cannot be presumed to drug firms do agree not to enter each other's ability to prevent new entry, particularly active in the chemical industry, is if necessary be profitable. For all "fields" is absent, there still exists monopoly power as there are converted which competes to see the monopoly the existence of monopoly power would level of profit in the industry.

Mr Gqweta, who was detained on June 26, is being held under Section Six of the Terrorism Act and Mr Njikelana, who was detained on May 29, is being held under Section 10 of the Internal Security Act

The statement says Saawu "deplores and condemns the continued detention of innocent trade unionists" and that "this iron-fisted action will only help to exacerbate the current industrial unrest" — DDR

The conclusion is that the monopoly power can not be supported either. Again, some other effects of the higher profits must be sought.

(5.3.3) Accounting and Profit in the Industry

It is common knowledge that in times of inflation what is reported as profit includes the inflation of the value of capital replacement. As a result stated profits are greater than real profits.

The drug industry, being capital-intensive is affected relatively more than other industries by the accounting bias.

A further problem concerns what is included in the term capital. At present items such as research are treated as

current expenditures. But if research, an investment in knowledge, were treated as a capital expenditure, return on capital as measured would decline.

Again, with research and development constituting major items of expenditure in the drug industry, the accounting bias affects it relatively more than other industries.

Because these two effects are stronger in the drug industry than in most others, the difference in profit between it and other industries would narrow markedly if accounting procedures were improved.

Saawu
00/16/7/81
call to
free
unionists

EAST LONDON — The continued detention of Mr Thozamile Gqweta and Mr Sisa Njikelana, the president and vice-president of the South African Allied Workers' Union (Saawu) and other trade union leaders has been condemned by the branch executive of the union here

A statement released by the executive yesterday calls on the government to release Mr Gqweta, Mr Njikelana, detained leaders of the Motor Assembly and Component Workers' Union, the Black Municipality Workers' Union and the Media Workers' Association of South Africa, as well as student leaders, saying the police have had more than enough time in which to charge them

keep the entrepreneur in the industry and improve... promise the probability of reward. Profits are not excessive unless they are greater than is necessary to call forth and keep the entrepreneur in the industry.

But such a conclusion about the level of profits in the industry does not necessarily imply that prices are optimal. Competing firms may make expenditures that raise prices so that, although profits are not excessive, prices may be too high. Such an assertion clearly needs further investigation.

RPM 17/7/81
One at a time, says Sigma

Pretoria Bureau

ALTHOUGH Sigma Motor Corporation's management was aware of the existence of another workers' union at its plant, it recognised only the National Union of Motor Assembly and Rubber Workers. This was said yesterday by Sigma's public relations officer, Mr Phillip Botha, who was commenting on the company's formal recognition this week of the NUMARW.

He said he knew that some workers had joined the Motor Assemblers and Components Union of South Africa (Macwusa).

The NUMARW represented the majority of Sigma workers and the company had agreed in August last year that the union would negotiate with management on behalf the workers.

"We are aware of the existence of another union, but we have not recognised it because we don't know how many of our workers are members," said Mr Botha.

Asked if Sigma would recognise Macwusa if it applied for recognition, he said the company would recognise the union with most membership within the plant.

Macwusa, which came into existence after the two-week Sigma strike in April, claims to have more than 400 members in the Sigma plant.

The union has its headquarters in Port Elizabeth. NUMARW is affiliated to the Federation of SA Trade Unions (Fosatu).

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(Continued)

QUANTITY
 SURVEYING

co-operatively, they would build up production to a scale where they can secure a marketing contract outside the village.

However, the majority of people in an area would earn too little from their limited capital to justify the labour involved in membership, or to cover their share of the collective costs, and still retain some profit. Thus very few people become and stay involved, the costs per member increase, and the aim of reaching sufficiently stable production to secure an extra-village

17/7/81
Strike settled
with R10 rise

Labour Reporter

A dispute at an Industria, Johannesburg, firm has been settled after management agreed to workers' wage demands

Several hundred employees at Buffalo Salt went on strike on Wednesday, demanding an additional R10 in weekly wages.

A company spokesman said that after talks they agreed to the increase after workers rejected management's counter-offer of an extra R5 weekly.

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introduced into the present system (except perhaps in consumption-orientated projects like communal gardens) can generally benefit only the richer people, and may serve mainly to widen the gap between rich and poor.

PART II

8 Introduction

In the first section of this paper, I have looked at the way in which structural features of the reserve economy inhibit projects from being able to succeed. The problems and restrictions I have discussed are, however, by no means the only factors which influence the development of projects. It is extremely unlikely that, were the legal restrictions on blacks removed and various necessary resources made available, the majority of poor people would immediately take advantage of these factors and profit from projects which had previously not been able to run efficiently, or which had been closed to them because they did not have enough resources.

Any government which came to power in South Africa would be faced with the social structure and underdevelopment presently existing in the reserves, and even if it was trying to change these systems, its first "projects" would have to be initiated in a situation very similar to the present one.

There are 2 major problems it would face:

- (a) the class aspect
 - (b) the general problem of how to mobilise a peasantry so that people become committed to participation in development projects.
- (a) I have already discussed the way in which projects in South Africa (and many underdeveloped countries) are directed to the richer people in the society, and also how in many cases, it is people with the most resources who can benefit most from projects. Even if a government tries

Police action 'like oil on fire'

Own Correspondent

PORT ELIZABETH — A number of trade unionists representing unions active in the Eastern Cape have said the security police should leave workers and employers alone to settle their own disputes

They were reacting to yesterday's warning by the divisional security police chief for the Eastern Cape, Colonel Gerrit Erasmus, that police in the Eastern Cape would no longer tolerate "wildcat strikes", "intimidation" of workers by strikers, or strikers' "blackmail" of companies by calling boycotts

The general secretary of the National Union of Motor and Rubber Workers' Union of South Africa, Mr Joe Foster, said he believed police intervention in the Eastern Cape labour disputes would be like throwing oil on a fire

'Too late'

The organizing secretary of the South African Allied Workers' Union, Mr Sam Kikine, said it was too late for police to start opposing union activities. He said that "greater oppression, meant a more intensified struggle"

Issuing the warning, Colonel Erasmus said the law empowered the police to act in cases where illegal strikes were called and where strikers had not followed procedures set out in the Industrial Conciliation Act

"Union members will also not be allowed to meddle in affairs which do not concern their union

"There have been incidents in which union workers tried to force employers to reinstate workers who have been fired. In effect they tried to blackmail companies into reinstating people"

Intimidation

Colonel Erasmus also warned that intimidation of workers refusing to join striking colleagues, or new workers employed to replace strikers was illegal and would be subject to "harsh action"

A spokesman for an independent trade union active in the Eastern Cape, said workers striking legally were guaranteed as little protection from managements as were illegal strikers

"Managements can still refuse to negotiate and can still dismiss legal strikers. It seems the only advantage of a legal strike — which can only be called after a protracted procedure involving

the government — is protection from security police"

'Direct conflict'

A Rhodes University sociologist, Dr Marianne Roux, said the continued detention of workers by security police and their involvement in a field in which they were not qualified and were resented could not lead to industrial harmony

She said this action was in direct conflict with the recent statement by the Minister of Manpower Utilization, Mr Fanie Botha, that there should be minimal State intervention in industrial matters

Spokesmen for other trade unions could not be contacted yesterday and a spokesman for a Port Elizabeth motor firm declined to comment

Neither Mr Botha, nor his Director General, Mr Jaap Cillie, were available for comment

100 tyre
E. Post 17/7/81
workers
139 152 157
still out
on strike

By BILL GARDINER

ABOUT 100 tyre workers in one department at the troubled Firestone factory in Port Elizabeth stayed away for the third successive day today.

According to a union source, workers in the tyre-building department downed tools on Wednesday and have refused to return until the firm's management comes up with a "more reasonable pay offer".

The workers are believed to be on strike over production bonuses, which they say are too low.

Firestone's managing director, Mr Peter Morum, said the tyre-building section had not shut down, but confirmed that production had been affected by the incident.

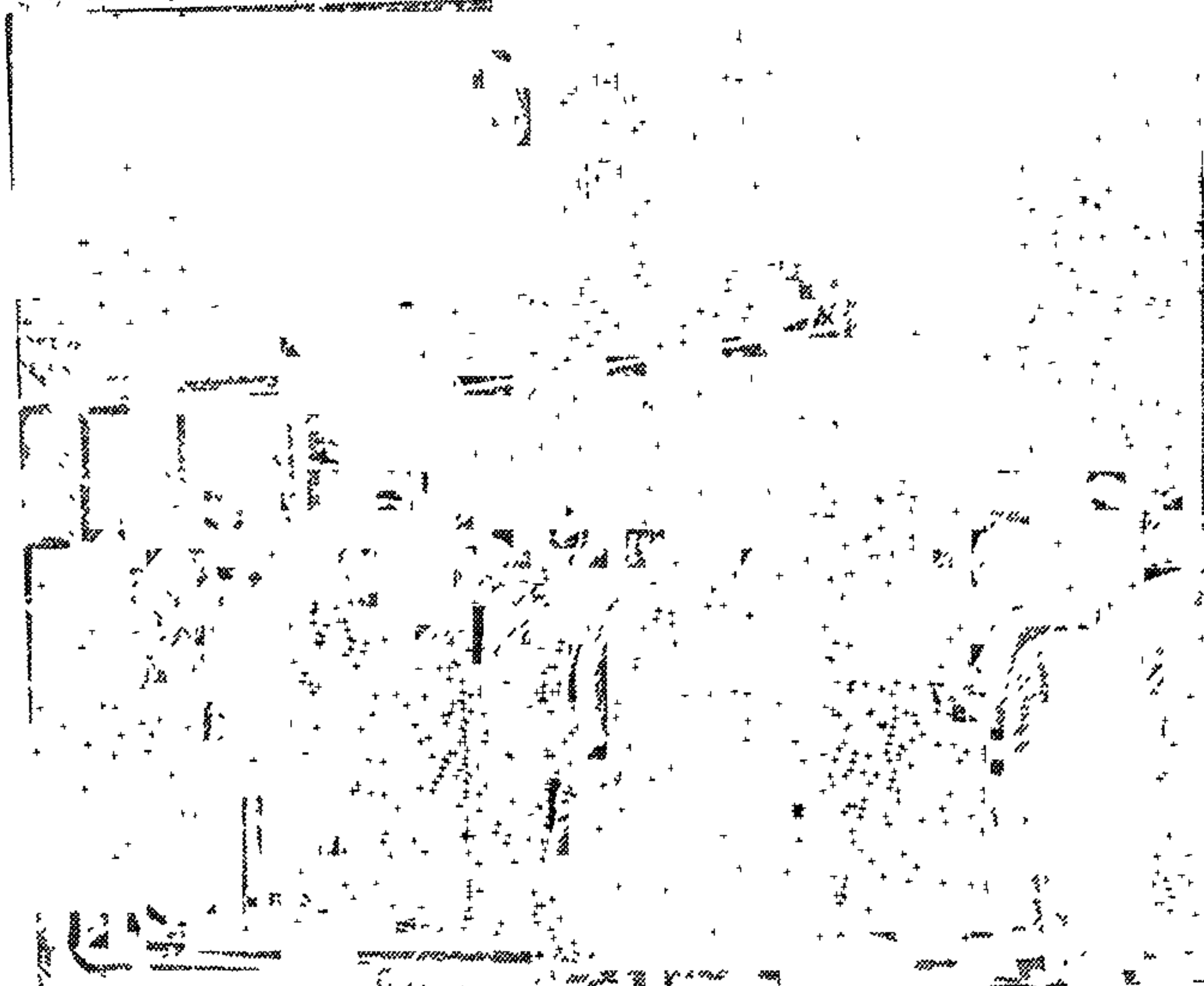
"But we are resolving the issue," he said.

Firestone employs about 1 300 workers at its Kempston Road plant and has been the scene of major labour unrest this year. In January, the entire work force downed tools over proposed pension legislation.

In May, most of the black workers at Firestone — about 700 — joined striking Ford and General Motors workers in support of 160 former Firestone employees who lost their jobs during the pension strike.

The strike was resolved after Firestone management agreed to reinstate 21 of the 150 dismissed workers and the rest as vacancies arose.

Returning strikers won't work overtime



URBAN &
REGIONAL
PLANNING

Strikers gather outside Hendler and Hendler in Boksburg, where 1 800

RDM 18/7/81

By STEVEN FRIEDMAN
Labour Reporter

AT ONE of the biggest worker meetings held on the East Rand in recent times, strikers at Hendler and Hendler, Boksburg, agreed to return to work on Monday, but to refuse to work overtime until the company met their wage demands

Meanwhile labour unrest continued to grip the East Rand yesterday and, in other developments, about 300 strikers at a Boksburg firm Bisonboard were fired, and there were reports of unrest at the EMI factory near Alberton

There have been five stoppages on the East Rand in the past two weeks

At Hendler and Hendler,

workers have downed tools to collect their pay.

none of the 1 800 strikers who are demanding a wage increase over and above that granted in the metal industries' industrial council agreement returned to work yesterday, according to a company spokesman.

Yesterday, about 1 000 strikers attended a meeting in Benoni and accepted a recommendation from union shop stewards that they return to work on Monday.

But the meeting resolved not to work overtime until management granted an additional increase

Later strikers returned to the factory to collect their pay. They were handed a company notice which said they were striking "illegally" and added

"You have thereby dismissed yourselves from the company's employ"

But it said workers would be given their jobs back if they returned by 7.15 on Monday.

At Bisonboard, where workers struck on Wednesday following a dispute over an increase in July, general manager Mr Ron Lucke said the company had terminated the services of the 300-odd workers involved "They dismissed themselves by striking," he added

At EMI, management refused to comment on reports of a stoppage. But a source in the company said "we had some trouble which has been cleared up"

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QUANTITY
SURVEYING
(Continued)

One strike ends in strife-hit industries

By Drew Forrest

Hundreds of singing, foot-stamping and slogan-canting metal workers from strike-bound Hendler and Hendler in Boksburg voted at a meeting yesterday for a provisional return to work after the weekend.

But labour unrest is believed to have spread to the nearby Langeberg canning factory — the fourth Boksburg company to be hit by strike action in a week.

Worker sources reported that about 800 day-shift workers at Langeberg walked out at lunchtime yesterday over a pay demand. Confirmation could not be obtained from management or the African Food and Canning Workers Union, which represents the workers and which is party to a conciliation board agreement with the Langeberg group.

RETURN

The Hendler and Hendler workers decided on a provisional return to work after a four-hour, emotion-charged meeting in Actonville with officials of Fasatu's Metal and Allied Workers Union (Mawu).

The debate — punctuated by cries of "Amandla" (power) and "Si-

munve" (Unity) — centred on whether to go back before or after next Tuesday's meeting between Mawu and company directors.

About 2 000 workers struck at the enamelware manufacturing company on Wednesday. Their original demand for a 50-cent-an-hour increase in addition to the 14 cent minimum wage increase under the industry's industrial agreement, has since been reduced to 29 cents.

It was finally agreed to return to work on Monday, pending the outcome of negotiations.

SACKED

Meanwhile, at the Bisonbord wood factory — also in Boksburg — about 270 workers who struck on Thursday for a 15 percent pay rise have been fired. The general manager, Mr Ron Lucke said they had ignored a return to work deadline and would be paid off next week.

A spokesman for the Fasatu-affiliated Paper Wood and Allied Workers Union, said the union had been consistently denied access to the plant, despite having strong support there.

Domestic workers' body

C. Herald 18/7/81 ~~1994~~
formed in Peninsula 139

THE South African Domestic Workers' Association, which launched a Cape Town branch this weekend, is prepared to co-operate with any organisation which has the interests of the domestic worker at heart

This was said this week by Mrs Leah Tutu, director of the association which was launched in Johannesburg in February. The membership has

already grown to about 2000

Of about 100 people who attended the meeting in Claremont on Saturday to launch the Cape Town branch, 38 people registered as members

Mrs Tutu said SADWA would fight exploitation and injustice in domestic work

She said the organisation was open to all domestic workers

1 200 canning workers strike over pay demands

8th 20/7/81 (39)
184 1421 186

Nightshift workers at the Langeberg co-operative canning factory in Boksburg have downed tools and the entire 1200-strong workforce is now on strike

About 800 workers on day shift struck on Friday and were told to leave the factory premises after talks between management and a committee of the unregistered African Food and Canning Workers' Union (AFCWU) had broken down.

The strike was the fourth to hit industry in Boksburg last week and, like the stoppages at nearby Hendler and Hendler and Bisonsbord, was sparked by pay demands.

Langeberg is bound by a conciliation board agreement reached with the AFCWU's sister union, the coloured Food and

Canning Workers' Union, and extended to black canning workers in Boksburg and other areas. In terms of this workers are to receive a 15 percent increase in October, which will bring the minimum weekly wage at Langeberg from R32 to R36,80

The AFCWU recently approached the company for an interim payrise to counter cost of living increases — and it was this demand that workers took to management on Friday.

Workers have resolved not to work today but will return to the factory to await the outcome of negotiations.

At another East Rand factory, EMI in Steeledale near Alberton, about 60 warehouse workers are reported to have been fired on Friday after a four-day strike

Strikers go back after pay talks

RDM 21/7/81

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1884

1100

By STEVEN FRIEDMAN and RIAAN DE VILLIERS

ABOUT 1 200 strikers who downed tools on Friday at the Langeberg Co-Operative in strike-hit Boksburg returned to work yesterday.

Management had agreed in talks with their union to pay them a special interim pay rise, the plant's branch manager, Mr Petrus van Zyl, said yesterday.

But he said workers had returned before this was granted.

And management at the Boksburg company, Bisonboard, which fired about 300 striking workers last week, yesterday agreed to re-employ all of them.

They started work yesterday afternoon.

A spokesman for the Federation of South African Trade Unions said management had reversed its decision to fire strikers after talks with Fosatu representatives. Many of the workers belong to Fosatu's Paper, Wood and Allied Workers' Union.

But Bisonboard's general manager, Mr Ron Lucke, denied that Fosatu's intervention had prompted the management's decision to re-employ workers. "They came back entirely on our terms," he said.

Fosatu's spokesman said the company had re-employed the workers on condition they accepted a R3,22 weekly increase. The rejection of this had led to the strike in the beginning.

The company had agreed, he added, to discuss its 1982 wage increase with the union and recognition negotiations between it and the company were expected to "move ahead rapidly".

Mr Lucke said he believed management's decision to give workers an ultimatum to return or be fired had persuaded them to return.

He said he had been approached by Fosatu after workers were locked out yesterday and had agreed to re-employ them — provided the request to do so came from the workers' committee which had been active in the plant before the strike and that they accepted the increase which had already been granted.

Mr Lucke said the company had not agreed to negotiate the 1982 increase with the union, but had agreed it could make representations to management on wages before it made its final recommendation to the company's board.

Recognition talks with the union would continue "provided they accept some basic ground rules such as our right to manage", he added.

At Langeberg Mr Van Zyl said management had agreed in principle to an interim rise in talks with the African Food and Canning Workers' Union. He did not say what the increases would be as they had not been finalised.

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ARCHITECTURE

Workers
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go back

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About 1 200 workers who struck on Friday at the Langeberg Co-op in Boksburg have gone back to work

The canning workers returned after management agreed to negotiate on their pay demands with officials of the African Food and Canning Workers Union

The group personnel manager, Mr Martin Bland, flew from Cape Town yesterday for negotiations

Strike pays off for canning workers

22/2/81
A black trade union has won a highly favourable settlement at the Langeberg Coop in Boksburg after a strike over wages at the company last week.

The 1200 canning workers at Langeberg were due for a 15 percent

wage increase in October, laid down by a conciliation board agreement last year

Their union — the African Food and Canning Workers Union — approached management for an interim pay-rise

and workers struck over this demand on Friday

In the ensuing negotiations management agreed to an interim R5 a week increase for the lowest skilled workers, bringing the minimum wage at Langeberg to R37,90. The new increases will boost

wages in higher categories by up to R4.

A union spokesman said yesterday it was unprecedented for a company in the low-profit canning industry to pay wages so markedly above the conciliation board minima.

5/24/78
**E Cape
 workers
 to discuss
 boycott**

Labour Reporter

Workers in component factories in Uitenhage in the Eastern Cape meet at the weekend to decide whether to launch a boycott of products from the strike-hit Dorbyl plant

About 1000 workers at Dorbyl were dismissed last month following wage demands and the company has since taken on a new work force

The organiser of the National Union of Motor Assembly and Rubber Workers (NUMARW) in Uitenhage, Mr Edwin Maepe, said former Dorbyl workers and workers from other component factories in the area would meet on Sunday to discuss a possible boycott

NUMARW represents most of the former workers Mr Maepe said talks this week with Dorbyl management failed because the firm was unwilling to negotiate the dispute again

The union has already warned the nearby Volkswagen firm and Ford in Port Elizabeth of a possible boycott of Dorbyl component parts

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 For the best
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 P C Watt

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 For the best student in each of
 the following years:-

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 A H Dabrowski

Third Year (Silver Medal)
 C L E Swartz

Fourth Year (Gold Medal)
 L Flach

Malan Prize for the most
 Improved First Year Chemical
 Engineering Student
 K W Strickland

CIVIL

CHEMICAL
 (Continued)

CONSUMER BOYCOTTS

Problems in E.L.

(134) (186) FM 24/7/81
A nationwide consumer boycott of British multinational subsidiary Wilson-Rowntree products is being intensified. The aim is to pressure WR into reinstating 470 workers dismissed in February this year, after they downed tools in protest at the dismissal of three fellow workers. The workers are members of the SA Allied Workers' Union (Saawu).

Last weekend representatives of more than 20 worker, student and community organisations met in Johannesburg to pledge support. These included representatives of the Soweto Committee of Ten, the Soweto Chamber of Commerce and Industry, Azapo and Cosas. Support for the campaign has also been pledged by the Transvaal region of the Federation of SA trade unions (Fosatu), the General Workers Union and the Sweet Food and Allied Workers Union.

According to WR MD Peter Preston: "There is no indication that the boycott is affecting us anywhere in the country. We are at full production and

sales are doing well." Saawu officials disagree. Eric Mntonga, acting chairman of Saawu's East London branch, says: "As of this week East London traders have promised not to buy or stock WR products. Support is growing all the time. However, to date it has been much stronger in Cape Town and the Transvaal than in East London as a result of the security police clamp-down."

Reinstatement of the workers — who the company says have all been replaced — is no longer the only issue. According to the union, recognition of Saawu and the rights of workers to join a union of their choice are equally important. Management claims that the Tucca-affiliated Sweet Workers Union, with which they have been negotiating since 1942, is supported by the majority of WR workers. But Saawu claims management is trying to impose an unwanted union on workers. According to Mntonga, "before dismissal 80% of workers supported Saawu and management had evidence of this." WR brands this as "a downright lie."

While labour unrest at WR is relatively new, Preston says that "Between October last year and February this year WR had 17 strikes and 42 work stoppages and we still don't know the real reasons. We believe they were contrived and political. We asked for a list of grievances and have never received them."

Mntonga claims: "We decided not to give management a list of grievances until they recognised the union because no proper channels for grievances existed." WR denies this.

Motor workers' union says

EV Post 24/7/81

139

pamphlets bogus

Post Reporter

THE executive committee of the Motor Assembly and Component Workers' Union of South Africa (Macwusa) has dissociated itself from a pamphlet put out in its name, saying it "agreed with the policies of our leaders on Robben Island and those of the ANC-aligned South African Congress of Trade Unions (Sactu)"

According to a Macwusa spokesman, Mr Sicelo Duze, the pamphlets — bearing an incorrect letterhead — were distributed at the Volkswagen plant in Uitenhage and outside the General Motors and Firestone plants in Port Elizabeth yesterday

The pamphlets aimed at exploiting divisions between Macwusa and the rival National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa), which is affiliated to the Federation of South African Trade

Unions (Fosatu)

The pamphlet says Fosatu is "nothing but a Government front organisation" and criticises the union for failing to solve labour disputes at Leyland, Firestone, Ford, Sigma and Dorbyl

Bogus pamphlets were issued during the strikes this year at Ford, Firestone and General Motors. They called on motorists to hand in their Firestone tyres at the Macwusa offices where they would be paid out

"We dissociate ourselves from this pamphlet as we did with the first one," Mr Duze said

"We wish to emphasise that Macwusa is a disciplined organisation and such sickening ploys to discredit us are always going to fail

"The policy of Macwusa is to make statements publicly and we stand by what we say"

DD 27/7/81 (105) (139) # (1/11)

Union slams Ciskei independence

EAST LONDON — The African Food and Canning Workers' Union (AFCWU) yesterday became the second local trade union publicly to condemn the independence of the Ciskei

At a public meeting at a city cinema attended by about 400 people, speaker after speaker vehemently attacked the notion of Ciskeian independence, saying the workers of East

London would suffer as a result of it. Independence has already been rejected by the South African Allied Workers' Union (Saawu)

Mr Ernest Qwesa, local branch chairman of the AFCWU, said the union was not a political organisation, but it was opposing independence because of the Ciskei government's attitude towards trade unionism

"We fight for better

wages and living conditions for our workers but the Ciskei government is opposing us in this aim"

It was also announced at the meeting that the AFCWU, which is unregistered, had been recognised at two more factories in the Eastern Cape

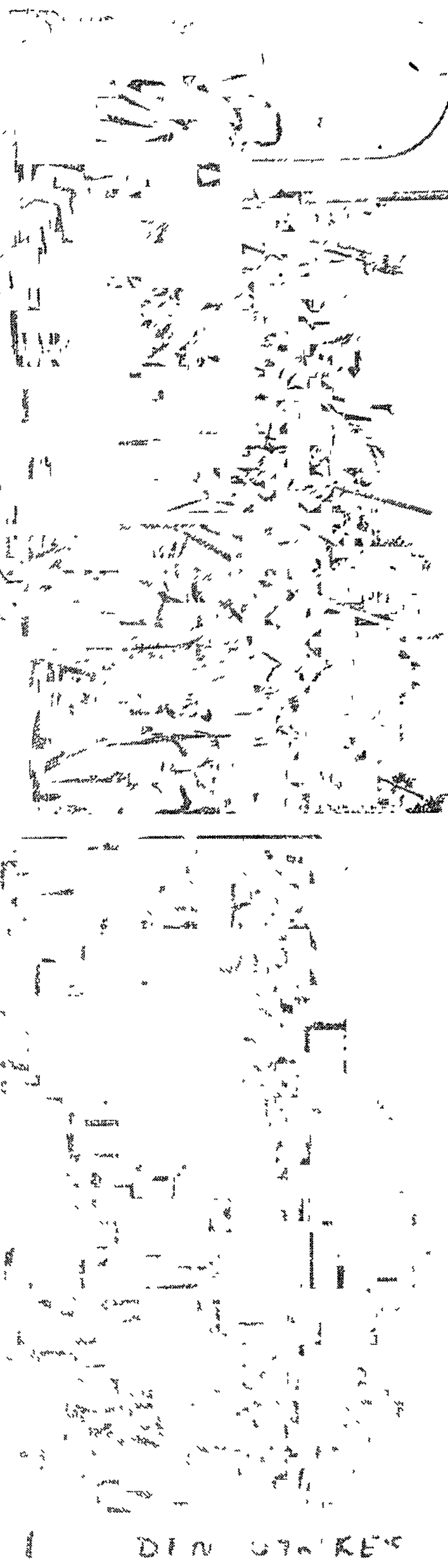
Miss Debra Komose, local branch secretary of the AFCWU, said the un-

ion had been recognised by Land Harvest Company in Port Elizabeth and Golden Grain Bakery in East London

The union has already been recognised by Langeberg Co-op Limited and Western Province Preserving Company in East London

The AFCWU also pledged solidarity with the dismissed workers of Wilson-Rowntree — DDR

Students of '76 are workers of '80's



SAISFACTION OR STRIKES? ALTERNATIVE IN MANAGERMENT'S HANDS

TODAY, chances are that there might be another strike by black workers somewhere in South Africa

The disturbing rate of strikes by black workers must be giving a number of managements nightmares, maybe causing a few red faces or heads rolling in a number of boardrooms

Why? Are black workers perhaps an ungrateful lot? What, with the much-talked about new dispensation for black workers which has seen them after years of hardship, entering the country's industrial relations machinery?

Mr Michael Mohatta, secretary of the Transport and Allied Workers Union, simply declares "Black workers are dissatisfied"

But the Government has come up with a number of attractive pieces of legislation where blacks can affiliate to trade unions of their choice Another added attraction the country has also established an Industrial Court On the other hand, a number of employers have shown their co-operation by embarking on training schemes which were unheard of in the past

It is said and indeed to see that blacks in domestic service and the civil service have been left out Says Mr P Carnay secretary of the Council of Unions of South Africa The strikes are due to a number of reasons One of them is that the student of 1976 is the worker of the 1980's and is unwilling to accept the status quo

BY Z B MOLEFF
Labour Reporter

The rising Cost-Of-Living, which climbs every month, affects the country's lower income groups most The much talked about Wiehahn and Riekert Commissions are another reason according to Mr Carnay "They have created expectations which have not been fulfilled"

"This is an evolutionary situation, black workers have realised the power they wield," explains Mr Louis Khumalo, industrial relations director of a Johannesburg-based industrial relations consultants and recruitment specialists firm

There is now pressure on managements on the question of a minimum wage, continues Mr Khumalo

The Minister of Manpower Utilisation, Mr Fanie Botha, said early this year there were 134 black strikes in 1980 Replying to Dr Aley Boraine (MP, PFP for Pinelands) in the House of Assembly he also added that 67 of the strikes were for higher wages The remainder were caused by dissatisfaction with dismissals of employees or other disciplinary steps or steps taken by employers

Some of the reasons for the strikes, according to Mr Botha, centred around the payment of bonuses, trade union matters, such as recognition of trade unions or reduction of subscriptions and conditions of employment.

out to be a white elephant. Maybe you could say the registration of black unions is the step in the right direction. But what about employers who do not keep their part of the bargain?"

The inability of a number of companies to assess the problems of their black workers is another aspect of the problem, according to Mr Mohale Mahanyele, managing director of a black placement and advancement consultants firm.

As a result, Mr Mahanyele throws in a challenge. "Very few companies can stand up and say we have ten black managers. This insensitivity to work at black problems will always result in the form of a strike."

He also disagrees with the often-quoted statement in seminars and after-dinner speeches that blacks are better-off in terms of earning power. True, blacks are earning more than say, ten years ago, but what is normally missed is that this so-called earning power is eroded by inflation.

The recent petrol hike is a case in point, Mr Mahanyele points out. But his main argument is that most companies have not provided blacks with real job advancement. "The actual upward mobility is not taken into consideration."

Mrs Lucy Mvubelo, secretary of the country's largest trade union — the Clothing Workers Union — sees the question of strikes by black workers differently.

Mrs Mvubelo adds that for years there had been dissatisfaction in the ranks of black workers because of the Industrial Conciliation Act — the black worker was never recognised as a legal employee.

Though she sees hope in the new dispensation, she

21/7/81

NM 27/7/71
**Domestics asked to
sign wage receipts**

African Affairs Reporter

A SPOKESMAN for the Domestic Workers' Employment Project yesterday appealed to employers to pay their domestic workers in a more businesslike and dignified manner.

Mrs Mary Mkhwanazi, a community worker, said disputes could be more easily resolved if domestic workers were made to sign receipts to prove they had received their wages.

She added: 'This is particularly important in the case of dismissals.'

Mrs Mkhwanazi said her office had many complaints concerning dismissals without pay. She quoted a case of a domestic worker who alleged she had not been paid her salary or notice pay when dismissed by her employer.

Mrs Mkhwanazi said payments should be made in a dignified manner whereby wages were enclosed in envelopes and issued together with pay slips or receipts.

'I remember when I worked as a domestic worker, my madam would just put my salary on the kitchen sink or pass it to me through the window of my khaya,' she said.

'Hated' union man quits

Sowetan 30/7/81 (39) (4/6/81)
MR Phillip Dlamini, secretary of the Black Municipality Workers Union (BMWU) dropped a bombshell yesterday when he said he was resigning because he was the "most hated man in the union."

At the same time, fears surfaced that the union, which came into national and international prominence last year when it pulled 10 000 Johannesburg City Council black employees into a strike, was faced with serious internal problems. But union officials refused to discuss this question.

Mr Dlamini, who said he terminates his services tomorrow, told SOWETAN "I'm trying to bring peace to the union. It has come to my notice that I'm the most hated man in the union."

He would not elaborate further, but said he did not want to kill the union. On the other hand, he hinted that the union was faced with a executive committee problem.

A surprised Mr Gatsby Mazwi, BMWU's acting president, said Mr Dlamini's resignation "was news to me."

All he remembered was that Mr Dlamini talked of resigning from the union "But this was verbal."

By Z B MOLEFE

Asked why the union did not hold an annual general meeting, as was suggested during a Supreme Court hearing early this year involving two factions, Mr Mazwi said "How could we do that when our president is in detention?"

Mr Mazwi declined to discuss with SOWETAN the claim by some union members that another internal problem faced by the executive committee concerned auditors being called in to examine their books.

The BMWU president, Mr Joseph Mavi, is still being held under Section 10 of the Internal Security Act in Bethal.



Mr Phillip Dlamini in happier days.

Call for
non-racial
labour
front

All labour movements, regardless of race, should unite to intensify the struggle against labour exploitation, University of the Witwatersrand students were told yesterday. It was naive to think that racial discrimination was central to the plight of those paid starvation wages.

Mr Samson Ndou, of the General and Allied Workers Union (Gawu), told this to about 250 Wits students who gathered to pledge support for the Wilson-Rowntree boycott.

Countrywide support has been canvassed for some months for the boycott of sweets made by Wilson-Rowntree, since what trade unionists call the unfair dismissal last year of more than 500 workers.

Few have found employment, and now many face eviction from their homes because they cannot pay their rents.

A fund has been launched to help sacked workers buy food for their families.

Mr H Barnabus, of the SA Allied Workers Union (Saawu) said, yesterday "Some people lay stress on black consciousness, which could evolve into reverse apartheid. Others believe in white consciousness. But we are all South Africans — that is why Saawu is non-racial."

The Star Bureau in London reports that the British Anti-Apartheid Movement (AAM) will call on trade unions in the country to help force the Rowntree-Mackintosh company to reinstate the 500 workers sacked at its South African subsidiary.

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Bell-John Prize
For the best all-round student
in any year of study.
P C Key

QUANTITY
SURVEYING
(Continued)

INDUSTRIAL RELATIONS. —

Workers Org. — AFRICAN UNIONS

1/8/81 — 31/12/81

Aug. 1981.

around Cape Town
erty and destitution,
nble to cope. Numbers
of men and women
of their own,
be had". 71

Union Wins Settlement

A BLACK trade union has won a 'highly favourable' settlement at the Langeberg Coop in Boksburg after a strike over wages at the company last week — and it is likely to affect canning workers elsewhere.

The 1978 strike at Langeberg was due for a 15 percent wage increase in October, but was delayed by a Union Board agreement last year.

Moreover, the union — the African Food and Canning Workers' Union — recently approached management for an interim payment to offset cost of living increases, and workers struck over the demand.

AGREED

In the ensuing negotiations with the union, management agreed to a 10 percent pay a week increase for the next 12 months at Langeberg to R27.00.

A union spokesman said that the 10 percent increase was negotiated for a company in the food canning industry to pay a similar increase to other workers in the industry.

Thus the Cape Times wrote
people to whom it was legi-

fault of their own, that
no were left jobless as a

e began to affect Cape

pression of poverty, and
by the middle-classes.

middle-class attitudes

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Organisation by the Lower Orders

With such easy explanations, the appalling conditions of blacks in Cape Town could be rationalised by the middle-classes, for as long as they wanted the status quo to continue. When they wished blacks out of the town, they could use the evidence of those very conditions to justify the action.

were not poor but "...wasteful, indifferent, and, worst of all, filthy". Similarly, blacks from distant parts would "...swarm into the ... city and make the enforcement of sanitary regulations impossible". 69 This was because they liked to crowd together, they were gregarious, "The more they were crowded the more they liked their existence". 70

ROM 1/8/81

Mavi freed after child's death

139

Mail Reporter

MR JOSEPH Mavi, president of the Black Municipality Workers' Union, was yesterday released from detention in Bethal on compassionate grounds

Mr Mavi was released after his lawyers had made an application to the Department of Justice yesterday morning following the death of his child on Thursday night

Mr Mavi was detained by Security Police at his union offices on May 29

He was initially detained in terms of Section 22 of the General Laws Amendment Act. He was later detained under Section 6 of the Terrorism Act and

finally under Section 30 of the Internal Security Act

His detention order was due to expire on August 30

A spokesman for his attorneys said yesterday that an application was made to the Department of Justice yesterday morning for Mr Mavi's release

The request was granted in the afternoon after the two parties had been in touch with each other all day, the spokesman said

According to the spokesman, the application was prompted by the death on Thursday night of Mr Mavi's 26-day-old child

He was released yesterday to enable him to attend the funeral today

Action condemned

KING WILLIAM'S TOWN

The national executive of the Media Workers' Association of South Africa, the Border branch of the organisation and the Progressive Federal Party's spokesman on the media, Mr David Dalling, yesterday condemned the banning of Mr Charles Ngakula, acting president of Mwasa

In a statement Mwasa's national executive said the "cowardly and vicious Pretoria regime has once again demonstrated its utter contempt for justice and the rule of law by banning another leader of the black media workers"

"Thirteen of our members are now under banning orders, two are in jail, two are being detained without trial and several have been forced into exile

"The disgraceful banning of Mr Ngakula adds to the long list of repressive action against our organisation and our people Mr Ngakula epitomised the spirit of Mwasa, being a true son of the soil who has endured continual attention at the hands of the authorities in his courageous fight against the racists"

The executive said it pledged its solidarity with Mr Ngakula "and all other victims of the vicious regime"

"We must emphasise that this latest action by an obviously panicky clique will not deter us from our fight for the liberation of our people and for true justice

"In fact, the banning will serve to strengthen our resolve against racism and the oppression and exploitation of our people," the statement read

A statement issued by the Border branch of Mwasa said "We note with extreme horror the callous action taken against our colleague

"A law which battles authorities to take such drastic action on a man who is head of a family and has dependants has no place in a democracy"

The Border branch said

it had been stated "ad nauseum" that people who were banned should be brought to court

"If the natural course of justice is circumvented we can only conclude that a banned victim is innocent

"Such is the feeling about our colleague whom we admire and respect," the statement said

Mr Dalling said the banning of Mr Ngakula showed the country was "sliding into violent confrontation"

"Banning orders and detentions without trial are acts of violence against individuals and will promote further violence by individuals

shown to be incompetent in the face of pressure and know only the tactics of the jackboot

"This latest banning will augur yet further more bitterness, stronger opposition and, no doubt, more desperate measures by an embittered National Party," he said

The Editor of the Daily Dispatch, Mr George Farr, said last night he knew of no reason why Mr Ngakula should now be prevented from working as a journalist

"He is a good reporter whose services were valued by my newspaper

"I was, in fact, disappointed when he wrote me a letter of resignation two days ago — presumably having decided to take up another appointment

"His resignation was accepted with regret" — DDR

Mwasa President banned

KING WILLIAM'S TOWN

The acting president of the Media Workers' Association of South Africa, Mr Charles Ngakula, was served with a two and a half year restriction order here yesterday

Two members of the local security police, Captain J Nel and Mr Conrad Williams, served the notice under Sections 9 (1) and 10 (1) (a) of the Internal Security Act on Mr Ngakula at the security police offices after they had fetched him from the Daily Dispatch offices here, where he has worked

ed as a reporter covering Ciskei affairs

The order restricts Mr Ngakula to the magisterial districts of Zwelitsha and King William's Town until December 31, 1983

Mr Ngakula was elected acting president of Mwasa in June this year after the previous acting president, Mr Phil Mtimkulu, was banned only two weeks after he had been elected to replace Mr Zwelakhe Sisulu, who was banned late last year

Under Section 10 Mr Ngakula is prevented

from leaving his home at Mount Coke on Saturdays, Sundays, public holidays and between 7 pm and 6 am each day

He is also banned from entering land belonging to the Squith African Development Trust, any compound, any area set aside for the occupation of coloured or Indian peoples, or any township except Zwelitsha

Mr Ngakula may also not enter any factory, any educational institution, or any building where a publication is being prepared or published

He is banned from preparing, compiling, printing, publishing, disseminating or transmitting any material designed for publication

He may not assist in the preparation of any material designed for publication either

This effectively interrupts his career in journalism which began on a Cradock newspaper nearly 15 years ago

He is prohibited from entering any premises of a Supreme Court or any court which falls under the Magistrates' Court

Act except if he is applying to a magistrate for an exception to any prohibition enforced against him, or if he has to attend either criminal or civil court proceedings

Mr Ngakula may not give educational instruction to anyone except his own children and may receive only a medical practitioner for medical attendance and his father-in-law, Mr Edmund Sibaba, at his home

He may not attend any gathering which may be deemed to endanger the security of the state or any social gathering where the

persons present have social intercourse with each other

He may not address a gathering of students or pupils or a political gathering where any form of state or any principle or policy of the government is propagated, defended, attacked criticised or discussed

Mr Ngakula resigned from the Daily Dispatch two days before the restriction order was served on him. It is believed he had intended taking up a new appointment in September — DDR

(243) (225) (139) (145)
STAR 1/3/81

Black media workers president is banned

The president of the Media Workers Association of SA (Mwasa), Mr Charles Nquakula, was yesterday served with a three-year banning order and placed under house arrest by the Security Police.

And the ban on Mrs Albertina Sisulu expired yes-

terday while that of Mrs Fatima Meer was extended for five years

Mr Nquakula, a senior reporter on East London's Daily Dispatch, was elected first president of Mwasa on June 1.

His banning means that six executive members of

the organisation have been banned since the beginning of this year.

Altogether 13 black journalists have been banned, two are in detention and several are in exile

According to a statement released by the national executive of Mwasa, the banning has been described as "an act of cowardice by the Pretoria regime."

Mr Nquakula is a founder member of the banned Union of Black Journalists. He was that organisation's vice-president until 1977 when the Writers' Association of SA was established

Mrs Sisulu is the wife of African National Congress leader and Robben Island prisoner Mr Walter Sisulu.

Newsa chief's ban will be lifted when

Tribune Reporter

2/8/81

(43) (228) (139) (475) (40)

THE banning order slapped on the acting president of the Media Workers' Association, Charles Ngakula, will be invalid when the Ciskei becomes independent.

Professor John Dugard,

"It is quite clear that when the Ciskei becomes independent the banning order will lose its validity."

"We have precedents of this when Transkei became independent in 1976. I cannot recall names off-hand but I think ad-

voctor Fikile-Dam was one such case. He had been banned to the Transkei district before independence.

"Constitutionally this is correct. The ban will definitely fall away and can only be reimposed by the Ciskei government. It will then have to issue a

new banning order."

Chief Minister of the Ciskei, Bennox Sebe, has reacted angrily to the banning. He said he was not prepared to leave matters there

Chief Sebe said he had not been consulted about a matter affecting a Ciskeian

Mr Ngakula, acting head of the Media Workers' Association of South Africa was served with a 2½-year banning order this week.

Asked what would happen about such a ban when Ciskei becomes independent on December 4,

Chief Sebe said: "I can assure you we won't leave such talent dormant; they have banned a brilliant and fair-minded journalist and I am not prepared to leave matters there."

"Ngakula reported truthfully and fairly. This was especially true during the Biko affair and the

Ciskei gets independence

1976 riots, which of course no black man condoned

"He contributed to that situation by reporting correctly and factually with balanced views."

Nqakula was elected acting president of Mwasu in June after acting president Phil Mtinkulu was banned. He was served with

that order under Sections 9 (1) and 10 (1) (A) of the Internal Security Act when he was taken from his office in King William's Town by two members of the security police.

The order restricts him to the magisterial districts of King William's Town and Zwelitsha until

December 31, 1985. It also puts an end to his journalistic career, which began on a Cradock newspaper nearly 15 years ago

Charles Nqakula is the third head of Mwasu to be banned in the past eight months. Zwelakhe Sisulu was banned late last year

and is in detention under security legislation.

Phil Mtinkulu was banned January, only weeks after he had been elected acting president.

Other members of Mwasu who have been banned are Joe Thlooe, Marimuthu Subramoney and Mathata Tsakudi.

• There was hope and despair yesterday in the two households of the Government's political opponents.

In the Orlando West, Soweto home of Albertina Sisulu, wife of Robben Island political prisoner, and ANC leader Walter Sisulu, there was a ray of hope when Mrs Sisulu's fourth banning expired without renewal.

"It's the first time I am free after 17 years and I will be visiting my husband on Robben Island on Christmas and New Year Day. But I would have been a happier day if my son Zwelakhe was released from detention to share this moment with us, the 63-year-old nursing sister said.

And there was despair at the Burnwood Road, Clare Estate home of Durban sociologist, Fatima Meer who has been banned for the second time for five years.

Her daughter, Shamim Marie, wife of the banned Bobby Marie, said:

"It is a blow to us which means five more years of restriction and police harassment for my mother.

One of the 24 people whose banning orders were lifted is a veteran Transvaal Congress figure, Amina Suliman Nagdee Desai of Lenasia.

Sunday Tribune
2/8/81.

US labour group to aid SA unions

Save Jan 3/8/81

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WASHINGTON — The giant American labour group the AFL-CIO, is starting a programme to support black trade unionism in South Africa with the aim of helping to eliminate apartheid and to hasten majority rule.

A "South Africa unit" has been set up within the AFL-CIO's African-American Labour Centre in Washington and is now raising funds and studying how

BY SOWETAN CORRESPONDENT

best to achieve its aim.

The unit is headed by Mr Nana Mahomo, a founder of the banned Pan-Africanist Congress who has broken his former ties with that body.

Mr Mark Anderson, of the AFL-CIO's international affairs department said the American labour movement was focusing exclusively on

black unions in its South Africa programme.

"This is because they are most in need of assistance and most under the gun from the government, employers and other unions, Mr Anderson said.

No group within the black South African labour movement is being singled out for special attention.

There is no clear picture yet of how much money the South Africa unit will have at its disposal or of the activities it will try to set in motion.

Mr Anderson said: "We are still trying to get a feel for what we are going to do. We plan to talk to South African blacks about it."

"What can be said at this stage is that we hope our programme will be seen as a positive force aimed at openly seeking non-violent change."

The mandate for the South Africa unit was drawn up by the AFL-CIO's executive council earlier this year.

Among the possibilities envisaged were work/study programmes and union-to-union training in the United States, seminars and training programmes in South Africa, help for South African unions in their organising and collective bargaining activities, and assignment of a representative to work in South Africa.

The executive council also had in mind a fund to support legal defence activities of black trade unionists.

EX-PAC MAN TO HEAD CENTRE

WASHINGTON — The man chosen to head the South Africa unit of the African-American Labour Centre, Mr Nana Mahomo, is a South African who has been in exile for many years.

Mr Mahomo was a founder of the banned Pan-Africanist Congress but broke his PAC ties after a dispute with former leader Potlako Leballo.

He was made anti-apartheid films, including one titled "End of the Dialogue", while continuing to work in the field of organised labour.

Mr Mahomo's boss at the AALC, executive director Patrick O'Farrell, said there was no particular significance in the fact that an exiled black South African had been chosen to coordinate AFL-CIO activities in support of black trade unions.

"We felt he was the best of the applicants for the job, partly because of his knowledge of the system in South Africa," Mr O'Farrell said.

Mr Mahomo may not be quoted in South Africa, but his associates at the African American Labour Centre said no confrontation with the South African government was envisaged.

They said Mr Mahomo had adopted a low-key approach although he did have a vested interest in seeing that black trade unions made progress.

If his presence proved to be a stumbling-block either for the SA government or for blacks who tended to support the rival ANC he would certainly reconsider his position and would probably resign, they said.

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Ngakula bannings 'an act of cowardice'

THE president of the Media Workers Association of South Africa (Mwasa), Mr Charles Ngakula, a journalist, has been banned for three years and placed under house arrest.

He is the second Mwasa president to be banned. His predecessor Mr Zwelakhe Sisulu now in detention, was banned early this year. This brings the number of black journalists now banned to 13.

Two black journalists are still in detention and several others are in exile. ~~Sowetan~~ ^{3/8/81} The ban on MIs Albertina Sisulu expired on Friday that of Mrs Fatima Meer was extended for five years.

Bishop Desmond Tutu reacted to the banning of the Mwasa president by criticising the Government on its action against black journalists. He said it looks as though the authorities don't want to learn that by banning people you are

BY LENA KALANE

A statement released by the national executive of Mwasa described the banning as an act of cowardice by the Pretoria regime.

Mr Ngakula is a founder member of the banned Union of Black Journalists (UBJ) since 1973. He was a vice president in the UBJ until 1977. Chief Minister of the Ciskei Lennox Sebe has reacted angrily to the banning. He said he was

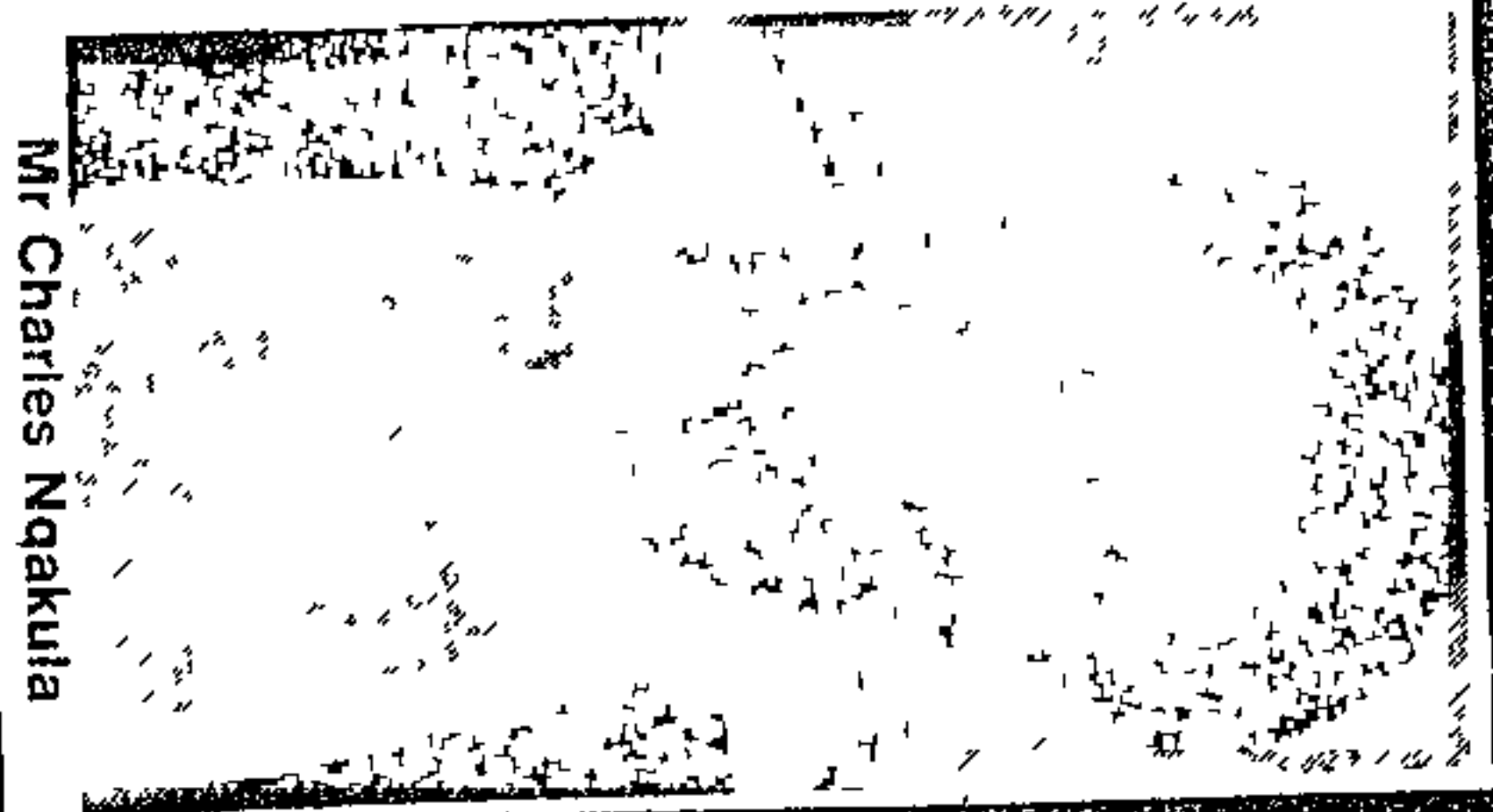
not prepared to leave matters there. Chief Sebe said he had not been consulted about a matter affecting a Ciskeian.

Mr Ngakula acting head of the Media Workers' Association of South Africa was served with a 2 1/2-year banning order this week. Asked what would happen about such a ban when Ciskei becomes independent on December 4 Chief Sebe said: 'I can assure you we won't leave such talent dormant. They

have banned a brilliant and I am-minded journalist and I am not prepared to leave matters there.

Ngakula reported truthfully and fairly. This was especially true during the Biko affair and the 1976 riots which of course no black man condoned.

He contributed to that situation by reporting correctly and factually with balanced views. Ngakula was elected acting president of Mwasa in June after acting president Phil Mtimkulu was banned.



Mr Charles Ngakula

Sebe condemns Nqakula banning

DD 5/8/6
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EAST LONDON — The Chief Minister of the Ciskei, Chief Lennox Sebe, has reacted sharply to the two and a half year banning order served on Daily Dispatch reporter Mr Charles Nqakula

Mr Nqakula, acting head of the Media Workers' Association of South Africa (Mwasa) was served with a banning order on Friday restricting him to the magisterial district of King William's Town and Zwelitsha

Chief Sebe said 'Mr Nqakula is a Ciskeian and we were not consulted I am not prepared to leave matters there'

Asked for his view on the director of the Centre for Legal Aid Studies, Professor John Dugard's opinion that the ban would become invalid when Ciskei became independent, Chief Sebe said "I don't want to comment on that now but I can assure you we will not leave such brilliant talent lying dormant in an independent Ciskei"

Prof Dugard said at the weekend there was a precedent in Transkei with bans losing their validity at independence

'I am not sure about names but I have a feeling that Advocate Fikile Bam was a case in point He was

banned to some district in Transkei and the ban became invalid at independence

"It can be reimposed, but only of course if the Ciskei issues a new banning order," Prof Dugard said

Chief Sebe said "Mr Nqakula has contributed to the Ciskei through his excellent, responsible and balanced reporting

"His handling of the Biko affair and the 1976 riots — which of course no black man condones — showed this clearly His ability was also shown by his reporting of the Quail Commission His reports went further than Jan

Smuts Airport and resulted in several inquiries from overseas"

Hitting at the ban which has interrupted Mr Nqakula's work as a journalist, Chief Sebe said "You don't do this to people like Nqakula whom you can reason with He has his own opinions and is a good strategist You rather talk to people like that

"What many people don't know is that we are sitting on a tinder box as far as labour relations are concerned We cannot ignore the fact that organisations such as the South African Allied Workers' Union have gained momentum here

"Even in this field Mr Nqakula was balanced and factual in his reporting and it is ironical that just after he had tendered his resignation to his new-

paper, such action should be taken against him

"This ban is a real pity We acknowledge Mr Nqakula's contribution during this exciting and challenging time of our history before independence We certainly won't leave matters there," Chief Sebe said

The president of the South African Society of Journalists, Mr John Allen, said the banning could be viewed as government recognition of Mwasa's strength reports Sapa

He said that for the third time in eight months the government had banned a Mwasa president

What does the government think it is doing? by becoming the head of Mwasa, Mr Nqakula has apparently automatically qualified himself for a banning order — DDR

There are many tragic tones in the banning of Charles Ngakula but I believe the worst is the sad loss of such a capable man to journalism.

In a profession bugged by many controls, Charles had stood out as a shining example among his colleagues for his professional ability in separating self convictions from professional practice.

His success in the Ciskei is but one of many proofs that the man put his professional duties above self interest.

The average black journalist knows only too well that writing about homelands in South Africa at present is like walking a minefield.

Problem No 1 is that in Africa rulers do not take kindly to any reports that show the men at the head of affairs in an unpleasant light.

The second is that black journalists are in the firing line of what many do not realise to be a growing problem — the fact that in South Africa there are two divergent views, one black and one white.

Compounding this problem is the fact that these views seem to be moving further apart.

What is fact to black in his ghetto might be regarded as fiction to whites. The unfortunate aspect of it all is that this permeates newspaper columns in a manner the less informed may find hard to believe.

Charles Ngakula's success in his decade of



Charles Ngakula packs his belongings at the Daily Dispatch office, King William's Town, after being served with a two-and-a-half-year restriction order.

Journalism in the Ciskei shows more than average merit when one considers these obstacles. A lesser man would have been got rid of long ago.

What made him successful? I believe the answer lies in the man's personality.

Charles is a strange mixture of hard work and an uncanny desire to enjoy life to its fullest. Tied

Ngakula: man of conviction

By LESLIE KINWA,
Daily Dispatch
staff reporter.

close to this is a calculating mind which cuts out subjective analysis of facts even to the extent of doubting his personal stand.

But when you get down to him you will find he stands out as a man of conviction whose incisive mind cuts out all dubiousness about what he believes in.

It is hard to describe where he was most successful in the many fields in which he was involved.

In rugby administration he rose to be the national secretary of the South African African Rugby Board and I cannot recall a time when we journalists had a better working understanding with the top administrative officials of this now defunct body.

As a writer — something many will know covers a field wider than most journalists' — Charles could sit overnight to produce several short stories or even a short novel.

Sometimes information was gleaned from minor conversations he had in the field of journalism. More will be known about his work when writing in South Africa gets out of

the structures of our divided society. It's hard to put a finger on what his main hobbies are. For a man whose outlook on life is one of full enjoyment, having a special interest is just not part of his make-up.

But his love for music — from pop to classics — and reading stands out above all others.

Charles lives in Mount Coke and for many years he has not been able to find accommodation in Zwelitsha in spite of efforts to assist, even from the Ciskei Government.

Once he was offered a flat in Zwelitsha but he preferred his Mount Coke wood and iron shack where he has a generator which supplies electricity — and I suspect the main reason for this is that he should have the best conditions for his music and light for reading.

In spite of everything, the Ciskei Government

would certainly want Charles unbanned because he had come to be the man they could turn to at any moment.

There were times when he was called to the Chief Minister's office late at night and one of the reasons for efforts to get him accommodation in Zwelitsha was that it was costly to send a driver to Mount Coke every time there was an urgent report government wanted to get to the press.

But Charles' other achievement was his involvement in journalist organisations — something that obviously earned him the banning order.

It all happened by chance. When Joe Thloloe was detained during his term as national president of the now banned Union of Black Journalists, Charles as vice president, had to fill in.

I remember one night in September, 1977, when we

booked into a Durban hotel for the national congress of UBJ.

We spent a good part of the night moaning about the conditions we found ourselves in after paying a fair amount for our accommodation.

But in between Charles was preparing his presidential address for the next day. And what an address it was! From that day I thought some of our colleagues from up north realised the Cape could produce some leadership.

He fell into a similar position when the president of the Media Workers Association, Zwelakhe Sisulu, was banned last year.

Which brings me to another point about the order served on Charles and restricting him until December, 1983.

It is unusual that orders are not made to run for two, three or five years and the fact that his runs for two years five months is an indication that the decision to ban him was taken last year — at the same time as other leaders of Mvasa were banned. Somehow it was held over until last week.

And the fact that a highly-placed Ciskei Government politician told me last December he had asked the South African security police to lay off Charles, leads me to this deduction.

It's sad that Charles is cut off from writing but there is always the consolation that great minds cannot be destroyed this way.

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DD 6/8/81 (37) (139) (245)

I'm attending to ban on Nqakula says Sebe

KING WILLIAM'S TOWN
The banning of the Ciskei-based acting president of the Media Workers Association of SA, Mr Charles Nqakula, is receiving the attention of the Ciskei's Chief Minister, Chief Lennox Sebe

Mr Nqakula, a Daily Dispatch reporter, was served with a two and a half year banning order by two members of the local security police last week. Chief Sebe said he might discuss the banning

with the Minister of Justice, Mr H J Coetsee. He also indicated that the order would not be reimposed when the Ciskei attained independence on December 4.

The banning of Mr Nqakula without consultation with the Ciskei was "a slap in the face" for the Ciskei nation.

"It would have been just ordinary courtesy to inform our men but they did not know anything about it," Chief Sebe said.

"The Ciskei nation feels

that if the Republican government felt it necessary to take such drastic steps against this man something serious must be happening.

"This would affect the Ciskei as well as South Africa. We would be the first to suffer. Yet our intelligence knew nothing of this and were not informed.

"I will raise the matter with higher authorities in no uncertain terms. Nobody who is decent can let this go."

Brigadier Charles Sebe, head of the Ciskei Central Intelligence Services, said the Ciskei would have no alternative but to lift the ban.

"If this man is dangerous we are not aware of his danger. If liaison between the Ciskei and South African security forces had been professional and we had been told of the reason for the banning, we would be aware of his dangers.

"The Ciskei will have no alternative but to lift the ban after independence," Brig Sebe said — DDR

Editorial opinion, page 10.

Union members seen as victims of state

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EAST LONDON — The state had recently intensified its actions against the black trade union movement with the detention of trade union officials and members, the General Workers' Union and the Food and Canning Workers' Union said in a joint statement

Among the 10 trade unionists in detention, most of whom were active in East London and Port Elizabeth, was Mr Thozamile Gqweta, president of the South African Allied Workers' Union (Saawu)

"A primary cause of the

state's antagonism toward Gqweta is his outspoken opposition to the forthcoming 'independence' of the Ciskei," the unions said

Saawu, because most of its members lived in Mdantsane, was the major organisation operating in the Ciskei which remained independent of the Ciskei authorities

"As such the union has encountered massive opposition from the Ciskeian rulers who are increasingly threatened by the substantial popular opposition to their decision to opt for independence a la Pretoria"

Referring to Mr Gqweta's frequent detentions, the statement said East London had witnessed a "phenomenal" rise in trade union organisation, much of it around Saawu, which was not a "tame compliant union"

"The union, with Mr Gqweta as its major spokesman, has fought for independent democratic trade unions and to this end, it has refused to seek registration under the unacceptable conditions offered by the South African authorities, moreover Saawu has steadfastly refused to isolate itself

from the wider community"

In doing so Saawu had shared in the causes and objectives of the African Food and Canning Union and the General Workers' Union

The statement said the state's response to the popularity of the unions had been twofold the Minister of Manpower Utilisation allegedly requested East London employers to refuse to deal with the unions, and the state had repeatedly detained local union leaders, particularly Mr Gqweta — DDR

B. LANGUAGE AND MEDIEVAL OPTIONS

Prescribed Books:

- Yeats : Selected Poetry, ed. A.N. Jeffares (Pan)
- Eliot : Collected Poems 1919-1962 (Faber)
- Men Who March Away: Poems of World War I. (Chatto/Windus)
- Lucie-Smith, E(ed): British Poetry Since 1945 (Penguin)
- Eastman : Norton Anthology of Poetry (Norton)

Recommended Reading:

- Unterecker, J : A Reader's Guide to W.B. Yeats (Thames/Hudson)
- Williamson, G : A Reader's Guide to T.S. Eliot (Thames/Hudson)
- Skelton, R(ed): Poetry of the Thirties (Penguin)

- Lawrence, D.H : Select
- Press, John : A Map

Note: Students who all may prefer to buy and Plays, (Faber)

CONTEMPORARY BRITISH P

Lecturer : Dr. I. E. Gle

An introduction to contemporary British Poetry, with special emphasis on the work of Seamus Heaney, Ted Hughes, and Philip Larkin.

Prescribed Books:

- Lucie-Smith, E.D.(ed) : British Poetry Since 1945 (Penguin)
- Heaney, Seamus : Selected Poems 1945-1975 (Faber)
- Hughes, Ted : Selected Poems 1957-1967 (Faber)

- Larkin, Philip : High Windows (Faber) p/b
- North Ship (Faber) p/b

- 10A: Thurs. 11.15 a.m.
- 10B: Thurs. 2.15 p.m.

10. * LANGUAGE AND ATTITUDES

Lecturer: Ms. K. McCormick

In this course we shall be examining attitudes to language in terms of (1) the perceived status and range of functions of the languages and dialects of a country relative to one another; (ii) the way speakers are perceived as a result of their choice of dialect, register, jargon, form of address.

We shall look at studies done abroad and try to relate those findings to what is observable in South Africa,

Union lays theft charges

BY Z B MOLEFE

TWO executive members of the Black Municipal Workers Union (BMWU) have laid charges of theft against two of their colleagues at John Vorster Square yesterday.

The charges were brought on by the union president Mr Joseph Mavi and Mr Gatsby Mazwi, an executive member

It is believed the action to lay charges against the two arises from the alleged disappearance of the union savings account book, a subscriptions receipt book and a number of confidential documents last Friday

A number of sources also told SOWETAN that more than R23,000 is allegedly missing

Mr Mazwi who was acting president while Mr Mavi was held under security detention said

In our 12-man executive everything is above board. Only two members are the cause of our troubles.

On Monday Mr Mazwi, Mr Mavi and other executive members had trouble entering their locked office. They had to pay R35 to a locksmith so they could gain entry

tradition of courtly love. Key aspects which under consideration include the portrayal of King Arthur, the relationship between Lancelot and Guinevere, and between Tristan and Isolde, and the significance of the supernatural elements of the legend. The course concludes with examination of more recent treatments of the legend (those of Tennyson, Twaïn and White, for example), seen particularly as a reflection of contemporary social and moral attitudes.

Prescribed Books:

- Vinaver, E (ed): The Works of Sir Thomas Malory, (OUP) p/b
- Tennyson : Idylls of the King (Signet)

Recommended Reading:

- White, T.H : The Once and Future King (Fontana)
- White, T.H : The Book of Merlyn (Fontana)
- Twaïn, Mark : A Connecticut Yankee in King Arthur's Court (Penguin or Signet)

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Publisher recognises black union

By DAAN DE VILLIERS

ALLIED Publishing distributor of all major English language newspapers has signed a recognition agreement with the Black Commercial Catering and Allied Workers Union.

Allied said yesterday the agreement included a formal grievance procedure and procedure for the involvement of union shop stewards in day-to-day shop floor matters.

The agreement also permitted negotiations to take place at company level and applied to all Allied premises in the Transvaal and Free State.

The union which is affiliated to the Council of Unions of South Africa, has been provisionally recognised by Allied since last year and has already negotiated wages with the firm.

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Union talks prove to be fruitful

Labour Reporter

The Allied Publishing Company yesterday signed a recognition agreement with the Commercial Catering and Allied Workers' Union (CCAWUSA) after almost six months of talks.

The agreement includes grievance and negotiation procedures between management and the union.

Negotiations will be held at plant level and shop stewards will be allowed time off at full pay for union duties.

The agreement applies to all Allied Publishing Company offices in the Transvaal and the Free State.

CCAWUSA took part in this year's wage talks although the agreement had not been finalised. Wage increases of up to 33 percent were given to some workers.

Summit to be held Labour Alliance

LEADERS and representatives of almost the entire independent trade union movement will meet in Cape Town this weekend in a unique attempt to forge a united front against looming labour legislation.

The "summit" is expected to be attended by delegates from 29 unions representing over 150,000 workers — mainly blacks — countrywide, and its outcome may have a major effect on the future course of industrial relations.

This was disclosed yesterday after six months of intensive behind-the-scenes activity and secret exploratory meetings in four centres.

In a statement on behalf of the unions involved, a spokesman said the purpose of the talks was to discuss the controversial Labour Relations Amendment Bill, tabled in Parliament this week.

It is generally recognised that the Bill is unacceptable to the progressive trade union movement and the meeting will attempt to forge a united response to the Bill and a united programme of action to counter this and other attacks on the trade union movement.

The meeting would be attended by a "significant number" of unions from all the major industrial centres and would represent a "wide spectrum" of organised workers through-

out the country.

Unregistered

... were not named
... are believed to
... virtually the
... union movement
... unions and
... use to register in
... Government's new
... are understood to
... include the Federation of SA
... Trade Unions (Fosatu) and af-
... filiates, the Transvaal-based
... Council of Unions of SA (Cusa)
... and affiliates, the SA Allied
... Workers Union (Saawu), the
... Cape-based General Workers'
... Union, Food and Canning Work-
... ers' Union, and African Food
... and Canning Workers' Union
... and many others.

Considerable tensions have
marked relations between the
independent union groupings
and the weekend meeting that
climaxes protracted and deli-
cate negotiations may be
volatile.

However, some unionists in-
terviewed yesterday were opti-
mistic that a degree of agree-
ment could be reached.

A similar 'summit' of inde-
pendent unions was held in No-
vember 1979, in an attempt to
formulate a common stand on
registration in terms of the
Government's new labour
dispensation.

However, that meeting was
on a smaller scale and some
important independent unions
did not attend.

Nonracial

The unions present agreed
registration would be rejected
unless it conformed to certain
criteria.

These included conditions
that

- Unions should be fully nonracial.
- No further controls should be imposed on unions, and that
- Existing unions should not be "fragmented" in the registration process.

Important differences then
emerged. Fosatu elected to
apply for registration on the
basis of these criteria, while
other unions elected to remain
unregistered until labour laws
conformed to the principles.

This sparked a sharp inter-
union debate on registration
which increased friction
between the various groupings.

However, the debate has
been radically changed by the
Government's latest proposed
amendments to labour law.

7/8/81

Mwasa is
recognised

Labour Reporter

THE managements of South African Associated Newspapers and the Argus Printing and Publishing company have agreed to formally recognise the Media Workers' Association of South Africa

Mwasa, whose members last year were involved in a strike, represents black journalists and other media workers

The agreement provides for bargaining on wages and an "affirmative action" programme dealing with black advancement issues

Unions to hold summit in City

Own Correspondent

JOHANNESBURG — Leaders and representatives of virtually the entire independent trade union movement are to meet in Cape Town this weekend in an attempt to forge a united front against government labour legislation.

The unique meeting is expected to be attended by delegates from some 20 unions representing more than 150 000 predominantly black workers throughout the country, and its outcome may have a major effect on the future course of industrial relations.

The meeting comes after some six months of intense behind-the-scenes activity and four secret exploratory meetings held in various centres in the country.

The fact that it would finally be held at the weekend was disclosed for the first time yesterday.

New bill

In a statement, a spokesman on behalf of the unions attending the meeting said its purpose would be to discuss the controversial Labour Relations Amendment Bill, tabled in Parliament this week.

"It is generally recognized that the bill is unacceptable to the progressive trade union movement and the meeting will attempt to forge a united response to the Bill and a united programme of action to counter this and other attacks on the trade union movement," it said.

The statement added that the meeting would be attended by a "significant number" of unions from each of the major industrial centres and would represent a "wide spectrum" of organized workers throughout the country.

The unions and co-ordinating bodies expected to be represented were not named but they are believed to encompass virtually the entire independent union movement, some registered as well as many who refuse to register in terms of the government's new labour dispensation.

They are understood to include the Federation of South African Trade Unions (Fosatu) and affiliates, the Transvaal-based Council of Unions of South Africa (Cusa) and affiliates, the South African Allied Workers' Union (Saawu), the Cape-based General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, and numerous others from centres throughout the country.

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Relations between the various independent union groupings have been marked by considerable tensions and the weekend meeting, the result of delicate negotiations over several months, may be volatile

Optimistic

However, some unionists spoken to yesterday were optimistic that a degree of agreement could be reached.

A similar "summit" meeting of independent unions was held in November 1979, in an attempt to formulate a common stand on registration in terms of the government's new labour dispensation.

However, the meeting was on a smaller scale and some important independent unions did not attend.

The unions present agreed that registration would be rejected unless it conformed to certain criteria.

These included that unions should be fully non-racial, that no further controls should be imposed on unions, and that existing unions should not be "fragmented" in the registration process.

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B. LANGUAGE AND MEDIEVAL OPTIONS

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- Skelton, R(ed): Poetry of the Thirties (Penguin)
- Lawrence, D.H : Selected Poems, ed. K.Sagar (Penguin)
- Press, John : English Verse (OUP) p/b

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CONTEMPORAR

Lecturer :

An introduction to contemporary British Poetry, with special emphasis on the work of Seamus Heaney, Ted Hughes, and Philip Larkin.

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We shall look at studies done abroad and try to relate those findings to what is observable in South Africa, especially with regard to the use of English.

Prescribed Books:

This is the first of a three-part agreement. Negotiations will continue on a grievance procedure and an affirmative action programme. Wage and salary negotiations have been set to begin on August 20.

Negotiations for Mwasas recognition began in January after the organisation called off its two-month strike at various newspapers.

A Mwasas statement stated the agreement signified a triumph for black media workers after a 10-year battle for recognition starting with the now banned Union of Black Journalists (UBJ).

ABHORRENCE

The statement continued: However we note black media workers have suffered many casualties on the way, with 13 of our members banned and others forced into exile.

We see this agreement as a continuation of the tremendous sacrifices that have been made on our behalf of black workers in general and media workers in particular.

At the end of the brief signing occasion the managements expressed their abhorrence at the banning of Mwasas leaders all involved at some stage in the negotiations.

Mwasas agreement triumph

By CHRIS MORE

THE management of the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) yesterday signed an agreement with the Media Workers' Association of South Africa (Mwasas) in which they officially recognise the organisation.

tradition of courtly love. Key aspects which may come under consideration include the portrayal of King Arthur, the relationship between Lancelot and Guinevere, and between Tristan and Isolde, and the significance of the supernatural elements of the legend. The course concludes with examination of more recent treatments of the legend (those of Tennyson, T. S. Eliot and White, for example), seen particularly as a reflection of contemporary social and moral attitudes.

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Recommended Reading:

- White, T.H : The Once and Future King (Fontana)
- White, T.H : The Book of Merlyn (Fontana)
- Twain, Mark : A Connecticut Yankee in King Arthur's Court (Penguin or Signet)

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Mwasa gets
recognition

The managements of South Africa's two largest English language newspaper groups yesterday officially recognised the black writers' association the Media Workers' Association of South Africa

Mwasa and the management of the Argus Company and SAAN issued a joint statement that the companies recognised Mwasa as the "sole representative and bargaining agent for all its members"

Wage and salary negotiations will begin on August 20 — Sapa

Information showing:

- 1 How much is on order.
- 2 How much is on hand.
- 3 The current status of production.
- 4 The workload ahead.
- 5 Old and new estimated customer delivery dates.
- 6 Quality problems and other facts of this nature

must be as accurate as possible and be readily and freely available
 be accomplished with 'Periodic Status Reports.'

Tutu Slams Banning of Union Boss

SERIOUS black journalists dealing with that dangerous commodity called 'truth' should brace themselves for an onslaught from the authorities and should realise banings were an occupational hazard in South Africa. This warning was given by the secretary-general of the South African Council

of Churches (SACC), Bishop Desmond Tutu who was reacting to the two-and-a-half year banning order served on the first president of the Media Workers Association of South Africa (MWASA) Mr Charles Ngakula. One would have thought these people would

have learnt one thing by now and that is you can ban a person, but you cannot ban thoughts. All they are doing is increasing the credibility of those who are opposed to the system, because people say, 'Well, there is something in what they are saying.'

'It is unbelievable that the authorities can remain so consistently stubborn.' 'Where is the change they are always talking about? As I told Mr P W Botha, we are really back to the dark ages of Verwoerd and Kruger.' Bishop Tutu said the actions against the MWASA leadership made

a mockery of the declarations of the freedom of the Press. Mr Ngakula, a King Willem's Town based senior reporter for a morning newspaper, is the fourth MWASA person to be banned and its third head in 10 months. MWASA said the order which confines him to the

Zwellitsha area, bars him from entering any black area and educational institution, effectively prevented him from working as a journalist. 'The cowardly and vicious Pretoria regime has again demonstrated its utter contempt for justice and the rule of law.' See Page 2.

Harold
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Unions meet on new labour legislation

8/8/81
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Labour Reporter

Unregistered trade union leaders and leaders of "independent" registered unions meet in Cape Town today to decide on what action to take in the wake of new Government labour legislation.

Invitations went out to various unions before the release in the Assembly this week of the Labour Relations Amendment Bill which imposes new legislation on unregistered unions.

Unregistered and "independent" registered unions — those which are critical of existing labour policies — will formulate their response to the new Bill.

The unions represent a wide range of labour and political views and there may be heated debate about the amendments.

Unions attending include:

● The Federation of South African Trade Unions (Fosatu), led by the general secretary, Mr Joe Foster.

● The Council of South African Trade Unions (Cusa), led by the general secretary, Mr Phiroshaw Camay.

● The South African Allied Workers' Union (Saawu), led by the president, Mr Thozamile Gqweta, who was released from detention this week.

The general secretaries of Fosatu and Cusa will also represent their affiliated unions.

The new Bill contains provisions which compel unregistered unions to provide the Department of Manpower with details of membership and constitutions.

But the unregistered unions will not enjoy any of the benefits of being registered — such as access to the official bargaining system.

Unions have been critical of the Bill for its inroads into the labour field which they feel should be a matter for employers and workers, with the Government adopting a neutral position.

Unregistered unions such as the African Food and Canning Workers' Union, the General Workers' Union (Cape Town) and the General and Allied Workers' Union (Gawu) are attending.

By Mike Peirson
Finance Editor

IF THE industrial scene is to become the battleground for political power, with black trade unions now being subjected to political pressures, the consequences will be disastrous.

This is the view of Chris Saunders, chairman of Hulett's, in his review presented to the group's annual meeting this week.

Industrial relations have changed significantly, he explains, in the process of implementing the recommendations of the Wiehahn Commission and since the emergence of black trade unions.

Changes so far are only the start of a process which still has a long way to go before there is an industrial structure which defines the correct relationship between Government, the employer and organised labour.

"I am conscious of the efforts which all parties, our own group included, are making towards improving relations," he continues, "but I do believe that significant adjustments are still necessary to achieve a proper balance.

"I fear that in this struggle for power we are acting and reacting without sufficient clarity on the ultimate struc-

UNIONS IN POWER PLAY

S. Tribune 9/18/81

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ture which must be based on principles that can be supported by all concerned.

"There is no doubt in my mind that the preservation of industrial peace in a free enterprise society must be based on structures and procedures which will facilitate collective bargaining between employers and employees with the object of each party obtaining its fair share of the wealth of the nation.

"Politics should play no part in this process and, if this is to be achieved, it is essential that normal avenues for the political expression of the black population be available."

Saunders adds: "It is evident that we are now being faced with black trade unions being subjected to political pressures and if the industrial scene is to become the battleground for political power the consequences will be

disastrous."

He accepts that the birth of a workable industrial relations structure will be painful.

"As employers we still have to learn a great deal about the negotiating process and how to settle disputes and grievances," he says.

"Trade unions have to accept that power must be exercised with discipline and that a two-tier system of bargaining at industrial council level with in-plant settlement of grievances has considerable merit"

Government, he contends, should accept that minimum interference between employers and employees is an integral part of the system of free enterprise

Its role should be confined to establishing a structure which relies, inter alia, on the definition of unfair labour practice and on

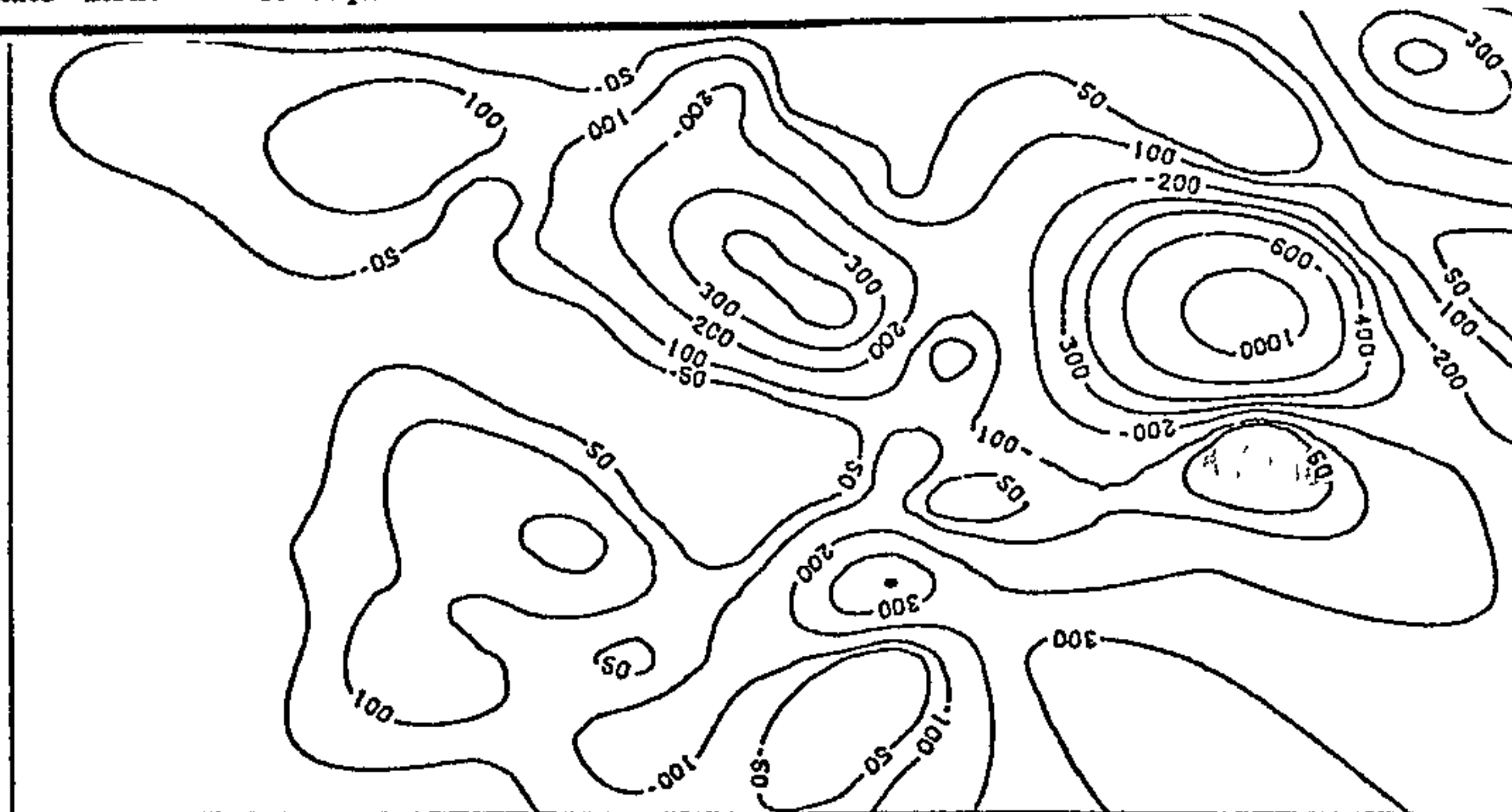
giving the Industrial Court the power necessary to ensure that employers and trade unions abide by agreements and fair practice

"Wealth must be created before it can be distributed and this is only possible when we have industrial peace and improved productivity," he concludes.

Saunders also announced the decision to proceed with the R110-million sugar mill near Richards Bay.

He expects Hulett's share of the industry's total sugar production to increase from about 28 to 31 percent under favourable conditions.

Total industry production is at present estimated at about 1.9-million tons and at current export prices, the industry should generate more than enough revenue to meet costs and the agreed profit margins.



Sebe confrontation over anti-union stance is planned

Sawelaw 10/8/81 (139)

A NUMBER of black trade unions decided this weekend to send a delegation to the Ciskei Chief Minister, Mr Lennox Sebe, over the detention of black trade unionists.

In a meeting attended by black unions at the St Francis Church, which included the Council of South African Trade Unions, the meeting noted the severe difficulty created for the workers in the Ciskei

REJECTED

The meeting then resolves to send a delegation to see Chief Minister Sebe to discuss his anti-union stance and security of the worker after the so-called independence of the Ciskei

The meeting also rejected The Industrial Council system as a means of collective bargaining

The meeting specifically agreed unions which support each other in defying restrictions on striking workers is the duty and function of union members, if that includes strike pay

Black unions, Government heading for major clash

10/8/81
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By Drew Forrest

A major clash is looming between the Government and trade unions representing most organised black workers in South Africa

At a weekend summit meeting in the township of Langa, Cape Town independent black unions representing at least 150 000 workers resolved to support each other in defying anti strike measures contained in pending labour legislation.

The recently published Labour Relations Amendment Bill states that unions may not give financial help to any person with the object of inducing or enabling him to commit or continue an illegal strike.

But in a joint statement yesterday the unions stressed that "the right to withhold labour is internationally recognised" and that strikes occurred because of "low wages, inadequate bargaining procedures and completely unworkable official dispute procedures".

"Workers therefore have no alternative but strike action outside the law," the statement says. "It is the duty of a union to stand by its members — including giving strike-pay in defiance of any law."

COUNCILS

"The prohibition of strike support will therefore not be obeyed."

The resolution was taken by representatives of the entire independent black labour movement including the SA Allied Workers Union, all affiliates of the Federation of SA Trade Unions, the General Workers' Union, the African Food and Canning Workers' Union, the Food and Canning Workers' Union, the Black Municipal Workers' Union and the Council of Unions of SA.

- The unions also
- Rejected the present system of registration "insofar as it is designed to control and interfere in the internal affairs of unions"
- Agreed to support each other "in any abuse of powers of investigation given to the authorities in terms of the Industrial Conciliation Act"
- Rejected the present industrial council system as an acceptable means of collective bargaining and recommended that unions not party to the councils should stay out of them
- Noted the severe harassment and constant detention of unionists in Ciskei, and resolved to send a delegation to Chief Minister Sebe to discuss the homeland's "anti-union stance"
- Resolved to continue resisting bannings and detentions "in any way possible"

Unions stand firm on strike aid

CT 10/8/87

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Staff Reporter

LEADERS and representatives of virtually the entire independent trade union movement resolved at the weekend to defy restrictions on supporting striking workers financially, if such restrictions became effective when the new labour laws are passed

Delegates from 13 unions and co-ordinating bodies, representing more than 150 000 predominantly black workers throughout the country, attended the historic meeting at the St Francis Cultural Centre in Langa on Saturday

The meeting, the first of its kind in more than 20 years, was held in an attempt to forge a united front against government labour legislation tabled in Parliament last week

Decision

A decision was taken to support one another in defying any "abuse" of official powers of investigation the legislation seeks to extend to unregistered unions

On the question of trade union control and autonomy, the meeting rejected the present system of registration insofar as it was designed to control and interfere in the internal affairs of the trade union movement

"We accept that trade unions are public bodies and do not object to providing information with respect to our constitutions, finances and representivity," the resolution reads

"However, we refuse to subject ourselves to control by anybody other than our own members"

The delegates also rejected the present industrial council system as an acceptable means of collective bargaining

They resolved to recommend that unions that were not members of the industrial council should not enter any industrial council and requested the participating unions to refer this back to their respective bodies for endorsement

Noting the severe difficulties created for workers by homeland authorities the meeting further resolved to send a delegation to Chief Minister Lennox Sebe to discuss his anti-union stance and the security of workers in the Ciskei

Delegates were particularly concerned by the situation in the Ciskei where union members and officials were subject to harassment and constant detention

Warned

They warned that continuation of the detentions and bannings would only worsen the already deteriorating industrial relations situation

To give effect to resolutions taken at the meeting, it was decided to establish ad hoc solidarity committees in each region, the spokesman said yesterday

"These committees will discuss and initiate solidarity action arising out of our co-operation"

Observers believe the meeting — unprecedented in

scale — may lead to greater unity in the fast-growing independent union movement, which has been marked by severe divisions up to now

Meeting

The unions and co-ordinating bodies represented at the meeting were the Federation of South African Trade Unions, the Transvaal-based Council of Unions, the South African Allied Workers' Union, the Cape-based General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the General Workers' Union of South Africa, the Commercial Catering and Allied Workers' Union of South Africa, General and Allied Workers' Union, the Industrial Aid Centre, Black Municipal Workers' Union, Motor and Assembly Components Workers' Union of South Africa and the Cape Town Municipal Workers' Association

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9. INITIALIZATION

9.1. GENERAL
9.2. DATA STATEMENT
Function:
To initialize the value
time.
This section describes the DATA statement (data initialization) and the block data subprogram

Trade unionists to seek talks with Sebe

DD 10/8/81 139

CAPE TOWN — A delegation of trade unionists is to seek a meeting with the Chief Minister of the Ciskei, Chief L. L. Sebe, to discuss his "anti-union stance and the security of workers in the homeland"

This was one of the resolutions adopted at a meeting attended by leaders and representatives of independent trade unions in Langa at the weekend

Delegates were particularly concerned by the situation in the Ciskei where union members and officials were subject to severe harassment and constant detention

They warned that the continuation of detentions and bannings would only worsen the already deteriorating labour situation

The meeting also resolv-

ed to defy restrictions on supporting striking workers financially if such restrictions became effective when the new labour laws are passed

Delegates from 13 unions and co-ordinating bodies, representing more than 150 000 predominantly black workers throughout the country, attended the meeting

The meeting was held in an attempt to forge a united front against government labour legislation tabled in Parliament last week

A spokesman for the represented unions said yesterday that the prohibition on financial support for strikers, which the new labour legislation would put into effect, would not be obeyed

Unions would support each other in defying the

restrictions, he said

The meeting resolved it was the duty and function of the unions to stand by their members which included payment during a strike

"Under the present conditions and legislation, strikes occur so frequently because of low wages, inadequate bargaining power and completely unworkable official dispute procedures," the resolution reads

"Workers therefore have no alternative to strike action outside of the law", it reads

Regarding trade union control and autonomy, the meeting rejected the present system of registration

"We accept that trade unions are public bodies and do not object to providing information

with respect to our constitutions, finances and representativity", the resolution reads

"However, we refuse to subject ourselves to control by anybody other than our own members", it reads

To give effect to resolutions taken at the meeting, it was decided to establish ad hoc solidarity committees in each region, the spokesman said

Among the unions represented at the meeting were the Federation of South African Trade Unions (Fosatu), South African Allied Workers' Union (Saawu), General Workers' Union of South Africa (Gwusa), Black Municipal Workers' Union (Bmwu), and the Motor and Assembly Components Workers Union of South Africa (Macwusa)

$$\frac{2.10}{10.500} = \text{Break even point}$$

R2.10	Contribution
4.00	Selling price
1.90	Ratlage
.50	Commission
.40	Manufacturing
1.00	Variable Costs

R10,500	Retainer
5,000	Motor Car
900	Travel (50,000 x .10c)
R4,600	Relevant Fixed Costs

We'll fight law on strike pay, say unions

NY 10/8/81

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NY
10/8/81

Mercury Correspondent

CAPE TOWN—Leaders and representatives of virtually the entire independent trade union movement resolved at the weekend to defy restrictions on supporting striking workers financially if such restrictions became effective when the new labour laws are passed.

Delegates from 13 unions and co-ordinating bodies, representing more than 150,000 predominantly black workers throughout the country, attended the historic meeting at the St Francis Cultural Centre in Langa on Saturday.

The meeting, the first of its kind in more than 20 years, was held in an attempt to forge a united front against Government labour legislation tabled in Parliament last week.

A decision was taken to support one another in defying any 'abuse' of official powers of investigation the legislation seeks to extend to unregistered unions.

On the question of trade union control and autonomy, the meeting rejected the present system of registration insofar as it was designed to control and interfere in the internal affairs of the trade union movement.

'We accept that trade unions are public bodies and do not object to providing information with respect to our constitutions, finances and representivity,' the resolution reads.

'However, we refuse to subject ourselves to control by anybody other than our own members.'

The delegates also rejected the present industrial council system as an acceptable means of collective bargaining.

They resolved to recommend that unions that were not members of the industrial council should not enter any industrial council and requested the participating unions to refer this back to their respective bodies for endorsement.

Noting the severe difficulties created for workers by homeland authorities, the meeting further resolved to send a delegation to Chief Minister Lennox Sebe to discuss his anti-union stance and the security of workers in the Ciskei.

To give effect to resolutions taken at the meeting, it was decided to establish ad hoc solidarity committees in each region, the spokesman said yesterday.

Observers believe the meeting, unprecedented in scale, may lead to greater unity in the fast-growing independent union movement, which has been marked by severe divisions up to now.

The unions and co-ordinating bodies represented at the meeting were the Federation of South African Trade Unions, the Transvaal-based Council of Unions, the South African Allied Workers' Union, the Cape-based General Workers' Union, Food and Canning Workers' Union and African Food and Canning Workers' Union, the General Workers' Union of South Africa, the Commercial Catering and Allied Workers' Union of South Africa, General and Allied Workers' Union, the Industrial Aid Centre, Black Municipal Workers' Union, Motor and Assembly Components Workers' Union of South Africa and the Cape Town Municipal Workers' Association.

Nqakula 13th to be held

The head of the Media Workers Association of South Africa, (Mwasa), Mr Charles Nqakula (34), who was banned last Friday is the 13th black journalist to be restricted.

Mr Nqakula, a journalist for 11 years, has also been placed under house arrest from 7 pm to 6 am on weekdays and for entire weekends.

Since he can no longer practise his craft, he has lost the income he used to support himself, his wife and his two small children.

Mr Nqakula was elected acting president during Mwasa's annual congress in May to replace Mr Zwelakhe Sisulu, the president, who was banned during his term of office early this year.

At the time of his banning, Mr Nqakula was a senior reporter on the political staff of the East London Daily Dispatch.

His three-year banning order prohibits him from attending any gathering.

He may not leave the magisterial district of King William's Town without the chief magistrate's permission.

He is not allowed to enter any educational institution, a trade union building or a printing and publishing house.

Mavi lays theft charge

Labour Reporter

The president of the Black Municipality Workers Union has laid a charge of theft against two of his union colleagues.

Mr. Joseph Mavi, who was recently released from detention, laid charges of theft at John Vorster Square yesterday after the alleged disappearance of the union savings account book, a subscription receipt book and other documents.

There has been a dispute within the union with a faction that has differed from Mr Mavi's policies.

On reflection, however, this seems unlikely. The fact that only four men paid independently of their headman and that only two headmen actually paid the £2 (one of whom, Mahlungu, claimed that he had paid in error and under protest) reveals a remarkable degree of solidarity amongst the Africans. The respectful yet firm attitude of the recruits betrays a sincere belief on their part but they were taken for a ride - and then asked to reimburse the tricksters. Liefeldt's reluctance to give evidence himself and the somewhat belated and carefully orchestrated instructions from the headmen at Willowvale to their dependants in Cape Town, seems to indicate that Sipunzi was acting in collusion with or under duress from Liefeldt. This particular surmise will be developed further when we discuss the role of the headmen, and their relationship to capital, and by implication the State.

The question of who was actually right - Liefeldt or the workers - is not as simple as it seems. The issues which the dispute raises. Firstly, discussed in terms of capitalist and the extraordinary nature of capital, Cape Town. It is with the dissident 'ness'. Lastly, the role of the headmen and in its most and the pre-capitalist hierarchy of headmen served to mediate two radically different systems of headmans modes emerge most

Store trio
 say they
 were fired

Staff Reporters

A trade union is investigating claims by three OK Bazaars employees in Rosebank Johannesburg that they were forced to resign last week.

The Commercial, Catering and Allied Workers Union (CCAWU-SA) said they would take up the matter with the company.

Mrs Peggy Ntshengang, Mrs Virginia Mangena and Miss Dorcas Legwale claimed security staff at the store accused them of having stolen goods and said they were then forced to resign.

Mr Garth Jones head of OK Bazaars security said there was "no question of the women being forced to resign."

He said one had admitted stealing and had been paying off the debt. The other two women were interviewed but nothing could be proved and they resigned voluntarily, he said.

The Headmen

UNIONS UNITE FM 14/8/81

Independent trade unions representing the majority of organised black workers decide to defy restrictions, contained in the Labour Relations Amendment Bill now before Parliament, on financial aid to workers who strike illegally. At a meeting of almost all independent trade unions, registered and unregistered, unionists also agree to support one another in defying any "abuse" of official powers of investigation the new legislation seeks to extend to unregistered unions. They unanimously reject the present industrial council system.

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The lines are drawn

Attempts by independent trade unions, who represent the vast majority of SA's organised black workers, to resolve their differences at grassroots level in the months ahead will have a crucial bearing on the future of industrial relations in SA.

At a weekend conference in Cape Town, leaders of 29 unions, representing more than 150 000 workers, opposed several provisions of the Labour Relations Bill published last week.

Among the organisations represented were the Federation of SA Trade Unions (Fosatu), the Council of Unions of SA (Cusa), the General Workers' Union (GWU), the Food and Canning Workers' Union, the SA Allied Workers' Union (Saaawu), the Motor Assemblers and Components Workers' Union (Macwusa) and the Black Municipal Workers' Union.

While some employers and long-established unions have welcomed the government's decision to abandon some of the controls over unions which were contained in a previous draft Bill, the Cape Town conference rejected key clauses now before Parliament. In a remarkable display of unity, the independent trade union movement, which has been plagued by severe divisions in the past, agreed to resolutions which could have a far-reaching impact on industrial relations in the future. These include:

- A rejection of the present system of registration "insofar as it is designed to control and interfere in the internal affairs of unions." There was no objection to providing details of unions' constitutions, finances and representativeness, but the unions agreed to support each other in defiance of any "abuse" of investigative powers by the authorities.

- An agreement by the unions to support each other in defying restrictions on providing financial aid to striking workers.

- A rejection of the present industrial council system and a recommendation that unions which are not members of councils should not join them and a request to others to refer this issue back to their memberships for endorsement.

Push for unity

Crucial to efforts to forge a stronger unity in the independent union movement was the decision to establish "ad hoc solidarity committees" in various regions to initiate "solidarity action" arising out of the meeting, which is to reconvene by November.

It appears that the unity which was achieved in Cape Town is a fragile one. There are strong divisions between unions

over issues such as registration. In addition, there are ideological and personality differences as well as rivalries to represent workers in certain industries.

One union leader who was at the conference told the FM the conference will serve little purpose unless friction at plant level can be eliminated.

Solidarity committees

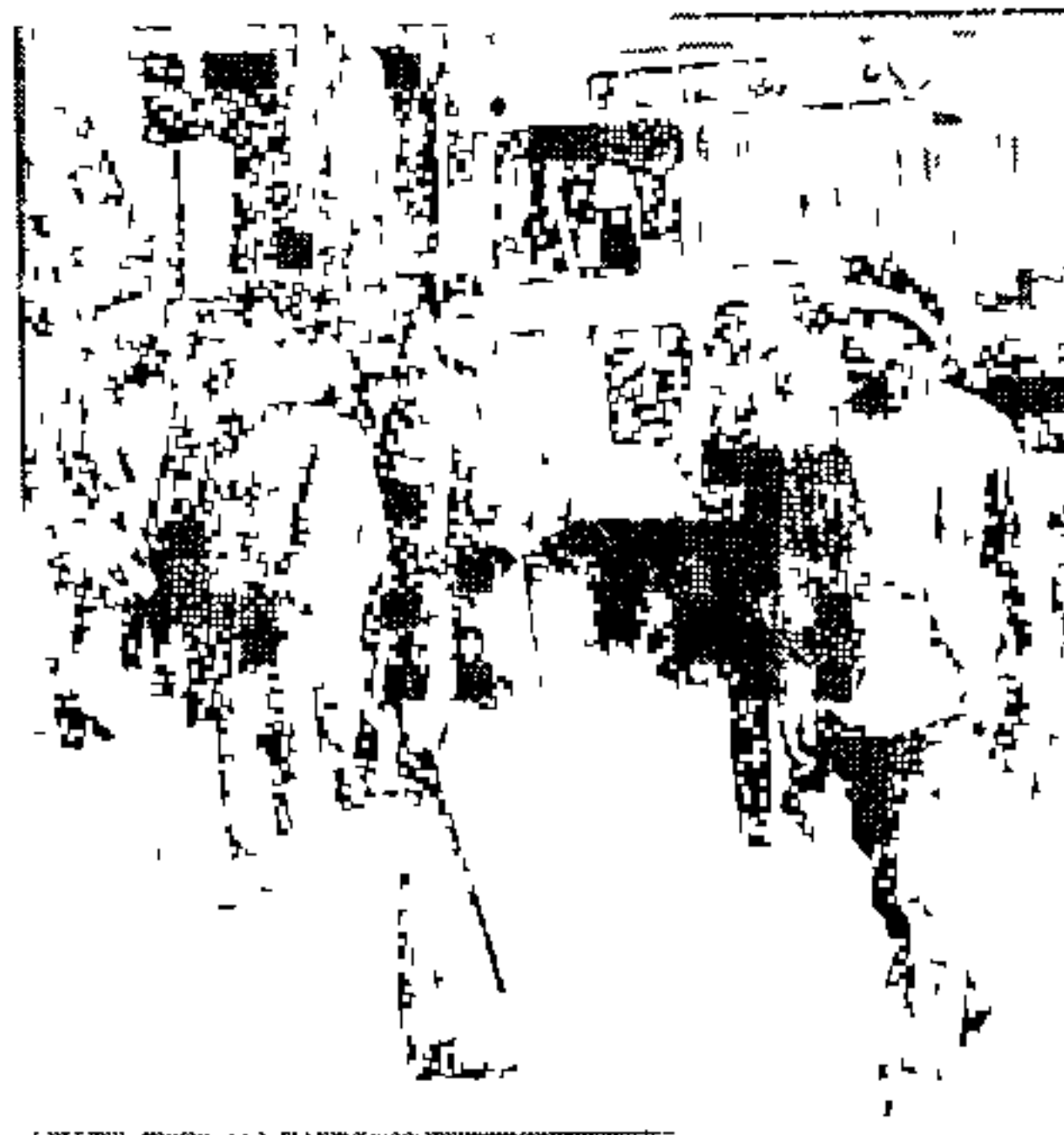
Other leaders interviewed agreed and emphasised that the solidarity committees will play a key role in efforts to create better relations between workers belonging to different unions. "There are substantial differences and the solidarity committees are crucial," says one.

Employers are naturally worried and fear that a large united union force could place employer organisations at a disadvantage. Some employers are also critical of certain controls and discretionary powers granted to the Minister of Manpower in the Labour Relations Bill. There is a feeling that government must try to deal with the thorny registration issue as soon as possible. Some government officials are saying that legislation dealing with this will be dealt with only in the 1983 parliamentary session.

Efforts to create unity between the independent unions obviously raises fears of a spate of sympathy strikes, but some of the union leaders who took part in the conference insist that there are no firm plans for this. The kind of support which unions could give each other would be organisational and financial, as well as aid in consumer boycotts.

Government officials are concerned about the conference, but have reacted with restraint. Deputy Manpower Director

General Dr Piet van der Merwe says pointedly that it appears the unions are willing to comply with some aspects of the new legislation.



Policeman watches strikers . . .
new rules and strategies

Restriction order, Charles Nqakula
Mrs. H. ... the Minister
of Justice

Whether he consulted Chief Goba or the
Ciskeian Commission before issuing a
restriction order on Charles Nqakula, if
not, why not?

The MINISTER OF AGRICULTURE
AND FISHERIES (for the Minister of
Justice).

I do not consider it in the public interest
to make known whom I did or did not
consult in such cases

Ethnic constitution criticized

CT 14/8/81
Staff Reporter

250 139

THE PUBLIC Service League, which speaks for 15 000 black government employees, spoke out strongly yesterday in evidence to the President's Council against the entrenchment of ethnic divisions in any future constitution.

The league attacked the government's 1977 three-parliament plan for seeking to write ethnic divisions into the constitution for the first time in South Africa's history

A new constitution should accommodate all races primarily as "South Africans" rather than members of different racial groups, Mr B Q F Wentzel, secretary for the league, said in evidence to the constitutional committee of the President's Council

The constitution was at present devoid of any reference to racial classification, Mr Wentzel said. The government now sought to introduce colour into the constitution with its 1977 draft proposing separate parliaments for whites, coloureds and Indians

He said emphasis placed on racial origin by public figures was causing more hatred among people of colour than ever before

Racial labels were preventing people from taking pride in being South Africans

He called for the registration of all races on a common voters roll geared to the election of representatives to serve on district councils.

Electoral colleges on the district level should choose representatives to serve on provincial councils, which in turn would elect members of a central national authority. Standing committees headed by ministers would manage portfolios such as foreign affairs and internal affairs

His proposals dealt largely with a constitutional dispensation for whites, coloureds and Indians. But Mr Wentzel agreed in response to a question from Mr Pat Poovalingam, member of the constitutional committee, that it was "looking for trouble" to deprive millions of Africans of a say in the running of the country

Mr Wentzel also attacked "hidden privileges" enjoyed by white officials in the public service. These privileges were not shared by colleagues of other races because they had no say in how resources were allocated

He called for the formation of one public service commission serving the interests of all civil servants regardless of race

and the file will be printed.

If the file was sent to a userid, then at any terminal an

@SEND,U

will cause the printout to be sent provided a run is not active on the terminal and the correct userid/password was entered in response to the

ENTER USERID/PASSWD

>

request.

3.18. HANDLING SYSTEM PROBLEMS

3.18.1. System Reboots

The computer system is not completely safe from failures due to hardware problems or operating system errors. When it fails, it must be reinitialized by doing a system reboot which stops all current activities and reloads the operating system from drum storage. Usually a system failure is minor enough in effect that a partial reboot can be performed which takes about ten minutes and results in no loss of information in catalogued disc files. Occasionally mass storage may be destroyed in which case a full reboot is required. This involves reinitializing mass storage and reloading catalogued files from a tape created the previous day. If a full reboot occurs, all catalogued files created on that day prior to the system failure are lost.

For batch jobs recovery from partial rebooting may usually be done by rerunning the job. For a terminal user much of the previous work may still be valid and need not be redone. However, any file updating being done by the active task at the time of the system failure may be lost and must be redone.

Star 14/8/81
139
**Union men
accused of
car theft**

The former secretary of the Black Municipality Workers' Union (BMWU), Mr Phillip Dlamini, and the treasurer of the union yesterday appeared in the Johannesburg Regional Court on a charge of theft.

Mr Dlamini (30) of Zola North and Mr Joseph Mlangeni (67) of Mofolo Village were not asked to plead to a charge of stealing a car and some documents.

The date and other details of the alleged offence were not given on the charge sheet.

The case was postponed for further police investigation.

Mr Dlamini and Mr Mlangeni were released on warning.

Theft rap

TWO leading members of the Black Municipality Workers' Union yesterday made a brief court appearance on charges of theft. *Sawyer 14/8/81 (139)*

Appearing before Mr W P Van Oudshoorn in the Johannesburg Magistrate's Court were Mr Phillip Dlamini (30) from Zola who is the union's secretary and Mr Joseph Mlangeni (67) from Dube who is the union's treasurer.

The hearing was postponed to August 26.

REQUIRED:

List the ways in which the above set of draft financial statements does not comply with either Generally Accepted Accounting Practice, the SA Institute of Chartered Accountants' Guideline 4.001 or the disclosure requirements of the Companies Act 1973, as amended.

Note: You are required to give specific details of errors and omissions which are apparent from the information supplied in the question, but you should not re-draft the financial statements.

You will be penalised for giving information which is superfluous to the requirements of the question.

EP domestics to follow Cape plan

C. Herald 15/8/81 139
THE Domestic Workers' and Saleladies' Association, (DWASA) of Port Elizabeth formed recently will follow the same principles as its sister organisation in Cape Town, said a visiting executive member.

Mrs M Baliwe started the association after several domestic workers got together to discuss their problems at a Roots cultural meeting earlier this year

plaint is the average R45 a month earned by the majority of domestics. It had recruited about 300 members and anyone

wishing to join can contact Mrs Baliwe at Room Second Floor, Chambers, Port Elizabeth. Telephone 54-2158.

She and field workers, Mrs M Neff and Mrs J Maysag, are in Cape Town to study the running of the Domestic Workers Association under Miss Maggie Oewies.

Mrs Neff, who has worked as a domestic and knows what it is to earn a low salary, believes that it is up to the association to make domestic workers aware that they have a place to discuss their work problems

And Mrs Maysag said people were becoming more conversant with the plight of lowly-paid domestic workers in the Eastern Cape.

SEPARATE

Although the two associations will remain separate, they will work closely for their mutual benefit

Miss Oewies welcomed the formation of DWASA and said this proved that there was only one way for workers to organise themselves

'We are going all out to help them to grow because it is tremendous to see what these women have done without money on their side,' she said

CONCENTRATE

The Port Elizabeth association will concentrate on the fight for higher wages and better working conditions. The main aim

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U1100/8IN
M ENTER USERID/PASSWORD
U >BLOGGS/TWIT <CR>
M *DESTROY USERID/PASSWORD ENTRY
M *UNIVAC 1100 OPERATING SYSTEM V
M/U >@RUN,/N RUNID,ACNT-NUMB,PROJ
M DATE: MMDY
M TIME: HHM
M/U >@ASG,AZX FLNAME. <CR>
M READY
M/U >@ED,U FLNAME,STAT <CR>
M ED 15.00-MM/DD-HH:MM-(0,1)
M EDIT
M/U 0:>4 <CR>
M DIMENSION IPRINT(100)
M/U 4:>CHANGE/100/132/ <CR>
M DIMENSION IPRINT(132)
M/U 4:>26 <CR>
M 136 FORMAT(IH,6X,(10I5))
M/U 26:>132 <CR>
M GO TO (1000,6000,5000),IWER
M/U 132:>DELETE <CR>
M/U 131:>INSERT GO TO 1000 <CR>
M/U 132:>EXIT <CR>
M LINES 476
M/U >@ASG,UF CANRNS,F2
M READY
M/U >@ED,I CANRNS,STAT <CR>
```

normal was also FORTRAN built up to have been

A FORTRAN program 'STAT' was previously batch run in element FLNAME,STAT. The catalogued under project identification requires PROUD. Corrections are to be program using @ED after which a canned and started to compile and execute 'STAT' be stored in element CANRNS,STAT. A submitted instead of starting this.

Nqakula: Minister refuses to comment

THE MINISTER OF JUSTICE Mr Koobie Coetsee has refused to say whether he consulted the Chief Minister of the Ciskei Chief Lennox Sebe or the Ciskeian Government about the banning order served on Mr Charles Nqakula the president of the Media Workers Association of South Africa (Mwasa). Mr Coetsee told Parliament yesterday in reply to a question tabled by Mrs Helen Suzman (PFP Houghton). 'I do not consider it in the public interest to make known who I did or did not consult in such cases.

This command has exactly the same effect as pressing the <EOF> key on the keyboard or <CONTROL D> of the terminal. It must only be entered after the accounting information following an @FIN statement has been printed.

4.42. @TERM

the file F will be deleted after printing has taken place.

@SYM F. <CR>

or

@SYM F. <CR>

Print the contents of a PRINT\$ file on the line-printer. The format of the command is as below:

4.41. @SYM Or @SYM

This diverts normal terminal (or printer) output to a file for later examination or printing on the high speed printer by means of the @RESUME command (see earlier section).

4.40. @SUSPND

The userid and acc-no of the started run will be assumed to be that of the of the run starting it, and no passwd will be required in the runstream of the started run (see earlier section).

@START F.E <CR>

or

@START F. <CR>

Initiate a run whose control stream is contained in a file F or element F.E the format of this image is as below:

4.39. @START Or @START

are rejected. When n is 0 the skip count is reset from its previous value. The command is used with break procedures to avoid a lot of printing on the terminal (see 3.9). The result is that the next n lines are not printed on the screen.

GENE

Star 19/8/80
Sugar mill
strike
continues

Labour Reporter

The strike by about 1000 workers at the Tongaat Sugar Mill in Natal continued into its second day today.

Indian and black workers went out on strike yesterday apparently over a wages dispute.

The National Union of Sugar Manufacturers and Refiners — a body which rival unions describe as a "company union" — held talks with the mill's management yesterday afternoon in an effort to resolve the dispute.

DISPUTE

This morning workers gathered outside the mill hostels to meet the NUSM secretary, Mr S Ntsibande.

The Sugar and Allied Workers' Union, an affiliate of the South African Allied Workers' Union (Saawu), today claimed it was prevented from entering the mill yesterday to talk to its members.

A spokesman for the mill said management planned more talks with the National Union. He said the dispute might have occurred because of a pay dispute with Indian workers.

139

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2.6.3. Double Precision Constant

A double precision constant may be written in either of the following ways:

- (1) As a real part (of exactly the same form as a basic real constant) followed by a double precision exponent. A double precision exponent is similar to a decimal exponent, except that the letter D is used instead of the letter E.

Examples:

12345678.9012345D0 valid double precision constant

12345678.9012345D-5 valid double precision constant

12345678.9012345D-5 valid double precision constant

(2) As a double precision exponent.

(2) An

Ex:

123

2.6.4. Complex

A complex

written

first of

of the part

(1.2, 3.

(0.0, 3.

(-34E-

(-3400,

double precision constant

double precision exponent.

or approximation of a complex number. It is

ted real constants enclosed in parentheses. The

is is followed by a comma and then the second

part.

plex constant. It represents $1.2 + 3.4i$.

plex constant. It represents the imaginary

3.4i.

plex constant. It represents $-0.34-4500i$.

complex constant. Both constants of the pair

real type constants.

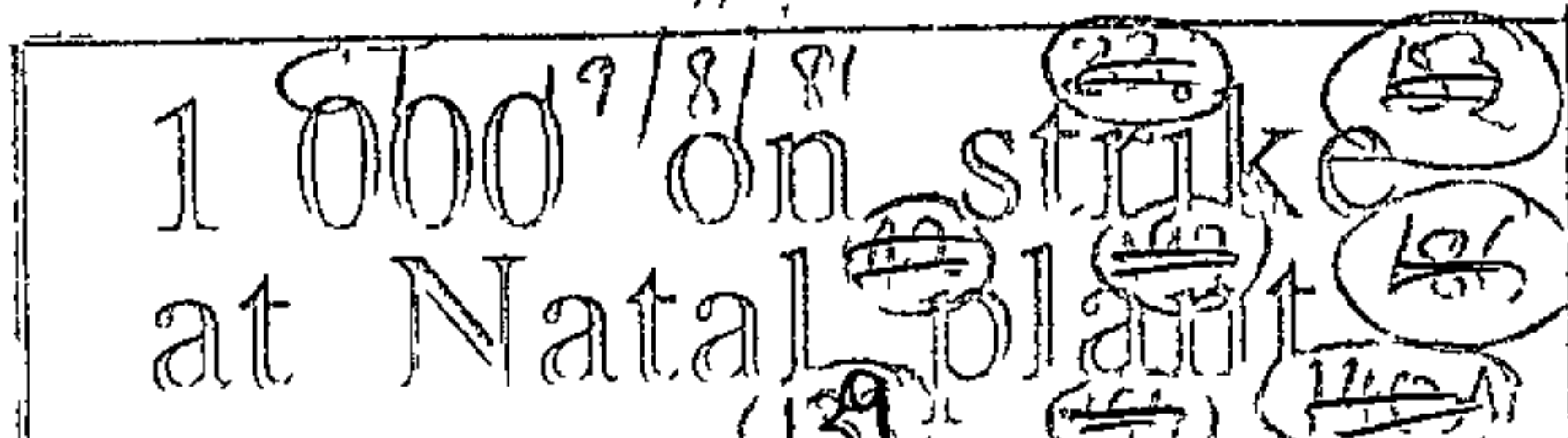
Own Correspondent
 JOHANNESBURG. -- Over 1000 black workers at the Tongaat Group's sugar mill and animal feed plant at Tongaat Natal went on strike yesterday morning as worker action hit several areas of the country.
 The strike at Tongaat -- apparently sparked by work-

ers' opposition to plant regulations to freeze pension contributions -- was still continuing late yesterday and a management spokesman said the company was trying to find out what had caused it.

In Pretoria about 500 workers at Packaging and Paper Industries downed the road over a pay dispute. Management said white artisans were leaving the plant rump and added it hoped workers would return today.

At Richard Bay 800 strikers decided to return to work and about 20 percent of them had returned by yesterday. A meeting between management and the Tongaat Animal Feed Mill and Allied Workers Union, which will be attended by a Natal Govt. representative, is scheduled for today.

In Mossburn a four-day strike at Mossburn Textiles



810, 19/8/81
 Talks with
 strikers — if
 they work

Own Correspondent

The training manager of Paper and Packaging Industries at Rosslyn, Pretoria, where about 500 workers walked out on Monday after demanding higher pay, said the company was prepared to negotiate with them if they returned to work.

Black workers, some said to be earning as little as R1.09 an hour, demanded an increase of R1 an hour across the board.

They said a workers' council committee went to see the management but was told by the general manager, Mr. T. Mckey, that he was not prepared to negotiate.

Mr. A. Bannister, the training manager, said the workers had ignored grievance procedures. The management was prepared to negotiate — but only after the workers returned to work.

not be hit by the section as it was then worded. The 1959 amendment were intended inter alia to bring such transactions within the net of the section and based on the decision in Smith's case (supra) the amendment has achieved this result.

RDM 21/8/81
Workers
139
return to
paper firm

ABOUT 95% of the 500-strong black workforce returned to work yesterday at Paper and Packaging Industries in Pretoria, a company spokesman said.

The workers walked out this week over a wage dispute and other grievances.

The spokesman said the management had made it clear to the workers' council that it was not prepared to discuss disputes unless the men returned to work.

Talks would be held next week with elected spokesmen, probably the workers' council, he said.

The workers want a R1 an hour increase over and above increases granted.

Another grievance concerns the non-payment of travel allowances.

This was, however, reflected on a computerised paysheet which would have to be explained to them, the spokesman said. — Sapa

RDM 21/8/77
No firings as strike ends

A TWO-DAY strike at the Tongaat Group's four Natal sugar and food plants ended yesterday when a "substantial" number of workers reported for duty

The company's deputy managing director, Mr D J Woo-

droffe, said "Reports indicate that most of the workers have returned. Others may have gone home expecting to return when the situation had normalised"

He said nobody had been dismissed — Sapa

Unions to oppose proposed new law

By RYLAND FISHER

FOR the first time in more than 20 years, representatives of most independent trade unions came together last weekend to form a united front against proposed labour laws.

Gathered at the St Francis Cultural Centre in Langa were about 150 delegates from 13 unions and co-ordinating bodies, representing more than 150 000 workers throughout the country.

Several resolutions against the new legislation were passed, and to give effect to these, it was decided to form 'ad hoc solidarity committees' in each region to co-ordinate co-operation between the unions.

A statement released after the meeting, which was closed to the public and the Press, said the unions would continue to give financial support to their striking members even if this became illegal when the new labour laws were passed.

WITHHOLD

It is an internationally recognised right of workers to withhold their labour. Moreover, under present conditions strikes happen so often because of low wages, inadequate bargaining procedure and complete unworkable official dispute procedure, the statement said.

Workers therefore have no alternative to strike action outside the law. It is, in any event, the duty and function of the union to stand by its members in any circumstances — including the payment of strike pay.

The prohibition on financial support for strikers will not be obeyed, the statement continued. Other far-reaching decisions taken at the meeting were:

● The unions rejected the present system of registration insofar as it was designed 'to control and interfere' in their internal affairs.

'DEFIANCE'

● They agreed to support each other 'in defiance of any abuse in the powers of investigation given to the authorities by the Industrial Conciliation Act

● The meeting rejected the present Industrial Council system as an acceptable means of collective bargaining. They called on unions not to take part in the Council's activities.

● They noted the harassment and detention of union members and officials by the Ciskeian government and decided to send a deputation to discuss the situation with Chief Minister Lennox Sebe.

● The unions said the continuation of bombings and detentions could only worsen an already deteriorating industrial relations situation. They decided to meet again by November.

to preserving food.

Unions and co-ordinating bodies represented at the meeting were the Council of Unions of South Africa, General Workers' Union of South Africa, Federation of South African Trade Unions, Cape Town Municipal Workers' Association, Orange-Vaal General Workers' Union, Motor Workers' Union, Motor and Assembly Components Workers' Union, the Cape-based General Workers' Union, South African Allied Workers' Union, General and Allied Workers' Union, Food and Canning Workers' Union, African Food and Canning Workers' Union, Catering and Allied Workers' Union of South Africa, and the Industrial Aid Centre.

The objectives of a value engineering study is to eliminate all non-essential secondary functions and reduce the cost associated with essential secondary functions so that the cost of achieving the basic function approaches the evaluation of functional worth (maximum or good value).

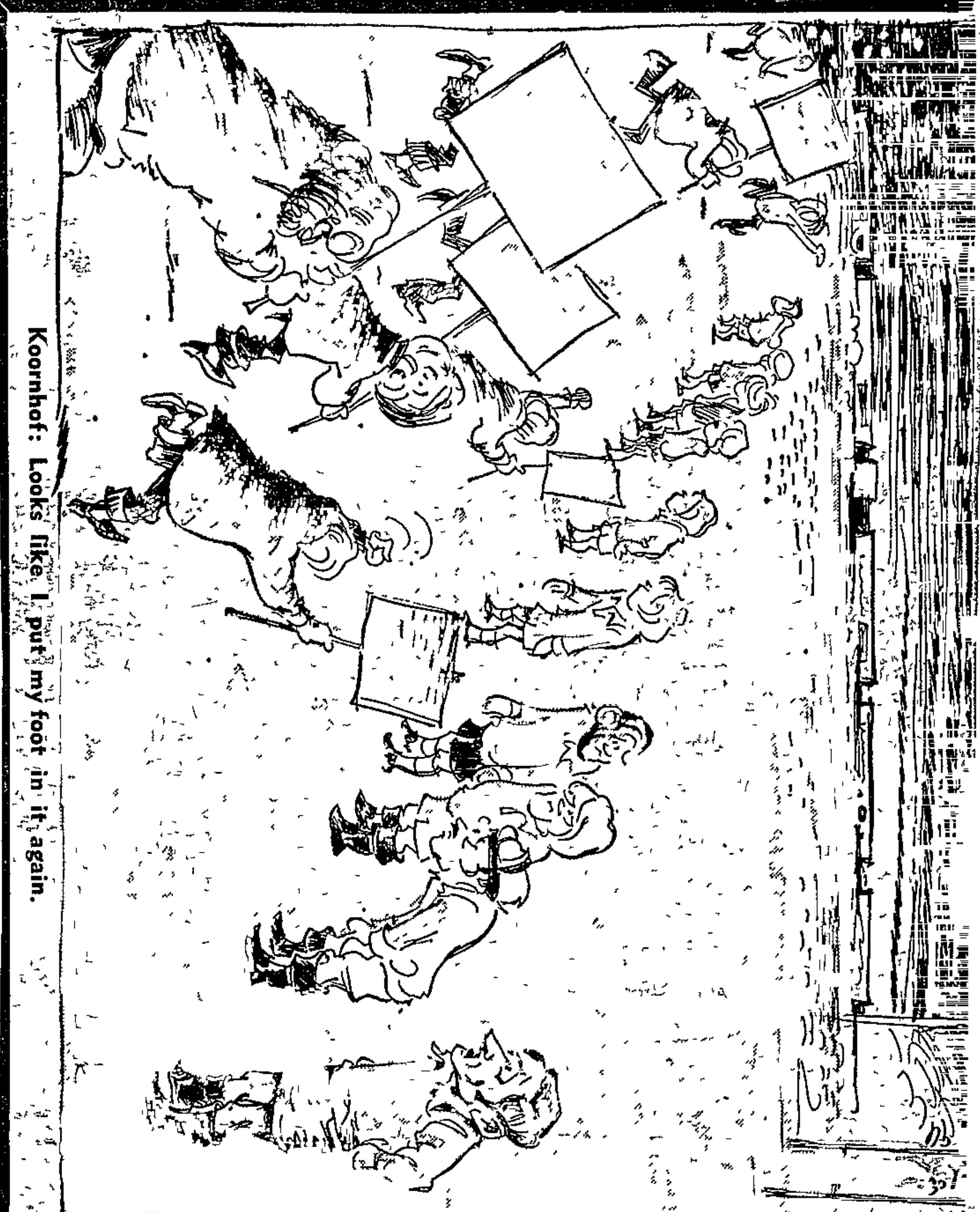
FIVE STEPS

of a value analysis exercise, twelve steps have been identified by Gage. These

SELECT THE PRODUCT TO BE ANALYSED

Here the problem is to identify the product which will give the greatest return for the costs incurred in the analysis itself. Rules are obviously impossible to lay down, but the following indicates situations likely to produce worth-while results:

- A multiplicity of components.
- A large forecast usage.
- A small difference between "use" value and "cost" value.
- Considerable market competition.
- A long-designed product.



Women
to meet
bus chief

Post 24/8/51
132

Post Reporter

THE Domestic Workers and Salesladies Association (Dwasa) has arranged a meeting with Mr Carl Coetzer general manager of PE Tramways on Wednesday to discuss transport problems for domestic workers in Port Elizabeth.

Miss Leonora Nel secretary for Dwasa, said today domestic workers had complained to the association about poor bus services during morning peak hours.

"Mr Coetzer has agreed to meet our association on Wednesday and we hope the meeting will be fruitful" she said.

Pay increase ends coal yard strike

RDM 25/8/81 (152) (20) (139)

By STEVEN FRIEDMAN

ABOUT 200 workers at coal merchants W R McPhail's Kazerne yard went on strike briefly over pay demands yesterday — and the company's new managing director said the workers had been "grossly underpaid for years"

"They have been appallingly paid. Anybody who was getting those wages would probably have done the same," said Mr A J Laughland, who took over as managing director on July 1 after McPhails, together with other coal merchants, were taken over by the Triton group

Workers grossly underpaid for years, says firm's boss

He said the strike had been settled after two hours when management agreed to bring forward a planned 20% increase by one month — the first in a series of increases planned by the company's new management. The increase would come into effect immediately, he said.

The new increase was the first step in a plan to raise

wages of all McPhail employees "from top to bottom", Mr Laughland said.

He added that this had been regarded as a priority since the takeover but that, for administrative reasons, management had planned to introduce the 20% increase next month. When the strike occurred, it had decided to bring the increase forward.

Sharply criticising wage levels paid by the company before the takeover, Mr Laughland said that when the new management had taken over they had discovered that workers were being paid the bare minimum provided for in a Government wage determination for the industry.

A Government wage determination gazetted in June sets

minimum wages in the coal trade at between R18 and R26 a week.

"Our priority is to sort out the mess which has existed in the coal trade up to now. And part of that is obviously to ensure that people are paid adequately," he said.

The increase sought to improve basic wages and also to introduce a bonus scheme.

The new wage scales were "still only 20% above a Government minimum — which obviously leaves room for improvement", he said. But he said these were merely the first step in an attempt to improve pay and conditions in the trade.

139

Cops move in as 500 strike

POLICE were yesterday called in to the Paper Packaging Industry (PPI) in Rosslyn when the firm threw striking employees out of the plant.

About 500 workers at the firm went on strike for the second time within a week after negotiations on wage increases between their emmisaries and management had failed.

The statement from the management of the firm read that police were called in to protect workers who wished to continue with their work.

Meanwhile a spokesman

for the strikers said he could not understand why police were called because workers had just switched off their machines and staged a sit-in.

He said they decided to do so after dissatisfaction with the report-back by workers council from management and asked for Mr Mockyn then general manager, to come and address them.

While waiting for him we saw several police entering the firm armed with rubber truncheons.

On Wednesday August 19 they returned to work and were according to their spokesman, promised the outcome of the negotiations

on their demands would be released late on Monday.

He said the representative of the workers council reported back to the workers that management was not prepared to budge on the wage issue but would look into the matter in due course.

A spokesman for the firm said in a statement that on Monday they had successfully concluded certain points of the issue with the workers council which later advised workers of the outcome.

Management refused to give figures either of those who left or those who remained.

1) Courses must be distributed equally throughout the year. Thus, a student who chooses three half-year options must take D'E of these in the first term concurrent with the compulsory Middle English component), two, in the second term.

Examination Equivalent	1 paper
	1/2 paper
Instruction	2 lectures weekly
	1 lecture (till 1 tutorial) June
A selection from the literature of the 19th & 20th centuries	Middle English Literature
	COMPULSORY SECTION

YEAR	OPT	HAL	OPT	1	a	b	c	d	e	f	g	h
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FRIDAY	THURSDAY	WEDNESDAY	TUESDAY	MONDAY	
	19. Conrad & James (GNC) 31. William Langland's <i>Piers Plowman</i> (JvdW) 35a. Shakespeare's Tragedies (DGG, JEH)	17. The Novels of Thomas Hardy (LGM) 24. The Poetry of Frost & Dickinson (REK, NHF) 29. Introduction to Old English (JvdW) 36. Dev of the English Language (BSL)	23. Modern Poetry. Eliot & Lawrence (EJB) 27. Modern British Drama (MMC) 30. Chaucer: Selected Poetry (JFC)	13. Romantic Poetry (TJB) 14. Four Romantic Poets (GNC) 33. Courtly Love in Medieval English Literature (RCB)	3 15 18 The Problem Self. Dilemmas for Romantics (JSC) 25. 20th Century English Poetry (MMC)
	15. Coleridge etc. (JB) 16. Charles Dickens (MTB) 28. Saul Bellow & the Jewish Experience (IEG) 35b. Shakespeare's Tragedies (DGG, JEH)	20. W B Yeats (DGG) 26. Contemporary British Poetry (IEG)	32. Sir Gawain & the Green Knight (NHF) 34. The Quest (REK)	2.15 32. Sir Gawain & the Green Knight (NHF) 34. The Quest (REK)	

Govt approach to pregnancy dismissals dismays unions

Star 26/8/81
139

By Tony Davis,
Labour Reporter

Trade union leaders today slammed the Government's rejection of a number of key proposals in the latest Wiehahn Commission Report, especially those dealing with working women.

The commission's fifth report was released in the House of Assembly yesterday with an accompanying Government White Paper which dealt with the recommendations.

Union leaders were disturbed by the Government's rejection of a number of recommendations regarding the rights of pregnant working women.

The Wiehahn report recommended:

- Prohibition of dismissals of women workers solely because they were pregnant.

- Increased pre-confinement leave from four to six weeks.

- Women to be re-engaged by employers after the birth of their children.

All these proposals were rejected. Also rejected was a recommendation for legislation assigning pregnant women to light duties while still at work.

The White Paper did, however, approve a possible increase in pregnancy leave pay.

The president of the Garment Workers' Union, Dr Anna Scheepers, said they were very disappointed by the Government's attitude.

"We need all the qual-

fied women workers we can get, and pregnant women should not be dismissed while they are still able to work," she said.

A combined meeting of the clothing unions would discuss these issues.

The general secretary of the Commercial, Catering and Allied Workers Union, Mrs Emma Mashinini, said she felt the Government had not really concerned itself about women workers.

"Discrimination against working women who are pregnant is one of the most unfair labour practices," she said.

The head of the Southern Transvaal region of the Federation of South African Trade Unions (Fosatu), Mr Taffy Adler, said unions would have to continue to negotiate maternity rights for working women at plant level.

"We can't look to the Government to see to the needs of women workers."

STRIKE

Other important Wiehahn recommendations were rejected by the Government.

These included:

- The right of workers during a legal strike to conduct a picket.

- Extension of union rights to domestic and farm workers.

- Decriminalisation of existing legal controls on unions and employer bodies.

- It should be deemed unfair labour practice if an employer refused to

recognise a registered union which won a secret ballot.

The White Paper said union recognition was a voluntary matter. The proposal would allow a union to take up the rejection with the Industrial Court.

Union leaders were highly critical of the rejection of the "fundamental right" to picket during a dispute.

Mrs Mashinini said the picket was part of the collective bargaining system.

They were also in agreement that domestic and farm workers would continue to organise themselves as they represented a large part of the country's work force.

CLOSED SHOP

"The Government should at least legislate for minimum wages and coverage under workmen's compensation," Mr Adler said.

"The lack of union rights merely perpetuates their servitude."

The White Paper also announced that a committee was investigating the issues of union and strike privileges for civil servants.

The Government was also looking at the National Manpower Commission's recommendation that closed shop agreements be allowed.

Such agreements force workers to join unions which have these agreements with a company.

Threat to unions worries Boraine

Political Staff

CAPE TOWN — The Government's implicit threat to remove voluntary registration from trade unions was "a matter of real concern," the Opposition spokesman on labour said today.

Dr Alex Boraine (PFP, Pinelands) said it was significant that the commission itself had recommended registration should be voluntary, but that this needed the chairman's casting vote.

"Should the Government legislate to make registration compulsory this could cause considerable dissent and further unrest in the labour field," he said.

Of the report and White Paper tabled in Parliament yesterday Dr Boraine said a disturbing aspect was the Government's recurring procrastination on crucial recommendations.

Too many committees and commissions were looking at reports of other committees and commissions, he said.

He said that while the Government had indicated a long-overdue recognition of the role of women as workers, it was disappointing that it had turned down several key recommendations.

"In particular they have turned down the recommendation prohibiting the firing of pregnant workers and that employees be required to reinstate workers after approved maternity absence."

The debate on the Prime Minister's Budget Vote ends today. The Manpower Vote debate starts tomorrow.

Transaction operation or scheme - In Smith's case (1964 (1) SA 324 (AD), 26 SATC 1) the court referred to the addition of the word scheme as one of the amendments brought about by the 1959 amendment and appeared to view this as having some significance. King's case (supra) found that the transactions then before the court could

Soweto 27/8/81 (139) (29)

Union men 'militant'

OFFICIALS of the General Workers Union of South Africa (Gwusa) claimed yesterday they had been refused talks and recruiting facilities at the Deluxe Consolidated Laundries in Pretoria.

They claimed Mr B Kaplan, manager of the laundry refused to talk to them because they were not a registered union and also

BY NORMAN NGALE

denied them recruiting facilities in his laundry

Mr Kaplan confirmed when approached that he did refuse to talk to them because their approach was 'militant' and they failed to produce their certificate of registration

He said he was annoyed by the officials' attitude which he described as unbecoming and said they had threatened to call a

consumer boycott of his laundry

BOAST

A spokesman for Gwusa said they were engaged in recruiting for membership among firms in Pretoria for the union. He denied they were rude to Mr Kaplan

He said Mr Kaplan was not prepared to speak to them as union officials but wanted only to speak to their leader in his capacity as an individual

He claimed his union —

despite the barring of facilities — boasted about 65 members in the laundry factory

Mr Kaplan said he had no objections to any union approaching his workers but he took exception to threats made by the officials

He said presently officials of the Laundry and Dry Cleaners Union of South Africa — a registered union — enjoyed all the privileges of his company

NM 27/8/81

Black unions condemn move

129

Mercury Reporter

THE GOVERNMENT'S rejection of a proposal, released in the fifth report of the Wiehahn Commission to make it compulsory for employers to recognise registered trade unions which had proved in secret ballots that they were representative, has been strongly condemned by black trade unions

The Natal Chamber of Industries, however, took a non-committal attitude towards the Government's rejection of the proposals, but did regard the Wiehahn Commission's recommendation as being 'more academic than practical'

Comment

The secretary of one of Natal's registered unions, Mr Selby Nsibande of the National Union of Sugar Manufacturers and Refining Employees, said yesterday the Government's rejection of the Wiehahn Commission's recommendation meant that the 'right of black workers is being oppressed and

rejected'

Commenting on the Government's White Paper released in Parliament on Tuesday which said 'the Government has constantly refused to intervene in matters of this nature' Mr Nsibande said 'In theory they say they don't want to be involved in matters between unions and employers — but in practice they are more involved than necessary'

Mr Nsibande claimed the Government was using a circular argument, and by rejecting the recommendations made in the Wiehahn Commission were, in fact, involving themselves in black labour affairs

The Wiehahn Commission had, so far, been a step in the right direction, but, according to Mr Nsibande, all the good the commission had done was now being undone by the Government

Influence

Mr B E Khumalo, publicity secretary of the Natal-based Black Allied Workers' Union, which has

recently applied for registration, said yesterday the Government's rejection of the commission's recommendations was 'totally unacceptable'

'The Wiehahn Commission influenced the union's decision to apply for registration. We will still seek registration but are not happy with the Government's reaction to recommendations made by the Wiehahn Commission.'

Mr Khumalo said the Government claimed it did not want to involve itself in management-union affairs, but this was not the case

'The Government only involves itself when it wants to,' he said

Mr Roland Freakes, executive director of the Natal Chamber of Industries, said yesterday the recommendation by the Wiehahn Commission was 'in today's circumstances, more academic than practical because any union, given representativeness, would be able to assert its influence with management without recourse to legislation'

Union case is postponed

Sawetan 27/8/81
THE case against two executive members of the Black Municipal Workers' Union (BMWU) facing charges of theft was yesterday postponed to September 30 because police are continuing

with investigations. Making their second brief appearance in the Johannesburg Magistrate's Court before Mr W P van Oudshoorn were Mr Phillip Dlamini (30), who is BMWU's secretary, and Mr

(139) Joseph Mlangeni (67), who is treasurer. According to the charge sheet the two are charged for the theft of a motor vehicle and some documents.

Sugar mill

Star 28/8/81
quiet after

strike clash

Labour Reporter (39)

Workers at Hulett's sugar mill at Mount Edgecombe, Natal, were still on strike today after yesterday's clash in which some workers stoned riot police.

Police used teargas to disperse the strikers.

Mr Ron Phillips, public relations officer for Hulett's, told The Star that management discussed grievances with workers last night.

About 250 workers at the mill went on strike because of proposed legislation affecting pensions.

The legislation, which could freeze pension payouts, has been a cause of industrial unrest in Natal and the Eastern Cape this year.

The situation at the mill this morning was quiet.

Boksburg Dairy Star 28/8/61

In the second strike to hit the company this year, the entire African workforce at National Cooperative Dairies in Boksburg downed tools yesterday over a demand for union recognition.

The 600 workers returned to their posts at 2 pm after management had agreed to begin negotiating with the Sweet, Food

and Allied Workers Union, said the union's general secretary, Mrs Maggie Magubane.

NCD chairman Dr M N Hermann claimed a large number of workers had been intimidated into joining the strike and some had been injured.

In another dispute, workers in at least two departments at C o b r a

Brasserie Impardsviel on the West Rand downed tools yesterday, allegedly over the dismissal of a colleague.

The company's managing director, Mr Kerry Davidson, said a very small percentage of the workforce had been involved.

A spokesman for the unregistered General and Al-

which claims majority membership at the plant — said about 200 workers struck.

They were back at work after three hours but were still demanding reinstatement of their colleague and recognition of the union, she said.

The strike over pensions by 250 workers at

Huletts' Mount Edgecombe sugar mill near Durban was unresolved last night.

The workers demanding the immediate liquidation of their pension funds were addressed yesterday by Mr Selby Ntshabande of the Sugar Manufacturing and Refining Employees Union

Sawyer 28/8/81

Socialism 'easier'

(139)

BLACK TRADE unions are not willing to register because they do not want to be seen to be part of the white establishment associated with capitalism, exploitation and abuse, Professor Nic Wiehahn says.

Professor Wiehahn, head of the Wiehahn Commission, was writing in the latest issue of the Corporation for Economic Development's "Growth" magazine

In an article based on a recent Unisa School of Business Leadership seminar, Professor Wiehahn says "What else can these unions become, if not vehicles for African socialism?"

With blacks caught up in the process of advancement and assimilation within a relatively strange economic system, Professor Wiehahn believes their aspirations are well-nigh impossible to meet

"The bigger the concessions, the more intense the aspirations and demands I accept that it is incomparable — for some it is too much, too soon, and for others not enough, too late"

REJECT

Professor Wiehahn points out that because of the "survival of the fittest" character of the free enterprise system there is the danger that blacks could slide into the easier system of socialism

In fact, this is one of the points made in Part One of the Wiehahn Commission's report — "There is the danger that blacks will no longer merely reject the whites, em there is the danger that blacks could slide into the easier svstem of socialism

In fact, this is one of the points made in Part One of the Wiehahn Commission's report — "There is the danger that blacks will no longer merely reject the whites, but also their philosophies, institutions and systems"

On the other hand, he is adamant that no form of protection for black businessmen should be entertained

"We would be doing just what we have been doing for the whites, protecting them by law," says Professor Wiehahn, "and the protection of a group does not lie in legislation"

CRISIS

Protection lies only through the free enterprise system which has the elements of bargaining, competition and exertion to the maximum

Professor Wiehahn argues: "If one wants to keep socialism away from blacks by legislation, then I would only point to job reservation which since 1959 became an empty shell. Rather educate the blacks and let them participate

"I don't see how one can have a free enterprise system for one group — the whites — and at the same time keep blacks out of the system but protect them from socialism by law"

Apart from alleviating the shortage of skilled manpower "which is now reaching crisis proportions," Professor Wiehahn says black advancement is important in preventing polarisation between different groups along racial lines — the "haves" and the "havenots"

Strike

forces

NM 28/8/81

sugar

mill

close

Mercury Reporter

SUGAR MILL workers went on strike early yesterday morning forcing the Huletts Sugar Mill at Mount Edgecombe to close. It is believed that workers downed tools because of dissatisfaction over the effects the draft Pension Bill would have on their pension schemes.

The strike, involving 250 workers, occurred two days after trade union leaders warned that the Government's draft Pension Bill would lead to labour unrest.

Police in riot gear used teargas at the mill yesterday morning. According to Brigadier John Visser, Divisional Commissioner of Police for Port Natal, the gas was used 'to disperse strikers after they began throwing stones at the police'.

A witness said police used teargas at 9 a.m. when workers attempted to leave the premises.

A spokesman for the police said one man had been arrested for possession of a dangerous weapon.

Mr Ron Phillips, public relations officer for the Huletts Group, said yesterday that after the initial confrontation workers were peaceful and orderly.

The strikers gathered outside the mill and waited while representatives of the National Union of Sugar Manufacturers and Refining Employees met Huletts management.

Police kept a low profile and there were no more confrontations.

After the meeting the secretary of the union, Mr Selby Nsibandé, addressed the workers. No firm decision was taken, and the workers left the premises.

When the new Bill became effective pensions would be subject to compulsory preservation and transferability.

Boksburg dairy Star 28/8/81

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and Allied Workers Union, said the union's general secretary, Mrs Maggie Magubane. NCD chairman Dr M N Hermann claimed a large number of workers had been intimidated into joining the strike and some had been injured. In another dispute, workers in at least two departments at **Cobra**

Brasserie de Limpopodowned 139

on the West Rand downed tools yesterday, allegedly over the dismissal of a colleague. The company's managing director, Mr Kerry Davidson, said a very small percentage of the workforce had been involved. A spokesman for the unregistered General and Al-

Which claims majority membership at the plant — said about 200 workers struck.

They were back at work after three hours but were still demanding reinstatement of their colleague and recognition of the union, she said. The strike over pensions by 250 workers at

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The workers demanding the immediate liquidation of their pension funds were addressed yesterday by Mr Selby Ntsibande of the Sugar Manufacturing and Refining Employees Union

DAY, AUGUST 31, 1981

TV Post 31/8/81
139

Domestic workers decide to form a national SA union

By JIMMY MATYU

DOMESTIC workers in the Cape decided at the weekend to form a national trade union to protect their basic rights

This was decided at a meeting in Korsten by delegates of domestic workers associations from Port Elizabeth, East London and Cape Town

It was also decided to establish a national housewives league and a consumers council for blacks with branches in the major centres

The meeting was convened by the Port Elizabeth-based Domestic Workers and Salesladies Association

(Dwasa)

Delegates decided that the various organisations should merge to form a national executive committee to concentrate on the plight of domestic workers

Wages and fringe benefits for domestics were discussed at great length, and associations were asked to discuss the possibility of laying down a uniform salary, applicable nationally, for domestic workers

It was suggested that prospective employers should approach the union before em-

ploying workers

"We are embarking on a project to improve the skills of people seeking domestic work by training them in cookery, baby-care, cleaning, laundry, first aid and literacy," a Dwasa spokesman said

Dwasa has its offices at the Court Chambers building, 623 Main Street, in North End. The telephone number is 542158

At a meeting held in the War Memorial Hall, New Brighton, yesterday, Dwasa reported back on their recent interview with Mr Carl Coetzer, general manager of

PE Tramways, on transport problems for domestics

An appeal was made to all African, coloured and Indian businessmen who own buses to help to improve the situation by forming a strong bus company and applying to the Road Transportation Board for registration

An approach is also due to be made to the City Engineer, Dr D M McCallum, and the Midlands Systems Manager of Railways, Mr Willie Mitchell, to seek talks on the possibility of introducing a railway service for the black townships

1 600 BOYCOTT CANTEN IN PROTEST AGAINST DEMOTIONS

Ford struggle continues

A LABOUR dispute emanating from a spate of strikes in Port Elizabeth more than two months ago is still disturbing labour peace here at Ford Motor Company

The canteen facilities at the company's two Struandale plants have been boycotted for two-and-a-half months by black workers. Their union claims that the boycott involves the whole black labour force there, including coloured — totalling more than 1 600 workers

The organising secretary of the Motor Assembly and Component Workers Union of South Africa (Macwusa), Mr Government Zini, said in an interview the boycott was in a protest against the demotion of him and another union executive by Ford after the recent strikes there.

The workers are demanding that they be reinstated in their former positions — but the company has ignored the boycott. "This victimisation is very bad for good industrial relations," said Mr Zini

He said he and his colleague, Mr Dennis Neer, were demoted from salaried positions, respectively as lecturer and supervisor, to ordinary hourly paid labourers on the factory floor

They now take home less than half their previous income in a month, he said

The director of Public Relations at Ford, Mr Dunbar Bucknall, confirmed that there was a boycott of canteen facilities at its Engine and Cortina plants, but he could not supply figures and would give no more details

The boycott has become so



SOLIDARITY: Ford Company worker in Port Elizabeth.

much the order of the day that nobody was taking note of it anymore

The union leaders were informed at the time that their positions of authority over hourly paid workers constituted a conflict of interest in that they also had authority over them in the union. Therefore hourly positions had to be

found for them, and those did not have such good pay

Four of Macwusa's leaders were detained by Security Police after the Ford strike, when they were arrested travelling in Transkei without the required documents.

They are still in detention under Section 6 of the Terror-

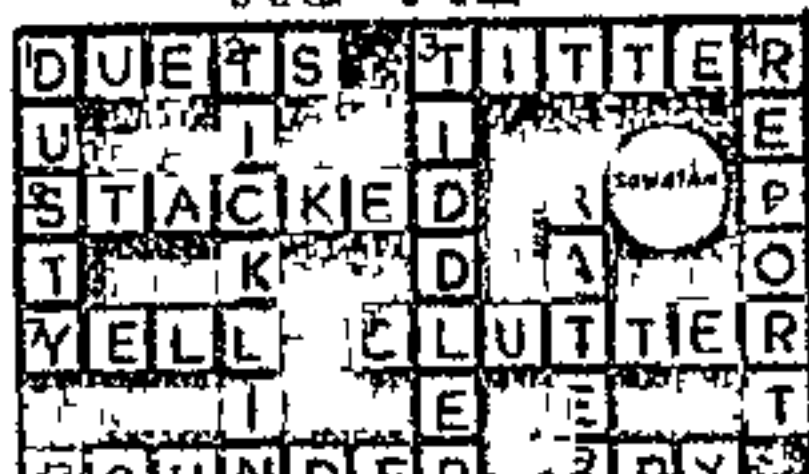
ism Act

Macwusa shot into prominence in recent years, and three months ago it led more than 3 000 workers at five plants in the most widespread strike yet in Port Elizabeth's industry. The strike was over Firestone workers losing their jobs during a strike early this year

FOR ONLY 25c



SOLUTION TO No 442



Try your luck and help others

R47 000

OR R1 000 FOR NEAREST ENTRY

RULES: Send your entries — as many as you wish — with a donation of 25c for each entry to: ST JOHN AMBULANCE CROSSWORD No 443 PO Box 2012, CAPE TOWN 8000. CLOSING DATE: 9 am, 9th Sept 1981.

- 1 Only copies from newspapers, facsimiles, or photostats are acceptable. Nothing else. No permutations. All entries to state name and address.
- 2 Cheques to be crossed. Name and address to be written on the back. Entries are disqualified if cheque is dishonoured. Do not put stamps on new postal orders as this may invalidate your entry.
- 3 Do not send registered letters. Do not enclose coins or banknotes in postal entries. Do not use pins, staples or adhesive tape. All entries and sufficient fees must be in one envelope. Any envelopes received bearing a postal tax mark will not be accepted but will be returned to the Post Office.
- 4 Late entries will be disqualified and treated as unconditional donations.
- 5 The decision of the organisers is final, and no correspondence will be entered into. No judges reasons will be provided.
- 6 Anybody may enter, excluding the staff, committee members of St John Ambulance, voluntary organisers and members of their respective families or agents.
- 7 Entries for non-prize prizes are unacceptable. All names and addresses of prize

ACROSS

- 1 Bankrupt — is not likely to mand a really high price (FIRM)
- 3 Heavy obligations are by those with the chief ability for — (REPO RESORTS)
- 6 Rulers of old freely in order to raise large (GOAD/GOOD)
- 7 Bad conditions may slow down progress (GRAIN/TRAIN)
- 8 One would hardly expect two ill-matched persons in a — (DUEL/DUET)
- 10 It would be natural man to marry a woman same — as himself (C TASTE)
- 11 Go-ahead student ma variety of available — w paring for exam (TESTS/)
- 15 Taking excessive inte loans (USURY)
- 17 Natural aptitude plus ing would produce a — (MASTER/TASTER)
- 20 If no better officer is

DO 1/9/81
139
~~245~~

Don't shy away from the truth — lecturer

EAST LONDON — For writers to say all was well when the bulk of the people they wrote about were not happy, was scientifically questionable and journalistically reprehensible, Mr Basil Somhlahlo, of Fort Hare University, said here

Mr Somhlahlo, a lecturer in social work, was guest speaker at a farewell function organised by the Media Workers Association of South Africa (Mwasa) for Mr Gordon Qumza who retired from the Daily Dispatch after 34 years in journalism

Saying all was well in the midst of what was happening signified a bad state of affairs, Mr Somhlahlo said

He said the time we lived in needed men of vision who were farsighted and solid

"Since truth is regarded as radical, our tendency is to shy away from the truth, say all the nice things that make our hearers happy," Mr Somhlahlo said

As a result people ended up, unwittingly or deliberately, being champions of saying the expected, which in the long term was a liability to progress

Making meaningful speeches had become a "risky business"

This was because, in the interest of diverse parties involved in the game of limited freedoms, there were shades of truth and stacks of lies from different degrees of officialdom

If the duty of newspapers was to motivate and direct action to some peaceful order, the guiding clarity of the journalist was of profound importance

He said people of stature and integrity, who measured up to this requirement were not only rare but a threatened species, especially among blacks

Mr Somhlahlo referred briefly to the dismissal of Mr Allister Sparks, former editor of the Rand Daily Mail, adding that with his loss, a void had been created

"Men of vision and fairness are like the thin air of the desert," he said

He was not sure whether Mr Qumza's departure from full-time journalism was a blessing since it had happened at a time when balanced views needed prominence through the press, when most of the authentic and relevant spokesmen of the black masses had been silenced and when authentic writers were few and far between — DDR

R11m US aid for Swaziland

MBABANE — The United States is to provide Swaziland with about R11 million towards a crop research and extension training programme to improve the productivity and incomes of small farmers in the country

A Swaziland Government official said yesterday the grant agreement, signed at the weekend, would be spread over five years. Swaziland would contribute R3 million

DD 19/8
No milk today, the

139
milkmen's gone away

EAST LONDON — There will be no household milk deliveries today — the milkmen have gone away.

apologised for any inconvenience to householders — DDR

cit.,

19. Cassell, page 26.

20. Ibid.

21. Skinner, Viewpoint

22. Ibid, page

23. Bierman, HALGRIJN JHR., & Dyckman, Thomas R.: "Accounting for Interest During Construction", Accounting and Business Research, Autumn 1979, page 271.

24. Ibid.

25. Ibid, page 267.

26. Ibid, page 271.

27. Hendriksen, Eldon S.: Accounting Theory, page 257.

28. FASB 34: Op. cit., paragraph 42.

29. FASB ED: "Capitalisation of Interest Cost", December 15, 1978, paragraph 57.

30. Linhart, P.B., Lebowitz, J.L. and Sinden, F.N.: "The Choice between Capitalising and Expensing Under Rate Regulation", The Bell Journal of Economics and Management Science, Volume 5, Autumn 1974, page 407.

31. Lockett, Peter P.: Op. cit., page 32.

32. Guidance Note of Treatment of Interest on Deferred Payments, Chartered Accountant (India), October 1979, page 394.

33. Sentrachem Limited AFS 1979: page 64.

34. FASB DM: Op. cit., paragraph 47.

35. Ibid, paragraph 49.

36. National Council of Chartered Accountants (S.A.): Generally Accepted Accounting Practice : 1.001 The Disclosure of Accounting Policies, paragraph 5.

37. FASB DM: Op. cit., page 2.

38. Greenblo, Allan: "Pascall Fiasco", Financial Mail, April 5, 1974, page 70.

Deliveries of milk suspended

DD 2/9/81
139

EAST LONDON — All household deliveries of milk by Model Dairy have been suspended following a strike by dairymen

Officials of the African Food and Canning Workers Union (AFCWU) have claimed that the strike follows a refusal by management to negotiate with the union over wages

However, Mr M Gatcke, the chief executive of the dairy, said he was not quite sure of the exact cause of the strike but assumed it had something to do with a letter sent by union officials calling for a minimum wage of R70 a week

Mr Jan Theron, the general secretary of the AFCWU, said he had met with Mr Gatcke on Friday after the letter he had sent to management was not answered. He said he was told the dairy was not prepared to discuss the wage issue with a third party

"This amazed us," said Mr Theron, "because Model Dairy recognised the workers committee, which operates under the auspices of our union, in February. We were told that if there was any trouble at the dairy the entire workforce would be sacked

"We pointed out that it was normal practice for a union to negotiate wages for its members throughout the world, and that the workers at Model Dairy were working under appalling conditions for very low wages"

Mr Gatcke said he was not prepared to deal with the union because he regarded it as a third party

"If the workers committee had come to us with wage complaints we would have been prepared to deal with them. As it was, we approached the workers committee when we received the letter from the union calling for a wage increment and they said they knew nothing about it

"Who do we believe? In

union as it was a third party. Three workers interviewed yesterday said the workers had told management that workers had requested the union to approach the management over wages and that it was not a decision by the union

Mr Gatcke said this was not the way he had interpreted the meeting and there was confusion over the exact position of the workers

In the early hours of Tuesday morning a large section of the workforce turned up at the dairy before their shifts were due to begin and, according to Miss Debra Komose, the branch secretary of the AFCWU, had called on management to change their standpoint. They were later asked to disperse by the police

Mr Gatcke said the situation on Tuesday morning had been confused and he was unsure of what the purpose of all the workers being there was if they were not prepared to work

"We sent buses to the hostels to collect the remainder of the workers, but there was no one there. About 40 to 50 workers were willing to work but we sent them home as we feared they might be intimidated

"The police arrived later to assess the situation at the dairy and asked the workers to disperse. There were no incidents"

Miss Komose said most delivery workers at the dairy earned between R25 and R29 a week and had found it was impossible to support their families on this wage

"The workers asked us to intervene, which we did. We are here to protect them. The workers at the Model Dairy work long hours in the bitterly cold conditions of the early morning for a low wage

"Do many people appreciate the work that is done to ensure they get

the circumstances, we don't think the union went about the matter in the right way."

Mr. C. Mbandazayo, a workers' committee member, said he had been surprised when he was told at a meeting with management on Saturday that the union was a third party as he regarded the union as representing the interests of the workers.

At a meeting between management and the full workforce of 220 on Monday afternoon, Mr. Gatcke reiterated his stand that he would not deal with the

their milk delivered to their houses in the morning?"

Mr. Gatcke said he regarded the workers as having absconded from duty but that he was going to take steps to re-employ key workers and those who were not involved in the strike.

"At present we are able to supply 95 per cent of our output. We haven't been brought to a standstill thanks to the understanding support we have received from the public, which we appreciate" —
DDR

2/9/81

139

Hulett
 1004 3/9/81
strikers
return
to work

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By RIAAN DE VILLIERS

RENEWED labour unrest in
 the sugar industry in Natal
 ended yesterday when about
 600 workers at Hulett's
 Amatikulu plant went back
 to work after a one-day
 strike
 The workers downed tools
 shortly after about 250 work-
 ers at Hulett's Mount Edge-
 combe plant returned to
 work after striking since last
 Thursday
 Workers at both plants have
 demanded that their pension
 fund contributions be refund-
 ed to them This follows the
 publication of draft legisla-
 tion on pension schemes
 which has led to widespread
 worker fears that their con-
 tributions will be frozen

Condition

A spokesman for the National
 Union of Sugar Manufactur-
 ing and Refining Employees
 said yesterday workers had
 decided to return on condi-
 tion that the union took their
 demand to the industrial
 court
 Mr Ron Phillips, Hulett's pub-
 lic relations manager, said
 yesterday management had
 refused to pay out the contri-
 butions but had offered to
 place them in a trust fund to
 be administered by the trade
 union and management.
 It would also consider having
 blacks on the fund's board of
 trustees
 However, Mr Selby Nsibande,
 general secretary of the
 union, said workers had re-
 jected the management pro-
 posals "outright" and had
 only decided to go back on
 condition the union took the
 matter to the industrial
 court

For example: The Holding
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i.e. the total amount of interest cost incurred by all mem-
 bers of the consolidated group, based on the theory that the
 consolidated entity is a "single reporting entity"⁵⁵ In
 other words, all the profits arising through inter-group
 transactions must be eliminated on consolidation.

3/9/11
Pensions Bill sparks
off third sugar strike

Own Correspondent

DURBAN -- The strike which hit two Hulett's sugar mills in the past week spread to the company's second biggest plant at Darnall on the North Coast today.

Work stoppage, involving about 500 workers, started at midnight over disputes relating to the new Pensions Bill.

Letts public relations manager Mr Ron Phillips, worker demands were the same as those of Edward Edgewcombe and others.

Strikers are demanding the refund of their pension contributions.

Workers have been warned to return to work today or consider themselves dismissed.

RD 4/9/81 (119)

Cobra strikes for union recognition

Labour Reporter

POLICE stood by yesterday as more than 200 workers at the Cobra Brassware works at Luipaardsvlei on the West Rand downed tools for the second time this week in support of demands for the recognition of the General and Allied Workers Union

The workers also want a review of wages

By late yesterday, the stoppage had not been settled but a union spokesman, Mr Sydney Mafamudi, said further talks were planned between the company and G A W U representatives

Cobra's managing director, Mr Terry Davidson, confirmed that over 200 workers had stopped work yesterday after a smaller stoppage on Monday. He denied that recognition talks had broken down

Striking
DD 4/9/81
milkmen
MR MS 137
replaced

FAST LONDON — Household deliveries of milk by Model Dairy were back to 50 per cent yesterday and would increase daily the chief executive of Model Dairy, Mr M Gateke, said

Mr Gateke said he was employing workers to replace the 220 who went on strike at the dairy earlier this week and as more were employed so would deliveries increase

He said he was concentrating deliveries on denser areas such as Cambridge and Vincent first but normal deliveries in outlying areas would resume soon probably over the weekend DDR

Pensions Hulett assures workers

Labour Reporter

More than 1300 workers have been involved in pension related strikes in the Hulett's sugar group in Natal this week

On Wednesday night about 600 shift workers downed tools at the mill in Darnall

They returned to work yesterday after management issued an ultimatum

The Darnall strike came after walkouts at the Mount Edgemore and Amatikulu mills

Workers at the mills returned after a brief stayaway

The strikes are related to pending pension legislation. Workers fear their contributions may be frozen

Many have demanded immediate payout of pensions but were told by management they would be paid out only if they resigned

A Hulett's spokesman said management had given workers an undertaking it would meet the National Union of Sugar Manufacturing and Refining Employees to discuss the pension issue

Hulett's also offered to establish a trust fund and look at having black representation on the fund's board of trustees

UJET

86 64 62 60 58 56 54 52 50 48 46 44 42 40 38 36 34 32 30 28 26 24 22 20 18 16 14 12 10 8 6 4

Workers strike for third time in week

Labour unrest has broken out again at the Cobra brassware company at Lippard street on the West End.

In the third strike in a week, the entire workforce doxed tool yesterday after talks between management and the General and Allied Workers Union broke down.

The union estimates that there are close to 600 workers at the plant.

A management spokesman said "more than 200" were involved in yesterday's stoppage.

Workers are understood

to have a range of demands including a 13 an hour minimum wage.

A spokesman for the Commercial Catering and Allied Workers Union reported that 100 workers at Pick n Pay Boksburg, struck for two hours on Wednesday but returned to their jobs after the reinstatement of a dismissed colleague.

The 10 day dispute at Plant Protection in Brakpan drew to a close yesterday as the 30 odd workers still on strike opted to sign themselves off rather than accept selective re-employment.

8/27/81

Hundreds of Reef strikers are fired

139
~~127~~

Labour Reporter ~~132~~

Several hundred workers at the Cobra Brassware firm on the West Rand lost their jobs today after refusing to meet management's back-to-work deadline.

Workers walked out several times last week after talks between management and the General and Allied Workers Union (Gawu) broke down.

Gawu has called for union recognition as well as a minimum R3-an-hour wage.

Cobra's managing director, Mr Terry Davison, said today only about 20 percent of the firm's 540 staff were still at their jobs and that Cobra would start taking on a new work force from Wednesday morning

Former workers could also re-apply, he said

Union launches laundry boycott

By NORMAN NGALE

ABOUT 2000 leaflets have been distributed near Deluxe Consolidated Laundries in Koedoespoort, Pretoria urging a boycott of the dry cleaners.

The leaflets were distributed by the members of the General Workers Union of South Africa (GUSWA) following a refusal by the company's management to talk to them.

The leaflet, saying "Support De Luxe workers — do not take your dry cleaning to De Luxe," stated that workers at the dry cleaners were denied union rights and were paid low wages.

It further alleged that their working conditions were bad, they had no canteen facilities, no uniforms and that their bosses did not want to recognise their union because it was unregistered.

Mr Donsie Khumalo, spokesman for the union, said nine of De Luxe employees were fired because of their union activities.

Mr B Kaplan, manager of the laundry, confirmed yesterday that pamphlets were distributed in the vicinity of his company, but refused to comment about them.

On dismissed employees, he said one was fired for theft and the other eight were dismissed after they had refused to continue working.

Mr Kaplan said one of the eight came back crying over the weekend and after she had put her case to the workers committee she was accepted back.

He said his company was a law-abiding factory which followed regulations to the letter and that he did not stand in the way of any worker who wanted to join any union.

The company had all facilities for workers, he said, but only lacked canteen facilities. Mr Kaplan said he would not stand in the way of an employee who wished to have his lunch on the pavement.

star 8/9/81

Union condemns police swoop on Ciskei workers

Labour Reporter

The mass detention by the Ciskei police at the weekend of 205 workers near Mdantsane township has been condemned by trade union leaders.

And in Durban, the Secretary of the South African Allied Workers Union, Mr Sam Kikine, told our correspondent today that he would be lodging an appeal to the Minister of Manpower and Utilisation, Mr Fanie Botha, asking him to stop the Ciskeian police from detaining his members.

"It is in the interests of the Government to stop the Ciskeians from interfering with its workers. With the continual harassment of our members following recent detention of key officials, it appears quite clear that the Ciskeians are out to crush our organisation," Mr Kikine said.

The workers, members of several unregistered trade unions in the East London area, were detained after the three buses in which they were travelling were stopped by Ciskei police.

They are being held

under the homeland's Proclamation R252 which provides for three month's detention without trial.

Among those detained are shop stewards and branch secretaries of the Saawc, the General Workers Union and the African Food and Canning Workers' Union.

The general secretary of the GWU, Mr Dave Lewis, said the union was appalled by the detentions. This was an "hysterical police action," he said.

The GWU's East London branch secretary, Mr David Thandani, was among the detained.

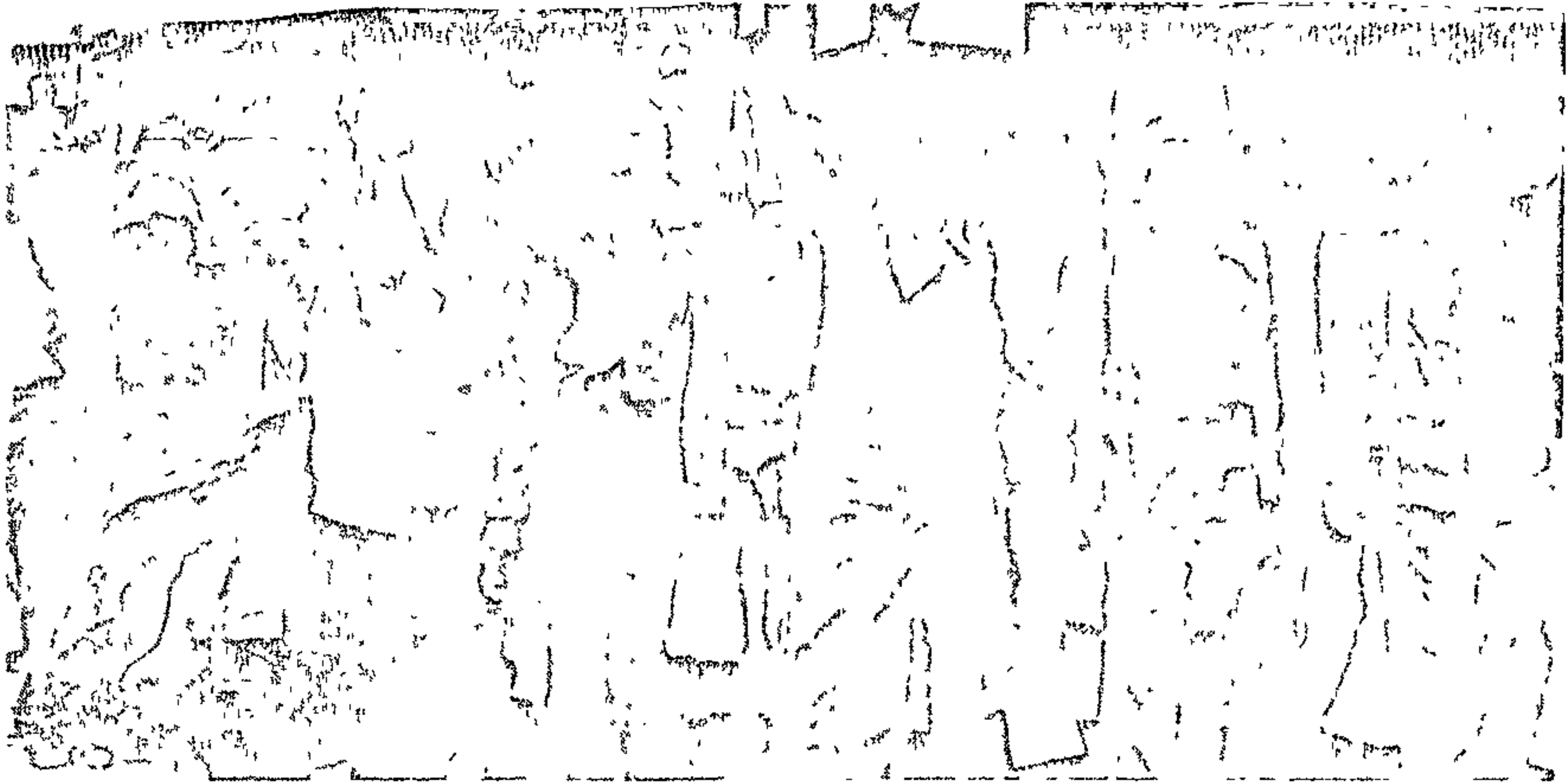
BLACK POWER

The workers had gone to East London to hear a report-back on last month's conference in Cape Town at which the unions had condemned the Ciskei's attacks on unionists.

The head of the Ciskei's security police, Brigadier Charles Sebe, has said the detained workers had shouted black power slogans and given black power salutes.

He said the charges would be under the Riotous Assemblies Act.

UJET



Part of the work-force at Cobra Brassware yesterday.

PIC. LEN KUMALO.

Cobra strike continues

MORE THAN 400 employees at the strike-torn Cobra Brassware in Lipaardsvlei yesterday "dismissed themselves" after ignoring management's ultimatum to return to work after a week's work stoppage.

Most of the workers who were found milling around the Lipaardsvlei station said they had been told to collect their wages tomorrow as they had ignored the ultimatum by management.

Mr Samson Ndou, president of the General and Allied Workers Union (GAWU), said workers went on strike on the last Thursday of August after management had started locking them in the company premises during lunch time.

Mr Ndou said "One of the workers had allegedly

BY SELLO RABOTHATA

stolen in the factory and took the things out during lunch time. Management then decided not to allow anybody out of the premises for lunch. The workers had then called the union to settle the matter with management.

When the union came in the workers had already increased their demands, and these were:

- Recognition of their union GAWU
- Reimbursement of their pension funds, and
- A minimum wage of R3 an hour.

Management said that it would hold talks with the union only when the workers are back at work. But workers refused. They were then told that if they were not back at work yesterday they will have dismissed themselves," he added.

Mr Terry Davidson, managing director, last week said that if the workers were not back at

work yesterday they would have "dismissed themselves" and that he was not prepared to negotiate with their union until everyone of them was back at work.

Mr Davidson was yesterday said to be in a conference and was not available for a comment. He was also due to meet the union officials.

Mr Ndou also said workers were yesterday locked out of the company premises by management.

Examples

(1)

	L O G I C A L
	N O D D (K)
	I F (N O D D

In the logical IF, example 2)

(2)

	L O G I C A L N F
	N P O S (K) = K
	N O D D (K) = (K
	I F (N O D D (M)) G O T O

In the logical IF, if M is a positive odd integer, the GO TO will be executed

8.3. INTRINSIC FUNCTIONS

Intrinsic functions (built-in functions) are provided with the processor and are not written or modified by the programmer. A list of standard FORTRAN intrinsic functions is presented in Table 8-2.

Chaos at the bargaining table, says chairman

Star 8/9/81

139

Trade unions are in disarray and large companies are wondering who they will negotiate with in the next rounds of bargaining

Speaking at a function in Johannesburg last night, the chairman of the Sigma Motor Corporation, Mr Chris Griffiths, said "We negotiate and agree conditions of service with representatives of unions whose membership quickly declines. So who do you negotiate with?"

He said Sigma believed the ideal solution was to negotiate with responsible leaders provided they represented the majority of workers

But confrontation had developed

The April stoppage at Sigma had not been a strike "Nobody had asked us to pay higher wages. The stoppage cost Sigma R6-million and neither the

company nor the workers can afford such a loss

"There was much intimidation. Union membership increased from 22 percent to 46 percent of the workforce

"But within months membership had dropped to 26 percent and is still going down," he said.

"We negotiated with the union and reached agreement on conditions of service, pay and worker representation

"But when we prepare to negotiate again with the same people we find they are no longer representative of the workforce

"There is an obligation on the part of management to negotiate with workers. But there is an equal obligation on the part of workers to find someone to represent them," Mr Griffiths said.

See Page 23.

see 3 2.4,

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ST 9/9/81
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PERCENTAGE.
ZEALAND (9)

The mass detention by the Ciskei police at the weekend of 205 workers near Mdantsane township has been condemned by trade union leaders.

Sharp condemnation has come from the three unions involved — the South African Allied Workers Union (SAAWU) the African Food and Canning Workers Union (AFCWU) and the General Workers Union (GWU)

They are being held under the Homelands Proclamation R252 which provides for three months detention with out trial

The arrests occurred as three buses carrying workers returned from a joint union meeting at a cinema in Braelyn

Brigadier Sebe said they were arrested, as they alighted from the buses, for "singing freedom songs, denouncing the present system of government and waving black power salutes" He said the detainees would be charged within three weeks

One worker, who claimed to have witnessed the event, said as the workers were getting off, they were ordered by armed Ciskeian police to board again, and the bus was driven to the Mdantsane police station where the people inside were ordered to disembark He said that another two buses were stopped en route and also directed to the police station

Mr I homazile Gqweta, the national president of Saawu, said the workers of East London were sick and tired of being harassed and intimidated by the Ciskei police, and the time had come when they would no longer tolerate such actions

Mr Jan Theron the general secretary of the AFCWU, called on all employers of East London to "distance themselves from this brute intimidation"

Among those detained are Mr Lulamile Matti and Miss Nomvuse Tshetu, who work for SAAWU Mr Melvin Mapunye, the treasurer of Saawu and a worker at Johnson and Johnson Mr David Thandani, the branch secretary of the GWU and Mr Bangumzi Sifingo, the secretary of the Chloride Workers Committee

CONDEMNED:
Chief Lennox Sebe.

35	TOTAL
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7	VARIOUS REASONS
1	INSUFFICIENT INFLUENCE
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TABLE 5. INCIDENCE

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sanctioning the making of judgements. (7)

Unions discuss detention of 205 Ciskei members

ROM 9/9/81

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THE Ciskei government's swoop on 205 members of three trade unions active in East London may be challenged in court, according to unions who were to have met in Cape Town last night.

In another development, unions in Cape Town were to meet last night to discuss action in the light of the detentions, which have caused widespread shock among unions and some employers

of American
terest in

The meeting follows a decision by independent unions last month to hold inter-union "solidarity meetings" on important issues and will be the first such inter-union meeting held

By STEVEN FRIEDMAN

He said it was not yet clear whether Ciskei, as a homeland which was not yet independent, was entitled to exercise detention powers.

And the president of the SA Allied Workers Union, Mr Thozamile Gqweta, has warned that the detentions may further inflame passions in the East London area

If it was decided to take action, the three unions involved - Saawu, the General Workers Union and the African Food and Canning Workers Union - would support a legal action jointly, he added

"Workers are already extremely angry with the Ciskeian government and we have been urging them to adopt a low-profile approach. This sort of action will only make them more angry," he said

The source pointed out that independent unions had decided at their recent summit meeting in Cape Town to convene "solidarity" committees to take joint union actions in cases where unions were "under attack"

By late yesterday, none of the 205 workers had been released

According to union sources, the decision taken at the summit meeting to seek an urgent meeting with the Chief Minister of Ciskei, Chief Lennox Sebe, to discuss detentions of unionists by the Ciskei authorities, would still go ahead.

Saawu's general secretary, Mr Samuel Kikine, said yesterday that the union would be meeting its lawyers in Johannesburg today to decide whether there were grounds for a legal action on behalf of the detained unionists

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Data: Lee J. Seidler - Bear, Stearns & Co.
(based on 1978 data)

A different survey carried out in the U.S.A. found that if companies had to expense their previously capitalised interest, the result would range from a decrease in EPS of 296,83%, to a minimum decrease of less than 1%.⁵¹ Obviously,

DD 9/8/81
295 139
**Sacked dairy
men evicted**

EAST LONDON — Dismissed workers from Model Dairy were evicted from their hostel in Duncan Village yesterday

According to Mr Louis Koch, the chief director of the East Cape Administration Board, 37 Model Dairy workers were served with eviction notices, but officials of the African Food and Canning Workers Union disputed this figure, saying it was higher

Mr Koch said Model Dairy rented 144 beds from the Administration Board and, following their dismissal on Friday, 37 workers had been given notice to vacate the hostel

"When we sent a list of the dismissed people to the hostel superintendent, he could only find four of them there and he was told that some of the others had been reinstated.

"In terms of the Urban Areas Act, when people are contracted to come into the area accommodation is made available to them but if they are dismissed they must leave the area within 72 hours

"At the end of three days, if they have not found other employment, they are no longer entitled to be in the area"

Most of the workers at Model Dairy are from the Kentani district in Transkei

The workers' committee at Model Dairy said the bulk of the workforce were

fired on Friday when they went to collect their pay. Some of the workers at the hostel were given eviction notices

Miss Debra Komose, the branch secretary of the AFCWU, said the workers who had been evicted had nowhere to sleep last night and were searching for alternative accommodation. She said some of the contract workers had returned to Transkei but most of them refused to return

Miss Komose criticised the management of Model Dairy for "chasing former workers away"

The workers' committee at Model Dairy said in a statement they were puzzled that not all the hostel inmates who had been dismissed were evicted. They said the dairy had only re-employed about 30 of the original workforce of 220

Attempts to contact Mr M. Gatcke, the chief executive of Model Dairy, for comment were unsuccessful — DDR

Star 9/9/8
Strikers
sum offer
(39)
to stay on

Labour Reporter

Former workers at the Cobia Brassware firm at Lupaaidsvlei on the West Rand last night decided to collect their final wages today rather than seek re-employment

More than 300 workers lost their jobs on Monday after refusing to meet a management ultimatum to return to work

The workers, many of whom are represented by the General and Allied Workers' Union, went on strike last week over wage and union recognition demands

At last night's meeting, organised by Gawu, former workers said they would "continue the struggle" and collect their wages rather than seek re-employment

Cobia Brassware started to take on a new work force this morning and former workers were also allowed to re-apply

No study

for Sisulu

By WILLIE BOKALA

MIR ZWELAKHE Sisulu, detained former president of the Media Workers Association of SA (Mwasa) and news editor of the silenced SUNDAY POST, has been refused permission to continue university studies in jail.

Replying to a request for Mr Sisulu, a student with the University of SA (Unisa), to receive study and tutorial material to enable him to write examinations in October, the office of the Commissioner of Police said the request could not be granted.

Mr Sisulu, who is the son of Robben Island life prisoner, Mr Walter Sisulu, was detained in June this year and today completes 82 days in detention without trial. He is presently being held under Section Six of the Terrorism Act after serving the first 14 days of his detention under Section 22 of the General Laws Amendment Act.

He was detained during security police swoops which netted close to 30 people in Soweto in a single week. Also detained during that week's swoop was SOWETAN news editor, Mr Thami Mazwai; second president of the banned Soweto Students' Representative Council (SSRC) and chairman of the SA Youth Revolutionary Council (SAYRCO), Mr Khotso Seatlholo; and former Soweto beauty queen, Miss Masabata Lote.

Mr Sisulu was among the five newspapermen banned by the Government at the end of last year when the POST and SUNDAY POST newspapers were also silenced. He has been banned for three years with a restriction that do not allow him to enter a media concern and bars him from continuing his trade union work.

The Matjila, Mokgoatleng firm of attorneys was instructed by Mr Sisulu's wife, Modwa, to seek permission to allow her husband to continue his studies with Unisa and to allow him to write examinations in October this year. In their letter of request the attorneys stated that Mrs Sisulu would be grateful if her

husband could be allowed to tutorial material to continue his courses.

Replying, the office of the Commissioner of Police said they acknowledged receipt of their letter but, regretted permission could not be granted. "We have considered the request but, can unfortunately not accede to it at this stage," the reply, signed Lt-Col H Gloy on behalf of the commissioner, said.

Protest grows over unionists in detention

By STEVEN FRIEDMAN

THE row surrounding the detention of 205 unionists by the Ciskei escalated yesterday as independent unions announced they were to launch a public campaign against Ciskei independence and some East London employers said they would pay workers who are in detention

In another move, Australian trade unions have voted to ban the handling of goods to and from South Africa for one week from Monday

Other developments yesterday, as reaction against the East London detention on Sunday night of the 205 unionists from three unregistered unions grew, were

- The general secretary of the South African Allied Workers' Union, Mr Samuel Kikine, said the union was going ahead with legal action on behalf of the detainees. Lawyers acting for the union said they would be flying to the Eastern Cape tomorrow to institute an action against the Ciskei authorities,

- A joint union statement drew the Minister of Manpower, Mr Fanie Botha, into the controversy, blaming the Government for the arrests and calling on him to order the Ciskeian authorities to release the detainees.

Decision

- A leading East London employer told our East London correspondent that the detentions had "disrupted" operations at the factory and that detainees would "in general" be paid by the company,

- The Federation of South African Trade Unions said its member unions would ask employers who employed Ciskeian workers to demand the unionists' release

The Australian decision to ban the handling of exports to and imports from South Africa came yesterday in a unanimous motion at the biennial congress of the Australian Congress of Trade Unions

The unions said they would implement the ban on Monday and that it would last a week

NIC VAN OUDTSHOORN reports from Adelaide that the ban may be extended

In a statement released after an inter-union "solidarity meeting" in South Africa this week, unions said they would convene a public meeting in Cape Town later this month to start an "active campaign aimed at exposing our members and the general public to what 'freedom' in the Ciskei really means"

Campaign

The statement was signed by the SA Allied Workers' Union, the Federation of SA Trade Unions, the General Workers' Union, and the two Cape food unions

It accused the Government of "orchestrating a campaign" against the East London unions

In East London, Mr Wayne Munro of Johnson and Johnson told the Mail's correspondent that the detentions had "disrupted" activities at the company.

He said the company would treat each case on its merits, but that as a general rule all workers detained without charge would be paid while in detention. It is understood that at least one other company will follow suit

below. The distributions for each of one another.

Year	Mean
1	R 20 000
2	R 30 000
3	R 50 000

The investment involves a crucial optimal action (invest or don't) are the loss functions associated with each action?

P15

10/9/87
 protests mounting
 139/145A
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independent

Find the UPI. What is the solution?

Labour Reporter
 Local and international pressure is mounting against the Ciskei as a result of the weekend detention of 205 workers. Protest against the detentions by Ciskei's security police came from the international arena yesterday when Australia's Council of Trade Unions decided at its congress in Sydney to boycott handling of South African goods for a week.

The Federation of South African Trade Unions (Fosatu) in a statement attacked the detentions by the "tin-pot state" which had no resources other than its labour.

Fosatu would put demands for the release of the workers to the factories where it had representation, the statement said.

Mr Phiroshaw Camay, the general secretary of the Council of Unions of South Africa (Cusa), said the federation "abhorred" detentions, especially as the processes of law were being "ignored" by the Ciskei authorities.

This week a team of lawyers for the detainees will fly to East London from Johannesburg to try to secure their release.

Among those detained on Sunday were members of the South African Allied Workers' Union (Saawu), the General Workers' Union and the African Food and Canning Workers' Union.

Saawu's general secretary, Mr Sam Kikine, has called on international and local union support in condemning the detentions.

4. The Putter Bakery Company specialized in making square doughnuts carried on 6 days a week from 5 A.M. to noon. Any unsold stock at the end of the day is eaten by the employees or destroyed at essentially no cost. The company sells doughnuts in lots of 200 dozen. After considerable study, the vice president is estimating the following probabilities for various levels of demand:

Lots (of 200 Dozen)	
DEMAND/DAY	PROBABILITY
0	.01
1	.02
2	.04
3	.07
4	.11
5	.16
6	.20
7	.18
8	.10
9	.07
10	.04

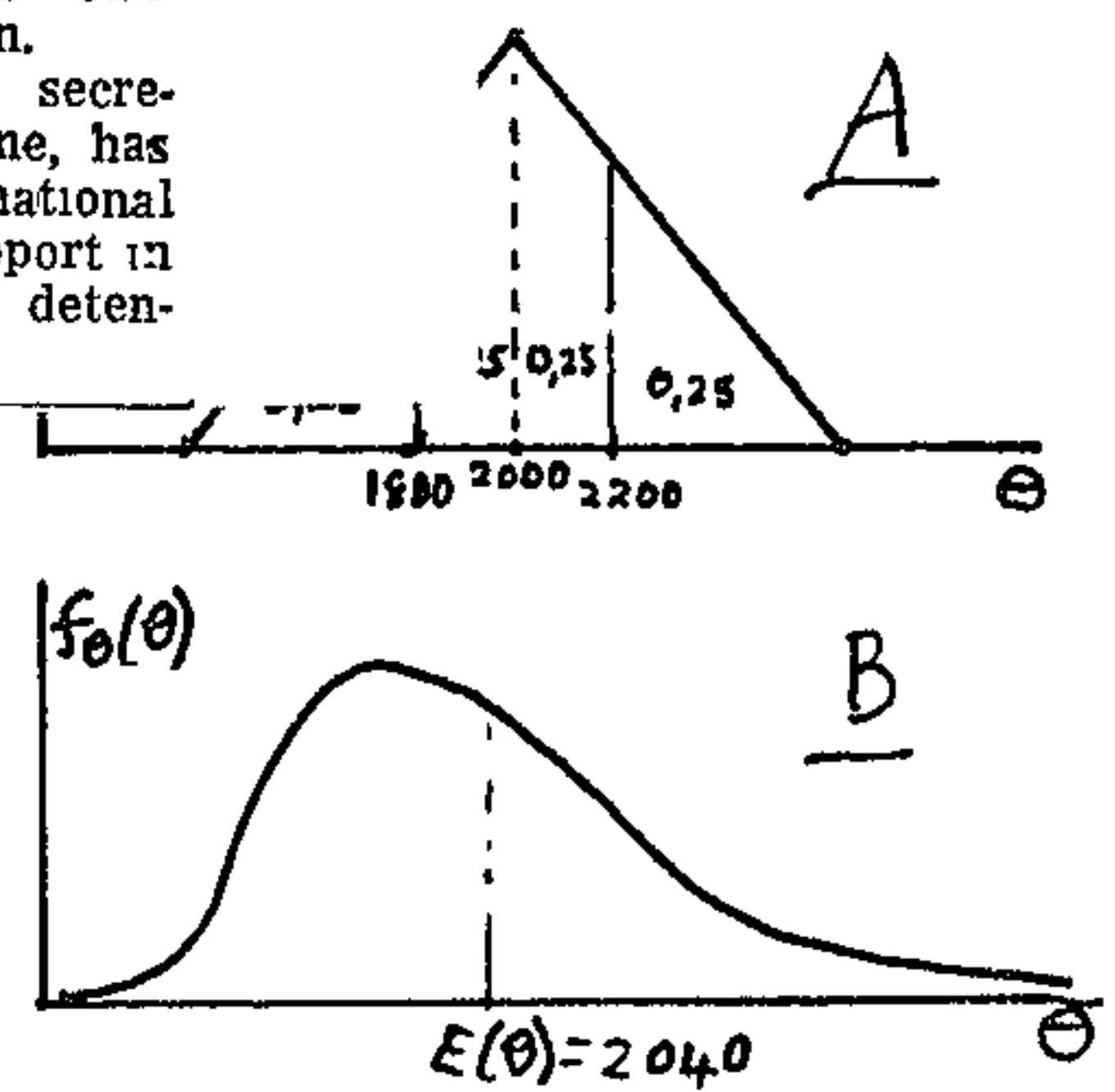
Doughnuts are sold to retail bakers and grocery stores for \$5 per dozen. The cost per lot is estimated by the company cost accountant at \$100. Decisions are made on the basis of expected monetary value.

- Set up an opportunity-loss matrix.
- What is the minimax loss solution? The solution using the criterion?
- What is the most that they would be willing to pay to know the demand on a given day?
- Suppose that the company is not now producing these doughnuts. If the necessary equipment will cost \$1000 per week, should they go into the square doughnut business? (Ignore the costs except those discussed so far.)

5. The United Machine and Foundry Company is considering the purchase of a sharpening machine which will obviate a good deal of the work of hand sharpening. The machine costs \$11,400, has a life of 1 year, and can be sold for \$1,400 at the end of the year.

The production vice president estimates that each labor hour saved (the incremental labor cost per hour) and that the expected number of hours saved over the year. After some questioning, the vice president has agreed to say that he is 50 percent sure that the number of hours saved will exceed 1,800 hours, but that there is also a 50-50 chance the number of hours saved could be less than 1,800 or more than 2,200.

- Assuming that the production vice president's figures are accurate and that a normal density function can be used to describe his subjective feelings about the probabilities of the various labor savings, should the machine be purchased?
- Should a sample that would cost \$500 be taken to provide more information before a final choice is made?
- Suppose a density function of the form shown in i) A; ii) B were relevant to θ . How would this change the decision in part a)?



Unions pledge

anti-Ciskei campaign

DD 10/9/81

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JOHANNESBURG — The row surrounding the detention of 205 unionists by Ciskei escalated yesterday as independent unions announced they were to launch a public campaign against Ciskei independence.

But speaking from Zwelitsha, the head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe, denounced the South African Allied Workers' Union (Saawu) and said it was a front for certain organisations.

In another move, Australian trade unions have voted to ban the handling of goods to and from South Africa for one week, starting on Monday.

Other developments yesterday as reaction against the East London detention on Sunday night of the 205 unionists from three unregistered unions grew were:

- The general secretary of Saawu, Mr Samuel Kikine, said the union was going ahead with legal action on behalf of the detainees
- A joint union statement drew the Minister of Manpower, Mr Fanie Botha, into the controversy, blaming the South African Government for the arrests and calling on him to order the Ciskeian authorities to release the detainees
- The Federation of South African Trade Unions (Fosatu) said its unions would ask employers who employed Ciskeian workers to demand the unionists' release

The Australian decision to ban the handling of exports to and imports from

42 —
g the requirements of FASB 34.

**Prove you are a trade union
Brig Sebe tells Saawu**

EAST LONDON — The head of the Ciskei Central Intelligence Service, Brigadier Charles Sebe, last night challenged the South African Allied Workers Union (Saawu) to prove to the world they had the optimum requirements to conform with the norms and standards of trade unions.

He also accused Saawu of being a front for certain organisations which he did not specify.

"To sing freedom songs about Mandela being their leader and also calling upon the police to be killed has got nothing to do with the workers whom they are supposed to look after.

"What training has Thozamile Gqweta got to run the affairs of a trade union?"

South Africa came yesterday in a unanimous motion at the congress of the Australian Congress of Trade Unions (ACTU).

The unions said they would implement the ban on Monday and that it would last a week. Nic van Oudtshoorn reports from Adelaide that the ban may be extended.

Local sources pointed out that the dockers' union was one of the most powerful in the ACTU and that a ban on the handling of

"Saawu must prove they have the money to maintain those people who have been sacked from their employment as a result of strikes," Brigadier Sebe said.

He said that was the work of a trade union.

"They have collected money from the workers and the information I have is that they scurry around the country for monies from certain organisations I am not prepared to mention.

"Mr Gqweta used to fly to Cape Town but now he visits it in a bus which proves they have no money," he said.

Brigadier Sebe said Saawu must register like any other trade union. They must also prove that

whatsoever now forces us as unions to campaign actively against separate development and in particular the fraud of Ciskei independence.

The statement was signed by Saawu, Fosatu, the General Workers' Union, and two Cape food unions.

they had the optimum requirements to conform with the norms and standards of trade unions.

"They can bluff other people, but they cannot do so with the CCIS and the South African security service."

He said the people who had been detained by the Ciskeian police would appear in court within the next two or three weeks.

"I am sorry for the industrialists who might have some people detained and who are of importance in their factories in so far as production is concerned.

"However it is equally important that the stability of the country be maintained so that the industrialists should be at ease," Brigadier Sebe said — DDR.

ould be no difference of the manner capitalised on all ng-run, even be taken through

goods at harbours was likely to be implemented. In a statement released after an inter-union "solidarity meeting" in Cape Town on Tuesday night, the unions said they would convene a public meeting in Cape Town later this month to start an "active campaign aimed at exposing our members and the general public to what 'freedom' in Ciskei really means".

It added "As unions we have always rejected the policy of separate development. The detention of ordinary union members on no grounds trade union autonomy". It accused the government of "orchestrating a campaign" against the East London unions.

In a separate statement yesterday, Fosatu condemned the detentions as "a grotesque example of what a tinpot state with no resource other than its labour can do when trying to control that labour to the tune of its bosses".

Fosatu and other unions would present demands for the unionists' immediate release "to employers who have benefited from the migrant labour system" — DDC

DISMISSED:

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Cobra strikers

FORMER workers at the Cobra Brassware firm at Lupaardsvlei decided to collect their final wages yesterday rather than seek re-employment.

More than 300 workers lost their jobs on Monday after refusing to meet management's return-to-work deadline.

The workers, many of whom are represented by the General and Allied Workers Union (Gawu), went on strike last week over wages and union recognition.

When they refused to return on Monday they were told by management they had "dismissed themselves".

At a meeting organised by Gawu, former workers said

they would "continue the struggle" and return to the company to collect their wages.

Cobra Brassware started to take on a new work force yesterday and former workers were allowed to reapply.

Cobra's managing director, Mr Terry Davidson, said more than 170 workers had been taken on. He was unable to say how many were previous employees.

Mr Davidson blamed intimidation of workers for the spread of the strike.

Held unionists to be charged soon - Sebe

139/99/1105 Sowetan 10/9/81

THE 205 trade unionists detained by Ciskei police are to be charged "very, very soon" said Chief Minister Lennox Sebe yesterday in an interview.

The machinery to charge them was in motion "right now" and he was not interested in discussing the issue with trade union leaders, said Chief Sebe

"The unions must stop their bluffs. You cannot tell me they are more interested in the welfare of my people than I am. The unions just seek publicity . . .

"I wish the sympathisers with these unionists could know who is sitting behind them. They are being misused."

The detained unionists were singing songs about killing policemen "on the very spot" where a bomb exploded on Friday, he said.

"I fail to see what killing policemen have to do with better conditions in factories. They are not interested in labour. But when they are charged, it would come out who was sitting behind their actions"

Chief Sebe implied that the unionists were being misused by the same people responsible for the bomb blast at Mdantsane bus terminal on Friday.

"The police are working round the clock tracing those terrorists. That man who was killed was not acting alone. Another chap was seen scout-



SEBE: 'They're being misused' ing around the place.

The head of Ciskei's Central Intelligence Service, Brigadier Charles Sebe, meanwhile attacked the South African Allied Workers Union (SAAWU).

Mandela

"Why do you call them trade union members?", he asked. He alleged that they were singing songs about Mandela being their leader and against the independence of Ciskei.

Brigadier Sebe said SAAWU must conform to the standards of a trade union and be interested in conditions in factories

He said the detained men would be brought to court within the next three weeks

— a special court in Mdantsane to face various charges under the Riotous Assemblies Act.

Meanwhile three unions are seeking legal advice about the detention.

The African Food and Canning Workers Union, the General Workers Union and SAAWU decided yesterday to seek joint legal aid against the Ciskei authorities

The workers, who had attended a report-back meeting dealing with last month's union summit in Cape Town, were taken off three buses by the homeland police and detained

They are being held under the Ciskei's Proclamation R252 which provides for detention without trial

The general secretary of SAAWU, Mr Sam Kikine, said the unions were seeking legal advice to determine whether or not a non-independent homeland had the authority to detain the workers

Among the detained are several branch union secretaries and shop stewards of the three unregistered groups.

At the August union conference in Cape Town, the Ciskei was singled out for its unfair treatment of trade unions.

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Hector Njokweni SECTION B: Managerial Perspectives on Black Relations in South Africa

SOCIOLOGY (INDUSTRIAL): COURSE II (continued)

Doors open for union members

THE Pretoria branch of the General Workers Union of South Africa (Gwusa) have had doors opened to them for recruitment by a leading chain supermarket

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Companies Act

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F.A.S.B.:

Mr Donise Khumalo, regional secretary of Gwusa said yesterday that the management of Pick 'n Pay chain stores in Pretoria gave his union permission to recruit its employees for the union

This was confirmed by Mr N Els general manager of the company yesterday. Mr Els said he had had no qualms with this provided the union did not tamper with working hours

Mr Khumalo said Gwusa, an affiliate of the Motor Assemblers and Component Workers Union of South Africa (Macwusa) already boasted of more than 50 percent membership at two branches of the company

Gwusa has applied for recognition of the union by

the company and Mr Els said their letter was still being considered

Gwusa had been denied similar facilities recently by a dry cleaners company after its manager had accused the union's officials of being militant

The union in reaction launched a pamphlet campaign urging people to boycott the dry cleaners which they alleged was giving its employees a raw deal

The union is aiming, according to Mr Khumalo, to unionise most Pretoria commercial house and industry

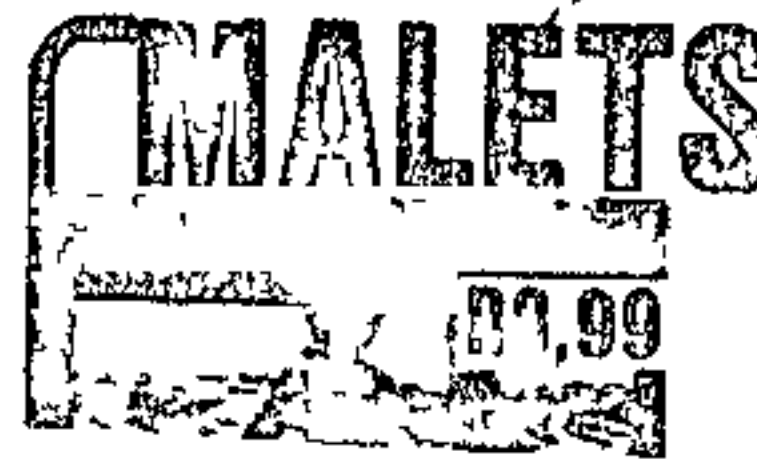
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CT. 10/9/81
Union campaign
to expose Ciskei

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Staff Reporter

TRADE unionists are to launch a campaign in Cape Town this month aimed at exposing the true meaning of 'freedom' in the Ciskei.

This follows the arrest of 205 East London trade union members by the Ciskeian authorities on Sunday — the biggest swoop ever on South African trade unionists.

Four trade unions yesterday issued a joint statement accusing the South African Government of 'orchestrating the campaign being waged against trade unions in East London.

The unions called on the Minister of Manpower Utilization, Mr Fanie Botha, to issue instructions for their release.

In a joint statement the General Workers Union, the Federation of South African Trade Unions, the Food and Canning Workers Union and the South African Allied Workers Union, announced that a meeting would be held in Cape Town on September 26 to mark the beginning of an active campaign to expose to our members and the general public what 'freedom' in the Ciskei really means.

Representatives of the unions met on Tuesday night and expressed their strongest condemnation at the arrest of the trade unionists, who were returning to Mdantsane in the Ciskei after attending a report back meeting on the recent trade union summit in Cape Town.

Wheat, milk rises slammed

Staff Reporter

A PROBABLE rise in the price of milk and wheat from the beginning of next month was slammed yesterday by the chairman of the Domestic Workers Association, Ms Maggie Oewies

"Many workers are living under the breadline already. They cannot afford any more price rises in basic foodstuffs like milk and meal-meal," Ms Oewies said

The price of wheat will rise by 11,8 percent from October 1 at the start of the new wheat season. This means that the price of flour and meal will also rise

The milk price is expected to go up by between three to four cents a litre pending a decision by the Marketing Council. The council is at present considering an application by the milk committee of the South African Agricultural Union for a milk price rise

Ms Oewies said meal and milk were the staple foods of workers earning very low wages. Wages had not kept up with the rise in bread and milk prices earlier this year

Domestic workers, because of their low earnings, were already struggling to survive, Ms Oewies said.

"They cannot afford to buy milk regularly at the current price. If the price goes up, they won't be able to afford it at all," she said

"Workers rely on milk to provide them with nourishment because their diet consist mainly of carbohydrates. They simply cannot afford to pay more for milk," she said

The Domestic Workers Association would protest strongly to the Minister of Agriculture if the price of milk did rise, Ms Oewies said

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That if farmers base their planned output for any
year on the price prevailing in the previous year they
might not get that price but a lower price with
therefore the market price for to produce a lower
output the following year. And so it will go on
or higher

"PENSION tension" sounds like a phrase devised by a slick ad agency. But it's an apt way to describe labour unrest which has resurfaced recently.

Earlier this year, the Eastern Cape was hit by strikes on pension issues and unrest also hit other areas, including Anglo American's head office.

In recent weeks, the Natal sugar industry was hit by three pension strikes; 2 000 workers marched out of a National Union of Clothing Workers meeting, rejecting a new provident fund proposed by union general secretary Mrs Lucy Mvubelo, and pensions were among issues raised in a strike at Cobra Brassware in Krugersdorp which ended in the firing of strikers.

The turmoil is a reaction to Government moves to change the pension system, which recently culminated in the release of a draft pensions Bill.

The unrest began after the Government accepted a recommendation that the preservation of employee pension contributions should be compulsory.

This meant that all employees who contributed to a pension fund would not be allowed to receive their accumulated contribution when they left a job.

Instead, the accumulated money would be transferred to the new employer's fund. If the employee did not immediately take up a new job, the money would be held in the former fund until a new job was found — or until retirement.

The proposed new system is designed to provide all employees with adequate pensions, but to avoid a state-funded national pension scheme.

When the government released plans for a state pension fund in 1976, it was supported by registered union bodies like Tucsa, but the private pension industry and "free marketers" bitterly opposed the plan.

Swallow

They said the scheme was financially unsound; that it would "swallow up" private pension companies and that it amounted to "creeping socialism".

Alarmed by the proposed state scheme, business suggested several measures to the Government aimed at providing a more substantial pension pay-out on retirement while avoiding a state scheme.

One of the ideas was compulsory transferability — private pension companies had consistently backed transferability, arguing that workers who withdrew pension money and then spent it were "a drain on public resources".

In May 1978, the Government announced its support for this idea and that September, an inter-departmental committee was appointed to look at the issue.

The committee recommended forced transferability and in December last year, the then Registrar of Financial Institutions, Mr Wynand Louw, said draft legislation would be pre-

Pension

tension

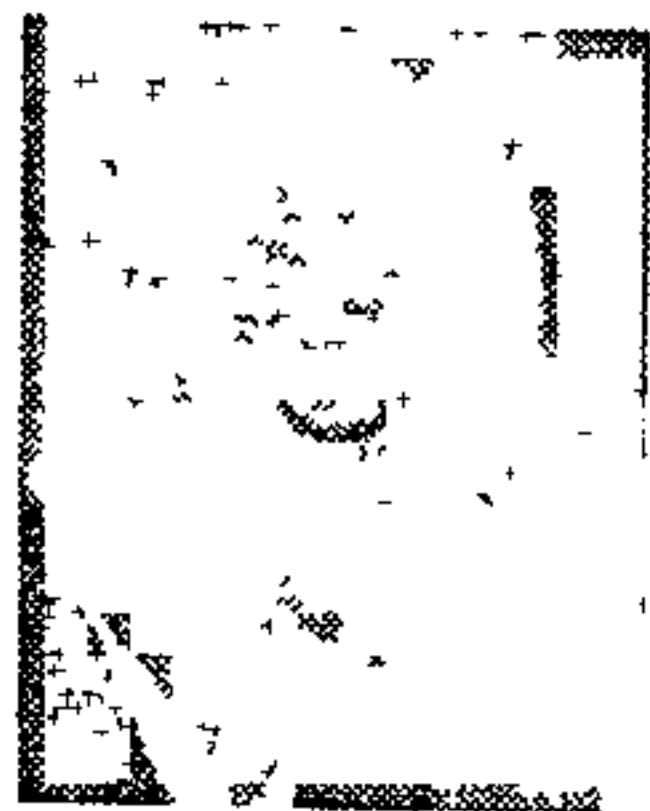
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The proposed system is a source of unrest among black workers



MARIUS VAN DEN HEEVER...
Change eliminates problems.

pared to introduce such a system.

He said "preserving" pension contributions would enable workers to build up enough of a pension to "look anyone in the eye" in their old age.

He also said the scheme would enable the authorities to spend less on social pensions and use this money elsewhere — for example, on the disabled.

The proposal would apply to all employees and there has been some reaction from white shop-floor workers. But the main reaction came from black workers.

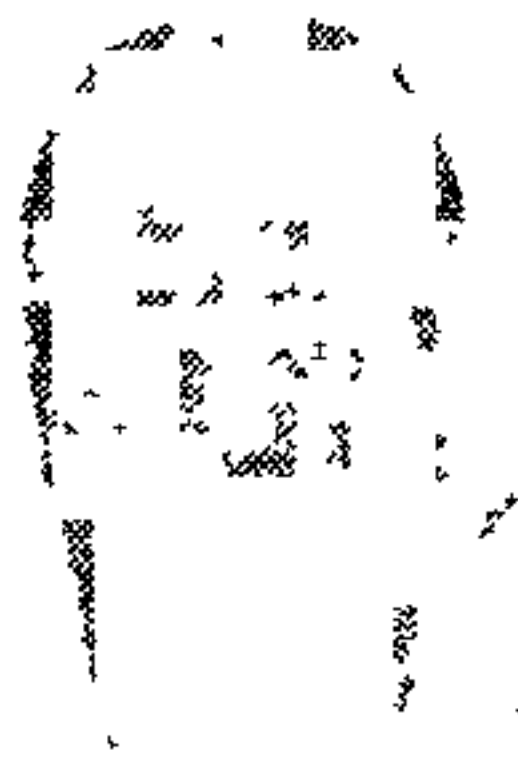
They demanded to opt out of pension schemes to escape the proposed law.

Some employers reacted by paying back pension money, and it was estimated that "hundreds of thousands of rand" were paid back in pension money by employers in the first few months of this year.

But many refused, saying that joining the pension fund was a condition of employment and that workers who wanted to opt out would have to resign.

"Employers believed they were taking an enlightened step by letting blacks into pension funds. When workers wanted out they decided they were being ungrateful", says an employer source.

Often, when employers refused to pay back the money, workers struck and the celebrated Firestone strike was one



THOZAMILE GOWETA...
Workers very worried

of those prompted by the pension issue.

Many worker complaints simply illustrated black suspicion of the Government — fears that the money would be used by it (for defence) and never returned.

Tide over

But one reason repeatedly advanced by unionists was that lower-paid black workers had different needs to those higher up the job scale. When higher-paid workers changed jobs, it was usually to move to a better one, they argued.

But when lower-paid black workers lost a job they had to spend time looking for a new one. The pension pay-out helped to "tide them over" while they were out of work and they needed it then, not when they were 65.

The threat of unrest prompted some employers to press for changes.

The Federated Chamber of Industries suggested to the Government that the scheme should not apply to workers earning below R8 000 a year, who would be able to decide whether they wanted their pension money transferred.

The FCI backed transferability and said there were higher-paid workers who spent their pension pay-outs, and then became "a burden on the State".

But it added that the pension needs of lower-paid workers were different and that pension



ROD IRONSIDE...
Could trigger work stoppages.

issues should be negotiated between workers and employers.

In his Budget speech, the Minister of Finance, Senator Owen Horwood, announced that the plan would be changed and this was followed by the release of a draft Bill. The Government hopes to enact a new pensions law in 1982.

The new Bill proposes that all money paid into a pension fund after it becomes law would be subject to the new compulsory transfer provision.

But any pension money paid in before then would not be affected. Employees could opt to have their money accumulated until then transferred or they could withdraw it on leaving their job — even if they left after the Bill became law.

And the draft Bill gives the registrar of pension funds the right to exempt workers from compulsory transfer if there is a threat of labour unrest.

The Registrar of Financial Institutions, Mr Naas van Staden, described the scheme as a "courageous" experiment.

He added that those who were concerned at the new provision would now be able to decide whether they wanted their accumulated money transferred.

Confusion

But he appealed to workers to join the new scheme voluntarily.

Asked about those who want-

Government moves to revamp the country's pension system continue to be a source of unrest among black workers. While they broadly support the moves, employers fear that the latest Government proposals on the issue will not remove the threat of unrest, as Labour Reporter STEVEN FRIEDMAN reports.

that the changes are not understood by workers.

But the FCI is not convinced that the new Bill has resolved the problem.

Last week, the chairman of its labour affairs committee, Mr Rod Ironside (an East Cape employer), welcomed the "broad thrust" of the Government's new pension approach, but accused it of acting "precipitously".

Like other management men, he criticised the clause giving the registrar the right to intervene where there was a threat of labour unrest.

"This could trigger work stoppages," he said. Many employers would request exemptions "making the proposals ineffective" or the registrar would be placed in a difficult position if his refusal to grant one led to a strike.

He repeated that the plan "cannot be imposed in all situations" and added that "sound industrial relations practices dictate that employers and employees should be given the opportunity to negotiate on these issues".

"The ultimate objective of security in old age for all" should be reached through "a step-by-step basis of agreement from all parties concerned".

Channels

He suggested that provident funds should be exempted from the new law, and hourly-paid workers given the choice, in negotiation, between a pension fund (with compulsory preservation) or a provident fund without it.

The pensions drama has provided the most concrete example of the claim that the absence of black political rights will mean that political issues will spill over into the factory.

If blacks had adequate political channels, they would be able to lobby against the new

them over", Mr van Staden said they were "confusing a pension scheme with a savings scheme"

"A pension is designed to cater for old age and if employees don't join the scheme, they will regret it when they are too old to work," he said.

Mr Marius van den Heever of Old Mutual also said he believed the changes would eliminate worker objections. "They can do whatever they like with their accumulated contribution, so I don't see a problem," he said.

Although contributions made after the Bill became law would automatically be transferred, "it will be a long time before this amounts to a big enough sum to cause much objection".

He rejected the idea that worker objection to the scheme ran deep — "somebody put the idea in their heads" — but conceded that "a programme of education" would be necessary to convince workers of its benefits

But since the Bill was published, there has been renewed unrest. Mr Thozamile Gqweta, East London-based president of the SA Allied Workers Union, says workers "are still very worried about the pensions issue"

He adds: "We are urging them not to strike, but there is tension."

This may simply indicate

law in the same way as white labour groups would. The fact that white union members have a vote, makes their views more influential.

But blacks had to use the one channel they did have, their labour muscle.

Many employers thus felt a need to press for some of the changes black workers were demanding in order to lessen the risk of factory unrest

In the short-term, the claim that black labour will become a political force may mean simply this. The desire for stable relations in the factories will prompt employers, who have political clout, to request changes on some of the issues worrying their black workforce.

The reaction to the pensions move has already won changes in the plan

As for the merits of the pensions debate, it is one thing to say that the transferring of pensions will provide benefits for workers. It is quite another to say that they must receive these benefits whether they like it or not

That, as the FCI has pointed out, is for them to decide in negotiation with their employers.

A move to make the entire exercise voluntary — particularly for the lower-paid — would seem to be the next logical step in the great pensions palaver

11/9/87

UNIONISTS' ARRESTS

Crackdown forges unity

FM 11/9/81

The Ciskei government may have made a serious error if it thought that by launching one of the biggest crackdowns on trade unions in SA's history it could halt the increasing unity between black unions.

Its detention of 205 union members has provoked trade unions representing about 100 000 black workers to embark on a campaign of action likely to result in serious conflict between them and the SA and Ciskei governments.

In a joint statement representatives of the General Workers' Union (GWU), the Federation of SA Trade Unions (Fosatu), the Food and Canning Workers' Union, the African Food and Canning Workers' Union, and the SA Allied Workers' Union (Saawu) say the detentions force them to campaign actively against the policy of separate development and Ciskei independence. They are to convene a meeting in Cape Town on September 26 to mark the beginning of this campaign.

This will inevitably worsen relations between the unions and the SA and Ciskei governments, both of which are strenuously opposed to unions becoming involved in 'political' issues. The Ciskei government, which is set to accept independence from SA in December, has detained scores of union members during the past year. It is clearly afraid that unions could gather enough support to challenge its authority.

The detained unionists are members of Saawu, the GWU and the African Food and Canning Workers' Union. They were held on Sunday when returning to Mdantsane township, in the Ciskei, from a union meeting in East London. The meeting they had attended was the first to be held in the region to promote greater unity between unions. The foundations for this were laid at a conference in Cape Town last month (Current Affairs August 14). Leaders of 29 unions representing the vast majority of SA's black workers agreed at the conference to try to resolve their differences.

Proclamation R252

The unionists are being held under Proclamation R252 which provides for three months' detention without trial. The action against them by the authorities is being seen by many unionists as a deliberate attempt by the Ciskei government to prevent increasing co-operation between the unions.

The unions' joint statement also accuses the SA government of orchestrating the campaign against trade unions in the East London area — a charge which is strongly denied by senior officials in the Depart-

ment of Manpower as well as by a SA Police spokesman.

Some well-placed sources maintain that the SA government is concerned about the scale of the detentions, an assertion that is unlikely to be believed by some unionists. 'The pious attitude of the SA government that the Ciskei's activities are independent of it is as hollow as the SA government's claim to uphold trade union autonomy,' says the joint statement.

Businessmen in the East London area are perturbed about the detentions. Operations at some companies are being hampered by the detention of skilled workers who hold key positions. Businessmen the FM spoke to said they had no reliable information yet about why the union members were detained. 'Some rumours I have heard lead me to believe that the authorities did the right thing but then some other things I have been told indicate that the men (union members) were unfairly treated,' says one. 'We just don't know what is going on.'

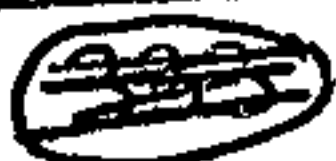
Brigadier Charles Sebe, head of the Ciskei Central Intelligence Service, says the men sang 'freedom songs' and flour-

ished black power salutes. He says police are investigating possible contraventions of the Riotous Assemblies Act and possibly even public violence. He hopes that court hearings will be held within the next three weeks.

The Ciskei government's past promises of a speedy trial for detained unionists have seldom been fulfilled, however. In the short term it may well succeed in curbing black trade unionists in the East London area. But already its actions have had the effect of forging greater unity among unions which in the past have been divided over key labour issues. There are also indications that international union movements will back the detained unionists. Inevitably, the degree of the Ciskei's autonomy will be questioned.

The fact that a group of unions have formulated a statement together on the detentions and are to embark on a campaign against separate development and Ciskei independence is significant. The many managements who fear the strengthening of bonds between black unions have little reason to be grateful to the Ciskei government.

STEUART PENNINGTON FM



139 11/9/81

face to face

Progressive labour relations



Steuart Pennington is Industrial Relations Adviser to the SA Stevedoring Employers' Association and Industrial Relations Manager for Freight Services.

FM. Your company has signed an agreement with the General Workers' Union (GWU), an unregistered union which operates outside the official collective bargaining system. Why has it done this?

Pennington At the outset it is important to understand that the agreement exists between the management of the two Stevedoring companies and a workers' committee representing the industry, which is supported by the GWU. It is essentially a constitutional agreement which sets out a broad set of rules to regulate our relationship. As such we have not signed a formal recognition agreement with the GWU, as both the union and ourselves think it is important that workers directly participate in, and negotiate on, matters which concern their conditions of employment.

You are therefore not opposed to in-plant bargaining as opposed to industry-level bargaining?

Yes. We believe in the two-tier structure, but see in-plant bargaining as critical in the early formation of a

relationship between management and a trade union, primarily because problems confronting black workers relate almost entirely to conditions on the shopfloor, a situation governed by a lack of skills and consequent lack of mobility. It is probable that the success of the industrial council system in the past has related very much to the "privileged scarcity factor" enjoyed by white workers which has largely negated trade union shopfloor activity and in-plant bargaining.

Have you ever had any reason to regret adopting this position?

No. We see the whole relationship in industry as developmental, but I might add that in the future the GWU may have logistical problems in concentrating all their efforts at the shopfloor level. A more centralised system of bargaining might therefore be inevitable, but this, of necessity, would be a system negotiated between ourselves and the GWU, while the GWU continues to reject the official system.

Your company is concerned about the extent to which information should be disclosed prior to negotiations taking place. Why?

I think the disclosure of information is a developmental process and I believe organisations should look very seriously at what information they are prepared to disclose to workers and trade unions. The extent to which information is known to both parties sub-

stantially influences the source of power used by both parties in the collective bargaining process. It has the effect of raising the level of the debate and establishes a greater degree of common ground between the parties. We still have a long way to go in this area, but it is an issue that we are acutely aware of.

The whole question of government's role in SA's labour arena is a controversial one. What is your opinion?

Government's role should primarily be facilitative, with the provision of machinery which is, in the main, attractive to employer organisations and trade unions. Government's interference in industrial relations must obviously be minimal.

The bannings and detentions of unionists in recent years show that this is obviously not the case.

Unfortunately the recent spate of detentions has indicated that the regulation of relationships in industry has not been left to the private sector to the extent that it might have been. I might add that during the period in which the GWU leaders were detained, our industry experienced an escalation of uncertainty in the area of labour relations, particularly as it resulted in a deterioration of management's credibility and a certain confusion among our employees, the consequences of which could have been detrimental to the industry.

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 $\bar{r} = (0,11 +$
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Star 1119/81
Ford may have to pay R1-m pensions

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 $UCL = \bar{X} +$
 $= 2,01 +$

$LCL = \bar{X} - 3\bar{r} / (d_2\sqrt{n})$
 $= 2,01 - 3(0,16) / (2,326\sqrt{5})$

he nearby Firestone
 plant
 Hundreds of workers at
 Ford chose to withdraw
 their pension funds.

GRACE PERIOD

However, under the
 rules of Ford's pension
 fund, workers have a six-
 month period of grace to
 return to the fund with-
 out any loss of benefits

Ford's industrial rela-
 tions officer, Mr Fred
 Ferreira, said it could
 cost the company about
 R1-million in pension
 payouts if workers chose
 not to reapply

? value of \bar{r} .
 $\hat{\sigma} = 0,16 / 2,326$
 $= 0,0688$

$= (7.3)$

$(0,16)$

$= \bar{X} - A_2 \bar{r}$
 $= 2,01 - 0,58(0,16)$
 $= 1,92$

(7.4)

TABLE 7.3 FACTORS GIVING UNBIASED ESTIMATE OF σ FROM \bar{r} †

Number of observations in subgroup	Factor for estimating σ from \bar{r} (multiply \bar{r} by $1/d_2$)	Number of observations in subgroup	Factor for estimating σ from \bar{r} (multiply \bar{r} by $1/d_2$)
n	A_2	n	A_2
2	1,880	22	0,167
3	1,023	23	0,162
4	0,729	24	0,157
5	0,577	25	0,153
6	0,483	30	
7	0,419	35	
8	0,373	40	
9	0,337	45	
10	0,308	50	
11	0,285	55	
12	0,266	60	
13	0,249	65	
14	0,235	70	
15	0,223	75	
16	0,212	80	
17	0,203	85	
18	0,194	90	
19	0,187	95	
20	0,180	100	
21	0,173		

† Adapted by permission from E. L. Grant, "Statistical Quality Control," 3d ed., McGraw-Hill Book Company, New York, 1964

The values of \bar{X} , the UCL and the LCL and the sample means are plotted in Figure 7.2

D.17

Star 11/9/87 (139) ~~152~~ ~~201~~

150 laundrywomen stop work

(c) If the optimal act

8. Oil Drill
- is any part
- a₁ - do not
- a₂ - drill
- Success is
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Own Correspondent

About 150 women workers at Deluxe Consolidated Laundries at Koedoespoort in Pretoria, stopped work yesterday in demand of higher wages and the recognition of their union.

The General Workers Union distributed more than 2000 pamphlets workers who, they claim,

earn R21 a week

The leaflets were distributed after Deluxe management repeatedly refused to recognise the union

According to a union spokesman, female workers downed tools and gathered outside the building.

They made a number of demands including the recognition of the General Workers Union, pay rates of R2,50 an hour, free use of toilets, a working uniform and a better canteen, as agreed at a meeting on Wednesday night

At the meeting, workers complained about wages of R21 a week even after long service

	State of Nature	
	θ ₁ - No oil	θ ₂ - Oil
a ₁ don't drill	0	R500
a ₂ drill	R300	0

Previous experience shows that points considered potentially hopeful are distributed as follows

$$P_0(\theta_1) = 0,55$$

$$P_0(\theta_2) = 0,45$$

- (a) Without further information which action should be taken?
- (b) Suppose time permits the decision maker to obtain seismograph recordings, which give added information on the likelihood of oil being present. The effectiveness of seismograph recordings in indicating oil, summarised from past use, is given below

	States of Nature	
	θ ₁ (Oil not present)	θ ₂ (Oil present)
Seismographic E ₁ (Negative)	0,5	0,3
Recording E ₂ (Positive)	0,4	0,7

Using this information and assuming only one recording was made, what decision would be made if

- (i) the sample result was positive
- (ii) the sample result was negative
- (iii) If the sample result was positive, compute the new expected value of perfect information.
- (iv) If the sample result was negative, what is the expected loss under the revised probabilities of the optimal action?
- (v) The expected losses calculated in (iii) and (iv) are conditional on the sample result. By computing the probability that the sample indicates oil, calculate the unconditional expected loss. (Preposterior Analysis).
- (vi) Compare the total expected loss with sampling to the total expected loss without sampling. Should you bother to take a sample?
- (vii) Construct the full decision tree for this problem

9. Construct decision trees for the problems in Q1 and Q6.

Laundry worker strike

MORE than a hundred employees, mostly women - at Deluxer Consolidated Laundries, Koedoespoort, in Pretoria yesterday downed tools

The workers, according to their spokesman gathered outside the laundry shortly after their 10 am tea break and refused to return into the building

They demanded immediate recognition of the General Workers Union of South Africa (Gwusa) by management, pay increases of up to R2 50 per hour and better working conditions

Pretoria's regional secretary of Gwusa, Mr Donsie Khumalo told SOWETAN yesterday that shortly after the workers went on strike he was picked up by security policemen at the laundry and taken for questioning

Mr Khumalo said he was questioned at the Compol Buildings, Pretoria premises of the Security Police for three hours and was subsequently released

Threat of legal action over pension dispute

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NM 12/9/81

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Mercury Reporter

SUGAR giant Hulett's has been threatened with legal action by an employees' union following recent work stoppages over pension payment disputes.

Mr Selby Nsibandé, secretary of the National Union of Sugar Manufacturers and Refining Employees, told the Mercury yesterday that the millworkers wanted to withdraw all their contributions and considered Hulett's answers to their demands to be 'totally unacceptable'. The matter had been handed over to the union's legal advisers and it was intended to take the matter to the Industrial Court.

Mr Nsibandé emphasised that the work stoppages at

the Mount Edgecombe, Amatikulu and Darnall mills had been aimed at the Government's Draft Pension Bill as well as the present Hulett's pension scheme. Workers were unhappy with the outcome of the stoppages because management had refused to let them withdraw their pension contributions, he said.

Trust account

Mr Dick Ridgway, managing director of Hulett's Sugar Ltd, said they had offered to deposit the employees' contributions plus interest in a trust account to be administered jointly by representatives of the trade unions and management.

'This money will be kept

in the trust account until it is possible to ensure that the final legislation of the Government's draft Bill cannot have the effect of preventing employees from withdrawing their contributions on leaving the company and until such time as negotiations take place in respect of black representation on the board of trustees, either of the current or any future pension fund.'

Mr Ridgway added that they would not agree to refund pension contributions because of their long-term obligation to ensure that all employees and their dependants were adequately covered in respect of death, old age and premature retirement.

According to Mr Nsibandé, Hulett's employees have been opposed to the pension scheme since it was introduced at the end of 1975.

'The old Works Committee questioned the new pension scheme when it was introduced, but Hulett's implemented the scheme even though several workers were not happy with it.'

Mr Nsibandé said that, according to members of the old Works Committee, some workers had been forced to join the pension scheme in 1976.

'Workers are not opposed to the pension scheme as a whole but felt in the past that they would have liked to have participated in designing the rules governing it. There have been no black representatives on the Pension Fund in the past, and it is only since the Mount Edgecombe stoppage that the idea of black representation has been considered.'

Industrial Court

Mr Nsibandé said that the Government's draft Pension Bill had sparked off dissatisfaction with Hulett's pension scheme and workers were determined to withdraw their money immediately.

'Workers returned to the mills after the stoppages because the union said the matter would be taken to the Industrial Court. They consider Hulett's proposals to be unacceptable.'

Mr Ron Phillips, Hulett's group public relations manager, confirmed yesterday that the company had received a letter on Thursday saying the union intended to take legal action.

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Unions condemn Ciskei's action

By RIAAN DE VILLIERS

LABOUR organisations in the Transvaal have added their voice to protests against the detention of 205 trade union members in the Ciskei last weekend

In a statement issued on Saturday, they condemned the detentions as "outrageous and completely unjustified" and warned they were a "real threat to labour peace"

The statement was issued by the Transvaal divisions of two unions whose members have been detained — the SA Allied Workers' Union and the African Food and Canning Workers' Union — as well as the Transvaal region of Fosatu, the General and Allied Workers' Union, the Commercial, Catering and Allied Workers' Union and the Hotel, Liquor and Catering Association

They said it was "unheard of" that workers returning from a union meeting be arrested for singing freedom songs, and it was clear that this could not have been the reason for the detentions

The real reason lay in the refusal of the Ciskeian authorities to acknowledge the growth of a democratic union within a "Bantustan", they said

"They do so because this represents a real challenge to the rulers of the Ciskei who were elected not according to the wishes of the people, but in terms of apartheid policy," the statement said

1934 105
Ev Post 14/9/81
Ciskei's detention of
unionists is condemned

By MOKONE MOLETE

THE Motor Assemblies and Component Workers' Union of SA (Macwusa) has strongly criticised the Ciskeian Government's detention of 205 trade unionists and called for their "unconditional" release.

In a statement today, Macwusa said the continued detention of workers would increase their anger and that was something that could cause "further complications in the labour field generally."

The detentions were also criticised in a joint statement issued by several unions in Johannesburg today.

It was reported last week that some of the unionists had been released, but this was not confirmed.

Macwusa called the actions of the homeland's Chief Minister, Mr Lennox Sebe, a "big threat to the economy in the Eastern Cape region" and said they would bring about a worsening of the situation.

In a separate statement, Macwusa described the verbal attack in Parliament on Bishop Des-

mond Tutu by the Minister of Police Mr Le Grange as "unwarranted."

"To us the bishop is not a politician," the statement said. "All he does is speak out against injustice perpetrated against his people."

The statement called on all churches in South Africa to come out clear on the attack on Bishop Tutu, because he was "the ambassador of peace."

The Johannesburg statement said the detentions in Mdantsane represented "the most serious threat to the democratic union movement for some time."

The statement was issued by the Federation of South African Trade Unions, the African Food and Canning Workers Union, the Glass and Allied Workers Union, the South African Allied Workers Union, the Commercial Catering and Allied Workers' Union and the Hotel, Liquor and Catering Association.

It said "We condemn the outrageous and completely unjustified detention which is described as an act of intimidation."

Seifsa plea on black unions

RDM 15/9/81

376
189
133
139

By STEVEN FRIEDMAN

THE president of the giant Steel and Engineering Industries Federation (Seifsa), Mr Leshe Boyd, said yesterday that the official industrial council system would have to be adapted to ensure that black unions took part

He reiterated, however, Seifsa's long-standing support for the system Seifsa is the country's biggest non-mining employer federation and it is a party to the country's biggest industrial council

Mr Boyd's remarks, made in a speech to Seifsa's annual meeting in Johannesburg yesterday, come at a time when it is re-examining its labour guidelines which strongly support the system

Observers believe they herald employer support for changes aimed at making the industries' industrial council, which covers the wages and work conditions of about 500 000 workers, more attractive to black union critics

Mr Boyd said that the industrial council system had been subjected to "much criticism" in the past year

He added "It is evident that adaptations will have to be made to ensure that trade unions catering for black employees can participate in the system with the support of their members"

But Mr Boyd went on to say that "insufficient attention is being given in the debate to the considerable merits of the system"

He said "fragmented bargaining at plant level" would lead to a "leap frogging" of wage rates and "a chaotic situation"

The metal industries' council would have to be strengthened "if our industry is to remain stable, and continue to grow"

Confidence

The existence of established procedures as well as council agents "with important powers of inspection to ensure the correct implementation of agreements by both parties" gave both sides confidence in bargaining as a method of settling disputes

cognition of a total interest cost (i.e. both

ity interest) in the USA coincided with the

utility regulation. Rates were set so that

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involving a utility, the judge ruled

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The councils also gave unions and employers an opportunity to co-operate on training, pensions and medical aid

Mr Boyd also warned that the boom of the past 18 months had emphasised "the considerable skills shortage in South Africa", which was hampering capital projects and causing concern about routine maintenance standards

Seifsa had indentured 235 black apprentices this year and had set itself a target of 5 000 apprentices of all races a year.

Mr Boyd said, however, that there were still "certain barriers" in the way of recruiting black apprentices

These included inadequacies in schools' maths and science teaching

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Argus 15/9/81
Sebe under
fire for
detentions

Argus Bureau

PORT ELIZABETH. — The Chief Minister of the Ciskei, Chief Lennox Sebe, had declared a total onslaught against workers, the organising secretary for the Motor Assembly and Component Workers' Union of South Africa (Macwusa), Mr Government Zini, said here yesterday.

He said Macwusa strongly condemned the continued detention of trade union members held arbitrarily in Ciskei police cells.

The 'puppet' Government of the Ciskei should release all the workers unconditionally.

If this is not done soon, I fear that the detentions will continue to increase worker anger.

Seifsa hammers out new union bargaining deal

By STEVEN FRIEDMAN

THE giant Steel and Engineering Industries Federation, whose members employ about half-a-million workers, is finalising major changes to its labour policy in an attempt to meet the demands of black unions which have rejected the official bargaining system.

Seifsa has been the staunchest and most important supporter of official industrial councils, and negotiates on the country's biggest council.

However, informed sources say influential Seifsa employers, although they continue to favour industrial councils, also support a "decentralisation" of bargaining with representative unions, as well as some form of direct negotiation with unions on the factory floor.

They add that this would imply important adaptations to the metal industries' industrial council, which some employers and unions believe has become too unwieldy and removed from grassroots workers.

These sources say the changes in Seifsa policy follow a hotly-debated rethink in the federation on labour relations issues.

Criticism

Seifsa's review comes, as industrial councils are subjected to mounting criticism from unions demanding direct negotiating rights on the factory floor.

A change in its policy could have far-reaching implications for labour relations in other industries.

Seifsa's director, Mr Sam van Coller, confirmed yesterday Seifsa was rethinking its labour guidelines, published in 1979, which rejected any negotiation outside the existing industrial council system.

He declined to disclose details of the proposals "We will make our stand public at the appropriate time," he said.

But on Monday Seifsa's president, Mr Leshe Boyd, while strongly supporting the industrial council system, added that there was a need for adaptation to enable black unions to take part in it "with the support of their members".

22. Interview with Mr S & Sells.

23. FASB 34: Op. cit.,

24. FASB DM: Op. cit.,

25. Arthur Young & Co.: Memorandum - Accoun

26. Coopers & Lybrand:

27. Ernst & Ernst: Op.

28. FASB ED: "Capital 15, 1978, paragraph

29. Ernst & Whinney: - "Capitalisation of I

30. Martin, D. Edward: Capitalisation Inte page 26.

31. FASB DM: Op. cit.

32. Ibid, paragraph 62

33. Ibid, paragraph 63

ng Developments :
nuary 1980, page 13.

Unwieldy

A major metal employer who favours the council system has told the Rand Daily Mail the council will have to be "decentralised" to allow for smaller bargaining entities.

"The council is just too large and unwieldy. Decentralising it would allow greater worker participation," he said.

A source in another large company said he favoured retaining the industrial council "as an umbrella".

But he added "We would like to see decentralised bargaining under that umbrella - bargaining in much smaller units.

"It is quite possible for councils to provide for 'house agreements' in which unions can bargain issues with individual employers. We would support such a system."

Industry sources say the proposals will be discussed with unions on the council and those off it before the new policy is finalised.

Registered unions on the council are known to favour the industrial council system strongly.

FASB
Cost", The National

DD 16/9/81 (139)
Ciskeians need

unions — worker

KING WILLIAM'S TOWN

— The Ciskeian Government should encourage the establishment of trade unions and legislate for the protection of workers from exploitation by employers, said Mr Mafzwe, an artisan and former Robben Island political prisoner.

"I have observed with interest that firms and building constructors from South Africa engaged in major projects in Ciskei in preparation for independence under Ciskeian citizens," he said.

"With the formation of trade unions, registered or not, workers will be in a

position to vent their grievances," Mr Mafzwe said.

He said liaison committees were not effective and had failed to represent the interests of the workers.

"At one construction firm involved in a project at Bisho, future capital of Ciskei, Ciskeians were underpaid," Mr Mafzwe said.

"I was employed as an artisan, a bricklayer, only to be paid 80c an hour. At another construction firm where I was employed as a carpenter, I was paid 80c an hour."

DDR.

1. FASB DM: Accounting Standards Board, para. 275
2. Staubus, George J. and the MAFZWE, Volume 27
3. Ibid.
4. Anthony, J. Page 14.
5. Cassell, M. Capitalisation of Interest
Thomas H.: "Interest in the Proposed Statement and its Effects upon financial Reporting", The National Public Accountant, September 1979, Page 26.
6. Staubus, George J.: Op cit., page 105.
7. FASB DM: Op cit., para. 27.
8. FASB 34: "Capitalisation of Interest Cost". October 1979, para. 7.
9. International Accounting Standards Committee, IAS 2: "Valuation and Presentation of Inventories in the Context of the Historical Cost System", October 1975, para. 21.
10. Ibid., para. 22.
11. Lockett, Peter P.: "Capitalisation of Interest in the Light of Recent SEC Developments", The CPA Journal, January 1975, Page 31.
12. Securities and Exchange Committee: "Accounting Series Release No. 163 - Capitalisation of Interest by Companies other than Public Utilities", November 14, 1974.
13. Lockett, Peter P.: Op. cit., page 33.
14. FASB DM: Op. cit., paragraph 57.
15. Securities and Exchange Committee: Op. cit.
16. Jones, Glenn: "An Argument for Capitalising Interest on Debt", The Woman C.P.A., April 1979, page 13.
17. Ibid, page 14.
18. FASB 34: Op. cit., paragraph 51.

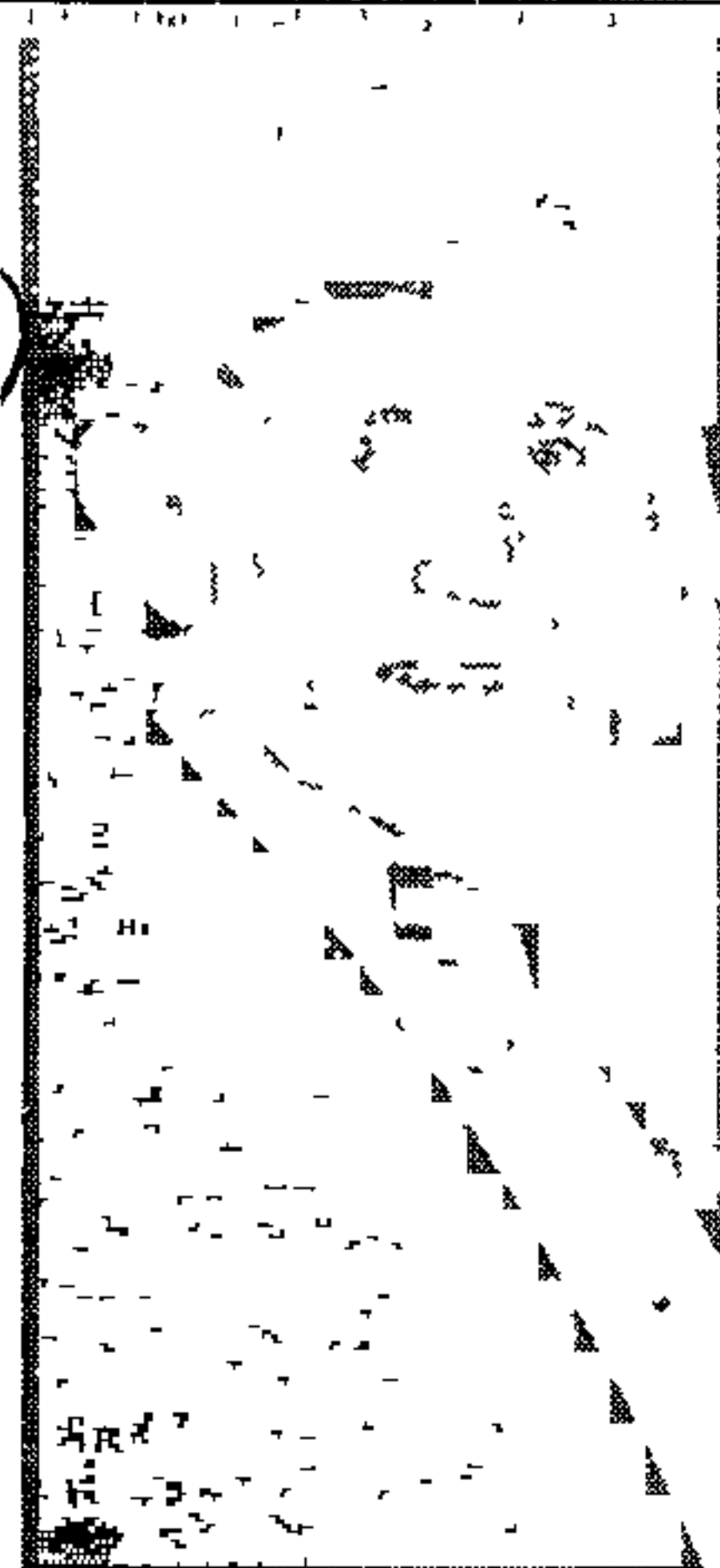
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DD 17/9/81 (139) (12)

27 milkmen evicted



MR KOCH... contracts expired

EAST LONDON — The chief director of the East Cape Administration Board, Mr Louis Koch, confirmed yesterday that a further 27 dismissed Model Dairy workers had been evicted from their Duncan Village hostel

He was reacting to a claim by the African Food and Canning Workers' Union that more than 50 workers had been told to leave the hostel by the hostel superintendent on Monday

Mr Koch said the board had been supplied with a list from Model Dairy containing 27 names of workers who had been dismissed in the recent strikes and were still living in the hostel

He said the workers

would have to vacate the hostel by the month end. As their contracts had expired, their accommodation payments would stop at the end of September

"Unless they are re-employed or reattested by the Commissioner's office, they will have to leave," Mr Koch said

Miss D Komose, secretary of AFCWU, said more than 50 workers, all Transkeian contract workers, had been told to leave. She said that just before noon on Monday, ECAB officials served the notices, after gathering the workers outside the gates

"They were told they were no longer working for Model Dairy and so they had to leave. They were told they had to move on

their own and that they had one week in which to leave," she said

Miss Komose said they were all Transkeians and had "no chance of getting alternative accommodation near East London — they will have to go back to Transkei"

Attempts to contact Mr M Gatcke, the chief executive of Model Dairy, for comment were unsuccessful — DDR

Militant unions have sewn up fish businesses

By Drew Forrest
Two key food unions representing African and coloured workers have been recognised by the fish processing division of the food giant, Irvin and Johnson.

The Food and Canning Workers Union and its unregistered counterpart the African Food and Canning Workers Union,

have been recognised as representing about 1500 workers at three I and J plants on the Cape Peninsula.

With the signing of the agreement all major companies in the fish processing industry had been organised by the two unions, said their general secretary, Mr Jan Theron.

A wage agreement had

also been signed, he said. This raises the starting wage for most labourers at the three plants to R42 a week, effective from July 31.

In the past year 14 agreements had been reached at 34 factories, said Mr Theron, and negotiations on a recognition agreement with the I and J food processing plant in Benrose would be finalised this week.

CHOICE DEMAND

The union would, however, challenge the legitimacy of the recognition accorded to the Tucs-a-affiliated Trawler and Line Fishermen's Union by one I and J fish processing plant at the Cape Town docks.

Management had "given every assistance" to the latter in organising shore-workers, despite their stated preference for the AF CWU, he said.

The union would demand that workers be given a real choice.

15/11

12/11

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12/11

Star 17/9/81

Stay with fund, pleads union

THOUSANDS of workers will soon be able to withdraw from the clothing industry's provident fund - but their union is pleading with them not to do so.

A new agreement negotiated with the Transvaal Clothing Industrial Council, believed to be a response to growing unrest over proposed pensions legislation - enables workers to withdraw their contributions next April, without

leaving the industry

They will have to apply to leave the fund before October 2 and continue contributing until February 1992

In the latest issue of the Garment Worker the

president of the Garment Workers Union, Dr Anna Scheepers, pleads with workers to stay with the fund

Referring to the recently published draft bill which proposes the compulsory transfer and preservation

of pension contributions, she points out that contributions made before the Bill becomes law will not be affected

She stresses that the establishment of the fund more than 20 years ago was a breakthrough for the union and that workers with 30 years' service in the industry stand to lose over R500 if they liquidate their provident fund money - Sapa

ET.

IN ASSOCIATED COMPANIES (Note 7) RXXX.

NOTES TO BALANCE SHEET.

7.	LISTED.	UNLISTED.
Shares at cost, other than premium/N.D.R.	RXXX	RXXX
Premium/N.D.R., at acquisition	XXX	XXX
Share of retained earnings (losses)	XXX	XXX
Amounts owing, debentures	XXX	XXX
Amounts receivable	(XXX)	(XXX)
Carrying value as per Balance Sheet	<u>RXXX</u>	<u>RXXX</u> <u>RXXX</u>
Aggregate market value	RXXX	
Aggregate directors valuation		RXXX

Workers boycott Uitenhage plant's canteen

Ev Post 18/9/81

By MOKONE MOLEFE (139) (G)

THOUSANDS of workers at Uitenhage's Volkswagen plant have boycotted the firm's canteen for three days in protest against a decision to allow the giant catering company, Fedies to supervise catering.

The boycott was apparently sparked by rumours that some of the existing kitchen staff would be sacked, that others would now get less pay and that canteen prices would go up.

According to one worker, the entire black workforce of about 7 000 was involved but a spokesman for Volkswagen merely confirmed there had been a 'reduction' in the number of employees using the canteen.

At present workers pay 12c or 24c for a plate of food. According to one informant, employees had been told that this would now cost 60c.

The spokesman for Volkswagen said the boycott came "at a time when discussions are taking place between management and worker representatives on issues associated with the canteen."

He confirmed that Fedies had been engaged but only in an advisory capacity until next year.

Fedies was not managing or staffing the canteen, he said, adding that no decision would be taken about the future of the contract for some time.

UNIONISTS SLAM CISKEI FM 18/81
Four hundred trade union members at-
tack the Ciskei government at a mass
meeting in East London following the
detention of 205 workers in the biggest
swoop ever on unionists. Twenty of the
detained workers are released but the
others appear in a Ciskei court charged
under the Biko's Assemblies Act

139

~~SECRET~~

139

LABOUR CHANGES FM 18/9/81
Seifsa finalises major changes to its labour policy in an attempt to meet the demands of black unions which have rejected the official bargaining system. Informed sources say Seifsa continues to favour the industrial council system but also supports a "decentralisation" of bargaining with representative unions and direct negotiation on the factory floor.

Tax Planning for
Asset Acquisitions
- leasehold
improvements

ss.1 'gross income'
definition paras. (g), (h);
11(f), 11(g), 11(h), 12, 13,
18(4) 8(5)

513 - 524,
765 - 786,
534 - 537,
1423 - 1426

ILLUSTRATIVE
EXAMPLES

TUTORIALS

T.1319
T.1409
T.1411

UNIONISTS

UNIONISTS REMAIN STRIKE

EAST LONDON - Black trade union members here have demanded that all being detained in the Ciskei be reinstated

The call was made at a public meeting on Sunday attended by about 800 members of the SA Allied Workers Union, the African Food and Canning Workers Union and the General Workers Union. At the meeting it was alleged that seven workers had been dismissed because they had been among the 205 unionists detained in the Ciskei two weeks ago

The meeting resolved

tion because the detainees had not been found guilty of any offence

The workers committees are to report back to the union tomorrow on the action taken by management and there is to be a meeting of workers at the weekend to decide what further action to take

One of the resolutions at the meeting stated that the workers would stop using Ciskei Transport buses if Mr Boy Soti a former employee there, was not reinstated

At the meeting workers claimed that the dismissals were pure victimisation. Other workers claimed to have been fired are Miss Doreen Kileni, Miss Thandiwe Ngqondele and

fired detainees

Miss Sylvia Taveja (all from SATV) Mr Sandiso Vani and Mr Malekeli Bishoti (of the East London Airport) and Mr Barington Mandongana of the South African Railways.

Mike Bosworth, the managing director of SATV, said it was not the policy of his company to fire people merely because they had been detained. He said he would check up on the cases named, but by yesterday evening had not replied

Mr H. G. Kaiser, group manager of the CTC, said Mr Soti was dismissed after failing to report for duty after a consecutive

seven-day absence period. "It is a standing rule that all employees who absent themselves from duty should inform the company within seven days

"However, each case is treated on its merits and Mr Soti is welcome to utilise the normal grievance channels of the CTC if he is in any way dissatisfied with his treatment."

A spokesman for the SAR said he would check up on the allegations and issue a statement today. A spokesman for the East London Airport refused to discuss the issue saying staff matters were confidential - DDR

EXAMINATION - OCTOBER 1981

10.1.10.10

THE TUTORIALS REFER TO 'QUESTIONS ON S.A. INCOME TAX 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS ARE UPDATED BY ONE YEAR.

Fish and chip workers strike over lost bonus

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OFFICE workers around Marshall Street had to do without their fish and chips yesterday after a strike by the black staff closed their Captain Dorego fish-and-chip outlet.

All 10 of the store's black employees refused to work early yesterday and the store's franchise holders were forced to shut up shop

By late yesterday there were no indications of a settlement, although management was attempting to contact the strikers to persuade them to return

The general secretary of the Commercial, Catering and Allied Workers' Union, Mrs Emma

Opponents of this theory draw at
tion of the proprietor and the f
separate legal person in its own
from its owners.⁴ They contend
tencies and other unanswered prob
was the need for another more log
of accounting. This led to the

The Entity Theory is essentially a
is thought to be more consistent with the corporate form of
the enterprise, in that the corporation is viewed as an
entity entirely separate from its proprietors, thus fitting
in with the legal form. Under this concept, the entity
receives its capital from two principle sources - equity
capital from its shareholders, and debt capital from its
creditors. Accordingly, equity capital is just another
source of funds, and it would seem just as appropriate to
measure the cost of equity capital as it would be to measure
the cost of debt capital, as both are supplied by outside

By STEVEN FRIEDMAN

Mashinn, said the workers had struck after R5 had been deducted from their weekly pay-packets

"Every spring, the workers get R5 deducted because management says they have been receiving an extra R5 as a winter bonus. The workers got angry and left," she said

After locating the distressed franchise-holders, a Captain Dorego spokesman confirmed the workers had struck after losing their "winter bonus"

Favourable

"Winter is our busy time and so workers get an extra R5 a week. Once spring comes, they lose it," he said "Their pay slips make it quite clear that the R5 is only a bonus for winter"

He added that he was "surprised" by the strike

"The franchise holders concerned have always been good to their black staff and their wages compare favourably with other outlets. Workers earn between R30 and R45 a week"

The spokesman said workers had reported as normal yesterday, but had remained in their change room instead of beginning work

"When questioned about this, they said they did not want to work today and left," he added

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DD 22/9/81
Court told of
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EAST LONDON — Judgment in the trial of a man and two women charged under the Riotous Assemblies Act was postponed to October 12.

At an earlier hearing Mr Sopitsho Rani, 30, of Zone Four, Mdantsane, Miss Deborah Komose, 26, of Kuzo Street, Duncan Village, and Miss Motive Alice Stuurman, 24, of Zone Nine, Mdantsane, pleaded not guilty to attending a meeting on February 4 at the Men's Hostel, Duncan Village, without the permission of the Minister of Justice or a local magistrate.

Giving evidence yesterday, Miss Komose said she and Miss Stuurman were walking past the hostel when Mr Rani, who was with an old man, called them.

She told the old man the papers Mr Rani carried were not for sale as they belonged to the African Food and Canning workers' Union.

At the old man's request she explained to him what the union was all about, Miss Komose said.

During cross-examination she said the other people who gathered there did so out of

curiosity

At a previous hearing Detective Sergeant Dehhlazo Tyuthuza from the Cambridge security police said he went to the hostel to watch the gathering.

There were about 100 people present. Some people left and he suggested to another detective they should move closer.

Mr Rani was addressing those who had remained behind. Mr Rani told them how important it was to have a union and how helpful it was for workers.

Mr Rani also cited the case of Wilson-Rowntree saying when the workers had a strike the union to which they belonged intervened and negotiated on their behalf when management wanted to sack them.

Miss Komose then spoke saying a union was very important. She also asked how long blacks should be slaves and said they should fight for their rights, Detective Sergeant Tyuthuza said.

"At the time she spoke I stood behind her. I touched her shoulder and introduced myself to her. Miss Stuurman was busy writing at the time filling in forms," he said.

He said the people present were workers from Model Dairy.

He asked the three to accompany him to the Cambridge Police Station where he charged them, he said — DDR

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2000 down tools at Scaw in spate of unrest

Fresh labour unrest has erupted on the strife-torn East Rand, with strikes involving about 2300 metal workers at two separate factories in Wadeville, near Germiston.

A spokesman for Fosters Metal and Allied Workers Union said more than 2000 workers at Scaw Metals, an Anglo-American subsidiary, walked off the job yesterday.

Management refused to comment, but the union spokesman said the strike appeared to be a sequel to a work stoppage in one department last Friday. This had been sparked by the dismissal of a worker after a fight involving a white foreman.

Management had agreed to review the dismissal, and workers had clocked in as usual yesterday. Shortly afterwards, all

departments had downed tools, the spokesman said.

At National Spring Manufacturers, about 300 workers — also mainly Mawu members — returned to work yesterday afternoon after a two-day to review the dismissal two colleagues.

A company spokesman said the strike had been the result of a "misunderstanding." Talks with workers' representatives were under way.

Thousands of workers at the Volkswagen plant in Uitenhage today continued their boycott of the company's canteen as management held further talks with union officials.

The boycott which started last Wednesday, involves Volkswagen's entire black and coloured work force who are dissatisfied with the use of the giant catering firm, Fedics, to operate the canteen.

ADVISORY

Workers apparently fear canteen staff will be laid off and prices for meals will be increased as a result of the catering firm's presence.

But a Volkswagen spokesman told The Star that Fedics was taken on solely in an "advisory" capacity.

He said workers were told that canteen staff would not lose their jobs and rumours that meal prices would increase to 60c a plate were unfounded.

The Star's Durban correspondent reports that about 150 workers today downed tools at a Geyser construction site in Sarnia in a dispute over wages.

A spokesman for the firm said the dispute was over a wage increase which had been granted last week.

Workers felt that it was unsatisfactory but had not discussed the matter with management since stopping work today.

NO. OF TUTORIALS

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Miscellan	TM
Farmers	TF
Estate	TE
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DD 23/9/81

Director tells why detained three sacked

EAST LONDON — Three workers had been fired from the SATV Manufacturing Company here because of normal company policy and not because of their trade union activities, Mr Mike Bosworth, the managing director said yesterday

Mr Bosworth, who was referring to three workers who were dismissed following their detention by the Ciskei police two weeks ago, said workers who absented themselves without contacting the company within three days were automatically dismissed

"We can't bend the rules for employees every time they stay away for more than three days. We merely applied the rules of our company to them and their dismissal had nothing to do with Saawu," he said

Workers resolved at a public meeting on Sunday

to approach their managements in an effort to get the three workers reinstated as they had not been convicted of any offence. The names of the workers are Miss Sylvia Tayela, Miss Thandiwe Ngqondele and Miss Doreen Kileni

Mr A Jonker, systems manager of the SA Railways in the Eastern Cape, said two railway workers had been fired following the detentions but this was mostly due to their poor record. He said two other railway workers who had been involved had been allowed to recommence duties

"These two men were regarded as having absconded when they only showed up for work on Friday after having been released on Wednesday. This coupled with their work record convinced the superintendents on what action to take" — DDR

RDM 23/9/81 (139) 137 138

Food store strikers win bonuses

Labour Reporter

IT WAS back to business as usual at Marshall Street's strike-hit Captain Dorego fish and chips outlet yesterday as the store's 10 striking workers returned to work.
Mrs Emma Mashini, general secretary of the Hotel, Liquor and Catering Workers Union, said yesterday that all the workers had been re-instated and that the store would now pay them their R5-a-week "winter bonus" throughout the year

Workers went on strike after they were refused their bonuses.
"We regard that bonus as wages. The industrial council agreement clearly says bonuses of this sort must be treated as wages," she said.
But the store's franchise-holder replied angrily she had been forced to pay the R5.
"The Department of Manpower arrived and told us the industrial council agreement said we

had to pay the money. They insisted we agree and we were forced to do so in front of them. This is most undemocratic."
The store spokesman said that "it had been made quite clear to the workers that this bonus was being paid for the winter months only when our turn-over is very high."
"We have been punished for treating our staff well and for rewarding them for their good work during the winter months," she said.

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Ratios such as return on total investment, and other profitability ratios, for example, the return on owners' equity, will also be affected by capitalising interest, but not to such a great extent. This is due to the fact that the total amount of the investment in assets is larger in amount than income, and accordingly, the amount of interest capitalised bears a smaller proportion to those assets than it does to income.⁵² The same survey also indicated that the ratios of investment turnover and the book value of the assets per share changed by less than 3% if interest were expensed rather than capitalised.⁵³

4.8 Consolidated Annual Financial Statements

4.8.1 Group Accounts

What happens to the interest that has been capitalised when consolidation takes place? If no practical guidelines exist, it is possible for management of the holding company, by virtue of their position of control, to manipulate the profits of the group by merely borrowing funds from outside the group, and then lending these funds to their subsidiary

Industrial council accused over strike

Officials in
making row

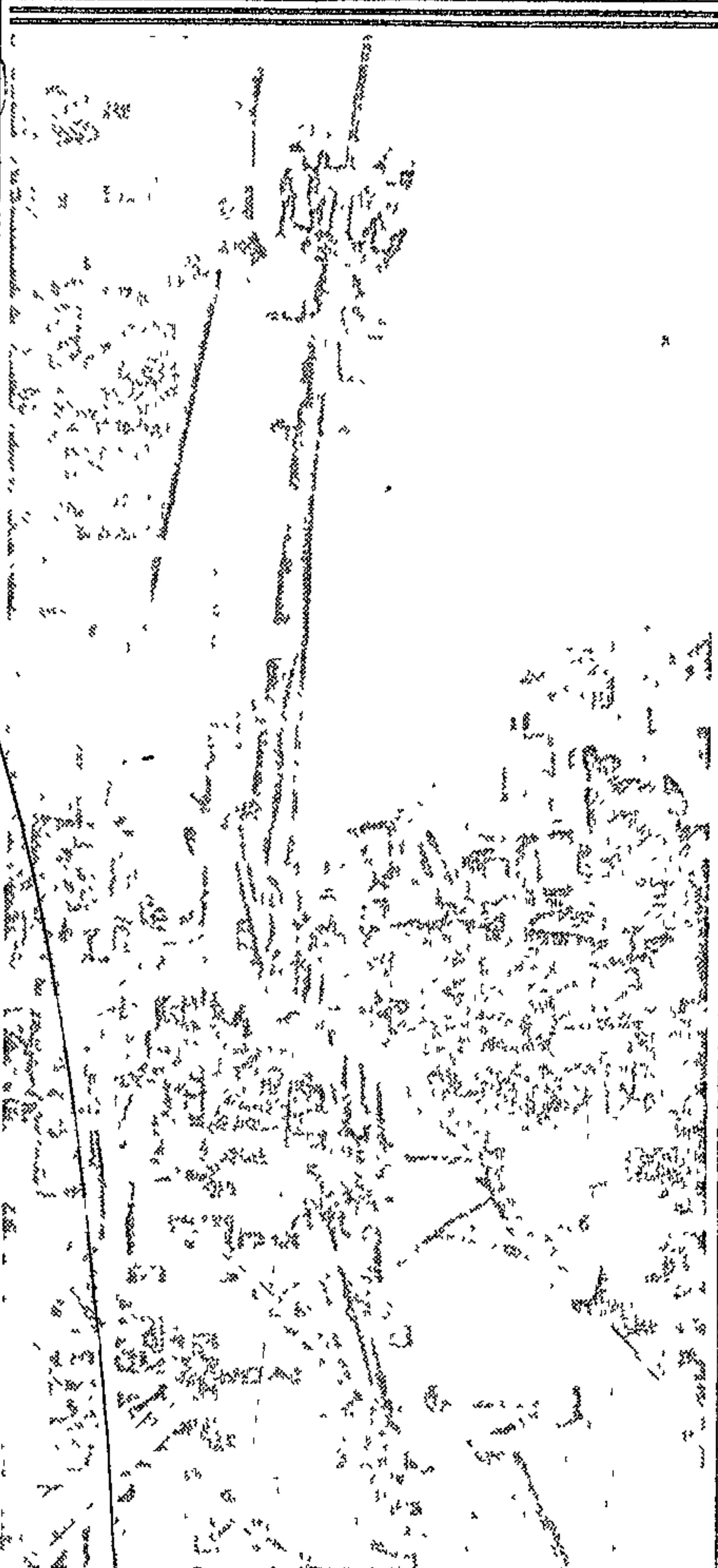
WAYO — Zimbabwe An-
of Labour officials were
day trying to resolve a dis-
the Rhodian clothing fac-
in Bulawayo which led to
ing on Tuesday of 550 of
tory's 570 workers
workers walked out after
over bonus payments
chairman of Rhodian, Mr
Welsh, said yesterday that
as management was con-
the matter was closed
dismissal of the 550
Welsh said government la-
officials and National In-
dustrial Council representa-
agreed, when the employees
ed in their strike, that the
city was entirely without
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ATTEN OF FACT

AS incorrectly reported in
Days Rand Daily Mail
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ELECTRICITY RESTORED ... Orange Grove electricity, disrupted by Tuesday's truck accident, was restored yesterday after damaged wires had been repaired.
Picture: DAVID SANDISON

THE row over the official industrial council system took a new turn yesterday when a council was accused of "recruiting strike breaking labour" for employers — an allegation which may harden black union attitudes to councils.

The chairman of the council denied this allegation yesterday, but said that it was a normal function of the council to put employers who needed labour in touch with workseekers.

By STEVEN FRIEDMAN

Mrs Emma Mashinini, general secretary of the Hotel, Liquor and Catering Workers' Union alleged that a room restaurant and catering trades industrial council had agreed to provide labour for a strike hit fish and chip shop this week.

The new workers would have replaced the strikers, who would then have been fired, she alleged.

Mrs Mashinini said industrial councils are supposed to be neutral bargaining bodies with employer and union representatives. What gives them the right to take sides in a strike by recruiting strike breakers?

workers — it has nothing to do with strike-breaking"

He said the tea room council "has nothing to do with this union — they are not parties to the council"

Mr Michos claimed the union allegations were put to the council agent concerned, who had denied it and that the union had "accepted this denial"

Mrs Mashinini however, disputed this "The agent concerned did deny it — but he confirmed that somebody else in the council was recruiting the labour," she charged

Take sides

"There is nothing in the law which allows them to do this (councils are supposed to be a negotiating platform, not an employment office. It is this sort of attitude which makes black unions determined not to go on to councils"

"How can we be expected to take part in bodies which take sides against us?"

The council's chairman, Mr D Michos, denied the allegations.

"We are aware of these claims and have investigated them. They have no substance. Neither the council nor its staff was involved in attempting to break strikes," he said.

Workseekers

"There is no way the council would become involved in that sort of activity"

Mr Michos confirmed the council played a role in "putting workseekers in touch with employers who need labour". But he said this was "a normal part of a council's work and a service to both employers and

OK QUARTZ WATCH
SPECIALS

Nqakula not allowed to ferry his wife

ARE UPDATED BY ONE YEAR.

KING WILLIAM'S TOWN — An application by the banned acting president of the Media Workers' Association of South Africa (Mwasa), Mr Charles Nqakula, for permission to ferry his wife between Stutterheim and Mount Coke at weekends had been refused, his wife said yesterday

He would however be permitted to attend church at Zwelitsha on Sundays

Mr Nqakula, a former Daily Dispatch reporter, was served with a two-and-a-half-year banning order on July 31 restricting him to the King William's Town and Zwelitsha magisterial areas and to his Mount Coke home at weekends

Mrs Gertrude Nqakula, a teacher at Mgwali Secondary School, Stutterheim, said in a telephone interview yesterday permission had been sought for her husband to pick her up at school on Friday afternoons and take her back on Sunday afternoons to enable her to join her husband at weekends

It had also been requested that her husband be allowed to attend services at St John's Anglican Church at Zwelitsha on Sundays

She said a reply had been received on Wednesday from the King William's Town magistrate, Mr J P Seaman. The letter said

"Your request for permission to fetch your wife every Friday afternoon from Mgwali location in Stutterheim district and take her back on Sundays, can unfortunately not be acceded to and is accordingly refused"

Mrs Nqakula said the request that her husband be allowed to attend morning

church services at Zwelitsha was approved, on condition that Mr Nqakula left the premises to which he was restricted for the sole purpose of attending the morning service not more than 30 minutes before the commencement of the service and that he returned immediately after the service

Mrs Nqakula said that since the ban of her husband she had had to rely on friends to fetch her in her husband's car

"The problem in this arrangement has been that friends have not always been available to assist as

they are workers," Mrs Nqakula said "I cannot rely on public transport, or on getting lifts"

"This problem is compounded on Sundays when we have to run around looking for people who will drive me back to school" Even if I possessed a driver's licence there would still be problems as it would mean taking the car with me to Mgwali and leaving those at home without transport, especially for cases of emergency"

Mr Seaman could not be contacted yesterday — DDR.

X 1980' AND THE SOLUTIONS ARE PREPARED ON THE BASIS THAT THE QUESTIONS

UNIVERSITY OF CAPE TOWN			
DEPARTMENT OF ACCOUNTING			
ACTION AND ESTATE DUTY II - 1981			
ONE/READING LIST - 3rd & 4th QUARTER			
THE INCOME TAX ACT	MEYEROWITZ	ILLUSTRATIVE EXAMPLES	TUTORIALS
ss. 1 'gross income' definition paras. (g), (h); 11(f), 11(g), 11(h), 12, 13, 8(4), 8(5)	513 - 524, 765 - 786, 534 - 537, 1423 - 1426	-	T.1319 T.1409 T.1411
ON - 5 SEPTEMBER TO 13 SEPTEMBER			
VISION			
ON - OCTOBER 1981			
	The relevant paras. in Chapters 9, 11, 12 and 26		16.10 T.1051 (b. and (c) T.1401
			T.1424, T.1425 T.1431, T.1432 T.1525, 14.5 16.7, 16.9

CT 26/9/81 (157)
Mass union rally today
Staff Reporter

FOUR City trade union organizations have joined to convene a public meeting today to protest against continuing Ciskeian security police activity against Eastern Cape unionists

The General Workers Union Food and Canning Workers' Union Cape Town Municipal Workers Association and the Federation of South African Trade Unions (Fosatu) announced yesterday that the rally would be held at 2pm in the St Francis Cultural Centre, Langa

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resul [redacted] nance of margins.

State refuses to relax ban on Nqakula

(39)

28/7/81

THE South African Government has refused banned president of Media Workers Association of South Africa (Mwasa), Mr Charles Nqakula, permission to leave the King William's Town magistrate district at the weekends.

Mr Nqakula who was slapped with a banning order and restricted to his home over the weekends until December 21, 1981 applied for a relaxation of his order to be able to pick up his wife from school.

Mrs Gertrude Nqakula teaches at Mgwali Secondary School, in the Stutterheim district and Mr Nqakula applied for permission to pick her up from the school on Fridays and take her back on Sundays.

LETTER

Government refusal to approve the application was communicated to Mr Nqakula in a letter from the King William's Town magistrate, Mr J P Seaman, who is empowered in terms of Mr Nqakula's restriction notice to authorise exception to the order.

The State has agreed, however, to relax Mr Nqakula's order to allow him to attend the morning service on Sundays at Anglican Church of St John's at Zwelitsha provided that he leaves his home for the sole purpose of attending the morning service not earlier than 30 minutes before the start of the service.

INTERVIEW

The other condition is that he returns to Mount Coke immediately after the morning service.

Mrs Nqakula said in a telephone interview from Mgwali that while her husband awaited for the reply of the State regarding his application Mr Nqakula relied on help of friends to pick her up from Mgwali and also take her back.

The problem in this arrangement has been that these friends have not always been available to assist us as they are workers whose work has invariably made it impossible for them to leave their places of employment before 5 pm. Mrs Nqakula said.

PROBLEM

The journey between King William's Town and Mgwali is two hours when there are no delays which means anyone leaving King William's Town after 7 pm which is Charles' deadline to be at home in terms of his restriction order.

She said the other problem the family experienced was to arrange alternative transport for Charles who had been asked to pick her up from Mgwali to take the driver back to Zwelitsha from Mount Coke.

Mr Nqakula cannot be quoted by the Press in terms of his banning order.

DD 28/9/81
Nqakula
attends

SERVICES

KING WILLIAM'S TOWN
— The banned acting president of the Media Workers' Association of South Africa (Mwasa), Mr Charles Nqakula, yesterday joined the congregation at St John's Anglican Church at Zwelitsha to attend Mass for the first time since his banning

Mr Nqakula, a former Daily Dispatch reporter, was served with a two-and-a-half-year banning order on July 31, restricting him to the King William's Town and Zwelitsha magisterial areas and to his Mount Coke home at weekends

However, last week he received a letter from the magistrate of King William's Town, Mr J P Seaman, informing him that he could attend services on Sunday mornings at St John's church on condition that he left the premises to which he was restricted for the sole purpose of attending the morning service not more than 30 minutes before the start of the service and that he returned home immediately afterwards

The Rev Patrick Ncanca, who celebrated Mass, blessing Mr Nqakula with holy water and incense and laid his hands on his head as well as on the heads of other members of the congregation

Mr Nqakula's application to ferry his wife between Stutterheim and Mount Coke at weekends to join him was refused last week — DDR

Trade unionists attack Ciskei independence

Staff Reporter

BLACK people who accepted the independence of the Ciskei were "accepting national suicide", the general-secretary of the Port Elizabeth Black Civic Organization (Pebco) Ml Sandile Manasse, said at a rally in Langa at the weekend.

The meeting was held in protest against the detention and alleged harassment of trade unionists by the Ciskei security police. About 300 people attended. It was organized by four City trade union organizations and held in the St Francis Cultural Centre.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4 and hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression. They are the puppets of the Pretoria regime. The so called indepen-

dence of the Transkei and Ciskei has been completely and totally rejected by the majority of the people.

'Oppression'

"The winds of liberation are blowing in our favour. We are prepared to pay the price, no matter how great to liberate our country. Nelson Mandela has paid the price. Steve Biko has paid the price. Only the black man can now liberate himself from the chains and shackles of oppression," Mr Manasse said.

Several speakers described harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskei authorities. The detention of 205 trade unionists was condemned.

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers Union, said: "We are appealing to frustrated workers not to go to the polls to vote for

the Ciskei independence. By voting, you are supporting this government."

Mrs Zola Mehlomakulu, an organizer of the General Workers' Union, said: "The government of Sebe will not mean freedom to us, but death."

'Choked'

She said working class people were being 'choked' by homeland leaders.

Journalists were shown copies of a pamphlet distributed throughout Cape Town's black townships on Friday night indicating that the venue had been shifted to a Wynberg cinema.

The notice was signed African Food and Canning Workers' Union and General Workers' Union but the general-secretaries of both unions denied any knowledge of the leaflet. The secretary of the Food and Canning Workers' Union, Ml Jan Theion said a number of people had been turned away from the cinema.

(139)
Stoppage over wages

Ev Post 28/9/11 Post Reporter

ABOUT 300 workers on the production line at the SA Bottling plant in Port Elizabeth's North End stopped work today in a pay dispute

The reasons for the dispute could not immediately be established, but apparently concerned hourly rates of pay. The minimum weekly rates are R45, but workers apparently wanted to know what their hourly rates were

The firm's management could not be reached for comment, despite several approaches by the Evening Post

One secretary said most of the top-level management were away overseas. A divisional general manager, Mr I R Bishop, declined to comment and the production manager, Mr J B de Wet, was not available.

0029/9/81

Independence called suicide

CAPE TOWN — Black people who accepted the independence on the Ciskei were "accepting national suicide," the secretary of the Port Elizabeth Black Civic Organisation (Pebco), Mr Sandile Manasse, said at a rally in Langa.

The meeting was held to protest against detention and harassment of trade unionists by the Ciskei security police.

Three hundred people attended the meeting, which was organised by four city trade unions.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4, and would hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

"The Sebes and Matanzimas are the extension of our oppression," he said. "They are the puppets of the Pretoria regime. The so-called independence of the Transkei and Ciskei have been completely and totally rejected by the

majority of the people," Mr Manasse said.

He said it was time for blacks to stand up for their rights and appealed for unity among organisations.

Several other speakers alleged harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskeian authorities. The detention of 205 trade unionists on September 8 was strongly condemned.

Mr Leon Mqhakayi, general secretary of the Catering and Allied Workers' Union, said "We are appealing to frustrated workers not to go to the polls to vote for the Ciskei independence. By voting, you are supporting this government."

Mrs Zora Mehloakulu, an organiser for the General Workers' Union, said "The government of Sebe will not mean freedom to us." She said working class people were being "choked" by homeland leaders — SAPA.

Bottling staff back at work

By SANDRA SMITH

ABOUT 230 workers returned to their posts at the SA Bottling Company plant in Port Elizabeth's North End after a stoppage yesterday in support of demands for higher wages and better working conditions

They opted to go back pending the return from overseas of SA Bottling's chairman, Mr P R Gutsche, and managing director, Mr P H Gutsche, in a fortnight

A spokesman for the General Workers' Union of South Africa (Gwusa), which has been involved in negotiations for recognition with the company, said today the dispute began on Friday when a woman was dismissed

She was reinstated after a protest but all those involved are said to have had R1,10 deducted from their salaries that week. The union spokesman said the workers were told the deduction was to make up for the hour they did not work after the woman was dismissed

On Monday workers informed the firm's management they

Ev Post 29/9/81 (139) (182)

wanted to know what their hourly rate of pay was. About 230 stopped work in support of a demand for a minimum wage of R2,50 an hour, instead of a minimum of R45 a week

The Gwusa spokesman said he was informed yesterday by members of SA Bottling Company management that they would contact him later in the day to tell him when they would hold a meeting with the workers

When they did not contact him, he went to the plant in Harrower Road and found that most of the workers had already left after a meeting with members of management

He said the workers decided to return to work today, and would discuss their demands for higher salaries and better working conditions with the the Gutschees when they returned from overseas

For the second day the firm has remained tight-lipped about developments

The divisional general manager, Mr I Bishop, was not available for comment. His secretary said the situation had "returned to normal"

Staff at
Star 29/9/41
VW quit
boycott

Labour Reporter

The eight-day boycott of canteens at the Volkswagen car plant in Uitenhage by black and coloured workers ended yesterday after workers accepted management's assurance that canteen staff did not face retrenchment.

Workers boycotted the canteens because they feared staff would be dismissed and food prices increased as a result of the presence of the catering firm, Fedics, at the plant.

Sta: 29/9/81
Workers
end strike
to await
MD's return

Own Correspondent

PORT ELIZABETH — A temporary truce has been reached between management and workers at the SA Bottling Company's plant in Harrower Road, where 230 workers walked out yesterday.

The workers, mostly members of the General Workers' Union of South Africa (Gwusa), were reported to be back at work today after their walkout yesterday over a demand for higher wages and better working conditions.

A two-hour meeting with the company's divisional general manager, Mr I Bishop, was held and workers decided to wait until the chairman and managing director of the company came back from overseas in two weeks' time before pushing for their demands to be met.

A minimum wage of R2,50 an hour instead of R45 a week, as the starting salary for lower grades, was one of the worker requests.

It was also claimed that money had been deducted from their wages for going to the toilet and that supervisors insulted and swore at them.

The walkout was believed to have been sparked when a worker was allegedly fired for taking a 15-minute breakfast break.

Sawetara 29/9/81

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THE chairman of the Industrial Council for the Tearoom Restaurant Proprietors and Caterers Association, Mr D Michos, yesterday denied an accusation by a unionist that the council had recruited labour to offset striking workers at a fish and chips shop last week.

Mr Michos was reacting to the accusation made by Emma Mashimi, general secretary of the Hotel, Liquor and Catering Workers' Union, who had accused the Industrial Council of helping employers obtain labour to offset strikers.

Mr Michos said last week during the Captain Dorego fast foods strike the industrial council had not recruited any workers but has instead taken steps to settle the dispute and this was done and all the workers had gone back to work.

Mrs Mashimi had accu-

By SELLO
RAEOTWATA

sed the Industrial Council of trying to break the strike at the fish and chips outlet in Marshall Street, Johannesburg, by agreeing to provide labour to replace the strikers.

She said the Industrial Council was supposed to be a neutral body that helped in negotiations between management and unions and it was not supposed to take sides in disputes by recruiting strike-breaking labour.

She also said this sort of

attitude contributed to making blacks not want to go on to Industrial Councils.

She said an agent of the Council had denied he had been involved in the recruiting of labour but said somebody in the council had in fact done so.

Mr Michos said the Council did not recruit strike-breaking labour but it did put employers in touch with people who are looking for work. He had received a report from the agent concerned and was very satisfied with the explanation he gave. He said Mrs Mashimi was mistaken in her accusations.

'Autonomy' is suicide

BLACK people who accepted the independence of the Ciskei were "accepting national suicide," the general secretary of the Port Elizabeth Black Civic Organisation (Pebo), Mr Sandile Manasse, said at a rally in Langa at the weekend.

The meeting was held to protest against the continued detention and harassment of trade unionists by the Ciskei Security Police. About 300 people attended the meeting, which was organised by four city trade union organisations.

Mr Manasse said people in Port Elizabeth had decided to ignore the Ciskei independence celebrations on December 4 and hold a morning church service instead. No buses would leave Port Elizabeth for the Ciskei.

'The Sebes and Matanzimas are the extension of our oppression. They are the puppets of the Pretoria

regime. The so-called independence of the Transkei and Ciskei had been completely and totally rejected by the majority of the people,' Mr Manasse said.

He said it was time for black people to stand up and fight for our rights and appealed for unity among organisations.

'The winds of liberation are blowing in our favour. We are prepared to pay the price, no matter how great, to liberate our country. Nelson Mandela has paid the price. Steve Biko has paid the price. Only the

black man can now liberate himself from the chains and shackles of oppression,' Mr Manasse said.

Several other speakers described harassment of trade unionists and workers in the Ciskei and called for a united front to oppose the actions of the Ciskei authorities. The detention of 205 trade unionists on September 8 was strongly condemned.

Mr Leon Makhavi, general secretary of the Catering and Allied Workers Union said: 'We are appealing to frustrated workers not to go to the

polls to vote for the Ciskei independence. By voting you are supporting the Government.'

Mrs Zora Mchlomakulu, an organiser for the General Workers Union, said: 'The government of Sebe will not give us freedom so us but death. She said working class people were being 'choked' by homeland leaders.'

'The Ciskei is still a part of South Africa. Now they are tearing the country apart. People like Sebe are puppets of South Africa,' she said.

Handwritten notes: Sandile Manasse 30.9/81 (DA) (M) (A) (1-7)

CLOSED shops — agreements whereby workers have to join a trade union — recently hit the headlines when workers at a Johannesburg company lost their jobs for refusing to join a union. But the issue is sparking unrest in several industries and lawyers believe existing closed shops may be illegal. Labour Reporter STEVEN FRIEDMAN reports.

RAM

Sign up or get out

139 135 151

new union battle

TIME was when many black workers feared the sack if they joined a trade union. Now many face a firing if they don't join.

The reason is the closed shop, a time-honoured custom whereby unions and employers agree that all workers in an industry must be union members.

This practice hit the headlines recently when 26 workers at the United Tobacco Company (UTC) lost their jobs after refusing to join Tucsas African Tobacco Workers' Union (ATWU), which negotiated a closed shop with employers.

But it is also an issue in the metal motor components, furniture and printing industries, where established unions have negotiated closed shops, forcing blacks to join their unions.

It has already sparked a strike and there are fears it could spark others.

To add to the controversy, lawyers say the established unions are negotiating closed shops which may violate labour law.

Closed shops are not new and many industries have them.

They are usually negotiated at industrial councils and compel members of unions on the council to work only for members of the party employer association and members of the association to only employ union members.

In some industries, such as metal, the closed shop only affects some jobs and workers may belong to any of the unions on the council.

But in other industries all workers must belong to a specific union. On the mines, workers in a particular job must join a specific union.

Most closed shop agreements go back at least a decade.

Blacks could not legally join

unions which bargained on industrial councils and were thus not covered by the closed shop which applied only to workers eligible for union membership.

But blacks are now eligible and thus subject to the closed shop.

According to unionists and labour lawyers, this has given established unions a large (and unwilling) black membership at the stroke of a pen.

After receiving Ministerial approval to do so, they simply amend their constitutions to allow them to recruit blacks. Because blacks are now eligible, these unions say they are covered by the closed shop.

But lawyers say this may violate labour law, which allows industrial councils to negotiate closed shop agreements.

The Minister can only approve such an agreement if he is satisfied that the parties who signed it are "sufficiently representative".

In the case of a union or unions, "this would certainly mean they would have to represent a majority," says the Industrial Registrar, Mr Matt le Roux.

Minority union

And another senior Department of Manpower man, Mr. Mike van Noordwyk, says the Department would not allow a minority union to negotiate a closed shop.

When many existing closed shops were signed, the unions did represent a majority — of non-blacks. These agreements were therefore ratified and are legally binding.

They may no longer be representative — because blacks are now "employees" — but they are using their existing agreements to incorporate blacks in the closed shop.

"They are using their representativeness in one situation to claim rights in a changed one. The courts could overrule this," says a lawyer.

Some industries, like metal, are granting exemptions from the closed shop, but others are "backing minority unions by refusing exemptions," he said.

At some stage, of course, these agreements will expire and the new agreement will have to be submitted to the Department.

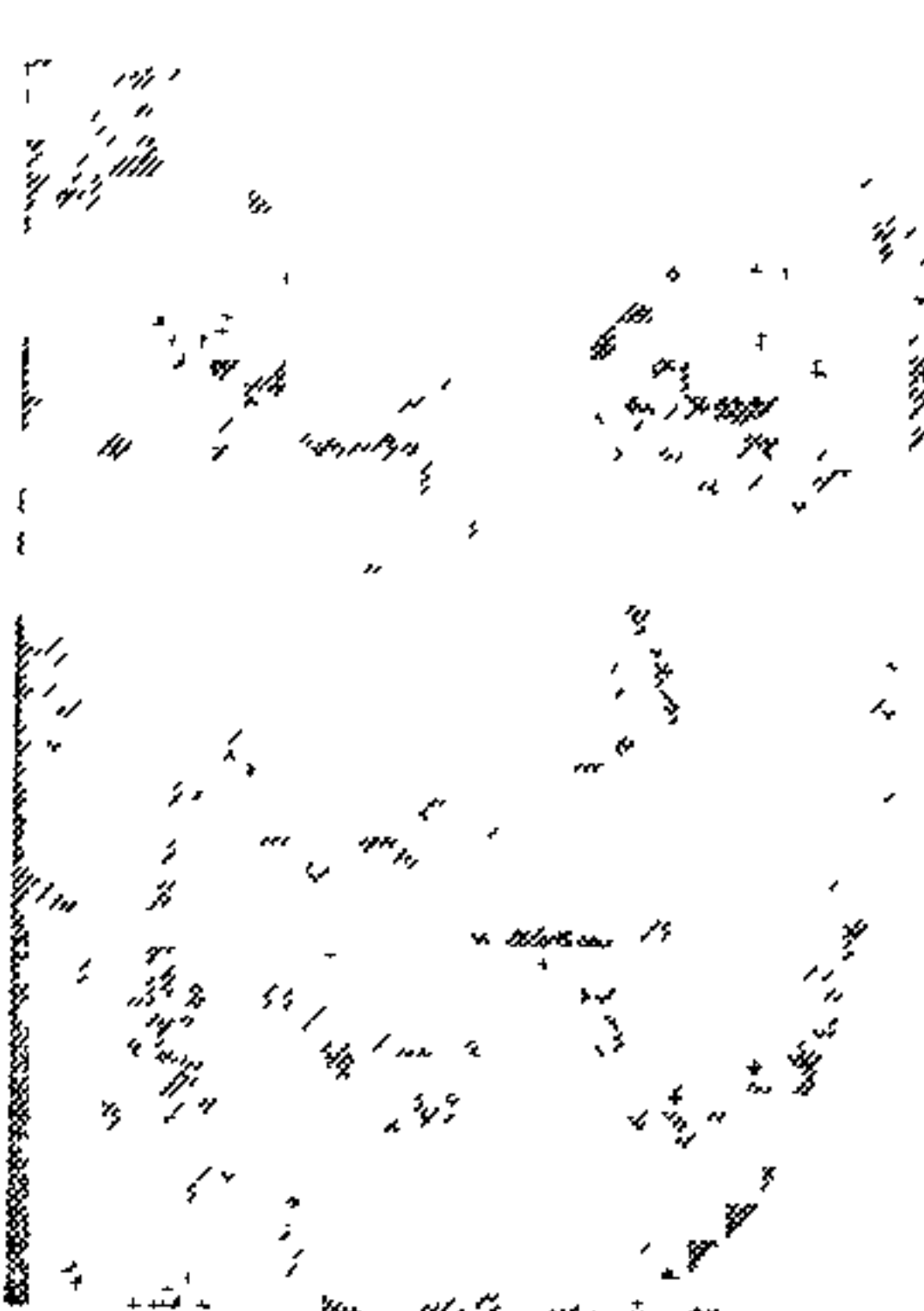
But then, say lawyers, the unions will prove representativeness by "simply producing scores of black members — all of them forced to join under the old closed shop clause."

Registered unionists say registration procedures prevent abuses of this kind by insuring that unions who are registered for blacks are representative.

Not so, say lawyers. If no other registered union objects, an established union can win registration to represent blacks without



DR ANNA SCHEEPERS ... "Why does a freeloader enjoy benefits"



MR ROD IRONSIDE ... Closed shops should be abolished.

proving that it represents any

Mr van Noordwyk confirms that some closed shops are extended in this way and adds "We cannot intervene until after November 1, when the new Act comes into force. Some closed shops might then not be renewed by us."

He says officials will look at new closed shops "on their merits".

But the problem doesn't end there. Black unions have constantly accused their established counterparts of "organising management not unions".

By this they mean that some established unions use their relationship with employers to aid their black organising efforts.

This could simply mean allowing the union to address workers while denying that right to other unions. But it has been known to include active organising efforts by the company personnel office.

Joined voluntarily

Thus, black unions say, a registered union could satisfy the authorities that it represents a majority, even if few workers joined voluntarily.

At UTC, where the company says ATWU represents a large majority, workers claimed they knew nothing about the union and had never met its officials.

While the union's secretary, Miss Christine du Preez, says they joined voluntarily, UTC says it did grant ATWU facilities, like the right to approach workers during breaks. Workers may have believed management wanted them to join.

Black unions thus see the closed shops as a tactic by registered unions to win members they could not otherwise win because of black resistance.

That claim is given substance by the mining unionist who recently complained about employers' unwillingness to grant him a closed shop.

"Recruiting workers without a closed shop is expensive and time-consuming," he said.

But while most registered unions support the closed shop, they say they only negotiate it when they represent a majority.

The row has again highlighted the closed shop — a source of controversy both here and abroad.

The attack on it in countries such as Britain has been led by conservatives who fear it as a source of union power.

Strikes there are legal, and the closed shop is used to ensure that a minority honours the decision by a majority to strike.

Critics argue that workers have a right not to join unions and recently won a judgment in their favour from the European Human Rights Court.

Here, the issue has received attention from Government policy-makers — chiefly on the

closed shop's role in enforcing job bars.

In the pre-Wiehahn era, job reservation only applied to about 3% of jobs.

But industrial council agreements stipulated that only union labour could perform certain jobs. Because blacks were not permitted to become "union labour", they were barred.

The first Wiehahn report, noting that there were at least 49 closed shops, decided that the practice is "so firmly entrenched it cannot be abolished".

But five commissioners signed a strongly-worded minority report recommending that the Government not approve new closed shop agreements.

They labelled the closed shop the "commonest form" of job reservation.

The five also feared that unracial unions could use it to "freeze out" others and cited the freedom of association argument.

The Government decided that existing closed shops could continue but that new ones would not be sanctioned (this does not seem to have been rigidly applied — the tobacco closed shop agreement was signed this year).

But the National Manpower Commission probed the issue and last month the Government accepted its recommendation that the practice be allowed.

The only change it recommended — which has been incorporated in a draft Bill — is that workers have 90 days to join a closed shop union.

Officials believe this gets round the job reservation problem by actually getting workers into the job before the closed shop comes into play.

Employers tend to back the abolition of the closed shop.

Thus, Mr Rod Ironside, chairman of the Federated Chamber of Industries' labour affairs committee, says his committee is to discuss the issue at its next meeting, but adds "Personally, I would like it abolished".

He cites the freedom of association argument and adds that the closed shop is "seen as a form of job reservation".

Registered unions

And, says Mr Ironside "It means unions don't have to sell their services to workers. Closed shop unions have a very comfortable life and don't have to work at winning worker support."

The practice's chief supporters are registered unions. Their key argument is spelt out in Garment Worker, journal of the Garment Workers Union, whose president, Dr Anna Scheepers, is also president of Tucsas.

It asks "why a freeloader should enjoy benefits won by other workers?"

Its argument is that, where most workers join a union, that union will negotiate work conditions for all workers.

The minority will benefit from those negotiations, whether they join or not. They should therefore join the union and pay dues to it, so that they do not enjoy the fruits of union members' efforts without contributing.

Mr Ike van der Watt, general secretary of the SA Boilermakers' Society, rejects closed shops tying workers to a particular union.

But he supports agreements compelling workers to belong to a union on an industrial council — though not to a particular one.

"I feel workers must join a union so they are protected and union members are not undercut. But it should be up to them which union they join," he says.

Mr van der Watt concedes that this may be seen as a means of forcing unions to join industrial councils — they would have to belong to one of the closed shop unions. But, he says, "the answer lies in changing the registration procedures so that they can join the councils".

Excluded from negotiations

He says he might be prepared to concede to employers the right of workers not to belong to a union — if those workers were excluded from negotiations.

He says employers often want to establish works councils for non-members.

"This means they are forcing them to bargain through a council which they might not support. This doesn't sound like freedom of association to me."

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, concedes that unions with a specific closed shop can enforce job bars by blocking black applications to join their union.

But where workers can join any union and there are black unions on a council, "they can always get the job by joining the black union," he says.

A key argument for the closed shop, says Mr Nicholson, is that it "is a source of industrial peace" and "a bulwark against union militancy".

"Unions who have no closed shop have to blow up every issue to demonstrate their muscle. We don't have to do that."

Aid stability

This, he says, is why employers agree to closed shops — despite their stated objections. Garment Worker also says closed shops aid "stability".

But he insists that this doesn't mean unionists can rest on their laurels. Members of closed shop unions can join other unions as "dual members". And closed shop unionists can be voted out of office.

Black unionists insist that "a system which doesn't keep a union on its toes is a bad one — being tested on every issue is what unionism is all about".

Few black unions have taken a considered policy stance on the closed shop principle and they are not necessarily against it.

Posatu's spokesman says its unions may, at some stage, consider demanding closed shops. But, he adds, "they must at least be freely negotiated by a majority union at plant level".

Thus, even if a union represents a majority of workers industry-wide, it should not be able to force membership on a plant where most workers have not joined it.

And black unions insist that, despite the stated opposition of employers to the closed shop, many are happy to sign such agreements because "it suits them very nicely by locking in a tame, compliant, union".

Key issue

The closed shop is set to become a key labour issue — and a source of unrest — as black workers reject unions which have been "forced" on them.

The issue is also a source of dissatisfaction for employers who want to work out an accommodation with black unions free of industrial council influence — it is the councils which apply the closed shops.

Where closed shops are aimed at keeping representative unions out, they are likely to have as little success as other measures aimed at the same thing.

And councils may find it increasingly difficult to maintain closed shops in the face of growing black worker disenchantment.

Unions pushed into politics

DD
1/10/81
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Theron

EAST LONDON — Anti-trade union actions by the Ciskei authorities had drawn the unions into a political issue, speakers told a crowd of about 1 500 in the city hall last night

Mr Jan Theron, the general secretary of the African Food and Canning Workers Union, said it was the first time the independent unions had decided to speak out on a political matter

"It has become clear as daylight that, by the actions and words of the Ciskei authorities against unions, Chief Minister Sebe is seeking a fight with the unions"

Mr Theron said the forthcoming independence of the Ciskei was one extreme of the policy of

apartheid whose aim was to set people against each other. This policy had created a group of people in the Ciskei who would be used after December 4 as a tool for smashing worker organisations

"With no unions or tame unions in East London, the bosses will once again be free to pay as they like and do as they like with no organised workers to hinder them"

Mr Thozamile Gqweta, the national president of the South African Allied Workers Union (Saawu), said workers joined trade unions to fight for better working conditions, wages and social conditions. He asked how the workers could improve their lot if an independent Ciskei

acted against unions

"Workers want to be left in South Africa where they can join trade unions and fight for their rights on the shop floor"

Mr Gqweta said the workers of East London had helped create the wealth of South Africa, but now they were forced to become citizens of a country with virtually no economy

"There are few industries, poorly developed agriculture, and not a single mine in the Ciskei. Must we willingly subject ourselves to starvation?"

"Do you think a few bicycle factories in Dimbaza will employ the thousands of unemployed people who have been dumped in the



Mr Thozamile Gqweta, national president of the South African Allied Workers' Union, and Mr Jan Theron, general secretary of the African Food and Canning Workers' Union, address a union meeting in the City Hall last night

Ciskei?"

Mr Gqweta said the Ciskei was different from Transkei in that it was not purely rural. He said the people of Mdantsane were urbanised and sophisticated and it was ridiculous to incorporate the second largest township in South

Africa into an underdeveloped homeland

"We know that even if we reject this independence it will be imposed on us. But we must nevertheless make our opposition known to the public so that we don't suffer in silence or grumble in private" —
DDR

Food company workers on strike over sacking

Star 1/10/81

By Drew Forrest

Labour unrest has spread to Kempton Park where the entire 550-strong African workforce of H Lewis and Company, a milling and edible oil manufacturing company in the Tongaat group has gone on strike

A spokesman for the unregistered African Food and Canning Workers Union, which claims 70 percent membership at the plant, said the strike was triggered on Tuesday by the dismissal of a union committee member, allegedly for forging a clock-card

Workers decided yesterday not to return to work until management met their demand for his reinstatement, or the dismissal

of another worker accused of the same offence but not dismissed he said

The chief executive of Tongaat Foods Mr A G Crosby, denied union charges that factory management had refused to deal with an unregistered union and that workers had been told to report for work by 8 am today, or face dismissal

"No decision has yet been taken," he said

"We met the workers' committee today and the members agreed that correct dismissal procedures had been followed, he said "It's the union which can't accept this"

Meanwhile, at Dorbyl Railway Products in Boksburg, about 400 workers went on strike yesterday

for the third time in a week in support of a demand for a 60c increase in their hourly wage

In a meeting on Tuesday with shop stewards and officials of the Metal and Allied Workers Union, management had made it clear that it could not accede to the demand said Dorbyl's group industrial relations adviser, Mr Mike Beaumont

In another dispute about 170 black employees at four Game discount stores in Durban have refused to accept their dismissal after a strike yesterday

The workers are demanding the recognition of the Commercial, Catering and Allied Workers Union and a wage of R220 a month

CLC	STD3-5	1	2	I	1
	STD6-7	12	4	I	12
	STD8-9	4	14	I	4
	STD10	6	1	I	6
	NONE	14	0	I	14
	SUBA-2	1	4	I	1
	STD3-5	9	5	I	9
	STD6-7	4	9	I	4
	STD8-9	3	2	I	3
	STD10	15	15	I	15
BCT	NONE	1	2	I	1
	SUBA-2	12	6	I	12
	STD3-5	5	9	I	5
	STD6-7	6	1	I	6
	STD8-9	14	12	I	14
	STD10	1	4	I	1
SKLDMAN	NONE	0	4	I	0
	SUBA-2	4	14	I	4
	STD3-5	3	1	I	3
	STD6-7	16	0	I	16
	STD8-9	2	1	I	2
	STD10	0	2	I	0
LONONMAN	NONE	2	16	I	2
	SUBA-2	4	1	I	4
	STD3-5	13	12	I	13
	STD6-7	1	13	I	1
	STD8-9	12	6	I	12
	STD10	3	13	I	3
SEMI	NONE	4	2	I	4
	SUBA-2	12	0	I	12
	STD3-5	2	4	I	2
	STD6-7	13	4	I	13
	STD8-9	3	14	I	3
	STD10	5	1	I	5
UNSKL	NONE	5	5	I	5
	SUBA-2	2	4	I	2
	STD3-5	9	4	I	9
	STD6-7	3	13	I	3
	STD8-9	5	1	I	5
	STD10	5	8	I	5
---	NONE	1	5	I	1
EXC	SUBA-2	10	6	I	10
	STD3-5	5	5	I	5
	STD6-7	4	2	I	4
	STD8-9	5	0	I	5
	STD10	2	5	I	2
PRO	NONE	9	5	I	9
	SUBA-2	3	13	I	3
	STD3-5	4	0	I	4
	STD6-7	13	0	I	13
	STD8-9	2	3	I	2
	STD10	0	4	I	0

UUCT

Fears of more strikes hitting in Natal

Labour Reporter

ABOUT 1 700 workers at a Kwa-Zulu paper mill went on strike yesterday in reaction to the Government's proposed pension legislation

Labour unrest in Natal has spread to rural areas amid fears that the province is to be hit by a wave of strikes

At Sappi's paper mill at Mandeni, KwaZulu, workers struck early yesterday and have been told they will be fired if they miss two consecutive shifts

Sappi's managing director, Mr C van As, said yesterday it was "likely" all 1 700 black workers at the mill had struck

Mr Van As said workers had demanded to withdraw from the company pension scheme as they wished to avoid the effects of planned legislation to preserve employee pension fund contributions

No guarantees

Management had held talks with shop stewards of Fosatu's Paper Wood and Allied Workers Union and had assured workers that until the Bill became law they could withdraw paid pension contributions

"The law allows for this But we obviously can't give any guarantees about money paid in after that because we don't know what the law will stipulate," Mr Van As said

He added that workers who missed two shifts would "dismiss themselves"

Our Durban correspondent reports that more than 300 workers at the Vryheid municipality struck yesterday in support of wage demands, but the strike was settled after a few hours

In Durban, a strike at a chain-store Game Discount World spread to a second branch and now involves about 170 workers, according to Mr Vivian Mtwa, Durban organiser of the Commercial, Catering and Allied Workers' Union (CCAWUSA)

The strikers were defying an ultimatum to return to work or be fired Mr Mtwa said the Beare group, which owns Game, had said it refused to deal with unregistered unions Workers were demanding recognition of the CCAWUSA and wage increases

"They want a minimum of R220 a month and R60 a month increases for all workers Management claims no worker earns less than R160, but workers dispute this," he said

A company spokesman referred queries to Game's managing director, who was not available

Five strikes have been reported in Natal this week and, although a strike by stevedores at the Durban harbour has ended, management and union sources have warned it could flare anew

New labour unrest flares on East Rand

By STEVEN FRIEDMAN

LABOUR unrest continued on the East Rand yesterday, with two new strikes reported in the Kempton Park area and the stoppage at Dorbyl Railway Products flaring again after workers had returned to work on Monday.

East Rand industries have experienced more than 20 strikes so far this year.

Yesterday, at ~~milling firm~~ H Lewis and Company, a Tongaat group subsidiary in Kempton Park, about 560 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague, according to an AFCWU spokesman.

The spokesman said workers believed union members had been victimised by the company and had downed tools after a member of the union committee at the plant had been fired.

Management had refused to negotiate with an unregistered union, but yesterday afternoon, a Tongaat group executive agreed to hold talks with the union and worker representatives if the workers returned, the spokesman said.

'Threats'

"Workers have refused and want their demands met before they return. The company has now threatened to fire them, send migrant workers back to the homelands and call in police," the spokesman said.

Company spokesmen could not be reached for comment.

At SA Breweries' Isando plant, a management source confirmed drivers had struck briefly on Tuesday, but added "The problem has been sorted out."

At Dorbyl Railway Products' plant in Boksburg East, the 400 workers downed tools yesterday in support of demands for a 60c-an-hour increase.

They had struck in support of this demand on Friday and part of Monday, but returned after management agreed to negotiate with shop stewards and officials of the Metal and Allied Workers' Union.

Then negotiations broke down and workers downed tools again yesterday.

Dorbyl's group industrial relations manager, Mr M S Beaumont, would not comment on yesterday's stoppage, although he confirmed it had occurred.

But Mr Beaumont added Dorbyl had not been prepared to accede to demands for an increase. He said the company had already granted workers 15%-22% increases in July in terms of the metal industrial council agreement.

Training

"We pay above the statutory minimum. In addition, the company provides extensive on site training facilities, and this year more than 80 workers have won promotion and increased earnings from this scheme. We have therefore not acceded to the request for an increase," he said.

A MAWU spokesman said last night that management was to address striking workers today and the union would ask that its officials be allowed to address workers, who are remaining on company property.

RDM 1 10 81 (139)

Charge or release call over Mwasa detainees

THE Media Workers Association of South Africa yesterday demanded that the Government either charge or release from detention two of its executive members

In a statement released in Johannesburg, Mwasa said it was now more than 100 days since Mr Zwelakhe Sisulu, its president, and Mr Thami Mazwai, general secretary, had been held under the country's security laws

Mr Sisulu, news editor of the now silenced Sunday Post newspaper, and Mr Mazwai, news editor of the Sowetan newspaper, were detained during police swoops which netted close to 30 people in Soweto during June

The statement said the two executives were "respected

throughout the free world" and it was significant they had at one stage been named "Prisoners of the Month" by the International Federation of Journalists

"The two men left their families abruptly and to our knowledge have been held incommunicado ever since. At the time of Mr Mazwai's detention, his wife had a baby of only a few weeks old

"Our anger has been further fuelled by the Government's attitude of refusing them the right to study for and write their university examinations

"It is incomprehensible to us why they should be treated as criminals without being tried in a public court or being convicted of any offence," the statement said — Sapa

Union case postponed

By NKOPANE (139)
MAKOBANE

THE case of theft charges against two executive members of the Black Municipal Worker's Union (BMWU) was postponed for the third time yesterday in the Johannesburg Regional Court.

Appearing briefly before Mr J J Booyens were Mr Phillip Dlamini (30) secretary of Zola North and Mr Joseph Mlangeni (67), treasurer, of Mofolo Village

The charges against the two men were brought on by two of their colleagues, Mr Joseph Mavi president and Mr Gatsby Mazwi, also an executive member

The action to lay charges arises from the alleged disappearance of the Union's savings accounts book, a subscriptions receipt book and a number of confidential documents some time this year.

The two will appear again in court on October 15

11/10/81
SOWETO

Police called in after 141 sacked

Argus Correspondent

DURBAN — Police were on standby at the Game discount store in central Durban today as a precaution against any possible outbreak of unrest following the dismissal yesterday of 141 striking workers

A spokesman for the store said there were no incidents and the police were recalled after the workers, who are understood to have tried to enter the store in protest over their dismissal, dispersed later.

PAY DEMANDS

The labour unrest, sparked by demands for higher pay, entered the third day today amid charges by the Commercial, Catering and Allied Workers' Union representing the workers that last night's dismissal of the striking workers amounted to a lockout

A spokesman for the firm, Mr John McDonald,

told The Argus correspondent that the management had been forced into the decision of firing the workers because of their refusal to return to work

"They were considered to have dismissed themselves by their conduct. The management had no option but to take the step of firing them," Mr McDonald said

Among those fired were 83 from the West Street store, seven from the fresh market outlet, six from their furniture department and 45 from their Brickhill operation.

Of these about 70 assembled outside the West Street store today while a further 40 gathered outside the premises of the Brickhill Road store. It is understood that the workers were asked to ignore the letters of

dismissal and also to reject the offers of re-employment," the spokesman said.

The workers were then believed to have dispersed and were seen to be heading for the Port Natal Administration Labour Bureau in Ordnance Road.

The general secretary of the Union, Miss Emma Mashinini, said that in spite of their several attempts to negotiate with management these had been unsuccessful because they were alleged to have refused to recognise an unregistered union

Recognise Union Workers ask

NM 1/10/81

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Mercury Reporter
MORE than 140 workers were dismissed from Game Discount World stores yesterday as the management took a hard-line stance following work stoppages and disruptions which began on Monday.

According to a statement released by Game management, the employees were dismissed for refusing to work.

The statement added that Game's stores had 'continued trading normally'.

Stores involved in the work stoppages were in West Steet, Brickhill Road, Fresh Market Game and Furniture Game.

Workers at Home Improvement Game and the company's Point Road warehouse stopped work briefly, but returned after meeting the management.

According to the management, about 20 percent of those originally involved in stoppages had returned to work by yesterday.

A meeting was held on Tuesday evening between four worker representatives and management to discuss grievances concerning wage increases and recognition of the Commercial Caterers and Allied Workers Union.

Refused

Management refused to accede to demands for a minimum starting salary of R220 and an increase of R60. They also refused to recognise the union, claiming they were not 'registered or formally recognised by Game'.

The president of Game Discount World Mr John Dobbin yesterday described as 'absolute nonsense' a claim made by Mr

Game fires 140 after stoppages

mercial Caterers and Allied Workers Union that the average wage of Game's black workers was R145.

Mr Dobbin said the minimum starting wage for black men was R160 per month and for women R125. At the city centre store only a total of three members of staff were still on the minimum starting wage, he said.

On 7/10/81
Strike on
at Hulets

DURBAN — Workers at Hulets, Amatukulu and Darnall plants stayed away from work for the second time in four weeks yesterday over protracted disputes involving pending legislation on pension funds

A spokesman for the group said workers stayed away at both plants yesterday, temporarily disrupting production

The protest was peaceful and without incident, and the police were not called

At Amatukulu, 500 workers downed tools and 300 were involved in a similar work stoppage at the Darnall plant

"Discussions are continuing between worker representatives and management, Mr Ron Phillips, the group's public relations manager, said

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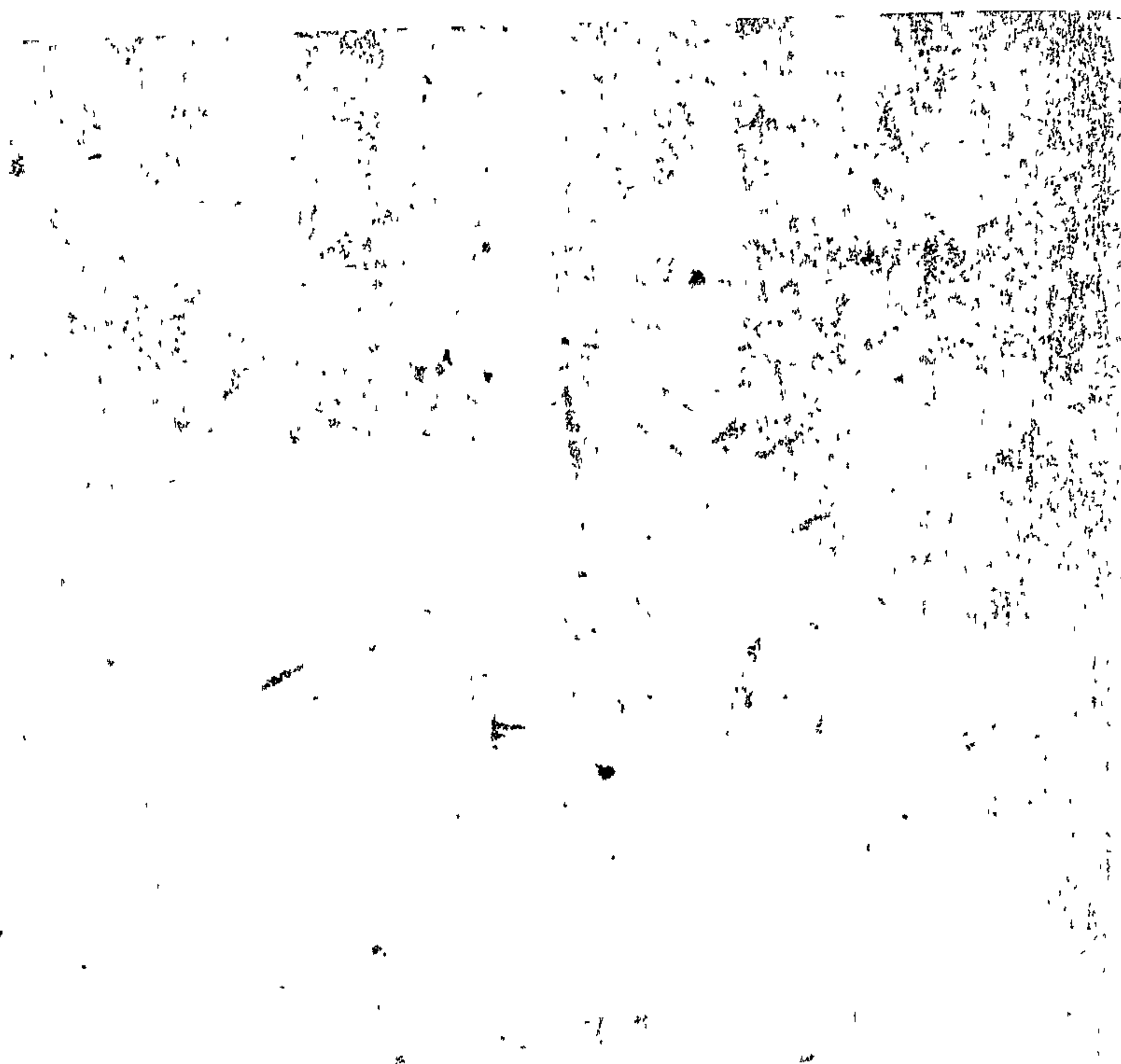
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327
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Two important labour court cases are to resume one today and another next Wednesday. The long-delayed case at the Maritzburg Supreme Court today involves 180 former employees of the Union Co-operative Sugar Mill at Dalton, Natal. The workers challenged management's right summarily to evict them from their hostel compound after they had been dismissed earlier this year.

Important cases to be heard in court

and under Ciskei's Proclamation R252. The detentions sparked widespread protest against the Ciskei authorities both locally and overseas.

The Ciskei Government's case against 183 workers detained at the beginning of September resumes next Wednesday at the Mdantsane Magistrate's Court. The workers are charged alternatively with incitement to violence, violations of the Riotous Assemblies Act



5 000 still away from work

star 2/10/81

Labour Staff

Nearly 10 000 workers have been involved in a wave of strikes this week. More than half of these were still away from work today, either on strike or because factories have been closed.

The centres for the unrest are Natal—where workers at three sugar mills in the Huletts group went on strike yesterday over pension-related demands — East London and the East Rand.

The majority of strikes relate to proposed pension legislation affecting contribution payments, retirement and transfer of funds.

Workers have demanded immediate pay-outs, mistrusting the Government proposals.

Other strikes have involved issues of union recognition, worker dismissals and wage demands.

Springs

About 1 400 workers at the Telephone Manufacturers of South Africa (Temsá) plant in Springs lost their jobs today as the result of work stoppages over the dismissal of three of their colleagues.

The three were dismissed on Wednesday for playing cards while on duty and yesterday about 500 workers stopped work and called for their reinstatement.

They refused to meet management's return-to-work deadline and were told they had dismissed themselves. Early today more workers joined the

5 000 are still away from work

Star 2/10/81

~~from page 4~~

touched off the strike and other union allegations of white worker mistreatment of black staff at the plant.

A spokesman for Huletts expressed surprise. "We accept that workers have very real fears about possible pensions legislation," he said, "but they have pre-empted a meeting this afternoon of the industry's industrial council on the pensions issue."

"This involves the Sugar Manufacturing and Refining Employees Union which represents them."

On the East Rand most of the 400 workers who struck on Tuesday at Dorbeyl Railway Products in Boksburg are back at work.

At another East Rand firm H. Lewis and Com-

pany in Kempton Park, about 550 food workers who struck on Tuesday in protest against the dismissal of a union committee member have been fired.

stoppage and were also told to leave the plants.

Temsá's managing director, Mr Fred Williams, said the plant would probably be closed on Monday and re-engage staff on Tuesday. He added that about 2 000 workers were still at their jobs.

The Huletts walkouts at the Darnall, Amatikulu and Mount Edgecombe mills on the Natal North Coast follow hard on the heels of the pensions-related strike by 1 650 workers at Sappi's Mandini plant which was settled yesterday.

Sent home

Other outbreaks of labour unrest in Natal this week include strikes by 950 Sasseco workers at the Durban docks and 170 employees at four branches of Game Discount World in Durban.

In East London the production of Mercedes Benz vehicles at Car Distributors Assembly (CDA) came to a standstill yesterday as the plant's 1 600 black workers struck and the rest of the 3 300-strong workforce was sent home.

The dispute began on Wednesday when 288 workers in the CDA truck assembly department downed tools in protest against the dismissal of a workmate.

A four-hour meeting between management and representatives of Fosatu's National Union of Motor Assembly and Rubber Workers failed to settle the strike and the plant will be closed today.

A joint management-union committee has been appointed to investigate the incident, which



Some of the 560 H Lewis and Company workers who were fired yesterday.

Pic by JUDAS NGWENYA

Lewis workers fired

By SELLO ROBATHATA

MORE THAN 560 workers were yesterday fired at H Lewis and Company in Kempton Park after they had ignored management's ultimatum to return to work by 8am.

According to the factory manager, Mr M M Steyn, the workers went on strike after a time clerk was fired for allegedly forging his clock-card. He said the clerk misused a position of trust and was also supposed to go on leave on Monday.

When Mr Steyn was asked why the workers had been fired he said "They were told to come back to

work but they refused, what can you do with workers who do not want to work? We are now going to close the department as it was not bringing any money in after all. We will only remain with the other departments."

A spokesman for the African Food and Canning Workers' Union (AFCWU) said that trouble at the factory started about a month ago when the union was organising members at the factory. Some were being fired and matters came to a head when the workers felt that others were being victimised for joining the union.

When the time-clerk was

fired, workers decided to down tools on Tuesday, and the night shift also joined in the strike. The workers then called on their union to come and solve the dispute with management, but management said it would have talks only if the workers returned to work.

On Wednesday the union officials met with management and they were again told that talks would only be held if the workers returned. Management threatened to fire the workers if they had not returned to work by 8am yesterday. Workers ignored this.

He said management also said that all the migrant workers at the factory would be sent back to the homelands. Management is also alleged to have said that it would no longer go ahead with the building of a R600 000 hostel for the workers.

When SOWETAN went to the factory yesterday, a group of men were talking to a white man about a kilometre from the factory gates. When our car stopped nearby they came rushing and told us they were...

when Mr Steyn was asked about this he said that they were contract workers.

The AFCWU spokesman said that the workers have decided not to return to work until management has solved the problem with the union. Management has said that it was just waiting for the workers to fetch their money.

The workers yesterday held a meeting at the Lutheran Church in Moriting section, Tembisa, where they pledged solidarity with the dismissed worker and to continue with the strike.

'Be fr ye pr

MINISTERS should be free before they preach freedom to their congregations, a visiting American priest, Pastor Fred Price, said in Johannesburg this week.

He was addressing more than 1000 black and white

The men were later brought into the factory in a van by the white man and

'Govt against black media'

By WILLIE BOKALA

BLACK journalists in South Africa were being singled out and detained precisely for exposing the Government's racist policies, the Media Workers' Association of South Africa (Mwasa) said yesterday.

Mwasa were commenting on the continued detention of their former president, Mr Zwelakhe Sisulu, who is also former news editor of the silenced SUNDAY POST, and Mr Thami Mazwai, Mwasa's general secretary and news editor of the SOWETAN, who

have been held by security police since June this year

Mr Mazwai today completes 106 days in detention without trial while Mr Sisulu has been in for 104 days today. They were both first

detained under Section 22 of the General Law Amendment Act and later changed to Section Six of the Terrorism Act.

Mwasa said in a statement released by its national council on Wednesday that more than 1000 of its members were demanding the immediate release of the journalists or that they be charged in a court of law publicly.

The organisation said both Mr Mazwai and Mr Sisulu

were dedicated and committed journalists who were timeless fighters for a democratic South Africa. They were respected throughout the free world and it was significant that they had at one stage been chosen prisoners of the month by the International Federation of Journalists.

"The young men left their families abruptly and to our knowledge have been held incommunicado ever since. At the time of Mr Mazwai's arrest, his wife had a baby of

only a few weeks old

free world are concerned about the continued harassment of their colleagues in this country. At least twelve journalists in the Transvaal alone have already been banned since the formation of the journalist's union. We feel, therefore, that it is not far-fetched to believe that they are singled out precisely for exposing the Government's racist policies," Mwasa said.

Motor

RDM 2 10 81

firm

hit by

all-out

strike

By STEVEN FRIEDMAN

LABOUR unrest escalated in various parts of the country yesterday as all 1 600 workers at an East London motor plant and more than 1 000 workers at three Hulett's sugar mills in Natal struck

On the East Rand, police stood by at the strike-hit milling company of H Lewis and management said all 560 striking workers had been fired

In Durban union sources said a strike at Game Discount World had not been resolved

However, all 1 700 strikers at Sappi's paper mill in Kwa-Zulu have returned to work, according to the company, and strikers at Dorbyl Railway Products in Boksburg East returned to work late yesterday after a four-day strike

Thirteen dismissed strikers at Cobra Brassworks in Krugersdorp were arrested yesterday and are expected to appear in court today, charged with "intimidating" workers in an attempt to prevent them from returning to work

Sent home

In East London, all 3 300 workers at the CDA plant, which manufactures Mercedes-Benz cars, struck or were sent home yesterday

A company spokesman said the strike by about 300 workers on Wednesday had spread and all 1 600 black workers had downed tools yesterday afternoon. The 1 700 white and coloured workers were sent home

The strike is a protest against the dismissal of a black worker who was involved in an altercation with a white foreman

In a statement yesterday, CDA's managing director, Mr Leo Borman said he hoped the dispute could be "defused" in discussions with the union, scheduled for late yesterday

In Natal, a Hulett's spokesman, Mr Ron Phillips, said about 1 100 black workers at three mills, Mt Edcombe, Amatikulu and Darnall had struck yesterday in protest against proposed Government pensions legislation

At H Lewis, a Tongaat group subsidiary, management said it had fired workers in terms of an ultimatum to return yesterday or be dismissed

"We are already engaging new staff," Mr A G Crosby, chief executive of Tongaat Foods, said yesterday. He said management had been prepared to negotiate with the African Food and Canning Workers

Union, but only after strikers returned to work. This had been turned down

An AFCWU spokesman said, however, that none of the strikers had yet been replaced. They still regarded themselves as company employees and refused to collect their pay, he said.

Demanding

Workers were still demanding that a fired worker, who they believed had been victimised, be reinstated. But the spokesmen said workers decided they would return before raising two other issues — wages and union recognition

At Dorbyl Railway Products, workers returned yesterday after management had refused to accede to their demands for a wage increase over and above that granted in terms of the metal industries' industrial council agreement

A spokesman for Fosatu's Metal and Allied Workers Union said MAWU attempts to gain access to workers yesterday had been unsuccessful. "We believe the strike has once again demonstrated that workers reject industrial councils and other bodies foisted on them by employers," the MAWU spokesman said.

At Sappi's Mandini mill in Kwa-Zulu, all workers returned yesterday, according to Sappi managing director Mr C van As. The strike was sparked by the proposed pensions legislation.

1100 workers involved in stoppages

Pension row closes mills

NM
21/10/81

~~156~~ ~~308~~ ~~152~~ (39)

Mercury Reporter

A SERIES of work stoppages involving more than 1100 mill workers rocked Hulett's Sugar Ltd yesterday when three of their mills — including their biggest at Amatikulu — were forced to close down

According to Mr Ron Phillips group public relations manager, the workers at the three mills demanded immediate payment of their pension fund contributions

Hulett's management have taken a firm stand not to pay because of an industrial

council meeting which took place yesterday afternoon to discuss the pension fund question and because of the proposed 'trust account' scheme that management offered to workers when a series of stoppages affected the same mills last month

Mr Phillips said the 7 a.m. shifts did not start work yesterday at both the Amatikulu and Darnall mills. During the morning, workers at the Mount Edgecombe mill downed tools

At the Felixton mill, shop stewards called for a meeting

with management to discuss pensions, but production did not stop. Mr Phillips said

The Government's draft Preservation of Pension Interests Bill caused a series of stoppages at Hulett's mills last month

It has led to a threat of legal action against Hulett's by the National Union of Sugar Manufacturers and Refining Employees

During last month's stoppages, Hulett's offered to keep pension money in a trust account until such time as it was possible to ensure that the final Gov-

ernment legislation could not have the effect of preventing employees from withdrawing their contributions on leaving the company

The National Union of Sugar Manufacturers and Refining Employees rejected the scheme and insisted that workers wanted to withdraw their pension contributions

They threatened to take the matter to the Industrial Court

Union officials could not be contacted for comment yesterday

MERCEDES WORKERS GET INTO GEAR AGAIN

139
138
137
300
177
142
152
1600
Argus 3/10/81

Weekend Argus Correspondent

JOHANNESBURG — Striking workers at the Mercedes car plant in East London will return to work on Monday after negotiations between the management and the union.

The CDA Mercedes plant was one of at least six strike-hit firms across the country yesterday. More than 5 000 workers were on strike.

A spokesman for the National Union of Motor Assembly and Rubber Workers, which represents many workers at CDA, said the union agreed to call on workers to return to work.

Talks would be concluded on Monday morning, said union leader Mr Cornelius Fazzi.

About 2 600 workers were on strike at the plant, resulting in its closure. The management has warned that those who not return to work face dismissal.

Production remained at a standstill at six strike-hit factories yesterday as at least 5 000 workers in various centres continued their industrial action.

Pensions

At the Hulett's Amatukulu, Darnall and Mount Edgecombe sugar mills about 1,100 workers are still on strike in a demand for the immediate return of their pension contributions.

The industrial council for the sugar industry has decided to appoint a sub-committee to discuss the dispute on Monday.

The management of Telephone Manufacturers of South Africa (Temsa) in Springs reversed an earlier ruling that the 1 400 workers on strike at the plant had 'dismissed themselves' by ignoring return-to-work deadlines.

The dispute was touched off by the dismissal of three men on Wednesday, allegedly for playing cards on duty.

A Temsa spokesman said the plant would be open on Monday and that talks would be held with the Electrical and Allied Workers' Union and the Temsa-affiliated Radio, Television, Electronic and Allied Workers' Union.

WEEKEND ARGUS CORRESPONDENT

And at the H Lewis Food Company in Kemp-ton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers' Union is still seeking talks with the management.

An AFCWU spokesman appealed to the management to follow the example of other milling companies by negotiating conditions for a return to work.

The company has said it will negotiate with the union if there is a return, but has reportedly warned that 150 workers may be permanently laid off.

Thirteen workers dismissed after the recent strike at Cobra Brassware in Lupaardsvlei appeared in Krugersdorp Magistrate's Court yesterday charged with incitement to strike.

CT
3/10/87

Plant closes as strikes in SA escalate

Own Correspondent

JOHANNESBURG — Strikes in the country continued to escalate yesterday as Telephone Manufacturers of SA, the biggest Springs employer outside the mines, closed its 3 400-worker plant after a strike in protest at dismissals

Meanwhile, the strike at Mercedes Benz manufacturers CDA in East London continued, with management disclosing that 2 600 were on strike

It was announced late yesterday that Fosatu's National Union of Motor Assembly and Rubber Workers was to recommend a return to work after talks with CDA. The 1 100 workers at three Hulett's sugar mills continued their strike over the Government's proposed pension legislation

And most of the strikers fired by Durban chainstore Game Discount World were refusing to apply for re-employment, although a management spokesman told Sapa 23 of 141 sacked workers had done so

'Playing cards'

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours

A TMSA spokesman confirmed that "most" black workers had refused to work, but said management believed that only the 200 had downed tools voluntarily

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process

"Workers asked us to negotiate on their behalf, but management has refused to speak to us until Monday. We will try to talk to them then," he said

TMSA's spokesman denied any knowledge of assaults by company officials on strikers

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300-worker plant remained closed

Mr Leo Borman, CDA's managing director, said production would resume on Monday and any worker who did not report for work would have "dismissed himself" and would have to apply for re-employment

In future, workers engaged in "wildcat strikes" rather in official union-sanctioned disputes, would be fired, he said

Dismissal

Workers struck in protest at a dismissal and the NUMARW has since raised four other sackings with the company. The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been "correctly carried out", but that two workers had been incorrectly disciplined. As a result, one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Hulett's, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pensions legislation — continued yesterday

The general secretary of the National Union of Sugar Refining and Manufacturing Employees, Mr Selby Ntsibande, told Sapa the strikes appeared to have been sparked when pensions contributions were deducted from workers' September pay packets

The strikes are the second on the pensions issue to hit the three Hulett's Mills — at Amatikulu, Dainall and Mount Edgecombe, in a month

DD 3/10/81
Strikes
~~12/17/86~~
Spread
~~3/1/89~~
on
139
Rand

JOHANNESBURG — The strike wave this week continued to escalate yesterday as Telephone Manufacturers of SA, (TMSA) the biggest Springs employer outside the mines, closed its 3 400-worker plant after a strike in protest at dismissals

The 1 100 workers at three Hulett's sugar mills continued their strike over the government's proposed pension legislation

At TMSA, the dispute began when three workers were fired for allegedly playing cards during working hours

About 200 workers struck in protest on Thursday and were later fired. The strike then spread to most of the company's 1 700 black workers

A company statement said the decision to close the factory had been taken after the 200 fired workers had refused to leave company premises and workers had become "unruly"

At Hulett's, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed government pensions legislation — continued yesterday

The general secretary of the National Union of Sugar Refining and Manufacturing Employees, Mr Selby Ntsibande, said the strikes appeared to have been sparked when pensions contributions were deducted from workers' September pay packets

The strikes are the second on the pensions issue to hit the three Hulett's mills — at Amatukulu, Darnall and Mt Edgecombe, in a month

About 40 of the dismissed workers returned to work at two branches of a discount store in Brickhill Road, Durban.

The 140 workers were dismissed when Game management took a hardline following work stoppages on Monday — DDC

Country hit by wave of strikes

Star 3/10/81
 152
 192
 196
 139
 135
 188
 135

Union leaders have recommended that about 2 600 striking workers in East London should return to work on Monday, according to management spokesmen

The workers were among at least 5 000 who brought production to a halt at six strike-hit factories in various centres of the country yesterday

A statement released last night by the management of Car Distributors Assembly in East London said the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers had re-

commended a full return to work. Union spokesmen could not be reached for comment on the management statement.

Dismissal

Management announced yesterday that 2 600 workers had brought the plant — which employs 3 300 — to a standstill and that those not back at work on Monday would face dismissal

A joint committee representing management and the NUMRW sat all yesterday to hear appeals against disciplinary measures taken after five recent instances of

violence at the plant

At the start of the session, CDA Managing director Mr Leo Borman, announced that after examining the records in the five cases, he had decided to dismiss a white worker originally suspended for attacking a black colleague, and to commute another black worker's dismissal to suspension

And at the Huletts' Amatuku, Darnall and Mount Edgecombe sugar mills, about 1 100 workers are still on strike in a demand for the immediate return of their pension contributions

After a meeting in Durban yesterday, the industrial council for the sugar industry decided to appoint a sub-committee to discuss the dispute on Monday

Management at Telephone Manufacturers of SA (Temsa) in Springs yesterday reversed an earlier ruling that the 1 400 workers on strike at the plant had "dismissed themselves" by ignoring return-to-work deadlines

A Temsa spokesman said the plant would open on Monday, and that talks would be held with the Electrical and Allied Workers Union, and the Tucsaffiliated Radio, Television, Electronic and Allied Workers Union

APPEAL

At the H Lewis food company in Kempton Park, where 560 strikers were dismissed on Thursday, the unregistered African Food and Canning Workers Union is still seeking talks with management

Stressing that the workers still considered themselves in the employ of the company, an AFCWU spokesman appealed to management to follow a similar precedent

other milling companies by negotiating conditions for a return to work

Thirteen workers dismissed after the recent strike at Cobra Brassware in Luipaardsvlei appeared in the Krugersdorp Magistrate's Court yesterday charged with incitement to strike under the Industrial Conciliation Act

Strike shuts

Reef plant

From Page 1

200 workers have been fired "We will have to see what happens on Monday," its managing director, Mr Fred Williams, said

A spokesman for the Federation of SA Trade Unions, whose Worker Project claims a membership of 500 at the plant, disputed this account

He said worker representatives had established that the three workers had not been playing cards as alleged and that all departments joined the strike voluntarily

He alleged that workers attempted to return to the plant yesterday morning, but were prevented by company officials, and that three strikers were assaulted in the process

"Workers asked us to negotiate on our behalf, but management has refused to speak to us until Monday. We will try to talk to them then", he said

TUSA's spokesman denied any knowledge of assaults by company officials on strikers

At CDA in East London, the 2 600 black workers striking in protest at dismissals again refused to return and the 3 300-worker plant remained closed

Mr Leo Borman, CDA's managing director, said production would resume on Monday and any worker who did not report for work would have "dismissed himself", would have to apply for re-employment

In future, workers engaged in "wildcat strikes" rather in official union-sanctioned disputes, would be fired, he said

Workers struck in protest at a dismissal and the NUMARW has since raised four other sackings with the company. The union's decision to recommend a return to work came after management and NUMARW had convened a joint appeals committee to examine the cases of the dismissed workers

Mr Borman announced that he had found that all the dismissals had been "correctly carried out" but that two workers had been incorrectly disciplined. As a result, one worker has been reinstated

The appeals committee was still sitting late yesterday and management was hopeful that workers would heed the union call and return

At Hulets, hopes that an industrial council meeting would end the stoppages at the three mills were dashed as the strikes — over proposed Government pensions legislation — continued yesterday

Star 5/10/61 (152) (192) (190A) (189) (183) (186) (300) (139)

Strikers back—but not all at work

Labour Reporter
There were two wildcat strikes at Car Distributor Assemblies in East London when workers returned to their jobs after last week's strike.

A company spokesman said 280 workers in the truck assembly plant gathered in the canteen today instead of working. Another 50 workers in the car body shop were on a "glow slow".
The workers in the can-

teen were demanding the reinstatement of a man whose dismissal last week led to a strike of 2 600 black workers

Work in the rest of the plant was normal today.

The managing director, Mr Leo Borman, said today disciplinary hearings were suspended pending an official management meeting with the trade union involved, the National Union of Mo-

tor Assembly and Rubber Workers

No spokesman for the union could be contacted this morning.

The Mercedes plant strike began last week over staff dismissals. The management warned the strikers to return to work today and the NUMARW also appealed for a return to work

At the Telephone Manufacturers of South Africa

(Temsas) plant in Springs, only about 100 out of 1 400 strikers reported for work early this morning. The strike began late last week in protest against the dismissal of three workers.

They have been given until the end of today to return to work or they will have been seen to have dismissed themselves, a Temsas spokesman said

Production was still continuing as about 2 000 workers had not gone on strike

At Triomf's Chloorkop fertiliser plant in Kempton Park about 500 workers went on strike over wage demands on Friday

And at four Hulett's sugar mills in Natal — Amatikulu, Darnall, Mount Edgecombe and Felixton — about 2 000 workers continued their stayaway over pension demands

RPM 5-10-81

~~152~~

~~153~~

139

Triomf plant strike could hit farmers

By STEVEN FRIEDMAN

ALL 500 black workers at Triomf Fertiliser's Chloorkop plant outside Kempton Park have been on strike since Friday — a development which threatens financial losses to Eastern Transvaal farmers.

But a Sunday newspaper reported yesterday that management at the plant was largely maintaining deliveries to farmers by loading fertiliser on to trucks themselves

The report also said that Triomf's chairman, Mr Louis Luyt, had indicated that he was prepared to personally assist with the delivery of fertiliser to farmers

Wage rates

The strike comes at a time when fertiliser is greatly in demand among farmers, particularly in the Eastern Transvaal, after the recent rains and breaks in deliveries could cost them thousands of rand

A worker source told the Rand Daily Mail yesterday that the strikers were demanding pay increases because they believed that present wage rates were not sufficient in the light of rises in the cost of living

He said that the two issues which had immediately sparked the strike were worker dissatisfaction with the administration of a social club to which they have to contribute money, and dissatisfaction with their September wage pay-out

The workers do not know where the money for the social club goes and they are unhappy with the way the club is run. There is also dissatisfaction because workers who received their September pay only that

workers who had previously been paid a particular amount only got this to the nearest rand," he said

All of Triomf's black employees were contract workers who lived at a hostel in Tembisa. They would stay in their hostel rooms and refuse to work, he said

Persuade

Management representatives had visited the hostel to try to persuade workers to return but had failed. The workers had stayed away from work on Saturday, which was a normal work day, he said

"We now believe that management are going to send buses to the hostel to bring the strikers to work on Monday," he said

Management spokesmen were not available yesterday but the plant's managing director, Mr Lukas Fourie, told a Sunday newspaper that the strike had come at "a very inconvenient time for farmers, particularly in the Eastern Transvaal"

He is reported to have said that Triomf supplies fertiliser to about half the farmers in the Eastern Transvaal, the Free State and northern Natal and that the strike had reduced the company's capacity to supply those regions by about 30% — 2 000 tons a day

He said workers were demanding increases of about 35%, but that they had been given a 5% rise at the beginning of this month to compensate for rising living costs and had also received a 13% increase in January

Workers would not listen to a request from management that they negotiate through their liaison committee, he said

Wildcat strikes

Argus 5/10/91 ~~1400~~ ~~192~~ ~~152~~ ~~66~~ ~~189~~ ~~199~~

hit car plant ~~182~~

Argus Bureau
PORT ELIZABETH. —
Wildcat strikes by 330
workers disrupted the
troubled plant of Car Dis-
tributor Assemblies
(CDA) in East London
today

Most of the 2 600
workers at the large Mer-
cedes plant, who went on
strike last week over staff
dismissals, returned today
after they had been
warned to return to their
jobs as management was
reviewing the cases and
hearing appeals

The Fosatu affiliated
National Union of Motor
Assembly and Rubber
Workers (Numerwosa)
had also called on workers
to return to work today

But a spokesman for the
company said from Johan-
nesburg that 280 workers

of a section of the truck
assembly plant gathered in
the canteen today after
clocking in. Another 50
workers in the car body
shop were on a 'go slow'
strike.

The Argus correspon-
dent in Johannesburg re-
ports that at the Tele-
phone Manufacturers of
South Africa (Temsa)
plant in Springs only
about 100 out of 1 400
striking workers had re-
ported for work early this
morning

Workers stopped work
at the plant late last week
in protest against the dis-
missal of three of their
colleagues

At Triomf's Chloankop
fertiliser plant in Kempton
about 500 workers went on
strike over wage demands
on Friday

PDS/10/81 (242) (139) (195) 7
Mwasa Symposium

KING WILLIAM'S TOWN
-- Dr Les Switzer, profes-
sor of journalism at
Rhodes University, read a
paper on the alternative
media at a symposium
held at Zwelitsha at the
weekend

The symposium, orga-
nised under the auspices
of the Media Workers'
Association of South Afri-
ca (Mwasa) was attended
by journalists, students in
journalism at Rhodes Uni-
versity and also students
at Fort Hare University

and people interested in
the news media

The second paper on the
feasibility and actual
establishment of an
alternative news medium
in the Eastern Cape, was
delivered by Mr Leslie
Xinwa, senior reporter on
the Daily Dispatch

Each paper was fol-
lowed by a question-and-
answer session. Delegates
formed themselves into
groups to discuss the pap-
ers -- DHR

Nearly 7 000 stop work as strikes increase

CT 6/10/91

Own Correspondent

JOHANNESBURG — Nearly 7 000 workers were on strike yesterday as the wave of stoppages which hit industry last week continued and, in some cases, escalated.

A strike at three Hulett's mills in Natal spread to a fourth mill and, about 2 000 workers are now on strike, according to the company.

At Springs' biggest non-mining employer Telephone Manufacturers of SA only 140 of the 1 600 strikers returned yesterday and the rest have been fired.

An Olifantsfontein firm, Johnson Tiles, which employs more than 800 workers, was hit by its second strike in a fortnight yesterday, according to union sources, and Triomf Fertilizers fired its entire black workforce of 500 after they ignored a management appeal to return to work.

Workers for CDA in East London, the manufacturers of Mercedes Benz, returned in response to a union call but new unrest flared later in the day and between 1 500 and 1 800 workers joined a new strike.

At Hulett's, the strike at three mills spread to the Felixston mill and only one is now unaffected. The strikes have been sparked by proposed legislation to 'freeze' employee pension fund contributions until retirement.

Talks hope

A company spokesman said hopes for a settlement were pinned on talks at the industry's industrial council between managements and the National Union of Sugar Manufacturing and Refining Employees.

At TMSA, which closed its plant on Friday after a strike by about 1 600 black workers over the sacking of three workers, a management statement said about 1 500 workers had been fired

after they failed to return. Workers who returned this morning would be considered for re-employment.

A spokesman for Fosatu's Metal and Allied Workers' Union said the company had refused a union request to negotiate on the dispute and that workers were refusing to return until the three were reinstated.

"They still regard themselves as company employees and they want Mawu to negotiate on their behalf," he added.

Management confirmed it refused to negotiate with Mawu. "As these people had already been dismissed for not working they were no longer employees and had no interest in the matter," the spokesman said.

'Anti-union'

At Johnson Tiles the general secretary of the Building, Construction and Allied Workers' Union, Mr Frank Mohlala, said workers had downed tools because they were angered by consistent dismissals of unions' representatives.

Some management men had "adopted a consistently anti-union attitude, threatening union members and sacking worker representatives."

At Triomf's Chloorkop plant, where workers have been on strike since Friday, a company statement said worker representatives were told yesterday morning that management would discuss their grievances if workers returned by 1 o'clock.

The company had made transport available for the 500 workers but they did not react and were discharged.

Dispatches to farmers had been resumed with the assistance of more than 100 white schoolboys and co-operatives and farmers had also offered help.

Unregistered unions blamed for strikes

CT. 6/10/81

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~~137~~

Political Staff

HOUSE OF ASSEMBLY —
Unregistered trade unions have been blamed by the Department of Manpower for the sharp increase in illegal strikes last year

In its annual report for 1980, tabled in Parliament yesterday, the department said "Unregistered trade unions were in practically all instances involved in these illegal strikes

"There was unfortunately a sharp increase in the number as well as the extent, intensity and duration of illegal strikes and work stoppages during the year, which were concentrated markedly in the larger industrial centres and which were responsible for an undesirable loss of man-hours and production

"There was also a substantial increase in the number of black workers involved in these strikes," the department said

There were indications that

"the trade union movement was in certain instances being used to promote political objectives"

"The rising cost of living and the resultant effect on material living conditions, as well as dissatisfaction with existing levels of remuneration, were, however, contributory causes of illegal strikes

"In certain instances an atmosphere of discontent was created where workers refused to continue their work but did not make specific demands, or where work was stopped as a first step and the employer was then confronted with grievances and demands"

The report said there were instances of objectives that were not always of a purely economic nature, of poor or defective channels of communication between employers and employees and especially, of the generation in certain instances of unrealistic

expectations, coupled with excessive and even irresponsible wage demands that were above the employers' ability.

"This trend should nevertheless, gradually become normalized, especially where the full statutory machinery is used in an orderly fashion to settle disputes and where only a legal strike, as a last resort after all other attempts to find a solution by way of negotiation have failed and where there is no other way out, is the final step in the process of negotiation between employers and employees," the department said

It said there were 134 strikes involving 42 981 black workers in 1980 compared to 51 strikes involving 10 515 black workers in the previous year

There were also 70 work stoppages involving 13 305 black workers compared to 15 disputes involving 1 979 black people in the previous year

Unregistered unions blamed for increase in strikes

KPM 6 10 87

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Political

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Political Staff

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BOYCOTT CALL FM 6/11/81

1 000 traders in the PVW area agree not to stock Wilson Rowntree products until management negotiates with workers dismissed after a strike over pensions

~~13~~ ~~152~~ ~~139~~

BOOM OVER

... economists say

Jan 6/10/81
**Car plant halted
by new strike**

192 139 400 189 186
193 193

Labour Reporter

The big CDA car plant in East London was hit today by yet another wildcat strike which saw close to 3 000 workers downing tools

Production was at a standstill Today's strike was one of a number which started over disputes with management over worker dismissals

The 414 hourly-paid workers at the commercial vehicles plant were told they had been dismissed, and 971 other hourly-paid workers were warned to return to duty tomorrow or face dismissal.

Another 1 100 workers at the passenger plant were told to return by Thursday or face dismissal

The strike scene also spread to Port Elizabeth today where about 200 workers at the SA Bottling Company plant went out on strike over the issue of dismissals.

Management would not comment on the unrest which reportedly involved the Macwusa-linked General Workers Union of South Africa

At Boksburg Foundry about 200 workers were still on strike today and have been warned by management to return by the end of the day or be paid off.

At the four Hulett's sugar mills in Natal about 2 000 workers were still on strike over pension grievances.

The Telephone Manufacturers of South Africa (Temsa) plant in Springs was taking on a new workforce following yesterday's dismissal of about 1 000 workers for joining in last week's sympathy strike. Only 140 workers were retained from the original workforce

The strike at Johnson Tiles at Olifantsfontein also continued today over the issue of worker dismissals. At Triomf's Chloerkop fertilizer plant at Kempton Park about 500 contract workers were dismissed yesterday after refusing to meet management's return-to-work deadline

The Triomf dispute centred around wage demands

Workers get
the sack

139

ONE hundred and forty workers at the Telephone Manufacturers of South Africa (Pty) Limited yesterday returned to work and 1600 were said to have dismissed themselves.

A TMSA spokesman said 140 workers were considered for their jobs as they had voluntarily returned and that of the 1600 strong work-force only those who returned today would be considered for re-employment.

Management is said to have reached an agreement with the white-run Electrical and Allied Workers Union and the Radio and Television Workers Union which most of the workers have denounced in favour of the Metal and Allied Workers' Union (Mawu).

The strike at TMSA started on Thursday last week after three workers were fired for allegedly playing cards during working hours. Workers claimed that the three had already knocked off.

SUGAR

SHUT DOWN

2/10/81

~~2000~~ ¹³⁹ WORKERS

NOW ON STRIKE

as fourth
mill closes

Mercury Reporter

A FOURTH Hulett's sugar mill was closed down at the weekend by work stoppages, bringing the total number of sugar mill workers on strike to 2,000, according to Hulett's group public relations manager Ron Phillips

Mr Phillips said about 500 workers downed tools at the Felixton Mill and demanded to be paid out their pension fund contributions, the same demand made by workers at the other mills

The only Hulett's mill not affected by the work stoppages is at Empaneni

A meeting of a sub-committee of the industrial council for the sugar manufacturing and refining industry was held yesterday morning to discuss the Hulett's work stoppages and the Government's controversial draft Preservation of Pension Interests Bill

The chairman of the industrial council, Mr Bill Kullin, said certain recommendations had been made to Hulett's, but these could not be divulged until Hulett's decided on them. Another meeting is to be held this morning.

Precipitously

Mr Roland Freakes, Chamber of Industries executive director, told the Mercury that the chamber believed the draft Bill might be 'too precipitously introduced'

He said the chamber had made representations to the Registrar of Financial Institutions, and intended to hold a meeting of

member firms involved next week to discuss further recommendations

These would probably include asking the Government to shelve the proposed legislation for at least three years, or alternatively proposing a cut-off point for people earning a certain amount of money — probably R7 000 a year — said Mr Phillips

Production losses incurred in the series of stoppages could be made up, but this would involve extending the cane-crushing season into the off-crop season

Strikes still

Argus 4/10/81

hit Natal,

East Cape

Argus Correspondent

JOHANNESBURG — Thousands of workers continued to strike today in Natal and the Eastern Cape and firms on the East Rand took on workers after dismissals of about 2 000 yesterday

A weeklong strike by more than 2 000 sugar workers at four of Hulett's five plants in Natal showed no signs of abating

Plants at Amatikulu, Darnall, Mount Edgecombe and Felixton were shut as management considered recommendations by the Industrial Council subcommittee on a controversial pension fund scheme

Amid growing frustration and impatience on both sides the Chamber of Commerce has advocated a delay of at least three years in implementation of draft proposals in the pension scheme

DOWNED TOOLS

About 200 workers of the SA Bottling Company in Port Elizabeth downed tools today

They said the company had appointed coloured workers in the place of four blacks dismissed last week during a dispute which led to a work stoppage

The dispute was about wages and working conditions

About 600 black and coloured workers at Car Distributors Assembly in East London ignored a union call for a full return to work today, a CDA spokesman said

WILDCAT

The plant, which employs 3 300, has been hit by wildcat strikes since last week

The strike by 800 at Johnson Tiles in Olifantsfontein, near Pictoria, continued over a dispute involving worker dismissals

At the Telephone Manufacturers of South Africa (Tems) plant in Springs, about 1 000 workers were told they had 'dismissed themselves' by not reporting to work

Only 140 workers met the deadline and the company today began taking on a new work force

TRIOMF

Yesterday about 500 workers at Triomf's fertiliser factory in Kempton Park were dismissed after refusing to meet back-to-work deadlines, and the firm was taking on new workers

2 900 back

Star 7/10/87

as EL firm

reverses

its decision

By Tony Davis
Labour Reporter

Countrywide strikes today appeared to be abating as nearly 2 900 strikers returned to work at the large CDA motor plant in East London and disputes elsewhere were resolved.

Management at CDA reversed its decision to dismiss 414 hourly-paid workers and its back-to-work deadlines and this morning most workers were back.

Talks between CDA and the Fosatu-affiliated National Union of Motor Assembly and Rubber Workers were being held to resolve the dispute which arose after several workers were dismissed last week.

Officials in the Hulett group, whose four Natal sugar mills are closed by 2 000 workers striking over pension grievances, were hopeful that the dispute would be resolved this week.

There were brief flare-ups at two Boksburg firms yesterday — Stamcor and L. F. Metter — involving wages and staff dismissals.

At Stamcor a work stoppage over pay demands was settled and management said there had been no dismissals over the issue.

At the metal firm about 150 workers were involved in a brief strike which was resolved when management reinstated a dismissed worker.

About 160 workers at the Boksburg Foundry returned to work today after a dispute over the promotion of a shop steward. The worker was allegedly assaulted by four others as a result of his promotion, according to sources.

The four were subsequently dismissed.

At Telephone Manufacturers of SA in Springs and at Triomf's Chloorkop fertilizer plant, managements continued to take on new workers following the dismissal of about 2 000 employees at both firms this week.

There was also a brief stoppage at the Johannesburg manufacturing firm of Bowthorpe-Hellermann-Deutsch this morning over the issue of pay increases. Management said the issue had been resolved.

About 200 workers were involved in a dispute over dismissals at the SA Bottling Company plant in Port Elizabeth yesterday.

And at Johnson Tiles in Olifantsfontein several hundred workers were dismissed after striking over "victimisation" of union members.

Strikers reject ultimatum at bottling plant

EV Post 7/10/81

By GRANT AUBIN

ABOUT 250 striking workers at SA Bottling today rejected an ultimatum to return to work or be dismissed.

The workers were today refused entry to the plant in North End.

They said there would be no return to work until Mr P H Gutsche, the firm's managing director, returned from overseas next week.

A spokesman for the crowd gathered outside the gates said that when they arrived at the plant at 7am they were refused entry and "chased" away.

Yesterday deliveries were reported to have been stopped, but today at least one truck was seen leaving the plant.

The spokesman said the workers' main complaint was the employment of a man on Monday who was paid R10 for a four-hour shift.

"This is what we want to be paid, R2,50 an hour — but, they start us at R15 or R17 a week," said a woman striker.

The same woman complained that the firm had not been paying hospital bills of workers who had been injured at the plant.

"If we have been hurt at work we get nothing, not even a cent," she said.

Strikers complained bitterly about a woman, a former unionist, who was still working today.

The spokesman for the crowd said that they were waiting for Mr P H Gutsche and Mr P R Gutsche, the firm's chairman, to return from overseas and they would not return to work until then.

Workers claimed that the management was going to use them to train coloured workers, who would then replace them.

The firm's acting manager, Mr J de Wet, could not be contacted this morning.

An official of the firm told the Evening Post that they had "no hope" of contacting him as he was "very busy today".

Eighty workers at the Sydenham engineering yard of the General Post Office who walked out yesterday have been paid off.

"They did not report for duty today and were paid off," said Mr G de Korte, Regional Director of the GPO.

GENERAL NEWS

Five reasons why workers go on strike

Nov 9/10/81
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~~152~~

In a little more than a week the country has been hit by about 18 strikes involving more than 13 000 workers

There is no single reason for the industrial unrest but several factors have contributed to the strikes

- These are
- Impending pension legislation
 - Union recognition
 - Worker dismissals
 - Wages and working conditions
 - Workers resorting to the "strike weapon" as a means of effecting change

The controversy surrounding the pension issue arises from proposed legislation

Workers have expressed distrust for any government influence over their pension contributions and have resorted to strike action to force managements to pay them out their contributions

In turn, managements have told workers that they must resign to collect their contributions

The incidence of pension related strikes is greatest in the Eastern Province and Natal where four Hulett sugar mills were closed for a week when about 2 000 workers demanded their pension contributions

Management settled by placing a temporary freeze on pension deductions and expressed willingness



to negotiate on the return of contributions

Hulett's refinery, near Durban, also had a one-day pension strike

The pension-related unrest prompted Durban-area employers, the Durban Chamber of Commerce and the Natal Chamber of Industries to suggest that the Government defer proposed legislation

But the Registrar of Financial Institutions, Mr Naas van Staden, who was scheduled to meet employers in Durban today, said that the pension legislation would not be "unduly deferred"

Dismissal of workers has also caused several strikes

Often the workers see the dismissal of their colleagues as arbitrary and demand their immediate reinstatement

Labour experts feel that managements should ensure that unions or other worker representative bodies are consulted about decisions to dismiss workers so as to avoid sympathy strikes

Not all strikes over worker dismissals are as simple as they appear. Strike action over a dismissal

may be a sign of deeper unrest

Managements also find themselves in a difficult position when workers who they say have "dismissed themselves" refuse to collect their final pay and continue to demand reinstatement

Government labour officials sometimes blame workers for resorting to strikes rather than going through in plant procedures or labour inspectors to settle grievances

Some strikes have arisen over wage and working conditions and some managements have claimed that there has been "misunderstanding" about earlier negotiated settlements by the workers

Sometimes, unions are accused by managements of creating unrest at companies where there was previously industrial peace

The rash of new labour legislation during this session of Parliament could have caused confusion between workers and employers as both sides attempted to feel their way around new labour frameworks



Plant at STANDSTILL AS 2 600 GO ON STRIKE

139

MERCEDES Benz manufacturer CDA's East London plant was brought to a virtual standstill yesterday by its third strike in less than a week and management threatened to sack the 2 600 workers if they did not return

Two new strikes were reported on the East Rand and the strike by 2 000 workers in protest at the Government's proposed pension Bill, which has closed four Hulett's sugar mills, continued as labour unrest hit three provinces

By STEVEN FRIEDMAN

Johnson Tiles in Obfontston-tein fired nearly 300 workers as a strike at the plant continued and Triomf's Chlorokop fertilizer plant where 500 strikers were fired on Monday was still delivering on schoolboy help to keep deliveries running and unionsists claimed workers were being forced to collect their pay

Springs biggest non-mining employer Telephone Maritac-turers of SA which fired 1 500 strikers on Monday yesterday reported only 50 applications for re employment

A new strike was reported yesterday at Boksburg North electrical company Store-Stam-for where about 70 workers downed tools in support of pay demands

And a representative of the Federation of South African Trade Unions said the company's management was refusing to negotiate with Fosatu

A company spokesman con-firmed the strike but refused to

comment further

And worker sources reported a strike by about 150 at another Boksburg metal factory Lang-F-Mester, in protest against dismissals

A company spokesman said the strike had lasted only two hours and had been settled. Not all 150 workers were involved, he said

At CDA the plant came to a virtual standstill again as work-ers who had returned to work yesterday morning in response to a call by Fosatus National Union of Motor Assembly and Rubber Workers, walked out again before lunchtime

A company statement said workers who did not report to-day would be replaced by others tomorrow. Recruitment of new workers to replace those who did not return would begin on Thurs-day morning it said

NUMARW's general secre-tary, Mr Fred Sauls said that the union had advised workers to re-turn because only two of the five dismissals which sparked the strikes had not been resolved

But management has said they will not investigate cases which the police are also investi-gating and workers are demand-ing that the fired workers be reinstated before they resume work

'We believe this has nothing to do with it and we call on man-agement to process the dismiss-als and thus end the dispute'

A company spokesman said that one of the cases was no long-er under police investigation and could now be resolved and that CDA had asked police to speed up the other. But we cannot pre-empt a police investigation he said

At Hulett's, the National Union of Sugar Refining and Manufac-turing Employees was due to re-port back to workers today on attempts to resolve the dispute at the industry's industrial council

At Triomf a spokesman for the Council of Unions of South Africa (Cusa) SA Chemical Workers Union, which claims majority membership at the plant, alleged that company offi-cials were "forcibly bussing workers to the plant and making them collect their pay"

'They will then presumably be sent back to the homelands,' he said

Recruiting

A company spokesman said Triomf was recruiting new la-bour, but that it was still relying on white schoolboys to help it load fertilizer and expected to do so until the end of the week

At TVISA, a company spokes-man said 200 of the company's 1 600 black workers were back and that 60 had asked for re-employment. Despite the sack-ings, it is understood that man-agement is hoping that strikers would seek re-employment

A Fosatu spokesman said workers were still refusing to return until their demand that three sacked colleagues be rein-stated was met

At Johnson Tiles where work-ers struck in protest at dismiss-als which they saw as victimis-ation of shop stewards of Cusa's Building Construction and Al-lied Workers Union, the strike entered its second day yesterday

Union general secretary Mr Frank Moflata said all the near-ly 800 black workers were in-volved and that they were refus-ing to return until their demands were met that a union shop-ste ward be reinstated and that two foreman accused of being hostile to the union be sacked

The company's managing di-rector, Mr Keith Dixon said, however, that only about 300 workers were involved and that they had been fired

He denied union allegations that its members were victi-mised. 'Only one man has been dismissed — for reasons uncon-nected with union work. We are not anti-union and will deal with any reasonably representative union,' he said

While supervisors may have made anti-union statements, these were not company policy, Mr Dixon said

Labour Reporter
Hulett's Refineries in Durban, one of the country's largest producers of refined white sugar, was shut down at noon today after 400 workers struck over pension grievances.

The shutdown effectively means 1100 workers not at work and

Star 27/10/87 #2 (39) 186/240
'Pensions' shut Hulett's

management was reported to be holding urgent talks with worker representatives

This comes at a time when Hulett's was hoping for a breakthrough in the strikes which have shut

down four of their Natal sugar mills

About 2000 workers at the four mills are also out on strike over pensions. They apparently fear impending pension legislation.

Both the Durban Chamber of Commerce and Natal Chamber of Industries have called on the Government to defer pension legislation.

The Registrar of Financial Institutions, Mr Naas van Staden, is flying to Durban on Friday to discuss the pension issue.

Black cane men hard hit by strikes

Mercury Reporter

7/10/81

BLACK farmers in KwaZulu and North Coast cane growers have been hardest hit by the series of work stoppages which have closed down four of Hulett's sugar mills in Natal recently

According to Mr Peter Sale, general manager of the Sugar Association, sugar mills paid cane farmers for the amount of sucrose (cane sugar) they extracted from their cane after it had been crushed at the mill

'After cane has been cut, the sucrose level begins to drop. The longer it takes for the cane to be crushed, the more sucrose is lost and consequently the more money the grower loses.'

Mr Sale said that cane farmers would obviously stop cutting cane while the strike lasted, but any cane that had been cut just before the strike would be deteriorating in value while the mills remained closed.

Mr E Morrison, general manager of the Cane Growers' Association, said he believed most of the sugar farmers on the Natal North Coast were being affected by the strike, particularly cane farmers in KwaZulu.

'A lot of cane has been delivered to mills or is stacked on farms and is losing money all the time. Farmers who have burned their cane fields before cutting will also be losing money.'

He said the average cane grower could deliver 200 tons of cane a week, worth about R4 000 monthly.

The strike was therefore affecting farmers' cash flow, possibly to the tune of more than R1 000 a week.

He said that cane cutters

Sugar union to report to mill workers today

Mercury Reporter

REPRESENTATIVES of the National Union of Sugar Manufacturers and Refining Employees would be reporting back to workers at the four Hulett's mills closed by the recent work stoppages at 7 a.m. today, the public relations manager of Hulett's, Mr Ron Phillips, said yesterday.

The union representatives would be addressing workers following an industrial council meeting which took place yesterday afternoon, although what they would report was not known.

The Hulett's strike, involving more than 2 000 workers,

were also losing money because they would not be collecting their cutting bonuses while the mills were closed.

Mr Tony Ardington, chairman of the Cane Growers' Association, who owns a sugar farm at Nyoni near the Amatkulu mill, said that everyone in the area had cane that had been cut and

is nearly one week old. Four of Hulett's five sugar mills have been closed down.

Workers are demanding immediate repayment of their pension fund contributions in reaction to the Government's draft Preservation of Pension Interests Bill.

The same demands were made at a series of stoppages which closed the mills last month, and an offer by Hulett's management to place pension money in a trust account was rejected.

Union secretary Selby Nsibandé could not be contacted yesterday.

burned.

Unless cane is crushed soon it may lose all its value, which will involve a substantial amount of money.'

Mr Ardington said that after cane was cut it lost 2 to 3 percent of its sucrose value a day for the first few days, after which it deteriorated more rapidly.

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Call for new Pension Bill to be scrapped

CT 8/10/87
139

Own Correspondent

JOHANNESBURG — Meetings of the Federation of South African Trade Unions in Durban and Maritzburg have rejected the government's proposed Pension Bill and called for workers to have a direct say in the running of pension funds.

This demand will now go forward to Fosatu's central committee and could become part of national Fosatu policy. If it becomes policy, it could lead to demands by Fosatu unions for decision-making powers in company pension funds.

A Fosatu spokesman yesterday released the text of resolutions adopted by more than 500 workers and worker representative at a meeting in Maritzburg. He added that similar resolutions had been adopted at the Durban meeting.

The resolutions say that the government's proposed Pension Bill — which has sparked nationwide labour unrest — was drawn up "without consulting the majority of workers or the organizations representing them".

Ill-timed

They add that the bill is "ill-timed" because workers are earning low wages and because South Africa has a "totally inadequate system of social security".

The resolutions claim that the bill is an attempt "to relieve the state of the necessity to provide proper social security" for workers.

They call for the bill to be "scrapped" and adds that

"workers and their organizations must be consulted on this or any other issue affecting them".

The meeting also condemned the 'undemocratic practices of the majority of state, company and industrial council pensions funds' and called for "the following rights" to be extended to workers and worker organizations:

- The right to withdraw from any pension fund "without prejudice"

- Workers and unions should have access to all information regarding pension funds.

- They should also have "a direct say in the rules governing pension funds, their day-to-day operation, investment and loan policies".

This amounts to a call for direct say in the running of company pension funds.

The unrest sparked by the proposed Pension Bill has been particularly rife in Natal and the Registrar of Financial Institutions, M. Naas van Staden is due to address the Durban Chamber of Commerce and Natal Chamber of Industries on the issue tomorrow.

Unionists have said that worker reaction to the bill has led to "a widespread examination by workers of the whole role of pension funds and have added that workers 'are questioning the running of these funds'".

The Fosatu spokesman said that the resolutions were consistent with general sentiment among workers throughout Fosatu.

2000 Natal sugar workers end strike over pensions

Star 8/10/81

186 189 300 172 140A 183

Labour Reporter

About 2000 workers ended their strikes at four Huletts sugar mills in Natal today after reaching agreement with management on pension contributions.

The workforces at Darnall, Amatikulu, Mount Edgewood and Felixton went on strike a week ago with workers demanding immediate pension payouts.

But in a settlement reached this week management agreed to suspend temporarily any further pension deductions from pay cheques and to continue negotiating worker demands for refund-

ing pension contributions.

The Huletts refinery near Durban was hit by a brief work stoppage yesterday, also over pension demands.

Talks continued today at East London's large CDA car plant where 3300 workers have been involved in a number of work stoppages.

An appeal board, established to discuss worker dismissals which sparked off the strike, yesterday examined several cases. The board was temporarily suspended pending review of two other dismissals.

The Enol firm in East London was hit by a one-

day pension strike yesterday when about 235 workers downed tools.

Another East London firm, TFM, which handles motor products, had a work stoppage after about 50 workers downed tools in sympathy with seven of their colleagues who had been dismissed, reportedly for being unproductive.

At the Telephone Manufacturers of SA (Temsas) in Springs and at Triomf's Kempton Park fertiliser plant, managements continued today to recruit new workforces after more than 2000 workers had been dismissed.

● See Page 9 for more labour news.

STAY 8/10/81 (269) (139)

SAR agrees to settlement with Mavi

By Themba Khumalo

The South African Railways has agreed to make an out of court settlement with the attorneys of Mr Joseph Mavi, a Soweto trade unionist who sued the railways for R20 000 after he was assaulted by ticket attendants in May.

A spokesman for Priscilla Jana and Associates, who represented Mr Mavi at the Supreme Court,

said on Tuesday that negotiations were continuing because after they had agreed to settle out of court, the SAR had offered to give Mr Mavi an "unacceptable amount"

Mr Mavi, president of the Black Municipality Workers Union (BMWU), sued SAR after three railway employees were convicted at the Orlando Magistrate's Court for as-

saulting him. According to court evidence, Constable Mbhele, Petrus Nemaghuvin and Rusty Moema assaulted Mr Mavi when he did not pay a R1 fine after failing to produce his ticket at Inhlazane Station, Soweto.

The magistrate found that the three acted illegally by assaulting him and fined them amounts

ranging from R100 to R300

The spokesman for Mr Mavi's attorneys said they would try to speed up the negotiations with the railways.

Mr Mavi is unemployed. He has devoted himself to the troubled BMWU, whose executive committee was nearly paralysed by personal and ideological disputes.

Ngakula allowed to fetch wife

PC 8/10/81 139

THE ASSEMBLY — The banned acting president of the Media Workers Association of South Africa (Mwasa), Mr Charles Ngakula, will now be granted permission to fetch his wife over weekends.

The Minister of Justice, Mr Kobie Coetsee, said in Parliament yesterday that he had asked the magistrate concerned to grant the necessary permission to Mr Ngakula

Mr Ngakula applied for permission to travel from Mount Coke in the Ciskei, where he is restricted to, to Stutterheim, where his wife teaches, to fetch her on Fridays and return her on Mondays.

His application was initially turned down by the

magistrate in King William's Town.

Replying to a question tabled by Mr David Dalling (PFP, Sandton), the minister confirmed that permission had been turned down

Asked why the application was rejected, Mr Coetsee explained "At the time of the request public transport was available"

Mr Dalling also asked the minister whether he would comment on the matter.

Mr Coetsee replied. "The position regarding the public transport has changed since the request was made and I have therefore asked the magistrate to grant the necessary permission — PC

DO 8/10/81 152 192 170A 139
CDA workers go back 186

EAST LONDON — It was believed that the possible incorporation into the Ciskei of Berlin and pineapple lands in the white corridor was again being considered by the Van der Walt Commission, the city councillor in charge of the industrial portfolio, Mr Donald Card, said yesterday

At the same time workers at two more companies on the West Bank — Epol and TFM — went out on strike

A spokesman for CDA said there had been a normal absenteeism rate at the plant yesterday. He said there were several attempts at intimidation to prevent workers from entering the factory but these had "soon petered out"

He said an attempt to overcome the effects of the strike would be made

through overtime work. "But before the strike there was already a backlog of several weeks, particularly Mercedes-Benz passenger vehicles, and we hope to remedy this situation by the second quarter of next year"

He said the joint management — National Union of Motor Assembly and Rubber Workers' grievance committee had successfully resolved three of the cases it had investigated but that the case of Mr Today Dayimani would not be looked into until the police had completed their investigations following the laying of a complaint by the technical foreman, Mr L Pierskalla

At Epol the entire day-shift refused to work yesterday morning, demanding the return of their pension fund contributions. Management

from East London and from the head office in Johannesburg were busy discussing the situation last night and deciding what measures to take

Officials of the African Food and Canning Workers' Union (AFCWU) which claims the membership of the majority of black workers at the firm, said over 200 workers were involved but a spokesman for Epol said there were 150. The AFCWU officials said workers were also complaining about their working conditions

At TFM, which supplies components to the motor industry, the entire black workforce of 55 walked out following the dismissal of seven workers yesterday morning

Mr R Alford, the managing director of TFM, said the seven workers had been discharged because

they had not been productive and, despite repeated warnings, had not fallen into line. He said the others who had walked out had discharged themselves but he would be prepared to start re-employing them today

Several workers said there had been a grievance about overtime between a foreman and the paint-shop department. They said when they asked to speak to management, Mr Alford had sided with the foreman and dismissed the seven workers in that department

They said the rest of the workforce had walked out yesterday morning after management had failed to substantiate the dismissals, but Mr Alford said the liaison committee had been informed, in front of the entire workforce, of the reasons why

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Back to work for some but more unrest erupts

CT 8/10/81

Own Correspondent

JOHANNESBURG — The current wave of labour unrest which has hit several centres seemed on the wane yesterday as thousands of workers involved in major strikes returned to work or were expected to return either last night or this morning.

However, unrest broke out at another East London plant yesterday and employer sources were apprehensive that it could spread further.

Some 2 600 workers returned to work at CDA, the Mercedes Benz manufacturing plant in East London and it was hoped that 2 000 striking workers at four Hulett's sugar mills in Natal would also return.

But workers at an Epol plant in East London went on strike yesterday following a demand that their pension contributions be paid out to them.

A spokesman for Hulett's said yesterday 2 000 workers at its four Natal sugar mills were still on strike in protest against the government's proposed pensions legislation. But proposals decided

on at a meeting of a sub-committee of the Industrial Council for the sugar industry earlier this week were being communicated to them.

He said the company had agreed temporarily to suspend worker pension contributions while the issue was being investigated further by the industrial council.

Meanwhile, a short stoppage occurred at the Hulett's refinery in Rosburgh while worker representatives discussed the pensions issue with management. All 1 100 workers downed tools but returned to work later, the spokesman said.

At CDA, normal production continued throughout the day after a series of strikes over the past week.

A joint union-management committee had completed its investigation into three of the five disputes about disciplinary actions taken before the strikes broke out.

In a fourth case, the worker concerned had failed to appear and the fifth was subject to a police investigation following the filing of assault charges.

A spokesman for Tele-

phone Manufacturers of SA in Springs, which fired 1 600 strikers on Monday, said yesterday about 250 workers had returned.

"Several hundred" prospective new employees had come to the plant and were being interviewed.

He said the company would take back all 1 400 strikers but not 200 workers who were fired after ignoring an ultimatum to return to work last week.

A union spokesman said yesterday nearly 400 workers at Johnson Tiles in Olifantsfontein who were fired after striking were prepared to return to work — provided a union shop steward, whose dismissal sparked off the strike, was reinstated.

He claimed the entire work force of nearly 400 had been dismissed and fewer than 20 workers had returned.

Mrs Emma Mashinini, secretary of the Commercial, Catering and Allied Workers' Union said yesterday about 150 workers at three Game Stores in Durban who went on strike last week had still not returned.

Workers in place of 180 strikers being recruited

ev Post 8/10/61

Post Reporters

ABOUT 180 postal workers on strike at the North End and Sydenham engineering yards have been deemed to have "dismissed themselves" and the recruitment of a new labour force has begun

This was learnt today from the Regional Director of the General Post Office, Mr G de Korte

The strike began this week after members of the workers' liaison committee were dismissed

Mr De Korte said the workers by not reporting for duty, "had not kept to their side of the contract, and had thus dismissed themselves"

The Post Office had had no problem recruiting new workers and some of them had already started working

Workers claimed that members of the liaison committee were dismissed because of their membership of the General Workers Union of South Africa (Gwusa)

At the SA Bottling Company some 250 workers on strike since early this week have still not returned to work

The acting manager of the firm, Mr J de Wet, today

again said he had no comment to make

The spokesman for the Gwusa could not be reached for comment on the strikes

In East London, a strike at the giant Mercedes Benz manufacturing plant, CDA, ended yesterday, but industrial unrest continues to simmer in the city

The entire black workforce

of about 200 at the dog-food firm. Epol stopped work yesterday, demanding the return of their pension fund contributions. They returned to work today

Epol's director of operations, Mr A T Hambly, said that workers would have the choice of having their pension contributions paid out next Friday or of remaining in the fund

At the motor component manufacturing firm of TFM in East London the entire black staff walked out. They will be rehired from tomorrow if they so choose.

The TFM walkout came after seven workers were dismissed yesterday morning. They had complained about overtime in the paint-shop department

Understand black

NM
8/10/81

Unions, says industry head

Agricultural Correspondent

EMPLOYERS in South Africa were being challenged to understand the aspirations of emergent black trade unions Mr J Ironside, chairman of the Federated Chamber of Industries Labour Affairs Committee, said yesterday

Mr Ironside, who was speaking at the 25th annual congress of the South African Timber Growers Association in Pietermaritzburg, said employers and trade unions had still to come to grips with the problem of creating an industrial community

Employers would have to demonstrate their sincerity and willingness and would

have to accept that organised labour movements would exert a strong influence on employment practises in the future

While stoppages had decreased the number of man-days lost in 1981 had increased sharply

This meant that strikes were of longer duration and indicated better union organisation, he said

Most of the strikes were technically illegal but this pointed only to the inability of the present structures to cope with the real labour situation

The post-Wiehahn new dispensation had neither diminished nor removed conflict. Declaring strikes to be illegal simply

clouded basic issues that should be addressed

Mr Ironside said management had a responsibility to get strikers back to work and then to negotiate

Arbitrary action and calling in the police did nothing to resolve the cause of the strike

He said stoppages were invariably concerned with shop floor issues -- unresolved grievances, unfair dismissal or discipline and often poor supervisory practises

Ambiguous communication was often the cause of unrest and employers had to be clear and decisive

Distorted information had to be correct-

ed immediately with the help of employees Mr Ironside said that the registration of unions should be kept on a voluntary basis but added that there was a strong case for separating the issue of registration and representativeness

Black trade unions too had a responsibility to find solutions for they had a vested interest in a stable society

It was important for the establishment not to view all trade union action as political

Employers often reacted to worker pressure or reaction as irrational when it might be quite logical and understandable when seen from the worker's point of view

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Game would not meet me claims union secretary

NM 8/10/81

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Mercury Reporter

THE general secretary of the Commercial Caterers' and Allied Workers' Union, Mrs Emma Mashinini, said yesterday that Game management had refused to meet her to discuss the firing of 140 employees last Wednesday.

Mrs Mashinini also said that the company had dismissed a man who was not involved in last week's work stoppages and 're-dismissed' two people who had tried to reapply for their jobs on Tuesday.

Mr John Dobbin, president of Game Discount World, yesterday denied Mrs Mashinini's dismissal claims and said the company would only consider recognising the union if they applied for registration.

Mrs Mashinini, who is from the union's head office in Johannesburg, said she had telephoned the management and tried to arrange a meeting to discuss the recent dismissals and increases in workers' wages.

She said the company agreed to negotiate with her 'later in Johannesburg', but refused to see her while

she was in Durban.

Mr Dobbin told the Mercury that management 'refused to meet in a situation of confrontation', but would like to talk to Mrs Mashinini after 'things had settled down'.

Mrs Mashinini also said that an employee, Mr Siphon Khathini, had been dismissed on Friday although he had had no part in last week's work stoppages.

He believed he had been dismissed because a manager had accused him of 'inciting strikers', she said.

Mr Dobbin said Mr Khathini, a scooter driver, had been dismissed following complaints of 'erratic driving'.

His dismissal was not connected to the work stoppages, he said.

Mr Dobbin also denied Mrs Mashinini's claim that two people had been 're-dismissed' on Tuesday, saying that although they had been dismissed last Wednesday their applications were presently being considered.

The deadline for Game employees dismissed last week to reapply for their jobs expired at 5 p m yesterday.

Trade unions plan centres

A GROUP of trade unions based in the West and East Rand are planning to build trade union centres in various black townships for the use of their members.

One of the areas earmarked for the building of the centres is Soweto and the unions involved in the project have already applied for a site. The centre, which will cost several hundred thousands of rand each to build, will be used as offices for various trade unions, meetings, courses and seminars.

Mr Irvine Phadi, president of the Commercial, Catering and Allied Workers' Union of South Africa (Cawusa), said construction of the first centre would start as soon as a site had been granted. The unions, he said, were still looking for another site in the East Rand.

"At the moment we cannot say how much each centre will cost to build, but

Soweto 1000 (139)

By LEN MASEKO

it will be several hundred thousands of rand. We have formed committees who are working on the project and have also engaged a qualified architect who is drawing plans for us," Mr Phadi said.

The planned centres will each cover approximately two acres — nearly the size of a soccer pitch — and the unions have asked for sites where public transport would be readily available.

Among the trade unions involved in the project are the Media Workers Association of South Africa, Black Municipality Workers Union, Federation of South African Trade Unions and Cawusa.

Meeting will decide response to sacking

Sowetan 12/1/8

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SOWETAN Reporter
SPRINGS workers have called for a general meeting tomorrow to plan a response to the sacking of 1600 Telephone Manufacturers of SA (TMSA).

In a statement issued by Fosatu yesterday, the Springs local chairman Mr Chris Dlamini, said the TMSA dispute revealed the ugly side of labour relations in South Africa

"TMSA's management has itself acknowledged to workers that the dismissals which started the stoppage were not in accordance with the companies grievance procedure, yet they still refused to take

them back," he said

"The company is falling into the trap of thinking it can use the old white registered unions like the Radio and TV Workers Union and the Electrical Workers Union to control African workers "

Mr David Sibabe, Mawu's general secretary who was mandated by 1600 council workers to negotiate with the company confirms the attitude of TMSA in the statement

"The company refused earlier to meet with Mawu because the union wanted worker representatives to attend. Instead it insisted on negotiating with unions

which had been rejected by TMSA's black workers

"The only message the unions gave TMSA workers was they had been dismissed and their money would be paid into the industrial council," Mr Sibabe said

At the Fosatu meeting in Springs, where the call for a general meeting was made, workers denounced TMSA's attitude

"Their attitude could do nothing but damage to labour relations in the whole of Springs. We appeal to other companies to intervene," Mr Dlamini said in the statement

Mayi assault:
SAR offer (139)
rejected (2/10/81)

Mail Reporter

LAWYERS for trade union leader, Mr Joseph Mavi, have rejected an initial out-of-court offer by the South African Railways, which he has sued for R20 000 after being assaulted by three ticket attendants

A spokesman for Priscilla Jana and Associates said yesterday that the SAR had offered an "unacceptable amount" to Mr Mavi, who is president of the Black Municipality Workers' Union (BMWU)

Three SAR barrier attendants were convicted of assaulting Mr Mavi when he could not pay for his train ticket on January 10 at the Inhlazane railway station

The court heard that the three men had taken Mr Mavi to their staff room and beaten him up. Later he was forced to scrub the floor to clean up his blood

The three were each sentenced to a fine of R300 or five months' imprisonment

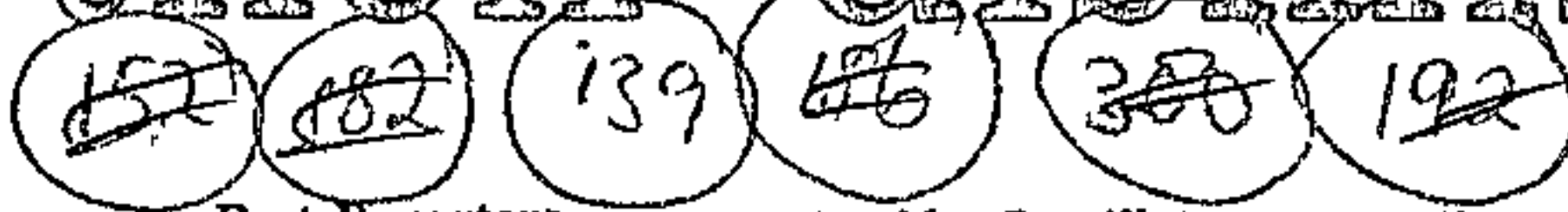
The spokesman said the SAR had agreed to an out-of-court settlement

Sacked strikers

refuse to accept

Ev Post 9/10/87

their dismissal



Post Reporters

WHILE SA Bottling is hiring staff to replace the 250 workers who are on strike, workers claimed today that had not been dismissed

Striking workers confirmed they had been told to collect their pay yesterday but were adamant that they could not be dismissed until the managing director, Mr P H Gutsche, returned from his overseas trip next week

They have refused to collect their pay

Meanwhile, SA Bottling management continued to keep a tight-lipped silence on the situation

The acting manager, Mr J de Wet, who has consistently refused to comment on the strike, could again not be reached today

A spokesman for the striking workers told the Evening Post that yesterday management had told them to collect their wages

He said they would not go back to work, or accept the money, before the company met the General Workers Union (Gwusa) to discuss the strike

They also refused to speak

to Mr De Wet, saying they would discuss the strike only with Mr P H Gutsche SA Bottling will not recognise Gwusa

The union said today it was willing to discuss the issues

Although the plant was reported to have struggled with deliveries earlier in the week, several large trucks were seen leaving the plant today

The strikers said two busloads of black workers were brought in from the townships on Wednesday

Of the original 250 on strike only one had returned to work and she slept at the plant, they said

Some of the workers' complaints were that

- They were told they would not receive year-end bonuses
- They had never been told their hourly rate of pay They are demanding R2,50 an hour
- Coloured workers were being trained to replace blacks

Meanwhile, in East London production was back to normal at TFM Motor Components and Epol Dog Food today after both factories were hit by strikes on Wednesday and were not working yesterday

About 150 workers at Epol downed tools on Wednesday

demanding the return of their pension fund contributions

The branch manager of the factory, Mr R Kreusch, said today after talks between management and officials of the African Food and Canning Workers Union yesterday it was agreed the workers would return to work today

The company's director of operations, Mr A T Hambly, said yesterday those workers who still wished to withdraw from the company's pension scheme by Friday next week could do so

Mr Kreusch said all workers had returned today and production was proceeding normally

It was incorrectly stated in yesterday's Evening Post that the workers had returned yesterday

At TFM Motor Components, 55 workers who downed tools after the dismissal of seven paint shop workers were re-employed today

A spokesman for the company, Mr J Melton, said production had returned to normal White employees had completed essential tasks yesterday and production had not been seriously affected by the strike

Strikes at East London firms settled

EAST LONDON — Managements at both Epol and TFM expressed confidence yesterday that their strike-hit factories would resume production today

Both factories were hit by strikes on Wednesday and were not working yesterday

At the Epol factory, where about 150 workers downed tools in demand of the return of their pension fund contributions, it was agreed to resume work today

The branch manager of the factory, Mr R Kreuzsch, said that following talks between the management and the African Food and Canning Workers Union (AFCWU) yesterday it was agreed to end the strike

"I think the workers were concerned about their pension fund being transferred automatically to another company if they leave us"

At the TFM motor component factory, where the entire workforce of 55 went on strike over the dismissal of seven workers on Wednesday morning, work is also expected to return to normal today

The managing director of the factory, Mr R Alford, said most of the workers had returned for work yesterday

Mr Alford said on Wednesday that those who had walked out had dismissed themselves, but that he would re-employ those who wanted to return to work

"Almost all the workers came back today and after discussions it was decided there would be no work today and they could come back tomorrow to start

work," Mr Alford said

Meanwhile, there was a full workforce turnout at Car Distributors Assembly (CDA) yesterday with all sections of the plant working normally

A spokesman for the company said the only absenteeism from the factory was "the normal dozen or so off work that one can expect in a factory that employs close on 3 000 workers"

Meanwhile, a spokesman for Hulett's said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work.

This came after the firm had agreed to suspend their pension contributions pending further negotiations over the issue

On the Reef, the dispute between the Building, Construction and Allied Workers' Union and Johnson Tiles, a British multinational, took a new turn when several workers accused the company of sending police, and administration board officials to their hostel to arrest them on Tuesday night

The workers were among those fired on Monday after striking over the dismissal of a union shop steward whom they believe has been victimised

A police spokesman yesterday confirmed that policemen had gone to the hostel to assist board officials in a "general search" of the Johnson workers, but said no attempt had been made to arrest anyone — DDR

Star 9/10/81
Springs

bans

meetings

East Rand Bureau

In a bid to curb labour unrest, Mr P L le Roux, chief magistrate of Springs, has banned all meetings — other than sports and religious meetings — from 11 am tomorrow until midnight on Sunday.

At least 10 people are believed to have been arrested for alleged assault and intimidation of workers at Telephone Manufacturers of SA (TMSA) in Springs.

Colonel J van Niekerk, head of the Security Police on the East Rand, said that police were still investigating allegations of assault and intimidation of TMSA workers who had been going to work despite strike calls by sacked colleagues.

Colonel van Niekerk said: "The banning order applies to all public meetings with the exception of sports and religion meetings."

CT 9/10/81

Wave of strikes subsidies

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Own Correspondent

JOHANNESBURG — The strike wave which has hit several parts of the country subsided yesterday as 2 000 workers at four Hulett's sugar mills in Natal and 283 workers at Epol in East London returned to work

But disputes arising out of the dismissal of striking workers are continuing at several plants

Workers fired by Johnson Tiles, a British multinational company, at Vereeniging have accused the firm of sending police and East Rand Administration Board officials to arrest them at their hostel in Tembisa on Wednesday night

A spokesman for Hulett's said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the government's pension legislation had returned to work

This firm agreed to suspend their pension contributions pending further negotiations

Mr A Hambly, operations director of Epol, said 283 black workers who had gone on strike at its East London plant in support of a demand that their pension contributions be paid out had agreed to return to work

This came after negotiations with elected worker representatives and officials of the African Food and Canning Workers' Union

The spokesman said the firm had agreed that the contributions could be paid out if the workers still wanted this in a week's time

Workers would have to resign and would be re-em-

ployed, which meant that they would forfeit their service benefits — but the company was investigating ways whereby their benefits would be preserved

The dispute between the Building, Construction and Allied Workers' Union and Johnson Tiles took a new turn when workers accused the company of sending police and Erab officials to their hostel to arrest them

The workers were among those fired on Monday after striking over the dismissal of a shop steward whom they say has been victimized

They claimed the policemen and board officials said the company had sent them. The hostel superintendent then produced a list of people the company did not want back and these men were told to get into police vans. They were released after other workers demanded to be arrested with them, they said

They were told to report to the factory yesterday to be paid off, but decided at a later meeting not to go. They said workers were demanding unconditional reinstatement for themselves as well as the shop steward

A police spokesman confirmed that policemen had gone to the hostel to assist Erab officials in a "general search" of the workers, but no attempt had been made to arrest anyone

A union spokesman said yesterday the firm had rejected a request for a meeting. He added the union would inform the British Trade Union Council of the dispute

SA labour disputes slowly subside

RDM 110-87
By RIAAN DE VILLIERS

THE strike wave which has hit several parts of the country subsided further yesterday as 2 000 workers at four Hulett's sugar mills in Natal and 283 workers at Epol in East London returned to work.

But disputes arising out of dismissals of striking workers are continuing at several plants

Workers fired by Johnson Tiles, a British multinational, after striking earlier this week yesterday accused the firm of sending police and East Rand Administration Board officials to arrest them in their hostel in Tembisa township on Wednesday night. They said they were released after other workers demanded to be arrested with them.

Workers claimed army troops were present — but a police spokesman denied this, saying a few black constables might have been in camouflage uniforms.

Pensions

The spokesman confirmed that police had accompanied board officials on a "general search" of Johnson workers but denied any attempts had been made to arrest workers.

Johnson Tiles spokesmen were not available for comment.

A spokesman for Hulett's said all 2 000 workers who had been on strike at four Natal sugar mills in protest against the Government's pension legislation had returned to work after the firm had agreed to suspend their pension contributions pending further negotiations on the issue.

Mr A Hambly, operations director of Epol, said 283 black workers who had gone on strike at its East London plant in support of a demand that their pension contributions be paid out to them had agreed to return to work today.

This came after negotiations with elected worker representatives and officials of the African Food and Canning Workers' Union.

The spokesman said the firm had agreed the contributions could be paid out if the workers still wanted this in a week's time.

Resign

Workers would have to resign and would have to be re-employed in the process, which meant they would forfeit their service benefits but the

company was investigating ways of preserving their benefits, he said.

About 800 former workers at Telephone Manufacturers of SA in Springs yesterday decided at a meeting not to return until the firm negotiated with their trade union about the reinstatement of three workers whose dismissal sparked off their strike.

A spokesman for the Metal and Allied Workers' Union said the dispute was deadlocked as management was unwilling to meet with the union.

A spokesman for TMSA said 400 of the 1 600 workers fired after the strike had returned by yesterday and 100 new workers had been taken on.

N M
9/10/81

Court told workers hid from intimidators

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Pietermaritzburg Bureau
SOME workers from a Dalton sugar mill hid in canefields and plantations in an effort to escape intimidators who forced a strike at a factory, the Supreme Court here heard yesterday.

Mr Tony Charlton, general manager of the Union Co-operative Bark and Sugar Company, told Mr Justice Booysen that some black workers, scared of reprisals from militant strikers during the upheaval at the factory in March and April, had hidden in canefields and plantations to escape their attentions.

After the strike began on March 31 when workers demanded compensation for free rations which had been withdrawn by management, the main body of workers had been given almost two days to get back to work or face the prospect of being treated as trespassers on company property.

On the Thursday he had addressed workers a few hours before the deadline expired and they were still militant, Mr Charlton said.

He admitted, however, that no threats had been made against the negotiating staff and no property had been damaged during the work stoppage.

After 2 p.m. when the men had shown no indication of leaving the premises, the police arrived and the men were taken away in police vans without incident.

When Mr Alec Erwin, then general secretary for the Federation of South African Trade Unions had telephoned him and asked if the workers — who had been released on bail — could return to their com-

pany homes he had refused, Mr Charlton said.

He had felt 'very negative' towards Mr Erwin who he blamed for precipitating the first strike for 50 years at the company, he said.

Some of the workers had gone to the factory the following day and were taken away to their homelands and railheads by company trucks and hired buses under police escort, he said.

Mr Charlton denied claims they had been intimidated by a police squad of men in camouflage uniforms and carrying automatic weapons.

The hearing continues today.

Key changes to Industrial Court in draft Bill

NM 10/10/81

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Right of appeal and power to order employers to reinstate sacked workers proposed

Mercury Correspondent

JOHANNESBURG—The Government yesterday released a draft Bill which seeks to introduce key changes to the Industrial Court, a vital element in its new labour dispensation which has been sharply criticised by unionists and lawyers.

The draft Labour Relations Amendment Bill proposes a right of appeal to the Supreme Court against Industrial Court decisions and seeks to grant the court the power to order employers to reinstate fired workers. The lack of

these provisions has been sharply criticised by lawyers.

It also seeks to alter the 'closed shop', whereby workers are forced to belong to specific trade unions, by giving them a 90-day 'period of grace' before they have to join.

Several established unions have negotiated 'closed shop' agreements with employers, whereby black workers are forced to join their unions.

This has been sharply criticised by emerging black unions, who see it as an attempt to 'force workers to join unions which they reject'.

Employers believe the closed shop can be used to enforce job reservation.

The Bill retains the closed shop but allows workers 90 days' 'grace' before they join the union. Officials say this is an attempt to prevent unions from using the closed shop to keep blacks out of skilled jobs because workers would be allowed to take up their job before the closed shop came into effect.

But it leaves all other aspects of the closed shop intact.

On the Industrial Court, the Bill recommends a right of appeal as

well as other changes which seek to speed up access to the Court and grant it wider powers.

The Court will now have the power to grant orders to workers instructing an employer to reinstate them if they have been fired. It may also order employers or unions to rescind 'unfair labour practices' or to restore the *status quo* if there were a dispute over a change in employment conditions.

This power was previously vested in the Minister of Manpower and would be transferred to the Court if the Bill were enacted.

The Court would have the power to hear applications for orders from workers or employers who have referred a labour dispute to an official industrial council or conciliation board.

The order would last up to six months or until the dispute was resolved.

Up to now, workers seeking access to the Court have had to wait until a council or board discussed their case before going to the Court. The Bill suggests they should be allowed to do so at the same time as they approach either body—a move which would speed up access in

these cases.

The Bill also proposes a rules board for the Court, which would include two advocates nominated by the Bar Council and two attorneys nominated by the Associated Law Societies, all of whom would be appointed by the minister.

The Bill comes in the wake of sharp criticism of the Court by lawyers and unionists. They complain that it has no power to intervene in 'unfair dismissals', that access to it is too cumbersome and that there is lack of appeal to the Supreme Court.

DD 10/15/81
**Strikes
over
at EL
plants**

EAST LONDON — Production at two recently strike-hit factories, Epol and TFM, was back to normal yesterday

Both factories were hit by strikes on Wednesday and on Thursday managements of both Epol and TFM expressed confidence that production would be resumed yesterday

The managing director of the TFM motor component factory, Mr R Alford, said "As far as production is concerned everything is going ahead full scale"

Mr Alford said 80 per cent of the workforce of 55 who went on strike on Wednesday over the dismissal of seven workers were back at work yesterday

It was back to full production at the Epol factory where about 150 workers downed tools in demand of the return of their pension fund contributions

"All is back to normal today, with the normal percentage of absenteeism," said the branch manager of the factory, Mr R Kreusch — DDR

Strike for night leaves its mark on SA industry

IN THE last two weeks more than 20 strikes have swept across South Africa and this week alone, 2,000 of 7,000 workers involved in work stoppages were sacked

In an escalating wave of strike action that has gripped the country, the East London plant of Mercedes Benz Manufacturer 'Car Distributors' Assembly was brought to a virtual standstill on Tuesday by its third strike in less than a week

And three of the biggest sugar mills in Natal and Zululand, owned by the Huletts group, were forced to close for a day

Since mid-September, a battery of country-wide strikes has been reported

By CHARLOTTE BAUER

On September 22 more than 2,000 Black workers at Anglo-American's Seaw Metals plant in Wadeville went on strike

The strike ended after management re-instated a Black worker who was fired after assaulting a White

Following a wage dispute about 150 workers downed tools at a Gunther construction site in Sarnia, Natal

On September 23, 10 striking workers at a Captain Dorego fish and chips outlet in Johannesburg returned to work after they were promised R5-a-week bonuses

Five days later more than 100 workers stopped work at Game discount

Wages This resulted in the dismissal of 141 striking workers

On the same day about 400 metal workers at the Dorbay Railway Products plant in Boksburg went on strike for an across-the-board increase

Their conditionally returned to work two days later.

Striking steelworkers employed by the South African Stevedores Services Company in Durban agreed to return to work after a shutdown at the docks

The decision by the 950-strong workforce to return to work was conditional upon management meeting their Hason committee to discuss grievances

220 workers at the SA Bottling Company in Port Elizabeth agreed to re-

higher wage demands

More than 500 workers went on strike at Power Steel in Wadeville, Germiston, demanding the re-instatement of a colleague they claim was unfairly dismissed

They later returned to work

Workers at the Dorbay plant in Port Elizabeth downed tools for the second time in a week after their demand for an across-the-board increase were refused by management

On October 1 about 800 Ford workers employed by the Sagoy Paper Mill in Zululand refused to go on duty for the morning shift because they were dissatisfied with the new pension scheme

At the milling firm, H Lewis and

Compare, a Tongaat group subsidiary in Kempton Park, about 560 workers, most of them members of the African Food and Canning Workers' Union, downed tools in protest at the dismissal of a colleague All were fired

On the same day 700 workers quit the Car Distributors' Assembly plant in East London

The action followed the dismissal of a fencer worker

In Natal 800 Hallett's workers downed tools The strike was sparked by protracted disputes involving pending pension fund legislation

Striking workers at Telephons Manufacturing of SA in Springs caused the factory to be closed The company sacked about 1,500 men

Black unions — spearhead of change

... AND THE CHANGING ATTITUDES OF MANAGERIALS

JUST two-thirds of the way through, 1981 is already well on the way to being another "year of the worker" — like 1980.

There have been at least 115 reported strikes by Black workers, while Black unions report that new members are flooding in faster than ever before

At the same time, rivalry between Black unions is hotting up, with militant new groups poaching members from moderate unions

More and more union leaders are talking of the need to become involved in broader community — as opposed to strictly factory — issues, while some even joined in public political protests a

As Brian Matthew, executive director of the Midlands Chamber of Industries in strike-prone Port Elizabeth, puts it "A wall has been built across the river

We've opened one sluice gate to reduce some of the pressure, but kept all the others closed So it's inevitable that all the pressure will now come through this one opening"

What Black unions have achieved they have won against tremendous odds

Recently, for instance, the Chemical Workers' Industrial Union has been squaring up for a battle against Colgate-Palmolive in Boksburg

The union, which is affiliated to the non-racial Federation of South African Trade Unions (Fos-

first ever in South Africa — spread right across the meat industry in Cape Town in support of worker demands in one factory

The recent strike in the motor industry in Port Elizabeth was another step down this road for workers at General Motors and Ford downed tools in support of

workers at Firestone, having earlier refused to handle, even in the motor assembly plants

Consumer boycotts also have precedents, the most successful being the boycott of Fattis and Mous products to back the Food and Canning Workers' Union's demand in 1979

The company gave in after the boycott — which had back-

Last year's municipal workers strike brought the issue of industrial unrest into every White home in Johannesburg

This year the number of strikes has increased as workers realised their potential for change



Day "festivities"

Not only are Black workers becoming increasingly conscious of their potential power as workers, employers are also now more sharply aware of it than ever before.

The hardline anti-union stance of the vast majority of employers so evident only a year ago is slowly beginning to be eroded by worker power

Unions are finding access to factories easier than in the past, while the number of companies that have signed recognition agreements with Black unions has jumped from only two in 1979 to about 70

Also significant is the fact that managements are becoming steadily less willing to toe the Government's line in handling Black unions

At least one company ignored a specific urgent request by the Minister of Manpower, Mr Fame Botha, not to recognise an unregistered Black union

There is a growing trend among managements to regard a union's standing on the factory floor as the main criterion in deciding whether or not to recognise it, not whether it has official approval from Pretoria

Growing numbers of employers seem to feel they simply cannot wait while Pretoria tries to sort out the mess it has made of the post-Wiehahn industrial law

But although there is a new realism abroad among some employers, they are also profoundly worried that Blacks, denied political, but now granted economic rights, will use trade unions as political instruments

to be recognised by Colgate

But the company would not agree to bargain about wages at plant level, arguing that this must take place in the industrial council for the chemical industry

The company finally acceded to the union's demands after an overwhelming vote by the workers to strike in their support

The significance of this was that the company capitulated to the threat of a strike before the union had to call a strike to demonstrate its strength

Before a strike was due to start, a nation-wide boycott of Colgate products had been set in motion by Fosatu to back the union's demands, and thousands of "boycott Colgate-Palmolive" stickers were distributed with lists of the company's products

Acting Transvaal branch secretary of the union, Chris Bonner, said Colgate could be highly vulnerable to the boycott since it was operating in an intensively competitive market

And the union had decided on a strike levy on its 3 000 members across the country to help its Colgate members during the strike

Officials and shop stewards of other Fosatu unions on the increasingly-militant East Rand reported at the time that their members were wearing boycott stickers on their overalls in other factories — sparking, they claimed, fears among other companies that a Colgate strike could spill into their own factories

Solidarity across factories is one of the significant new trends among Black workers. Last year, a sympathy strike — the

all over the country, including Chief Gatsha Buthelezi's Inkatha movement — began to affect its share price adversely

Success breeds success in the union movement

Mrs Maggie Magubane, whose Fosatu-affiliated Sweet, Food, and Allied Workers' Union recently signed a historic agreement with Kellogg in Springs in terms of which the union will in future be consulted over re-trenchments, says "Workers and my township neighbours read or hear about our agreement and then come and ask us to help them organise a union that works like our union"

The two main exponents of "community-linked unionism" are outside the main groupings

They are the Motor Assembly Components Workers' Union of SA (Macwusa), which is based in Port Elizabeth but now expanding to the Sigma motor plant in Pretoria, and the SA Allied Workers' Union (Saawu), whose power-base is East London

Both say factory issues cannot be divorced from community issues

Illustrating what "community-linked unionism" implies, Macwusa's Siphon Pityana says that if slum and disease conditions in the townships make a worker ill so that he takes sick leave, the employer must be aware of these community problems

Both Saawu and Macwusa suffer severe harassment with more than 200 — mainly Saawu — members or officials having been detained without trial at one or other time this year

Even so, they are growing

129

11/10/81

Two major strikes in Natal so far this month

Mercury Reporter

NATAL has had two major industrial strikes since the end of last month as well as work stoppages in the city centre

The issue behind the industrial strikes, the Government's proposed pension legislation, has also received attention from the Natal Chamber of Industries and the Chamber of Commerce this month

The Chamber of Commerce is considering plans to ask the Government to shelve the pension Bill for at least three years

More than 100 Game employees stopped work on September 28 in a bid to get a wage increase and to gain

recognition from Game management for the Commercial Caterers' and Allied Workers' Union

More workers joined the stoppages the next day, and on September 30 Game fired more than 140 people

Game management later reported that it had rehired more than 40 and that dismissed workers would be considered for re-employment, but at least 100 workers have not returned and the union was trying to organise a meeting with Game management

On September 30 about 800 workers downed tools at Sappi Kraft's pulp and paper mill at Mandini, de-

manding the immediate repayment of their pension fund contributions

During the day the number of workers on strike reached more than 1 200

Workers returned the next day after Sappi management organised a bank guarantee to ensure pension money repayments

On the same day a series of work stoppages involving more than 1 100 workers forced three of Hulett's sugar mills — at Mount Edgecombe, Amatikulu and Darnall — to close down

Two days before Mr Tommy Vogel of the Hulett's group had warned that the attitude of black workers was hardening against the

proposed pension Bill

The number of workers on strike increased to 2 000 when a fourth Hulett's mill at Felixton closed last weekend

All the workers had returned by Thursday after Hulett's management called a temporary moratorium and agreed to refund pension contributions for September and halt them for October

The National Federation of Workers reported a six-hour work stoppage at the Sasko bakery in Melmoth on Thursday, but after refusing to comment the management denied that the stoppage had taken place

Dismissed workers being replaced

Gov Post 12/10/81
(139)

Post Reporter

THE Post Office is still recruiting to replace the 180 workers at the North End and Sydenham engineering yards which, it claims "dismissed themselves" last week.

A spokesman for the Post Office could not say whether all dismissed workers had been replaced.

Meanwhile, about 200 workers at the SA Bottling plant in North End are still hoping to return to their posts apparently after being dismissed for striking earlier this month.

No one at the company has been prepared to comment on the situation and it is presumed that the workers have been fired.

An organiser for the General Workers of South Africa (Gwusa) which claims to represent workers at the plant said they hoped to talk to the company's managing director Mr P H Gutsche when he returned from an overseas trip.

The Sullivan Code is labelled a 'toothless package'

Ev Post 12/10/81

139 (62) 192
Post Reporter

THE Sullivan Code of principles — non-discriminatory employment guidelines for American firms with investments in South Africa — had failed, according to a prominent local trade unionist, Mr Government Zini.

Addressing about 800 people at a football club banquet at the weekend, Mr Zini, who is organiser of the Motor and Component Workers Union of South Africa, also criticised the Ford Motor Company for selling vehicles to the Government.

Mr Zini is himself an employee of Ford.

Describing US firms operating in South Africa as "extensions of oppression", he said, the Sullivan Code "circled around apartheid".

The code, in fact, said nothing at all about co-operation with the South African Government.

The Government and its agencies were among the major clients of those who adhered to the code.

The code was a "toothless package" because it did not require firms to recognise black and white trade unions on an equal basis.

It simply encouraged signatories to support the elimination of discrimination against black unions.

"All that the code has served is to benefit the South African supporters of the apartheid system," Mr Zini said.

Why?

explain

A general and unmyopic review of the subject without focus and through critical appraisal. Nevertheless, the direction taken seems the right one.

HA

(139) (137) (136) (140) (182)

Firms hit as labour unrest continues

(172) (170) (175) (300)

20/13/10/81

Labour Reporter

About 100 workers at the Uitenhage motor components firm, Motoravia, went on strike yesterday over wage demands and union recognition.

A spokesman for the Fosatu-affiliated Transport and General Workers Union said the union had a majority representation at the plant. Workers also demanded better wages, he said.

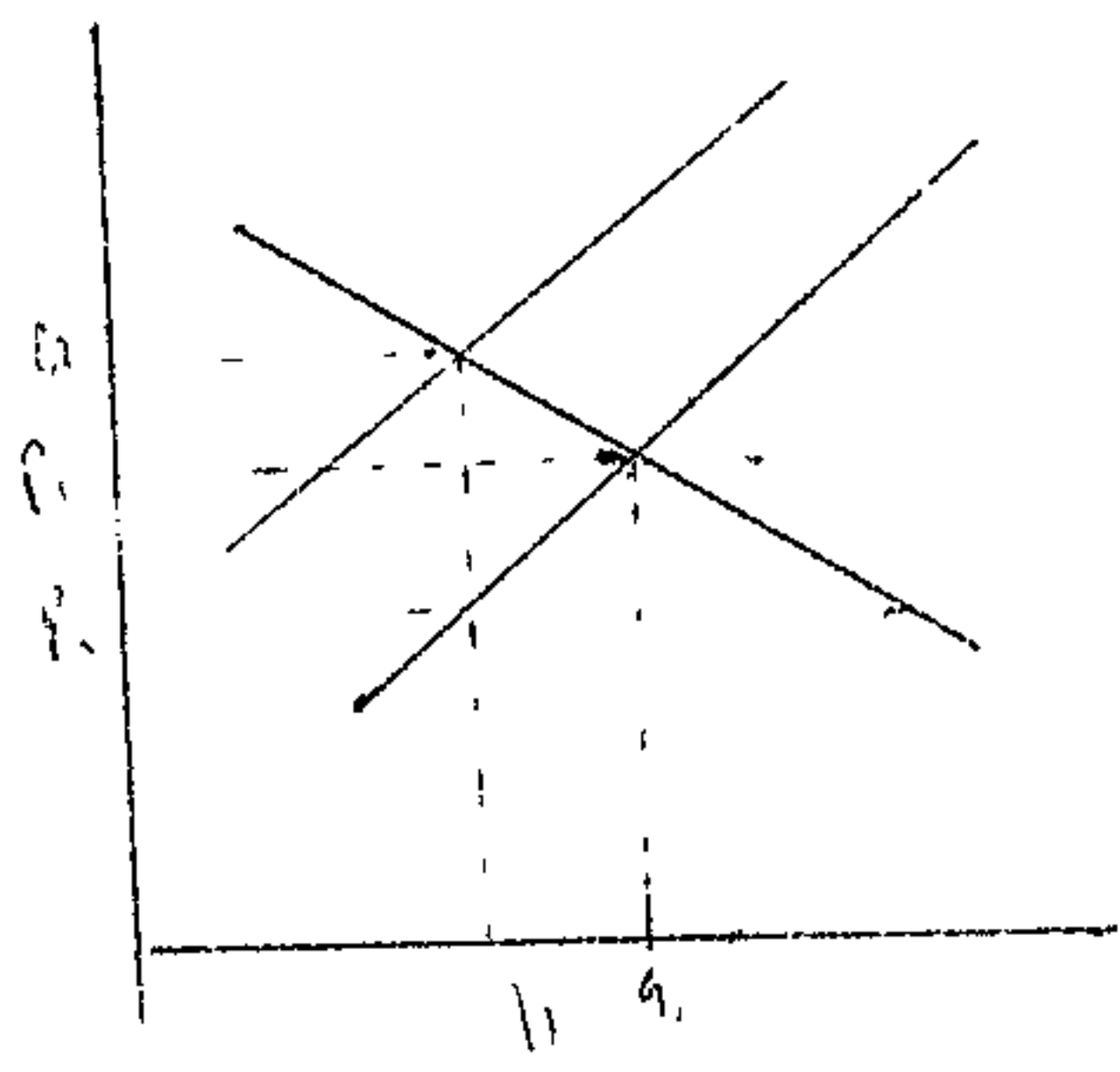
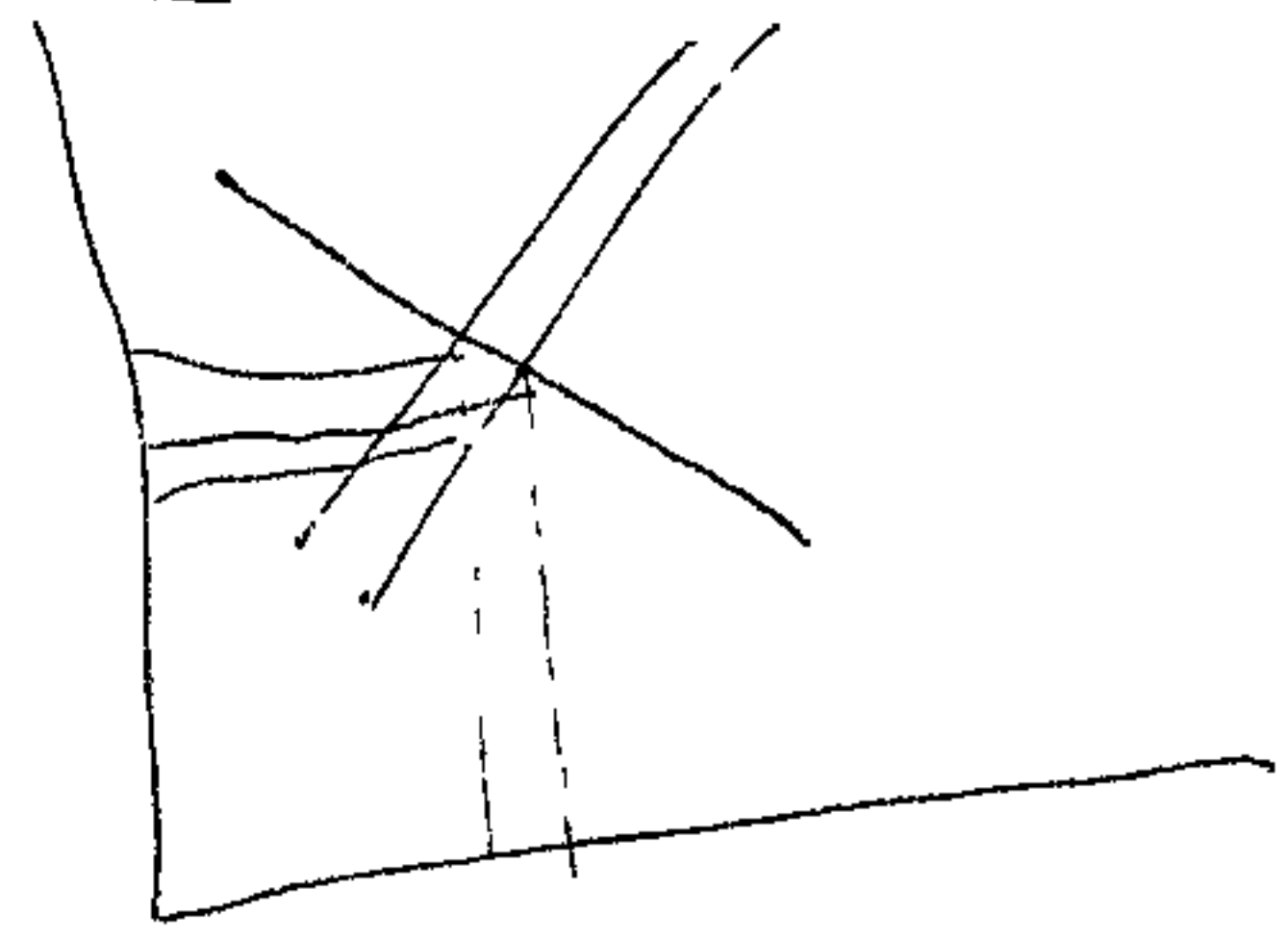
The SA Bottling Company plant in nearby Port Elizabeth continued today to take on a new workforce after the dismissal last week of about 250 workers.

A worker delegation was expected to meet management at Johnson Tiles in Olifantsfontein after dismissal of about 600 workers earlier this month.

A union spokesman said workers hoped to return to work tomorrow if the dismissed employees were taken on again.

About 1000 black employees of the Natal Tanning Extract Company at Melmoth were on strike today over proposed pensions legislation.

And in Maritzburg, 120 Hulett's Aluminium workers struck for some hours yesterday, also over the pensions issue.



10/11/1981

139 13/10/81

More out in dispute over pension refunds

R017
13. Mail Correspondent

THE Allied Workers' Union yesterday confirmed that workers at a Durban stevedoring firm and a Cato Manor quarry had gone on strike over pension refunds and wage increases

Union secretary Mr S K B Kikine said hundreds of workers at the Maydon Wharf and Point Road branches of the stevedoring firm struck early yesterday after demanding pension refunds

The quarrymen claimed promised wage increases had not been paid and the company refused to let them join the Building and Allied Workers' Union, apparently because it was not registered.

A number of Indian employees joined the quarry strike because they did not want to be intimidated

Quarry manager Mr S Strydom said workers had been warned that they faced dismissal if they did not return to work. They had had a pay rise last month, he added

Police watched the quarry while management discussed the grievances

Mr F K W Ross, director of manpower at Grinrod Cotts stevedoring, said Maydon Wharf and Point Road workers were not on strike but had been delayed because of negotiations with management over pension refunds

About 700 workers at the two branches had requested unconditional pension refunds

"Management had heard their grievances and it was agreed that an answer be given today," he said yesterday

The proposed pension legislation, which led to labour trouble at Hulett's sugar mills on the North Coast, spread to Maritzburg yesterday where 80 workers left Hulett's Aluminium

A company spokesman said they had been expressing concern over the proposed legislation for two weeks

About 120 hourly-paid employees at the plant had approached the company's personnel officers with the request that their pension contributions be repaid, the spokesman said

"The proposed pension legislation was again clarified and they were told their contributions would only be returned if they resigned," the spokesman said

"As a result, some 40 employees returned to work and the remaining 80 resigned

"Those who resigned were given cheques for their pension contributions and will receive their outstanding pay tomorrow"

More than 1 800 people are employed in the plant

10 still held under security laws

13/10/87
139
2021

Crime Reporter

TEN men were still being detained by Security Police in Port Elizabeth under Section 6 of the Terrorism Act, which allows for detention indefinitely, a spokesman for the Security Police confirmed today.

Four of the men, Mr Dumile Makhanda, chairman of the Motor Assemblers and Component Workers Union of South Africa (Macwusa), Mr Maxwell Madlingozi, chairman of the Macwusa branch at General Motors, Mr Mxolisi Didiza, a union organiser, and Mr Zandile Mjuza, an official of the General Motors branch, were arrested by Transkei police near Umtata on May 26 for allegedly travelling without valid documents.

They were handed over to the South African Security Police on June 3, immediately detained under Section 22 of the General Laws Amendment Act and a fortnight later re-detained under Section 6 of the Terrorism Act.

A fifth trade unionist, Mr Siphon Pityana, an organiser for both Macwusa and the General Workers Union of South Africa (Gwusa), was detained on June 26 at the Macwusa offices in Port Elizabeth.

Four members of the Congress of South African Students (Cosas) are still in detention under the Terrorism Act. They are the national president, Mr Wantu Zenzile, and three others, Mr Siphiso Mtinkulu, Mr L. Bangani and Mr Mpumelelo Yantolo. Mr T. J. V. Singata, a former Kwazakele Rugby Union player, is also still in detention under Section 6.

Managers drive forklifts at strike-hit plant

POSE 13/10/81
13A 13B 13C

By GRANT AUBIN

SENIOR management at the strike-hit SA Bottling plant in North End, Port Elizabeth, yesterday drove forklift trucks to ease the backlog in deliveries

According to an informed source, three of the firm's managers, Mr J de Wet, Mr P Pretorius and Mr E Smit, as well as foremen and checkers, drove forklift trucks at the plant yesterday to ease the distribution problem

Some of the 250 workers involved in a strike at the plant for almost two weeks claim the strikers have been fired by the firm

A fullscale recruiting cam-

paign has resulted in only three of the former employees being rehired, workers say

The firm's management has consistently refused to confirm that there is a strike, or to explain its attitude and actions towards those involved in the dispute

Last week reporters were told there would be no statements until the return from overseas of the firm's chairman, Mr P R Gutsche, and managing-director, Mr P H Gutsche. They have returned but were today unavailable for comment

A spokesman for the General Workers Union of South Africa said a meeting was held with management today

"We were accused of influencing workers to strike. One of the Gutsche's said we made him cross by going on strike while he was on holiday," he said

Mr Gutsche then said he could rehire some workers

"We told him he must take all of them back," the spokesman said

Strikers seek recognition

BD 13/10/81
PORT ELIZABETH — The Eastern Cape was hit for the third time in eight days by a "recognition strike" when about 180 Uitenhage workers of Motorvia yesterday morning refused to work unless their union was recognised

The workers, mostly drivers for the company which sub-contracts for Volkswagen, are members of the Transport and General Workers' Union, a Fosatu affiliate

Last week Port Elizabeth workers of the SA Bottling Company and the General Post Office decided not to return to work unless the General Workers' Union (Gwusa) was recognised

Yesterday morning 80 convoy drivers of Motorvia decided to leave the com-

pany immediately and bussed home to Bloemfontein and Thaba Nchu

The other 100 workers were mainly from the Eastern Cape.

Workers not only demanded union recognition, but also asked for a minimum wage of R50 a week for local drivers, as well as higher wages per trip for convoy drivers

Worker spokesmen, however, stressed that union recognition was of prime importance. If recognised, the union could take up wage demands, they said.

A few women employees of the company apparently stood in for some of the drivers involved in yesterday's walkout.

Mr Edwin Maepe, a Fosatu organiser for the

union, said a letter was sent to the company two to three weeks ago asking for recognition of the union, which is registered, but no reply has been received as yet

Yesterday afternoon, however, a senior company spokesman agreed to meet him today.

In Durban the South African Allied Workers' Union yesterday confirmed that workers at a quarrying company in Cato Manor had gone on strike over wage increases

"We have been told that since the union was not a registered body it would not be recognised by the company" said Mr S. K. Kikine, secretary of the union

However, the workers

resumed work later in the day.

Mr S Strydom, the quarry manager, said workers had been granted a wage increase in September

In more Natal unrest, 80 workers left the premises of Hulett's Aluminium in Pietermaritzburg after a dispute involving the proposed pension legislation

A company spokesman said: "The legislation was again clarified and they were told that their contributions would only be returned to them if they resigned from the company

"As a result, some 40 employees returned to work and the remaining 80 resigned," he said — DDC

D.D 13/16/81

Riot Act three fined

EAST LONDON — Three people who attended a meeting at the Men's Hostel at Duncan Village on February 4 were yesterday each fined R100 (or 50 days imprisonment) after they were found guilty under the Riotous Assemblies Act.

The three, Mr Sopotso Rani, 30, of Mdantsane, Miss Debora Komose, 26, of Duncan Village, and Miss Motiwe Alice Stuurman, 24, of Mdantsane, appeared before Mr G. E. Clark.

The State alleged that they attended the meeting without obtaining permission from the Minister of

Justice or the local magistrate.

Detective Sergeant Delahlazo Tyuthuza of the Cambridge security police said about 100 people attended the meeting and that a number of them left at one stage Mr Rani addressed those that stayed behind.

The people present at the meeting were workers from Model Dairy He said that Miss Komose also spoke at the meeting and that he saw Miss Stuurman filling in forms.

The three were taken to the Cambridge Police Station by Sergeant Tyuthuza — DDR.

Delay of pensions bill to end unrest

CT 13/10/81
139

Own Correspondent

JOHANNESBURG — The government will delay implementing its controversial Preservation of Pensions Bill until at least 1985 following recent labour unrest on the issue throughout industry and employer calls for a postponement to avert more unrest.

But yesterday, only a day after the government announced it would delay the measure, workers at a Durban stevedoring company stopped work as management attempted to allay their continuing fears on the pension issue.

The decision to delay implementation of the bill — which seeks to "freeze" employee pension contributions until retirement — has been welcomed by Natal employers, who bore the brunt of recent strike action against it.

Three years

At a meeting on Friday, the Durban Chamber of Commerce and Natal Chamber of Industries asked the Registrar of Financial Institutions, Mr Naas van Staden, to delay the bill's implementation for at least three years.

But some local employers, as well as a union spokesman, expressed scepticism about the move and said they feared it might not avert more unrest.

The delay in implementing the bill was announced in a weekend statement by Mr Van Staden, who yesterday stressed that the government was determined to press on with the measure, but was prepared to allow a three year period for employers to allay worker fears.

In the statement, he said reaction to the draft bill —

published in late August — "seems to indicate that a great deal of uncertainty still exists among certain groups of employees regarding the effects which the proposed measure will have on their pension interests".

It had therefore been decided "to grant to pension funds a period of three years after the proposed bill has been passed to afford, in this way, employees who are members of such funds the opportunity to become fully conversant with the benefits which preservation holds for them".

This means that "should legislation be passed during 1982 already, the provisions thereof will become operative only during 1985".

Preserved

Employees who wanted to voluntarily opt for their pension contributions to be preserved immediately the bill became law would be entitled to do so.

The bill provides that all pension contributions paid after it becomes law will be preserved. Employees will not be able to withdraw them when they leave a job, but will be entitled to an accumulated pension pay-out when they retire.

This sparked unrest throughout industry as workers demanded to opt out of pension funds to avoid preservation. Hundreds of thousands of rand have been paid out to workers and many have struck when employers rejected this demand.

Businessmen have also reacted sharply to some aspects of the draft bill.

Mr Van Staden said yesterday the government was still committed to the bill "Its sole aim is to provide em-

ployees with a bigger sum of money on retirement. We are trying to give them more than they have now and I cannot see how anyone can object to that".

But he added that the bill had been "misunderstood in many quarters, including in some which ought to have known better" and the government had therefore decided on a delay "We do not want to cause disruption," he said.

Natal employer spokesmen have welcomed the move and said it would help to defuse labour unrest in the province.

But the general-secretary of the SA Allied Workers Union, Mr Sam Kikine, said workers saw this as "a tactic" and added "They are still unhappy".

Several Transvaal employers also said they were sceptical about the move.

Suspicious

"We are negotiating with our workers on this issue and we would like some sort of official document to prove we are not pulling the wool over their eyes," the labour relations officer of a leading group said.

He added that "black workers are so suspicious of government intentions that I doubt whether even that will help".

Another industrial relations man echoed this and said "The problem remains that black workers do not trust government intentions".

And yesterday, workers at Durban company Grindrod Cotts stopped work for some hours to discuss pensions fears with management despite the announcement.

Star 14/10/81
**A slow
return
to work**

Labour Reporter

Workers are slowly returning to the Natal Tanning Extract Company in Melmoth where about 800 workers went on strike yesterday. But most strikers were still out.

The company's managing director, Mr Bill Zeller, said issues about working conditions had been "ironed out," but excessive wage demands were unacceptable.

About 100 drivers at the Motorvia car components firm in Uitenhage continued their strike today over pay and union recognition. A meeting with management is expected today.

At the Johnson Tiles factory at Olifantsfontein, where hundreds were dismissed after a strike, workers queued for jobs today.

Story 14/10/81
**PE trade unionists
 may be charged**

Labour Reporter
 A number of trade unionists were detained in Port Elizabeth by the Security Police yesterday in connection with recent strikes in the area. They are being held under the Criminal Procedures Act and a Security Police spokesman said there was a possibility they would be charged. The number of de-

tamees is not known, but police were able to confirm that Mr Themba Duze, an official of the Motor Assembly and Components Workers Union, was among those held. A Security Police spokesman said the people were held in connection with strikes at two Port Elizabeth post office branches and the dispute at the SA Bottling Company.

139
 139
 139

SKLDMAN	NONE	I	2	4
	SUBA-2	I	13	14
	STD3-5	I	3	1
	STD6-7	I	13	13
	STD8-9	I	13	4
	STD10	I	2	4
LONONMAN	NONE	I	14	14
	SUBA-2	I	2	12
	STD3-5	I	3	13
	STD6-7	I	14	10
	STD8-9	I	2	3
	STD10	I	0	14
SEMI	NONE	I	0	1
	SUBA-2	I	4	13
	STD3-5	I	15	1
	STD6-7	I	2	3
	STD8-9	I	14	14
	STD10	I	2	2
UNSKL	NONE	I	2	0
	SUBA-2	I	14	2
	STD3-5	I	2	4
	STD6-7	I	0	15
	STD8-9	I	0	2
	STD10	I	3	0
EXC	NONE	I	15	0
	SUBA-2	I	1	2
	STD3-5	I	14	14
	STD6-7	I	2	2
	STD8-9	I	3	14
	STD10	I	14	2
PRO	NONE	I	2	0
	SUBA-2	I	0	0
	STD3-5	I	0	14
	STD6-7	I	0	0
	STD8-9	I	15	0
	STD10	I	1	3
CLC	NONE	I	12	14
	SUBA-2	I	0	1
	STD3-5	I	2	13
	STD6-7	I	5	4
	STD8-9	I	2	2
	STD10	I	0	14
BCT	NONE	I	2	2
	SUBA-2	I	3	13
	STD3-5	I	14	3
	STD6-7	I	2	1
	STD8-9	I	0	15
	STD10	I	1	1
SKLDMAN	NONE	I	4	0
	SUBA-2	I	5	1
	STD3-5	I	2	1
	STD6-7	I	5	5

UJCT

Melmoth workers 14/10/81 fined after work 139 stoppage meeting

Mercury Reporter

POLICE arrested 75 workers at the Melmoth plant of the Natal Tanning Extract Company yesterday as the number of men involved in the work stoppage, which started at the weekend, grew to more than 1 000.

Brig M J Meyer, Divisional Commissioner of Northern Natal, reported that 75 of the company's employees had been arrested at the plant yesterday morning 'for holding an unlawful meeting'.

The men had appeared in court and had been fined R100 (or three months' imprisonment), he said.

Comply

Mr A J Maphalala, organiser of the National Federation of Workers, said yesterday that workers had downed tools in a demand for better pay and working conditions.

These included a minimum wage of R8 a day for labourers, R12 a day for men employed in the workshop and R125 a week for drivers.

Mr H W Zeller, managing director of the Natal Tanning Extract Group, said that management had been able to comply with some working condition demands but would not agree to the increases.

Mr Maphalala said that because the workers were classified as farm labourers, trade union rights were not extended to

them and they were therefore not members of the National Federation of Workers.

Brig Meyer also reported that 58 employees at United Transport Zululand in Empangeni had stopped work. Management could not be contacted.

In Durban negotiations continued yesterday between Grindrod Cotts Stevedoring management and worker representatives following Monday's work stoppage.

Mr F Ross, the company's director of manpower, said yesterday discussions on the issue of pension fund contributions were taking place.

Mr Sam Kikine, general secretary of the South African Allied Workers Union, said wage increases and recognition of an affiliated union were also being discussed.

Resumed

Mr S Strydom, manager at Ridge View quarry in Cato Manor, said all workers had resumed their duties following Monday's work stoppage.

At the Hulett's aluminium plant in Pietermaritzburg only a few of about 100 workers who resigned on Monday after a dispute with management over the Government's proposed pension legislation returned to the plant to collect their wages yesterday.

ED 15/10/87
East Cape
strikes
end

PORT ELIZABETH — Two Eastern Cape strikes ended yesterday after agreements were reached between trade unions and the managements of Imperial Cold Storage (ICS) at Aloes and Motorvia in Uitenhage

Meanwhile, a security police spokesman confirmed yesterday that 18 people had been detained here this week.

A spokesman for the General Workers Union (GWUSA) said the detained people were SA Bottling Company and Post Office workers.

The ICS deadlock was broken last night after talks between the management and the vice-president of Gwusa, Mr Sicelo Duze

The workers had demanded a minimum wage of R1 an hour, but have now agreed to accept management's offer of 80c an hour "on the short-term."

The strike at Motorvia, where about 180 workers, mainly drivers, have been striking since Monday in an effort to have their union, the Transport and General Workers Union, recognised, has also been called off.

New talks about the recognition of the union are scheduled for next Wednesday — DDC

Striking workers arrested in East Cape

Star 15/10/81
152/119
193 192 190
268 139 186
182

Labour Reporter

Production stopped yesterday morning at Huletts Aluminium plant in Maritzburg when about 200 early-shift workers downed tools

The workers, who were demanding that management pay them out their pension contributions, stayed on the premises

Officials of the Fosatu-affiliated Metal and Allied Workers' Union went to the factory to discuss the dispute with the workers

Huletts Aluminium was also hit by a work stoppage over pensions on Monday and 80 workers resigned to receive their contributions. Later they were joined by another 130 workers

Four Huletts sugar mills in Natal, as well as Huletts Refinery near Durban, were hit by pension unrest earlier this month.

About 800 workers at Natal Tanning in Melmoth started returning to work yesterday after striking last Friday over wage demands. Several were charged by police and later fined for conducting an illegal meeting

In the Motorya dispute at Uitenhage officials of the Fosatu-affiliated

Transport and General Workers' Union talked to about 100 drivers about their grievances

And, yesterday, in Port Elizabeth at least 18 workers were detained by Security Police apparently for "intimidating" other workers

Police confirmed the arrest of Mr Themba Dube, an organiser of the Motor Assembly Components Workers' Union in connection with recent strikes at two Post Office branches and the SA Bottling Company

A strike by about 300 workers at Imperial Cold Storage, Addo, over wage demands was also reported yesterday

At Johnson Tiles, in Olifantsfontein, former workers started streaming back to the plant on Tuesday afternoon to re-apply for their old jobs after a strike on October 5 over union recognition

A company spokesman said many of the 260 workers were taken on again but some were not because vacancies had already been filled by newly recruited labour

Mr J Joubert, Personnel manager at Johnson Tiles, said the firm was not anti-union but would deal only with unions that were representative of the workforce.

Star 15/16/81
Workers refuse
to join union
and lose jobs

Labour Reporter

Twenty-six workers at the United Tobacco Company in Industria, Johannesburg, lost their jobs today for refusing to join a union

Because of a closed shop agreement in the tobacco industry, workers are required to belong to a trade union and, in the case of UTC, this is the Tucs-a-affiliated African Tobacco Workers Union

A company spokesman said today that 22 workers were considered to have "dismissed themselves" for not joining the union. One worker was of pensionable age and allowed to collect his pension and two had not yet turned up to collect their pay.

Only one of the 27 workers who faced dismissal relented and joined the union yesterday.

The workers had told The Star they did not want to belong to the union because they had never met its officials and felt it had no effect at UTC

At the Huletts Aluminium plant in Maritzburg a strike by about 800 workers continued early today while management held talks with the

Fosatu-affiliated Metal and Allied Workers Union

Work was only going on in a few areas of the plant, a Huletts spokesman said. Workers have demanded the reinstatement of 130 workers who resigned on Monday in order to receive their pension contributions

At the Motorvia Components firm in Uitenhage, about 100 drivers were still out on strike over issues of wages and recognition of the Fosatu-affiliated Transport and General Workers Union

The union was holding a report-back to workers today on yesterday's talks with management

The workforce at Natal Tanning in Melmoth was reported to be returning to work following a wage dispute by 800 workers this week

A spokesman for the Motor Assembly and Components Workers' Union in Port Elizabeth said today they had no reports of any further Security Police detentions of members since yesterday's dawn arrest of about 18 workers, including a union organiser Mr Themba Duze

Gwusa
CV Post 15/10/81

organiser

327 139 152
released 152

Post Reporter

AN organiser for the General Workers Union (Gwusa), Mr Themba Duze, was released this morning after two days in police detention, but the six SA Bottling workers held at the same time are still in custody

Meanwhile, employees at the Imperial Cold Storage polony factory at Aloes returned to work today

About 180 workers, most of them truck drivers, at the convoy firm of Motorvia in Uitenhage were still on strike today — contrary to reports that they would return today

The Port Elizabeth general manager of ICS, Mr P W du Toit, said the work stoppage at the firm had ended

R51-1 15.10.86

18 unionists held in Cape over strike at plant

139

Labour Reporter

EIGHTEEN members of the Port Elizabeth-based General Workers Union of SA, including a union organiser, have been detained by police in connection with a strike at SA Bottling Company, a Coca-Cola plant in the city

This brings to 23 the number of unionists held by police in Port Elizabeth. Five officials of the Motor Assembly and Components Workers' Union of SA, Gwusa's sister union, have been held under Section 6 of the Terrorism Act for some months.

They include the union's chairman, Mr Dumile Makanda, and an organiser, Mr Sipho Pityana.

Police have confirmed the detention of the 18 and have said they will appear in court today charged with incitement.

A union spokesman said yesterday that eight Gwusa men, including a union organiser Mr Themba Dusa, were held by police during a meeting in Kwazakhele township on Tuesday.

"They were all attending a workers' meeting at a hall in the township. Police arrived at the meeting, took them out and arrested them," the spokesman said.

The other seven detainees are all workers at SA Bottling. They are Messrs Albert Mkayo, Monde Bikoli, John Mgodana, Elias Nxumani, Richard Sokutu, Brian Singaphi, and Dumani Kanga.

Since then 10 more workers had been detained, in police dawn raids on their homes yesterday, the spokesman added. Their names are not yet known.

Labour Unrest spreads in Eastern Cape

SB DETAIN 18 STRIKERS

Sowetan 15/10/71

329 139
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10

SECURITY police in Port Elizabeth have detained at least 18 striking workers and a trade unionist as labour unrest continues to spread in the Eastern Cape.

Mr Themba Duze, an organiser of both the Motor Assemblers' and Component Workers' Union (Macwusa) and the General Workers' Union of South Africa (Gwusa), was detained with six strikers under the Criminal Procedures Act as security police swooped on a workers' meeting on Wednesday night.

Yesterday morning, another 12 workers were detained according to Colonel Gerrit Erasmus, head of the Eastern Cape Security Police, who warned that more would be "locked up" if they continued to "intimidate" other workers.

The detention of Mr Duze brings to six the number of Macwusa officials held by Security Police.

Meanwhile about 300 workers of the Imperial Cold Storage polony factory at Addo have gone on strike, demanding minimum wages of R1 an hour.

Workers claim the company pays a standard wage of R33 a week to all black workers although this has been denied by management.

A spokesman for the Port Elizabeth General Post Office said yesterday that about half of the 180 workers who walked out last week had been replaced. He expected the labour force to be at full strength by the end of the week.

Another 250 workers at SA Bottling have been recruited in place of

OWN CORRESPONDENT

strikers who walked out last week workers at Motorvia, a car ferrying company, were still out yesterday morning

And in Uitenhage 180

NM 15/10/81

Pensions still creating problems in industry

Mercury Reporter

IN SPITE of the Government's decision to defer their Preservation of Pension Rights Bill until 1985 the pension issue is still causing unrest among workers in Natal industry.

The Hulett's Aluminium plant in Pietermaritzburg was shut down yesterday by what management called a 'partial work stoppage involving 300 employees following the resignation on Monday of 130 hourly-paid workers.

According to Mr Frank Ferguson of Hulett's the men resigned 'in order to obtain payment of their pension fund contributions as they were concerned over the proposed pension legislation'.

Mr Ferguson said a reason for the stoppage was the reinstatement of the workers who had resigned on Monday.

'In this connection employees were informed that those who left the company's employment on Monday would be reinstated on repayment of their pension contributions which were paid to them at that time', he said.

Mr Ferguson said intimidation and coercion had taken place, and it was evident that many of the men on strike 'wished only to continue work in the usual manner'.

Afternoon and night shifts were cancelled because a bus carrying some of the company's employees was stoned.

In Durban workers at Grindrod Cotts Stevedoring returned to work yesterday after the management decided to repay their pension fund contributions.

Aug 15/10/81

Detentions a 'threat to peace'

329 145 141 151 152 139

THE detention of 19 trade union members and officials in Port Elizabeth this week would exacerbate tension in the volatile Eastern Cape, a spokesman for the General Workers' Union said in Cape Town today.

'It has been proved time and again that the industrial peace is threatened by the detention of workers leaders. This instance will be no exception,' he said.

We call for the immedi-

ate release of the detained members and leaders.'

The detainees are members of the unincorporated General Workers' Union of South Africa (Gwusa) and workers of the SA Bottling Company and the General Post Office.

Colonel H Snyman, an Eastern Cape security police officer, said they would appear in court on charges of intimidation.

He expected more strikers to be detained today.

Meanwhile, a deadlock

between workers and management at the Imperial Cold Storage factory at Ales was broken last night when workers settled on an 80c-an-hour pay agreement.

At Motivva in Uitenhage where 180 walked out on Monday because of non-recognition of Gwusa workers were expected to return today following a management announcement that talks on union recognition would be held next week.

Striking workers view Pension Bill as interference in their financial affairs

(139)

WE DON'T TRUST THE GOVT

By Shaun Harris

WORKERS involved in two recent work stoppages made it clear yesterday that they did not trust the Government over the proposed pension legislation and for that reason they intended to continue rejecting the proposals.

They also emphasised that the decision to down tools in a demand for the repayment of their pension fund contributions was not forced on them by trade unions.

In one case workers claimed that no union had been involved in their work stoppage, while another group of workers said the decision to strike was made only after they had formulated their grievances and approached their union for guidance.

According to men who work for Grindrod Cotts Stevedoring, no trade union was involved in their work stop-

page for the repayment of their contributions.

The stevedores said they had learned about the proposed Pension Bill from newspapers, Radio Zulu and fellow workers.

They were unhappy about the proposed legislation, and after discussing the issue among themselves they decided to down tools, they said.

When the stoppage continued, certain union officials had made contact with them, but their demands had already been made to management.

A few reasons were given for their rejection of the Bill, but the chief one was that they did not trust the motives behind the Government wanting to freeze contributions.

'We can take care of our own money; the Government insults us by treating us like children,' a stevedore said

When asked what he would do with his pension contributions when they were repaid to him at the end of the month, he replied he would invest the money.

Other workers said they did not believe they would see their money again if the Pension Bill were introduced, although they could not specify exactly why they felt this.

Off-duty workers at the Hulett's sugar mill at Mount Edgecombe, which has been the scene of two strikes over pension funds during the last two months, also said they had learned about the Pension Bill through the media.

They said a meeting had been held before the stoppages began where they had voiced their fears regarding the Bill to management. Management was sympathetic, but had said that contributions could not be refunded.

After that they had approached their union for advice and were told to stick to their decision to demand the withdrawal

of their contributions.

Hulett's workers' reasons for rejecting the Bill were similar to those of Grindrod stevedores. They resented the Government interfering in their financial affairs and did not trust the new Bill because they believed they would not see their money again if it were introduced.

Other reasons put forward included the prospect of long terms of unemployment during which they could not withdraw their pension money. Several said they feared that they 'would die' before they could withdraw their money.

Hulett's and Grindrod workers agreed unanimously on two points. The possible deferment of the Bill to 1985 made no difference to their demands for the immediate refund of their pension money, and they would rather not belong to a pension scheme than accept the proposals put forward in the

new Bill.

Grindrod Cotts Stevedoring agreed to repay workers their pension fund contributions on Wednesday, while Hulett's management called a temporary moratorium and suspended pension fund payments while negotiations continued.

Former magistrate and former Chief Bantu Affairs Commissioner Mr A J Turton, yesterday described black workers, especially the Zulus, as 'very conservative people, very nervous of anything they don't fully understand.'

He said pensions were not embedded in black history as was the case with whites, and pensions therefore were not as important.

A reason for this was the structure of the black family, he said, where especially with more rural blacks, they knew they always had a family to return to when they were too old to work.

A black union leader, Mr Sam Kikene of the South African Allied Workers Union, said yesterday he believed the deferment of the Pension Bill was a tactic on the Government's part to buy time.

'Black workers are poor, they need their money for living now.'

Mr Kikene said he believed the State should run a pension scheme because it was their responsibility to look after their old people.

Sta 16/10/81
Strikers reach agreement
139

Labour Reporter

Several countrywide wage disputes were resolved yesterday

At Federated Timbers in Witbank 218 workers returned to their jobs

They had sought an increase in the minimum wage implemented at the beginning of the month which amounted to a 23 percent increase, according to a company spokesman

At Imperial Cold Storage in Addo 300 workers settled for an 80c an hour wage agreement They originally asked for R1

About 100 drivers at the Motorvia firm in Uitenhage agreed yesterday afternoon to return to work after management expressed its willingness to discuss wage demands with the Fosatu-affiliated Transport and General Workers' Union next week

At Natal Tanning in Melmoth most of the 600 workers at the agricultural estate returned to work while management expected a return of the 200 workers at the factory itself

Ev Post 16/10/81
Weekend
ban on
meetings

Crime Reporter

THE Divisional Commissioner of Police in the Eastern Cape, Brigadier E S van Rensburg, today announced a 48-hour weekend ban on meetings by two unions in the Port Elizabeth magisterial district.

The ban — on meetings by the General Workers' Union of South Africa (Gwusa) and the Motor and Component Workers' Union of South Africa (Macwusa) — was authorised today by the Deputy Chief Magistrate of Port Elizabeth, Mr Piet de Wet, under Section 2 of the Riotous Assemblies Act 17 of 1956.

It bans all meetings called by Gwusa and Macwusa from 8am tomorrow until 8am on Monday.

It is believed the ban was requested by the Security Police in a bid to curb intimidation of workers which is alleged to have followed a number of meetings held by both unions this week.

Bottling plant

Ev Post 16/10/81

back to normal production

By GRANT AUBIN

THE SA Bottling plant was back to normal production today and the firm was building up to a full labour force. Mr P H Gutsche, managing director, said today.

In a management statement on the situation at the plant where 250 workers struck two weeks ago, Mr Gutsche said he was anticipating some of the workers would return and would be engaged on merit.

Strikes at SA Bottling began on September 25 when all weekly-paid workers and two salary-paid workers walked off the job.

After discussions with management the strikers returned to work and were paid for the full day while on strike.

On October 6, workers once again went on strike.

"There were many reluctant strikers but they followed after being intimidated by a group of instigators," he said.

The strikers gave their reason as the employment of five coloured workers standing in for absent employees.

It was alleged that they were paid at a higher rate.

"This is totally incorrect, as they were paid at the normal rate," said Mr Gutsche.

Strikers also alleged that they were being used to train

the coloured workers who would then replace them. This was also denied by Mr Gutsche.

In his absence overseas workers were given an ultimatum to return to work or be fired.

Meanwhile 80 to 100 of the 180 workers who were out on strike at Motorvia in Uitenhage returned to work yesterday. A spokesman said Bloemfontein-based convoy drivers were expected back on Monday.

About 200 strikers at Imperial Cold Storage at Ales also returned to work yesterday.

In East London striking workers at Johnson and Johnson decided at a mass meeting today not to return to work until a dismissed worker was reinstated.

The workers downed tools yesterday in protest against the dismissal of the worker.

The company's personnel director, Mr Wayne Munro, was today unable to say how many were involved in the strike, but a spokesman for the South African Allied Workers Union (SAAWU) said more than 600 workers were involved and production was at a standstill.

The striking workers held a meeting with SAAWU officials this morning.

DAVID LEWIS

139

FM 16/10/81

Where the conflict lies



David Lewis is general secretary of the General Workers Union (GWU), previously the Western Province GWU. It is one of the fastest growing independent unions, with the majority of its members in the public service, construction, transport and engineering sectors.

FM How do you account for the rapid growth of the GWU over the past few years?

Lewis: In part, by the general political climate in the country and an increased awareness of the results of organised collective strength. The meat strike accounted for growth as we won respect and credibility from both the black community and the workers.

How important does the GWU consider the need to achieve political goals outside the work environment?

Our members consider political goals to be very important. Our strong accent on democracy and close relationship with the community are not coincidental, unrelated aspects of our approach. The fact that we accord paramount importance to democracy within the union and worker control over the union strikes a chord with other members of the community wherever their organisations happen to be struggling — in schools, townships, or wherever workers are oppressed by the political situation. The common denominator is the struggle for democracy and the right to democratic decision-making.

Under what conditions, if any, would the GWU be prepared to accept registration?

We'd consider registration only if it simply implied a formal recognition of our existence. We'd be prepared to provide information about our activities, membership, finances and constitution. But we're not prepared to register as long as the Registrar can effect control over our internal functioning. Control of our internal affairs must be in full control of the workers. The Registrar must not be able to tell us what should be in our constitution.

Recently the independent union movement decided to establish solidarity committees. Is it possible to create unity in the face of existing ideological differences?

Yes. I think it is possible, but will require much groundwork before permanent unity can be established. The fact that the recent inter-union meeting was held and that a commitment to a further meeting was made means that a serious attempt is being made to establish further unity.

What do you see as the most important labour issue in 1982?

The Industrial Council system is the major issue. It is totally unrepresentative and biased in favour of employers. For example, the level of industrial unrest currently experienced in the engineering industry is not coincidental. The majority of workers in that industry are passive recipients of a negotiated arrangement over which they have no control. So it's little wonder they refuse to accept agreements negotiated within the industry or to accept the formal dispute procedures agreed to by council. The industrial councils are non-responsive to demands of rank-and-file workers.

What industries do you think will be hardest hit by unrest in the future?

I predict that the construction industry

will be hardest hit for the same reasons as the engineering sector. Wages and conditions of service in the industry are appalling and the Industrial Council is correctly perceived by employees as a tool of management and an obstacle to their aspirations. The adherence of employers in these industries to the Industrial Council system is precisely what will underlie industrial unrest.

Why are you opposed to national bargaining?

We have no objection to multi-plant bargaining with any number of employers, as long as the workers of the employers we're bargaining with are truly represented by the union. It is also essential that we're bargaining in a structure which has been approved by the workers and which allows us to honour our commitment to worker control and leadership over every aspect of our activities.

We are opposed to an employer group negotiating with unions that are non-representative and which don't have a mandate from the workers to negotiate on their behalf. The bargaining structure of the Industrial Council necessitates professionalism in negotiating and facilitates the divorce of leadership from the rank-and-file.

An increasing number of strikes are occurring over the pensions issue. What action should be taken?

Pension legislation is a typical example of the arrogance of both the State and management. The whole question of the transferability of pensions is unequivocally unacceptable to workers. The legislation should be dropped as the whole pensions issue needs rethinking. If there were adequate social security benefits in SA it wouldn't be an issue. But as there are minimal benefits, it is unacceptable.

Union trial postponed

Savelan 16/10/87 (189)
THE theft case against two executive members of the Black Municipality Workers Union (BMWU) was yesterday postponed to November 20 for trial in the Johannesburg Magistrate's Court.

Appearing briefly before Mr J J Jonck were Mr Phillip Dlamini, 30, the union secretary of Zola North and Mr Joseph Mlangeni, 67, treasurer of Mofolo Village. They were not asked to plead.

According to the charge sheet, the State alleges that the two wrongfully and unlawfully stole goods in the lawful possession of Mr Joseph Mavi, BMWU president, which belong to the union. The offences are said to have taken place between May 29 and August 3 this year in Johannesburg.

The items are listed as a Barclays bank account book, 18 used and one half used receipt books, 600 BMWU membership cards, two registered books of a relief fund, one stapler, a typewriter, stationery, a table clock and a motor vehicle.

RDM 16 10-81

Unionists on theft charges (139)

Mail Reporter

TWO executive members of the Johannesburg-based Black Municipality Workers Union (BMWU), appeared briefly in the Johannesburg Regional Court yesterday in connection with an allegation of theft from the union.

Appearing before Mr J J Jonck were Mr Phillip Dlamini, 30, and Mr Mabukane Joseph Mlandeni, 67, both of Soweto.

They were not asked to plead and allowed out on warning after being ordered to appear for trial on November 20.

According to the charge sheet, the complainants are the BMWU and its president, Mr Joseph Mavi.

The two men are alleged to have stolen a car, a Barclays Bank account book, 18 used receipt books, one half-used receipt book, 600 trade union membership cards, two relief fund books, a stapler, a table clock, and a typewriter.

The offences are alleged to have been committed in Johannesburg between May 29 and August 3 this year.

27/16/10/81
139 198 157

26 workers fired for not joining union

Own Correspondent

JOHANNESBURG — Twenty-six workers at the United Tobacco Company's Industria plant yesterday lost their jobs because they continued their refusal to join the Tucsa-affiliated African Tobacco Workers' Union, a company spokesman said.

But he denied worker claims that 42 workers had been fired because they refused to join the union, which they have to do in terms of a closed shop agreement negotiated between it and employers.

This follows the disclosure on Wednesday that 27 UTC workers had been given till today to decide to join the ATWU or face losing their jobs because of the closed shop clause which makes it compulsory for black workers to join the ATWU.

It comes at a time of growing fears about possible labour unrest as a result of the closed shop.

A brief strike occurred last week at a major engineering plant because workers refused to join a "closed shop" union, Tucsa's Iron-moulders Society. Unrest is also threatened in several other industries on the issue.

550 workers

All UTC's 550 workers at the Industria plant were compelled to join the ATWU because of a "closed shop" agreement negotiated between the union and employers at the industry's industrial council.

Closed shop agreements lay down compulsory union membership.

A spokesman for UTC said yesterday that of the 27 who

had refused to join the ATWU and had been given till today to change their minds, only one had decided to join the union.

One other worker who refused to join was of pensionable age and had been pensioned off. The other 25 had continued to refuse to join the union and UTC had been forced to fire them.

By late yesterday, however, three of the 25 had not yet collected their pay, which management had requested them to do.

Reasons

The workers say they refuse to join the union because they do not know how it operates, do not know who its shop stewards are, and are unhappy about the "high" dues they would have to pay.

The union's general secretary, Miss Christine du Preez, claims these reasons are "rubbish" and that the workers are refusing to join the union because they want to leave the industry and collect their pension contributions.

Asked to comment on suggestions that many other workers besides the 27, were reluctant to join the union, the spokesman for UTC said that after management had explained to workers the consequences of not joining they had joined the union "in dribs and drabs".

This, he said, could indicate wider dissatisfaction with joining it.

He confirmed that UTC had been among the employers who had originally negotiated the closed shop with the ATWU, adding "That was a long time ago."

Union men freed in crackdown on strikes

Star 17/10/81

By Drew Forrest
The Ciskeian authorities have withdrawn charges against 59 members of the SA Allied Workers Union (SAAWU) in two separate hearings in the Mdantsane district court this week.

But in the countrywide crackdown on illegal strikes, more than 30 workers have appeared in

court this week either to be charged or for remand, and another 23 are expected to face charges shortly.

On Monday, the Ciskeians dropped charges of public violence against 24 SAAWU members who were among the 500 workers dismissed after the February Wilson Rowntree strike in East

London. The 24 were held for two months under Ciskeian security laws.

And yesterday, charges of attending an illegal gathering against another 35 SAAWU members were dropped. They were arrested in May after attending an East London court case involving a colleague.

On the East Rand two more former employees of Telephone Manufacturers of SA in Springs appeared in the KwaThema magistrate's court on Wednesday on assault charges.

Nine former Temsa employees were charged with assault on Monday after the recent strike at the plant which resulted in the dismissal of 1600 black workers. All the cases were postponed.

Our Port Elizabeth correspondent reports security police as saying that 15 of the 180 workers dismissed after last week's strike at two post office yards would appear in court shortly - together with eight of the 250 workers who struck recently at SA Botling.

And according to Sapa the Port Elizabeth chief magistrate, has imposed a weekend ban on meetings of the General Workers Union of SA and the Motor Assemblers and Component Workers Union (Macwisa).

Meanwhile after last month's strike at Cobia Brasswale in Lupatse, 13 workers appeared in the Krugersdorp magistrate court for formal remand yesterday.

Handwritten annotations: 105, 329, 175A, 331, 187, 182, 139, 710A, 710B

17/10/87
PE union
meetings
banned

PORT ELIZABETH — All meetings of the Motor Assemblers' and Components Workers' Union (Macwusa) and its sister union, the General Workers' Union (Gwusa), have been banned in the Port Elizabeth magisterial district from 8 am today till 8 am on Monday.

This was confirmed yesterday by Mr P W de Wet, acting chief magistrate of Port Elizabeth

All meetings by the Council of South African Students (Cosas) will also be banned

Strike-hit PEA bans

Union meetings

RV 17 11 27
By STEVEN FRIEDMAN

ALL meetings by members of two trade unions in Port Elizabeth this weekend have been banned, and yesterday there were unconfirmed reports that more striking workers in the city had been detained

In other developments
● Seven workers appeared in court in Port Elizabeth in connection with a recent strike at the General Post Office
● 36 workers who were detained by the Ciskeian Central Intelligence Service earlier this year in a dramatic swoop in Mdantsane township near East London yesterday had Riotous Assemblies Act charges against them withdrawn

The Ciskeian authorities had maintained they were holding a "riotous assembly" in an unruly manner while alighting from a bus in the township. All 36 were fired from Wilson-Rowntree after a strike at the plant some months ago
They had been held under Ciskeian Proclamation R252, which provides for three months' detention without trial

In Port Elizabeth, the Chief Magistrate has banned all weekend meetings by members of the Motor Assembly and Components Workers Union (Macwusa) and the General Workers Union of SA (Gwusa), whose members have been involved in several strikes recently, including one at the General Post Office

Order

Brigadier S J van Rensburg, Divisional Commissioner of Police in the Eastern Cape, told Sapa the order had been issued in terms of Section 2 of the Riotous Assemblies Act.

A Mail correspondent in Port Elizabeth reported that both Macwusa and Gwusa officials said they had no meetings planned for the weekend

Meanwhile, seven Gwusa members appeared in court in Port Elizabeth yesterday on charges connected with the strikes. Two other union members appeared in court earlier this week

They are among 23 union members detained by Port Elizabeth police this week. A union organiser, Mr Themba Dusa, was also detained but has since been released

A Gwusa spokesman said yesterday that the nine workers who appeared in court were still being held in police custody

He added that there had been more detentions of General Post Office strikers and that the union was trying to establish how many were being held

83 men
arrested
under
Riot Act

Crime Reporter

SECURITY Police have arrested 83 men on charges of intimidation under the Public Assemblies Act, the chief commanding Security Police in the Eastern Cape, Colonel Gerrit Erasmus, said today.

He said the men all had links with strikes at Sx Botling and the Post Office.

Those who had not yet appeared in court were expected to appear today and tomorrow for remand for a regional court trial date.

The arrests followed complaints of intimidation at Sx Botling and the Post Office.

A total of 59 men made a brief appearance in the Port Elizabeth Magistrate's Court today on a charge of allegedly attending an illegal gathering.

No evidence was led and the magistrate, Mr P Cloos, postponed the case to October 29. The men were not asked to plead.

The charge sheet stated the alleged offence happened on October 12.

Mt B I Pienaar appeared for the State. The men were not represented.

Bottling firm re-employs several workers

G Post 19/10/81

182 152 139 122 115

Post Reporters

THE managing director of SA Bottling Company, Mr P H Gutsche said today that several workers who had been on strike had been re-employed.

But a spokesman for the General Workers' Union of South Africa (Gwusa) and the Motor and Components Workers' Union of South Africa (Macwusa), said the 250 workers were still on strike.

He did not know of any workers being re-employed.

Mr Gutsche said he could not reveal the number of re-employed workers or their names.

Last week Mr Gutsche said in a statement that striking workers would be re-employed on merit.

Strikes at SA Bottling began on September 25 when all weekly-paid workers and two salary-paid workers walked out.

After discussions with management, the strikers returned to work and were paid for the full day while on strike. On October 6, workers once again went on strike.

A spokesman for Gwusa said

a meeting would be held later this week as weekend meetings had been banned.

Meanwhile 80 to 100 of the 180 workers at the Motorvia plant in Uitenhage have gone back to work. A spokesman for the company said the rest of the workers based in Bloemfontein were expected back today.

In East London striking Johnson & Johnson workers decided at a meeting yesterday not to return to work until a woman who was dismissed last week had been re-instated.

About 600 Johnson & Johnson workers downed tools on Thursday after the dismissal of Mrs Eunice Tempi, who allegedly stole two toilet rolls.

The Johnson and Johnson management agreed to institute an appeal committee to investigate the dismissal, provided the workers returned this morning.

A South African Allied Workers' Union (Saawu) official said this morning that union organisers would meet representatives of the company's management today to tell them the decision taken at yesterday's meeting.

Aluminium firm workers will be fired unless they return today

Nm 29/10/81

(139)

Pietermaritzburg Bureau

WORKERS at the Hulett's aluminium plant in Pietermaritzburg who stopped work last week over a pension fund dispute have been warned that they will be dismissed if they do not report for duty today.

According to a company spokesman the men were warned that they were participating in an illegal strike on Friday afternoon after a stoppage occurred following the resignation of about 130 hourly paid workers who demanded the refund of their pension contributions.

The spokesman said the workers had been told that if they did not return to work by the first shift today, 'it would be taken as notice of resignation.'

Trouble at the Edendale Road plant began about two weeks ago when workers voiced their dissatisfaction at the proposed Government pension legislation and demanded refunds.

About 130 subsequently resigned and left and a work stoppage began.

'Employee representatives were informed that a major concern of the company was that employees should be able to retire with a pension adequate for their needs. To provide for this, both employers and employees contribute to a pension fund.'

'In addition offers were made to reinstate the employees concerned on repayment of their pension contributions and plans were put forward to help ensure the safety of

employees and their families, but no real progress was made in meetings with employee representatives' said the spokesman, who alleged many workers were being intimidated into staying away.

'As a consequence the company has reluctantly advised those on strike that failure to return by today will be taken as their resignation, he said.'

CT
20/10/81 900 still on strike

PORT ELIZABETH — Altogether, about 900 workers are still on strike at Johnson and Johnson in East London and SA Bottling in Port Elizabeth

In spite of an ultimatum by management, about 650 workers at the Johnson and Johnson factory continued their strike yesterday over the sacking of a woman worker who allegedly stole two rolls of toilet paper

The workers demanded the woman be re-engaged. The company's personnel manager, Mr Wayne Munro,

said he would do "everything possible" to find a fair solution to the dispute.

At SA Bottling, where about 250 workers have been on strike since October 6, and have since lost their jobs, management said yesterday that it was prepared to re-employ some of the strikers on merit

The managing director of SA Bottling, Mr P H Gutsche, said they were obliged — because of distribution commitments — to take on new workers in the place of some of the strikers — Sapa

All 180
Ev Post 2:10/11
Motovia
drivers
back
at work

Post Reporters

THE strike at the Litenhage
lum of Motovia which is in-
volved in the delivery of new
vehicles to the rest of the
country is over because 100
drivers returning from
Blomfontein failed to support
the strikers

A spokesman for the com-
pany said today that all 180
drivers who were on strike
were back at work yesterday

Everything is back to nor-
mal he said

The strike began last week
when 130 drivers demanded
the company recognise the
Transport and General Work-
ers Union They also wanted
higher pay A meeting between
management and union repre-
sentative will be held tomor-
row to discuss both issues

The managing director at
SA Botling Mr P R Gutsche
said today that re-employment
of some of the 250 workers
deemed to have 'dismissed
themselves' after striking
three weeks ago would con-
tinue on merit and subject to
the availability of vacancies

Seven workers who went on
strike at SA Botling are to
appear in court on November
10 on charges of intimidation

A spokesman for the Gen-
eral Workers Union of South
Africa (Gwusa), to which most
SA Botling workers belong
said today he was still trying
to arrange a meeting with the
firm's management to discuss
re-employment

Star 20/10/81
59 appear under riots
Act after strikes

Labour Reporter

Fifty-nine workers appeared yesterday in the Port Elizabeth Magistrate's Court under the Riotous Assemblies Act after recent labour unrest in the area

The case was postponed to next week

The 59 along with 24 other workers were held by police in connection with strikes at two post office yards and at the SA Bottling Company

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling

The other 24 appeared on Friday and their case was also postponed

In the Security Police

swoop last week, an organiser of the Motor Assembly and Component Workers Union, Mr Themba Dube, was held for two days and later released without being charged

⊙ In Uitenhage last week charges against five union shop stewards of participating in an illegal strike were dropped. However, charges of intimidation under the Riotous Assemblies Act were postponed to next Monday

The men are being charged in connection with the Dorbyl motor components firm dispute from earlier this year

N M 20/10/81 600 workers quit in labour dispute

Pietermaritzburg Bureau
ABOUT one third of Huletts
Aluminium's 1800-strong
Pietermaritzburg work
force elected to resign yes-
terday after a company
ultimatum

Workers who were on
strike last week were
warned on Friday that their
strike was illegal and that
failing to return to work by

6 p m yesterday would be
taken as notice of their
resignation

'Between 600 and 650 of
the strikers elected to col-
lect their pension fund con-
tributions, back pay and
other benefits, yesterday
morning and so left the
company's employ,' Mr
Frank Fergusson publicity
manager for the company

said last night

'Production is now at nor-
mal levels and the company
will be advertising to fill
the vacant posts,' Mr
Fergusson said

Mr Geoff Schriner of the
Fosatu affiliated Metal and
Allied Workers Union, who
have not been recognised
by Huletts, said he did not
believe it was necessary to

refuse to re-employ the
workers who had resigned
in order to collect their
pension fund contributions

'There are numerous
ways in which Huletts
could resolve this issue
There are a number of com-
panies that have already re-
funded their workers'
pension contributions with-
out problems, he said

Deed

Unions may not meet

ARGUS 20. 10. 81

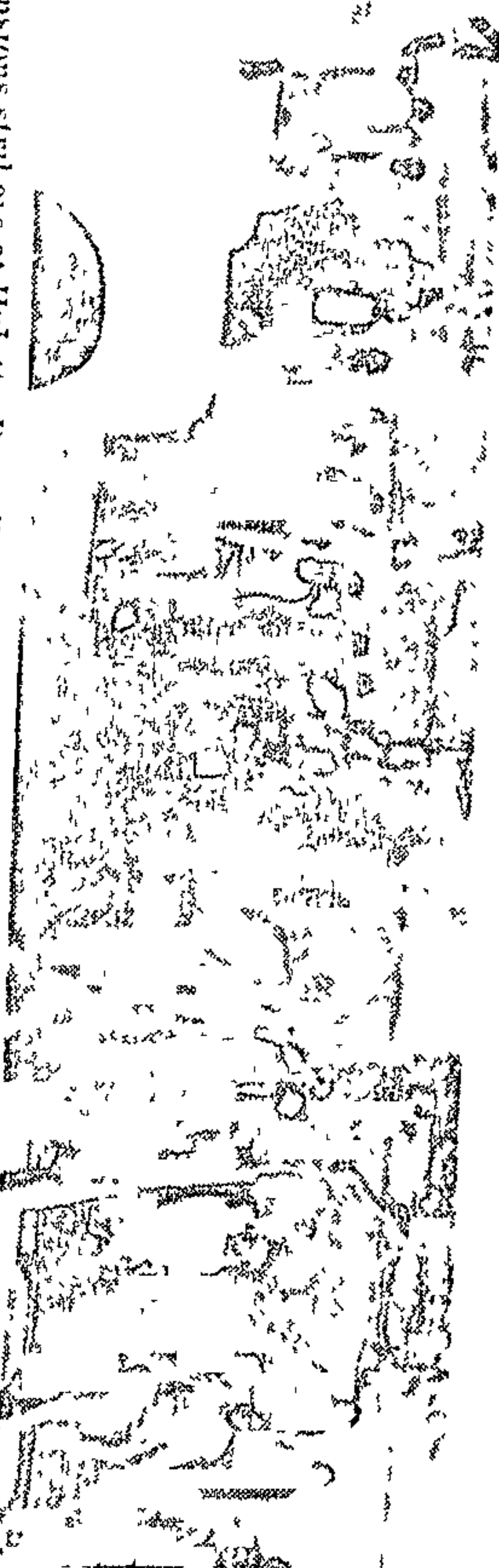
PORT ELIZABETH.
The Chief Magistrate of Port Elizabeth has prohibited all meetings or gatherings at the weekend by members of two trade unions involved in recent strikes in the Eastern Cape

Brigadier E S J van Rensburg, Divisional Commissioner of Police in the Eastern Cape, said the order had been issued in terms of Article 2 of the Riotous Assemblies Act. The ban applied to any meetings or gatherings by members of the General Workers Union of South Africa, and the Motor and Components Workers Union of South Africa — Sapa

The Government has stalled the controversial Preservation of Pensions Interests Bill. Drew Forrest reports on a recent survey and analysis of worker attitudes in the Transvaal, which sheds new light on the persistent unrest on this issue.

Star Deep-seated unease Over Pensioner funds

20/10/51



Pensioners strike at Hulett's Darnall cigar mill, on the Natal north coast. Set to their fears direct worker control of pension funds, is the long-term answer.

a house or an education for their children. Others see the money as a hedge against unemployment — an ever-present threat to blacks.

A major shortcoming of the Bill, the document states, is that it depicts a rather one-sided picture of the pension system, the writer says, and damage to it could be done.

The immediate threat of compulsory pensions preservation has now been averted and the Bill may be further amended to accommodate the views of powerful labour groups, such as the Federated Chamber of Industries.

The ICI originally proposed that workers earning over £18 000 a year should be exempt from its provisions, but is now calling for a distinction between pension funds which would be subject to preservation, and private funds which would not.

Workers would be able to opt for either. The idea is to leave the issue open to the nation, commented the ICI director of economic services, Mr Arthur Hammond-Tyler. In principle pensions should be treated like any other condition of service.

Foshat is in broad agreement. It believes that labour's deep-seated fears can only be laid to rest through direct worker control of pension funds.

When in September last year 400 workers struck at Tubatse, Pericentome in a remote area of the northern Transvaal, no one took very much notice. But brief and reconspiratory it was, the strike was a landmark in South African labour history.

For the first time workers had demanded redress in a demand for the repayment of their pensions contributions — a demand which has sparked hierarchically dozens of disputes in factories across the country this year.

At the root of the unrest was a report of the Interdepartmental Commission of Enquiry into Pensions presented to the Minister of Finance last year, which recommended that all pension funds be frozen until workers' retirement.

The resulting strike-wave which swept the Eastern Cape and later Natal, forced two concessions from the Government.

In this year's Budget speech the Minister of Finance, Mr Owen Hoodwood, announced that contributions made before the law was introduced would not be affected by its provisions. A draft Bill en-

shrining this was released shortly afterwards.

Workers responded by striking in their thousands in Natal, and under pressure from the prominent employers' the Government has now agreed to delay the implementation of the Bill for three years after its enactment.

A commonly held view is that the latest is a product of worker ignorance and credulity. The claim is that it springs from a failure to understand the real benefits of pensions and from a reflex suspicion of any State initiative or from a wrongly based fear of a different picture emerges from a recent survey and analysis of worker attitudes in the Transvaal, as voiced in shop steward

control discussions of the Federation of SA Trade Unions (Fosatu).

This argues that the draft Bill has merely brought to a head long-standing worker grievances over the operation of existing pensions schemes. According to the Fosatu document:

Workers have never been consulted about pension schemes. They have played no part in framing their rules or determining their benefits, and are generally forced to accept the schemes with only token consent.

Workers are denied access to adequate information on the funds. They do not know how much they have contributed, what happens to their money or what interest is gained.

Many workers — particularly widows and dependants — are paid out of these funds as an administrative system of paying pensions.

The document also reveals that many workers do not receive the maximum benefit of a pension contribution — the employer

also some schemes black workers, unable to afford normal and dismissal must work a multi-period — of up to 10 years — before the employer contribution is added to their fund. If then continuous service is broken by absence not recognized by the employer, they may have to commence their qualifying period.

Even when workers stand to lose the option, in fact if they are employed in business or partnership should be a matter of age is the job, the status, the amount, not the discipline of labour period.

If this is a system that as the workers' interests are to be protected, it is without the money which would be better invested elsewhere.

The draft Bill has highlighted these grievances and has added the new problem of preservation in terms of which workers cannot withdraw their pension funds until retirement age.

The document shows that many old workers feel they can use the money for anything when they are going to a deposit for

Strikers go back pending new round of meetings

By MOKONE MOLETE

THE 400 workers at Feltex rubber factory in Korsten Port Elizabeth, who went on strike yesterday after demanding that they be paid their pension fund contributions, have resumed work pending the outcome of a meeting between management and one of the trade unions, a union spokesman said.

Workers at the factory said they wanted to withdraw from the pension fund but were told by management that they had to resign before the money would be paid out.

At about 1pm yesterday

workers downed tools after refusing an ultimatum from management to resume work or leave.

The company public relations manager, Mr S Thompson described talks held between the National Union of Motor Assembly and Rubber Workers of South Africa (Numarwosa) as "fruitful".

A spokesman for Numarwosa, which is affiliated to Fosatum, said there would be further talks between the union and management as "nothing final has been decided yet".

Mr Thompson said according

to clock card records 97% of workers who struck yesterday were at work today.

Meanwhile, the Transport and General Workers' Union at the Motarxia plant in Uitenhage will hold a meeting with management today to discuss demands that led to a strike last week.

The managing director at the SA Bottling Company Mr P R Gutsche, said that re-employment of the 250 who went on strike three weeks ago and were deemed to have "dismissed" themselves, was continuing "on merit and subject to the availability of vacancies".

139

660 out in new worker unrest

Star 21/10/81

~~152~~ ~~360~~ ~~183~~ ~~40A~~ ~~139~~ ~~182~~

By Drew Forrest

In the latest outbreak of pensions-related labour unrest, more than 600 workers at factories in Port Elizabeth and Durban were on strike yesterday

Management at Henkel (SA) in Prospecton, outside Durban, has warned 260 strikers who have demanded the immediate re-payment of their pension contributions that unless they are back at work today they face dismissal

The strike at the detergent company began on Monday. Management has been dealing with Fosatu's Chemical Workers' Industrial Union which is informally recognised at the plant

At the Port Elizabeth plant of Feltex Foam and

Automotive Products the 400 workers who downed tools yesterday in a pensions dispute returned to work this morning pending talks between management and the Motor Assemblers and Component Workers' Union (Maowusa)

More labour unrest has been reported from the East Rand, where the Boksburg based General Tire subsidiary, Pigott, Maskew and Company, is restaffing after last Friday's strike over wages by its entire 450 strong black workforce

The company recently recognised the Chemical Workers' Industrial Union. The managing director, Mr Vic Pretorius, accused union members of "striking during negotia-

tions and in breach of the recognised agreement"

He said the workers had "resigned" by failing to meet a management return-to-work deadline

According to a CWIU spokesman, the workers struck in rejection of management's final offer of a productivity bonus. They wanted a 50c an hour flat rate wage increase, she said

Our Cape Town correspondent reports that about 200 workers at the Annetizer factory near Grabouw in the western Cape, have been on strike since Friday

The workers, represented by the Food and Canning Workers' Union, are demanding a minimum hourly wage of R1.50

PIETERMARITZBURG —
About 500 Hulett's aluminum workers have been paid off after they insisted on having their pension fund contributions refunded to them

The workers resolved to "fight for the right to get their jobs back", and not to accept re-employment unless "all the workers are reinstated"

They also resolved to prevent other people from filling what they still regard as their rightful positions

Meanwhile, more than 200 workers at the Henkel chemical works at Prospecton have gone out on strike in support of pay demands and pension negotiations

Management staff were not available for comment, but workers said production was virtually at a halt

despite white staff operating the plant on a reduced level

In Grabouw about 200 workers at the Appletiser factory are said to be on strike over a wage dispute, but factory management is keeping silent on the issue

According to the food and canning workers' union, worker representatives met management on Monday but no agreement over new wage rates was reached

A Port Elizabeth correspondent reports that 400 workers, almost the entire workforce, downed tools at the Felton foam rubber factory in Korsten yesterday morning after demanding their pension contributions

Workers interviewed said they wanted to resign from the pension scheme, but said they were told by management yesterday that they would have to resign before the money would be paid out

At about 1 pm workers left the factory's premises after an ultimatum from management to resume work in five minutes, or leave

At that stage an official of the Motor Assemblers' and Components Workers' Union was still negotiating with management on the workers' demands — SAPA

80
21/10/87
500
workers
paid off
139

Hundreds sacked at Hulett's

ABOUT 500 Hulett's Aluminium workers were paid off yesterday after they insisted on having their pension fund contributions refunded to them. *Sowetan 21/10/81*

And in Durban more than 200 workers at the Henkel Chemical Works at Prospecton have gone out on strike in support of pay demands and pension negotiations.

The events at Hulett's followed the issuing of an ultimatum by the company on Friday, in which 300 workers were told they were on an "illegal strike" and that they should either return to work at 6 am on Monday, or lose their jobs.

Workers at Henkel Chemical Works said they had downed tools during the morning tea break on Monday because discussions about wage increases and the possibility of paying out pension scheme contributions had been under way with representatives of management and the chemical workers' industrial union for some months without resolving anything.

They were subsequently told in writing that the strike was illegal.

Meanwhile negotiations aimed at settling a wage dispute at the Appleser factory near Grabouw continued yesterday between management and representatives of the workers and the Food and Canning Workers' Union.

Workers at the factory have been on strike since Friday, demanding a minimum of R1,50 an hour as opposed to 96 cents

LABOUR BEAT

offered by management.

In East London the dispute leading to a strike of 600 workers of Johnson and Johnson

plant is also still deadlocked. The South African Allied Workers' Union reported to the

striking workers yesterday that the management still refuses to

re-instate a Mrs Eunice Tempi whose dismissal

led to the walkout on Thursday

A spokesman for the union said that management had offered to institute an appeal committee to investigate the dismissal provided the workers returned, but such a committee was not acceptable to the union or the workers as it would be biased.

In Port Elizabeth 59 workers appeared in the Magistrate's Court on Monday under the Riotous Assemblies Act following strikes at two post office yards and at the SA Bottling Company. All were remanded until October 29.

Another 24 also arrested last week appeared at the end of last week under the same Act.

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling

The 83 men were arrested for alleged intimidation of workers during the strikes.

Call for tough line on strikes over pensions

EV Post 21/10/81

(123) (152) (139) (300)

EAST LONDON — Delegates attending the meeting here of the executive council of the Federated Chamber of Industries have called for a tough line towards workers striking over pensions

The FCI vice-president, Mr Tony Hesp, yesterday accused certain trade unions of "irresponsibly" using the pensions issue with the aim of "wielding power or political gain"

He said he saw a danger in the relatively unsophisticated labour force seeing what concerted action by workers could achieve

"Where will it stop if we back down on the pensions issue?" he asked

He was backed by Mr Alex Hamilton, of the Natal Chamber of Industries, who called for employers to stand together in resisting strikes over the pensions issue

Mr E L Klopper, of the Transvaal Chamber of Industries, said that when people got into the habit of striking they would strike again and again

He held up the sacking of air controllers in the United States as an example of how to deal with a strike

Mr Bill Hamilton, of the Natal Chamber of Industries, said that apart from the role of activists, there was a genuine feeling among workers that their pension contributions were savings to be used to tide them over during periods of unemployment more than money to draw on when they retired

He said the real problem was that the issue had been insensitively handled by the Government

Mr Brian Matthew, of the Midland Chamber of Industry, said the Government had started half-way up the ladder in introducing the proposed legislation. He distanced himself from hard-line attitudes on the issue, saying the MCI remained totally committed to negotiation

It was decided to debate the matter further before formulating a standpoint — Sapa

● See Page 7

660 out in new worker unrest

Star 21/10/81

152 368 183 40A 139 189 182

By Drew Forrest

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The strike at the detergent company began on Monday. Management has been dealing with Fosatu's Chemical Workers' Industrial Union which is informally recognised at the plant.

At the Port Elizabeth plant of Feltex Foam and

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More labour unrest has been reported from the East Rand where the Boksburg based General Tire subsidiary, Pigott Maskew and Company, is restaffing after last Friday's strike over wages by its entire 450 strong black workforce.

The company recently recognised the Chemical Workers' Industrial Union. The managing director, Mr Vic Pretorius, accused union members of 'striking during negotia-

tions, and in breach of the recognised agreement."

He said the workers had 'resigned' by failing to meet a management return-to-work deadline.

According to a CWIU spokesman, the workers struck in rejection of management's final offer of a productivity bonus. They wanted a 50c an hour flat-rate wage increase, she said.

Our Cape Town correspondent reports that about 200 workers at the Appletiser factory near Grabouw, in the western Cape, have been on strike since Friday.

The workers, represented by the Food and Canning Workers' Union, are demanding a minimum hourly wage of R1.50.

Grabouw
strike talks
continue

ARGUS 21 11 81

Labour Reporter

NEGOTIATIONS aimed at settling a wage dispute at the Appletiser factory near Grabouw were continuing today between management and representatives of the workers and the Food and Canning Workers' Union

Workers at the factory have been on strike since Friday, demanding a minimum rate of R1,50 an hour as opposed to 96c an hour offered by management

A spokesman for the Food and Canning Workers' Union said a majority of the workers were on strike.

Star 22/10/81
650 ~~145A~~
37 ~~183~~
192
warning 140A

The week-long dispute at the Johnson and Johnson factory in East London approached a climax today when management warned the 650 workers on strike that they will be dismissed if they do not return to work tomorrow.

In discussions yesterday, the management also warned that unless there was a return to work, the recognition agreement with the SA Allied Workers Union (SAAWU) would be "null and void," according to a union spokesman.

The agreement is one of only two reached between SAAWU and East London companies.

In a statement published in the East London Press today, Johnson and Johnson's managing director, Mr Richard Cook, said that if the workers were not back tomorrow "we will regrettably have to assume that they have resigned, and alternative plans will be made."

REINSTATEMENT

The workers struck last Thursday in protest against the dismissal of a cleaner, allegedly for stealing two toilet rolls. They have since insisted that they will not man their posts until she is reinstated.

In his statement, Mr Cook said the recognition agreement with SAAWU "prohibits work stoppages until all procedures have been followed."

"We cannot make progress on any issue as long as our employees refuse to come to work — a requirement also included in the agreement."

A SAAWU spokesman this morning accused the company of "clinging to technicalities."

CONTRIBUTIONS

Meanwhile, 260 workers are back at work at Henkel (SA) in Prospecton near Durban after their two day strike over a demand for the immediate repayment of pension contributions.

And at the Motorvia car ferrying firm in Uitenhage, where 100 drivers struck a fortnight ago, management has agreed after talks to recognise Fosatu's Transport and General Workers Union.

EV Post 20/10/81
Pension
strike: 139
many not
members

Post Reporter

ABOUT 100 of the 300 workers who went on strike at Port Elizabeth's Feltex plant on Tuesday over pension fund contributions do not pay any fees to the fund, according to the firm's public relations chief Mr Seton Thompson.

The workers, who all returned yesterday, had demanded that their pension fund contributions be paid out.

He said any possible action against workers would first be discussed with representatives of the Motor and Component Workers Union of South Africa (Macwusa) and with the National Union of Motor and Rubber Workers of South Africa.

In a statement the firm's general manager Mr S Dicks, said employees would receive their pension fund contributions only when they resigned from their jobs. This policy would continue until any new legislation was enacted.

Mr Dicks said Macwusa had agreed to report back to its members the new position with regard to the delay in the introduction of legislation on pensions.

518
11/11/81

Pensions bill: Flood of reaction

Own Correspondent

JOHANNESBURG — Today is the closing day for objections to the draft Preservation of Pensions Bill — and officials say they have received "a growing stream" of comments

The draft bill, which has sparked heated comment and a spate of strikes by black workers, was released some weeks ago for comment and objections. The government recently announced it was going ahead with the bill but would not implement it for three years.

However, the issue is still prompting strikes in various centres.

The office of the Registrar of Financial Institutions said yesterday that "an ever-thickening stream" of reactions had been received.

The bill provides for all employee contributions paid into pension funds after it becomes law to be "preserved" — employees will not be able to withdraw contributions when they leave a job, but will receive their pension pay-out on retirement.

Most black unions want the bill scrapped. They have received support from "free marketeers", who argue that the bill is a "socialist measure" that would allow "the State to get its hands on private pension money".

The broad thrust of the bill still draws substantial employer support, but changes appear certain. One clause likely to go allows for pension funds to be exempted from the proposed law if there is a threat of "serious unrest".

The government has received suggestions from employers who want to see the measure modified to prevent unrest. These include exempting workers earning below a set amount and exempting provident funds, thus allowing workers to negotiate a fund not covered by the bill.

● Yesterday Mr Piroshaw Camav, general secretary of the Council of Unions of SA, told the National Development and Management Foundation that workers' past experience with the administration of pension funds was "negative" and they "have no faith that the scheme will work to their benefit".

STAL 23/10/87
600 EL workers suspend their strike

By Drew Forrest
More than 600 workers at Johnson and Johnson in East London agreed yesterday to suspend their week long strike pending negotiations between management and the SA Allied Workers Union.

But the mass of workers were still meeting with SAAWU officials outside the plant today.

They were deciding whether to meet a management deadline for a return to work today or to go back only after the weekend.

The strike was sparked off last week by the dismissal of a cleaner Miss Eunice Nonoche Tempi allegedly for stealing two toilet rolls.

Workers refused to re-

turn before her rein statement.

The company refused to re-examine her case until the workers went back.

Sapa reports that at yesterday's mass meeting SAAWU officials including its president, Mr Ihozamile Gqweta, recommended a return to work.

Sandock Austral a Durban ship building firm was

hit by a one day pensioners-related strike on Wednesday.

The Star's Durban Correspondent estimates that between 700 and 900 workers struck in demand for the repayment of pension contributions.

● A dispute at the Appleiser plant in Grahamstown ended on Wednesday with a wage increase.

West German union leader visits E Cape

Ev Post 23/10/81
Post Reporter

139 180 78 1424

A TOP West German trade union official, Mr Eugene Loderer, is in Uitenhage as part of a countrywide fact-finding tour of German firms associated with the motor industry, and for talks with trade union leaders

Mr Loderer is president of both the German Metal Workers Union and of the International Metal Federation (IMF)

He was invited to South Africa by three Federation of South African Trade Union (Fosatu) registered unions which are also affiliated to the world body.

He is being accompanied by Mr Paul Flum and Mr Albert Schunk, both of whom are members of the GMWU

A Fosatu spokesman, Mr Fred Sauls, said Mr Loderer would also establish better "fraternal links" with local unions

Yesterday he visited the Mercedes Benz plant in East London where he met shop stewards, workers and management. Later he held talks in Port Elizabeth with representatives of the Metal and Allied Workers Union, the Engineering and Allied Workers Union and National Union of Motor and Rubber Workers of SA

Today Mr Loderer will visit the Volkswagen plant in Uitenhage before flying to Johannesburg, where he will have talks with various trade union leaders

Before returning to West Germany he will attend an executive meeting of the IMF in Nairobi

UNIONISTS ARRESTED (13)

18 members of the Gen. W. U. of South Africa are detained following a strike at a Coca Cola plant in PE. This brings to 21 the number of unionists currently detained by the police in PE. FM 23/10/31

Continuing Worker Unrest: old age is not the only issue

"WHAT do they want — to leave us to sit with their problem for another three years?" the labour relations chief at a major company asked angrily last week.

He was reacting to the Government's decision to delay implementing its controversial pensions Bill for three years.

The Bill lays down that employee pension contributions must be "preserved" until retirement, rather than withdrawn on leaving a job, and has prompted nationwide labour unrest.

The Government has announced that the Bill will be introduced next year but implemented in 1985. But the threat of unrest looms as large as ever.

The Bill not only continues to prompt unrest — it has brought to the fore worker grievances on broader pensions issues and is certain to lead to union demands for a direct worker say in the running of private pension funds.

Since the Government announced its decision to delay implementation, there have been more pension strikes.

The Bill was hotly debated at this week's meeting of the Federated Chamber of Industries in East London, and the one point all employers present agreed on was that the three-year delay would not help them.

And this week the Federation of SA Trade Unions released a document which indicates, not only that the Bill is still an issue, but that it has led workers to question the entire rationale behind existing pension funds.

The authorities, many businessmen, and the established unions, see the Bill as a well-meant attempt to provide pensions while avoiding a State scheme.

Because workers will not be allowed to take their money out of pension funds when they leave jobs, they will build up a large pension without becoming "a burden on the State", they argue.

But the document indicates that black union members see it as an attempt to force on them a system which they reject and to entrench a pension system which they believe uses their money to serve the interests of others.

The recent history of the Bill has been a sign of growing black worker muscle. As with other legislation, it was introduced without consulting black workers, whom it directly affected.

But workers "voiced with their feet" by demanding the refund of their pension money. Employers, in an attempt to curb unrest, lobbied for changes.

Thus the draft Bill now provides that all money paid into pension funds until it becomes law will not be affected and includes a much-criticised clause allowing for exemptions. If there is a threat of serious unrest.

Then, after a rash of pension strikes in Natal some weeks ago, employers in the province suggested a three to five year delay in introducing the Bill.

After meeting Natal employers, the Registrar of Financial Institutions, Mr Neas van Staden, announced the decision to go ahead but delay implementation.

Thus, he said, would give employees "the opportunity to become fully conversant with the benefits which preservation holds for them".

All these changes were a response to worker unrest. But the Government has stuck to the principle behind the Bill.

And that is precisely why the unrest is likely to continue.

Within a day of Mr Van Staden's announcement, the general secretary of the SA Allied Workers Union, Mr Sam Kikine, was labelling the move a "lactic" and the first in a new rash of pension strikes had broken out.

And, while Natal employer bodies welcome

NOW IT'S

POENSIATION

RPT 23-11-81 (139)

Why Joeersteinston

DESPITE an announcement that it will not be implemented until 1985, the draft pension Bill continues to prompt unrest. There

are signs that pensions are becoming the country's most important labour issue. Labour reporter STEVEN FRIEDMAN reports.

the Government's decision, other employers were not so sure.

Some echoed the industrial relations director of a major firm who said "Black worker suspicion of the Government may be too great for this to help".

Another industrial relations man went further. He complained that the Bill itself had been a "disaster" — "an outside factor which is destroying the relationship we have built up with our workers".

He added "Now we have to have this hanging over us for three years".

But, although the FCI meeting indicated little faith in the delay, it indicated that business is not limited on what should become of the Bill.

The FCI has been negotiating with the Government on a formula evolved by its labour affairs committee.

Thus suggests that provident funds be exempted from the Bill and that lower-paid workers be allowed to negotiate with employers for a provident fund (without preservation) or a pension fund (with it).

But this week's debate revealed deep differences on the issue — so much so that the FCI had to refer a policy recommendation to a special committee.

Some delegates took what one source described as the "fight them on the beaches" stand. They argued that the Bill was being jeopardised by "irresponsible" unions seeking

a pretext for strike action. To give in would invite more militancy on other issues.

But two Natal employers proposed that workers earning below, say, R7 000 a year should be exempted.

Thus, they said, meant workers would be gradually "sucked in" to the scheme as wages rose and employers would have time to cope with the problem.

But many argued that the concerns about the Bill among black workers were genuine and that it had been drawn up in "ill-conceived haste".

The director of the Midland Chamber of Industries, Mr Brian Matthew, said the Bill should have forced all firms to have pension funds. The precise nature of that fund would be a matter for negotiation between management and unions.

Like the labour affairs committee, he believes that pensions are a crucial aspect of work conditions and must, therefore, be negotiated with unions.

Whatever formula is agreed on, it is unlikely that the FCI will adopt the policy of the hawks. Certainly almost all companies which experienced pension unrest do endorse the need for change in the Bill.

And an increasing number of firms — at times whole industries — are taking the view that they prefer to pay out pension money than face unrest.

"This is one issue where it's wise to give in,"

issue at a series of union meetings and thus reflects grassroots worker views.

It also indicates that the Bill has brought to the surface a range of worker grievances about the way private pension funds are run — which will increasingly lead to demands for worker participation in the running of funds.

Indeed, the document argues that workers are suspicious of the legislation because it "entrenches and extends" the existing private pension system "which they already know is not meeting their needs".

Its first point is that workers are never consulted about pension schemes — while they may have to give "token consent" before they are introduced, "they played no part in framing the rules or determining the benefits" and thus believe "that interests other than their own are being served".

This is a charge which unions make about the Bill itself.

Fosatu also complains that workers "are denied access to adequate information" about how the fund to which they belong works. Although they can request such information, requests are often blocked. It claims "This means workers don't know whether they are getting a fair deal".

And because there is no "satisfactory system of tracking and paying pensioners", many workers, especially migrants, do not ever get their pensions.

It also complains that a major bugbear is that workers must work a minimum period — up to 10 years — before they receive employer pension contributions.

For unskilled black workers this is a major obstacle because for them "retrenchment and dismissal" are the most common forms of (job) movement. They thus "through no fault of their own" often don't work for one employer for the required period and "almost never receive management contributions".

Their pension thus operates only as a form of "enforced savings" — but at a much lower rate of interest than that offered by banks — 2% as against 8% — or the inflation rate.

The Bill, it says, comes at a time when — even before the present unrest — withdrawals from pension funds were mounting. And it suggests that the real intention is to bolster the private pension funds.

Fosatu's main objection to the Bill is that it introduces "preservation" and thus means that workers cannot take their money out when they wish.

But it adds that, while it "locks workers into" existing schemes, it does not eliminate the sources of their frustration with them, although it does attempt to deal with them.

A management contribution will be preserved — workers, says Fosatu, usually pay 6% of their wages into pension funds and the Bill provides that 7.5% will be preserved. This means a management contribution of at least 1.5%.

But the official committee which recommended the new dispensation recommended that 10% be preserved — a management contribution of at least 4%.

The interest rate is likely to be increased. But whereas the committee suggested a rate of 7% (itself still less than the bank rate), the Bill says this will be fixed by the Minister through regulations.

And Fosatu believes there is still no mechanism for ensuring that workers know how to collect their preserved "pay-outs".

The document is to be discussed at a Fosatu central committee meeting at the end of the month and much of it is likely to be adopted as policy

And this means a call, not only for the scrapping of the Bill, but for direct worker participation in pension fund decisions — for "worker control"

This is set to become a bargaining demand in all areas in which Fosatu has support and demands for a direct worker say in the money they put into pension funds are likely to mushroom

Continuing unrest will only be avoided by one of the solutions — such as Mr Matthew's — which provides for the issue to be settled by negotiation, not by employer or Government fiat

The Bill has stirred up a hornet's nest which is likely to make pensions a major labour issue for some time to come.

Ironically, one of the Government's stated aims in introducing it was to make workers more "pension conscious"

In that, if nothing else, it has been successful — but in a way which can hardly be comforting for the Bill's supporters.

139
23/10/81

D-Day in the big pension fund debate

RD-1 23 10-87

139

By STEVEN FRIEDMAN

TODAY is the closing day for objections to the controversial draft Preservation of Pensions Bill — and officials say they have received “a growing stream” of comments on the Bill.

And yesterday a union leader once again warned of deep-rooted black worker objections to the Bill

The draft Bill, which has sparked heated comment and a spate of strikes by black workers, was released some weeks ago for comment and objections

The Government recently announced it was going ahead with the Bill, but that it would not implement it for three years

A spokesman for the office of the Registrar of Financial Institutions said yesterday that “an ever-thickening stream” of reactions to the draft Bill had been received and added “They are still coming in thick and fast”

The Bill provides for all employee contributions paid into pension funds after it becomes law to be “preserved” — employees will not be able to withdraw contributions when they leave a job, but will receive their pension payout on retirement

Scrapped

Most black unions want the Bill scrapped in its entirety. They have received unexpected support from “free marketeers”, who argue that the Bill is a “socialist measure” and that it would allow “the State to get its hands on private pension money”

But the broad thrust of the Bill still draws substantial employer support

At this stage, the Government seems determined to go ahead with the Bill in some form. However, changes to the draft Bill appear certain

One clause which seems almost certain to go is that which allows for pension funds to be exempted from the proposed law if there is a threat of “serious unrest”

This clause has been widely condemned by employer spokesman, some of whom see it as an “invitation to strike action”

At the same time, the Government has received several suggestions from employers who want to see the measure retained but modified to prevent unrest

These include exempting workers earning below a set amount and exempting provident funds from the measure, thus allowing workers to negotiate a fund which is not covered by the Bill

No faith

Meanwhile, black union objections to the Bill were reiterated yesterday when Mr Piroshaw Camay, general secretary of the Council of Unions of SA, addressed the National Development and Management Foundation.

tant to note why workers are rejecting the proposal”

He said their past experience with the administration of pension funds was “negative” and they “have no faith that the scheme will work to their benefit”

They also rejected the scheme “on the basis that they were not consulted” Workers were also motivated, Mr Camay said, by “mistrust of the role of the State”

Striking town board workers

dismissed after refusing to work

~~264~~ 139 24/10/81
~~185~~ Mercury Reporter

A NUMBER of striking workers of the Tongaat Town Board were dismissed yesterday after refusing to return to work Mr V V Parkhouse, the Town Clerk said

He told the Mercury yesterday he was not in a position to disclose the number of people involved at this stage, but added that the dismissed workers had been told to collect their pay on Monday morning

Mr Parkhouse said the striking workers assembled at the board's electrical department yesterday morning and some of them disregarded pleas by board officials to return to work

The labour unrest started on Wednesday when about 30 black electrical workers downed tools following claims that they were being unfairly treated by a white official. The unrest escalated yesterday with workers from other departments joining in

According to a workers' spokesman their new demands included immediate removal of the official and refunds of their pension contributions

The workers had told the Mercury earlier that they were 'fed up' with the attitude of the official. 'We are not treated as human beings but as savages. There is a limit to what we can put up with and it's now time that the authorities took some action,' said their spokesman

Commenting on their allegations, Mr Parkhouse said no formal charge had been laid against the official. 'All we have are rumours,' he said, but investigations are continuing

EL car
plant

strikers
return

Post Reporter

THE giant, East London motor manufacturing plant Car Distributor Assemblies returned to normal today with its 3 300 workers back at their posts after a series of strikes over the past fortnight.

According to a spokesman for the firm, 258 black and coloured workers from the stores and cut-and-sew sections, involved in a wildcat strike on two days last week, were among those who clocked in today.

"In the interests of industrial peace the company made no move to bar them from their places of work or to recruit new workers to fill their places," he said.

The firm assembles the South African range of Mercedes Benz vehicles.

At the Johnson and Johnson factory hit by strikes after a woman was dismissed for alleged theft, the situation has returned to normal. Officials of the SA Allied Workers Union were negotiating with management, a spokesman for the union said today.

In Port Elizabeth, at the firm of SA Bottling, the managing director, M. P. R. Gutsche said the factory was back to full employment except for a "limited" number of key positions.

27/10/81
18/10/81
137
140
141

Fired strikers get jobs back

EAST LONDON — CDA day, the date set by management for recruitment

workers regarded as dismissed on Friday for participating in a wildcat strike clocked in for work yesterday morning

A management spokesman said that in the interests of industrial peace the company had made no move to bar the 258 workers from their places, of work or to recruit new workers to fill their places. The workers, who were from the stores and cut and sew departments, downed tools on Thursday and again on Friday last week demanding the reinstatement of a probationary worker who was not confirmed to the permanent staff and was paid off.

Meanwhile, about 450 Dunlop Flooring workers elected yesterday morning not to collect their pay following their dismissal from the company on Thursday after a dispute over the pensions issue.

At the meeting the workers resolved that they would not apply for re-employment on Wednesday.

The workers are to forward a letter to the company works manager demanding their unconditional reinstatement, the return of their pension contributions and the right to be represented by the union of their choice, in this case the South African Allied Workers Union (Saawu)

About 800 members of Saawu, the African Food and Canning Workers Union and the General Workers Union pledged solidarity support for the Dunlop workers at a mass meeting on Sunday.

Production was back to normal at Johnson and Johnson yesterday and discussions between Saawu and management were continuing

However, it is understood that the dispute which first sparked the week-long strike — the dismissal of a cleaner for alleged theft — has not been resolved yet — DDR

Ev Post 27/10/81
**Factory
workers
walk out**

Post Reporter

ABOUT 150 workers at the Aberdare Cable factory in Neave Township stopped work yesterday after a man was paid off.

It is understood that after the man was dismissed, the workers downed tools and held meetings in the canteen yesterday.

The Evening Post was told that none of the workers arrived at the factory today as strikers had refused to go back to work until their colleague was reinstated.

A spokesman for Aberdare Cables said the management had no comment.

A General Workers Union organiser, Mr Themba Duze, said he would be meeting the workers shortly.

PE strike
not yet
settled

Post Reporter

THE management of the Aberdare Cable plant in Markman Township, where an undisclosed number of workers walked out on Monday, have again refused to make any comment.

The workers left the plant after demanding the reinstatement of a man dismissed the previous week.

A spokesman for the General Workers' Union of South Africa (Gwusa) said today it was claimed the man had been made to sign a form admitting he had left the plant early one day last week. The man denied the charge and was dismissed.

The Gwusa spokesman said the striking workers met today to discuss the matter.

A spokesman for Aberdare Cable, said the personnel officer, Mr D. Geldenhuys, was not available, and that the company had no comment to make.



THE British National Union of Journalists (NUJ) has highlighted the plight of the Media Workers' Association of South Africa (Mwasa) leaders with a protest outside the South African Embassy.

The protest on Monday was part of a trade union week of action to isolate apartheid

Mr Francis Beckett said "No sooner is a Mwasa president elected than he is rendered incapable of functioning as a journalist and is also restrained in other ways"

A statement released by the acting-president of Mwasa, Mr Goba Ndlovu, said in response "Mwasa is grateful that the world is aware of our struggle for liberation and the harassment faced by our leaders. We in Mwasa are convinced that what we do is only to uphold the truth as it is and to tell it as it is"

"The South African Government is trying to hide that truth and it is up to the free world to record events as they happen in South Africa. True, our leaders have been suppressed and silenced but Mwasa's work must go on"

Building

industry

(139)

NM 29/10/81

~~132~~

throws out

colour bars

Property Editor

THE building industry is to remove all barriers on progress and pay, it was announced yesterday

The new president of the Building Industries Federation (S A), Mr Leon Glaser, told reporters after the Bifsa annual congress that talks had been held with all the major unions involved in the building trade

Agreement had been reached and full details would be released in a few weeks' time

'We are on the threshold of a new type of labour structure,' said Mr Glaser 'It will be entirely colour blind from the lowest skilled worker to the highest skilled worker

'They will have the same nomenclature, do the same work and receive the same pay whoever they may be'

Bifsa's executive director, Mr Lou Davis, told the same meeting that further training methods for all races would ensure the industry had craftsmen and not merely artisans

Mr Glaser said the new policy was equal pay for equal skills Within three years — and he gave three years as a watershed date

— some men would have increased their earning capacity by as much as three times

'We now have a special programme of continuing training for all staff who show capability of progress This will take place in all parts of the country and will apply to all races'

The programme apparently has been in operation for three or four months

Willing

On the question of trade unions, Mr Glaser said Bifsa was always willing to speak to all responsible and properly constituted bodies But the conference was told that Bifsa was an employers' organisation

'We want strong unions but it is not our function to organise labour,' he said

Mr Davis described the current cement shortage as a critical situation Cement producers' executives had attended congress as a 'peace offering' but this would not help

The shortage was now 140 000 tons, but 15 000 tons would be arriving in Durban from Taiwan soon with more coming later

Strike in PE goes on

save for 29/10/87
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THE deadlock between management and workers at the Aberdare Cable factory in Port Elizabeth, where about 150 workers have been on strike, continues

The workers, who downed tools on Monday, apparently refused to work because one of their colleagues was dismissed

A spokesman for the General Workers' Union, to which workers are affiliated, said the workers were to hold a meeting yesterday to discuss the issue

A spokesman for Aberdare Cables said management continued to have no comment on the strike

8101 29/10/81

Four detained PO workers released

Labour Reporter

Four post office workers from Soweto, detained by the Security Police in March this year, have been released.

The four were initially detained under section 22 of the General Law Amendment Act before being held under section 6 of the Terrorism Act.

Mr Ben Raboeane, counter clerk, was detained a week before the other three — Mr Elias Mosun-

kutu, Mr Bob Mabaso and Mr Rupert Khumalo

Fifty-nine Port Elizabeth workers, many of them former post office employees, who were detained earlier this month by the Security Police are due to re-appear in the Port Elizabeth Magistrates' Court today in connection with their alleged role in labour unrest in that city.

On their first court appearance last week the case was postponed

Remand

E. Post 29/10/81
for 76

~~357, 132, 268~~
accused

139

Court Reporter

IN a packed Port Elizabeth Magistrate's Court, 76 men appeared briefly today on a charge under the Riotous Assemblies Act

They were not asked to plead and no evidence was heard

According to the charge sheet, they allegedly threatened certain postal workers and their families with violence and prevented them from performing their duties, or from reporting for duty, between October 12 and 17

The men were remanded to November 18

A bail application will be heard tomorrow

Mr P Crous was on the Bench
Mr M L le Roux appeared for the State
Mr B Hoosain and Mr L B Mareuwa (instructed by Herbert Fischat and Assoc) appeared for the men

Strikers

29 10 37

want

~~187~~ worker

139

reinstated

Post Reporter

STRIKING workers at the Aberdare Cable plant in Markman Township decided at meetings yesterday not to return to work until a dismissed worker was reinstated.

About 400 workers left the plant on Monday after demanding the reinstatement of a Mr Dana.

A spokesman for the General Workers' Union of South Africa (Gwusa) said it was claimed the man had been made to sign a form admitting he had left the plant early on one day last week.

Mr Dana denied the charge and was dismissed.

The Gwusa spokesman said the striking workers had met at the Holy Spirit Hall in Kwazakele yesterday morning, and at the Centenary Hall in New Brighton last night.

The spokesman said he had contacted company representatives to arrange a meeting with union organisers and had been told to call back later today.

The company's group personnel manager, Mr Derrick Geldenhuys, had no comment.

Pensions strikes: another 1000 out

By Tony Davis
Labour Reporter

Pension unrest erupted again this week in Durban as about 1000 workers at the Defy plant in Jacobsdowned tools and demanded immediate payment of their pension contributions.

The work stoppage at Defy began on Tuesday when both shifts refused to work and management tried to reassure workers about the pension scheme.

Talks among management, the black works committee and Manpower Department officials were held yesterday.

Workers were warned that in terms of the metal industry's pension fund they were not entitled to payouts of their contributions even if they resigned.

The general secretary of the South African Allied Workers' Union (Saawu), Mr Sam Kikine, said the workers were unwilling to alter their demands on the pension issue. Saawu officials visited the plant on Tuesday to discuss the dispute with management.

At the Ensor Plastics factory in Durban, about 140 workers went on strike on Tuesday, demanding payouts.

They were warned by management to return to work yesterday morning

but refused to do so and were dismissed.

Ensor's personnel manager, Mr Geoff Woods, said workers would be selectively rehired from today.

At four Game furniture stores in Durban about 170 workers were still out on strike after a dispute earlier this month over union recognition of the Commercial, Catering and Allied Workers' Union.

The workers were demanding reinstatement as well as a commitment from management to negotiate. Only about 15 of the original workforce had returned to work, a union spokesman said.

The workforce of about 400 at Aberdare Cables in Port Elizabeth continued its strike this week in protest over the dismissal of a colleague. Workers walked out on Tuesday and at a meeting yesterday said they would stay out until their colleague was unconditionally reinstated according to a spokesman for the Motor Assembly and Component Workers' Union.

At Dunlop Flooring in East London, where about 500 workers went on strike over pension demands, management yesterday began recruiting a new workforce. The workers were represented by Saawu.

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189
139

STONY WALKER'S ADVISED TO OFFER SPINERS

STON 27/1/87

Labour Reporter

139

Factory owners should learn not to try to create and reproduce institutions which do not have the support of workers.

This was said last night at the University of the Witwatersrand by sociology lecturer Mr Eddie Webster, who was speaking on the subject of tactics used by managements to avoid unionisation.

Mr Webster, who is doing a study on the Fosatu-affiliated Metal and Allied Workers' Union (Mawu), outlined three such tactics. These were:

- Pre-emptive tactics;
- Fear tactics;
- Smear tactics.

Pre-emptive tactics involved the use of Haison or works committees, which were usually management creations.

In the metal industry, guidelines established for the running of such bodies included instructions that the committees did not try to reverse or amend any management decision, said Mr Webster. But in recent years, management had slowly come

to learn that such committees often failed to win the support of the workers, because they were not truly representative worker bodies.

Even without the instigation of any unions, the committees fell away, he said.

"Let us hope that those who manage our factories and those who rule our land, learn a recent lesson from history — don't create and try to reproduce institutions which do not have the support of workers in the factory," said Mr Webster.

Fear tactics occurred when workers were threatened with dismissal for union activities, and even endorsement out of an urban area for contract workers who do union work.

Smear tactics occurred when unions were described as "illegal" because they were not registered, or were described as "corrupt," as in allegations that union members were enriching themselves at the expense of workers.

But since labour legislation in 1979, and more recently, managements had recognised that black unions had to be negotiated with, though there were some instances of "stall tactics" such as management calls for unions to belong to industrial councils.

Another pension strike in Durban

Labour Reporter

A STRIKE by 1 000 workers at Defy's Durban plant who are demanding the refund of their pension money entered its second day yesterday — and another pension strike in the city has been reported

The chief stumbling block in attempts to settle the Defy strike is the metal industries' pension fund, whose rules do not allow workers to withdraw contributions until they die or retire

Unionists say that this stipulation has been a key factor in other disputes around the country

Defy's general manager in the major appliances section, Mr R B Collie, said late yesterday that the company was continuing to meet workers in an attempt to settle the dispute

Sapa reports that Defy also held discussions with the Department of Manpower on ways of settling the dispute

SAAWU

Mr Collie also said management was last night due to meet Mr Sam Kikine, general secretary of the SA Allied Workers' Union (SAAWU), which claims to represent Defy workers "We are prepared to hear what he has to say," he said

According to Mr Collie, management cannot accede to workers' demands for a refund because the metal industries fund, started in 1978, does not allow it

"The only condition under which employees can withdraw contributions from that fund is if they resign or die. It is an industry-wide fund administered by a management board and it not under our control," he said

Meanwhile, Sapa reports that about 40 workers at Ensor Plastics at Prospecton, an industrial area of Durban, struck yesterday over similar pensions demands.

A spokesman for the firm, Mr C L Woods, said it was very unlikely that the striking workers would be paid out the pension contributions they were demanding

Sta Millers

30/10/81

18/10/81

accept

2 UNIONS

By Drew Forrest

SA Milling, a subsidiary of the giant Premier Milling group, has recognised two key food unions at its Salt River and Isando factories.

The agreement recognises the Food and Canning Workers Union and the closely linked unregistered African Food and Canning Workers Union, as representative of about 600 African and coloured workers at the mills.

The agreement includes grievance and disciplinary procedures, as well as a novel disputes procedure according to the unions' general secretary, Mr Jar. Theron.

This provides that when a work stoppage arises from dismissals the dismissed workers will be reinstated pending negotiations.

RDM 30-10-97

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Milling giant signs breakthrough deal

By STEVEN FRIEDMAN

THE giant Premier Milling group yesterday signed a recognition agreement with two trade unions which, unionists believe, contains a "ground-breaking" procedure for handling strikes caused by allegedly unfair dismissals

And it is likely the agreement will lead to similar ones in other Premier plants

The agreement is also seen as significant because it provides for direct bargaining on wages and work conditions at a time when there are moves to set up an industrial council in the milling industry

Yesterday SA Milling, a Premier subsidiary, signed an agreement with the unregistered African Food and Canning Workers Union and the registered Food and Canning Union, providing for full negotiation on wages and work conditions

The agreement covers two plants — one in Isando, which employs about 300 workers, and one in Cape Town, which employs about 200

Premier's chairman, Mr Tony Bloom, said the agreement had followed lengthy negotiations "The unions adopted a very responsible attitude," he said

The key

Mr Jan Theron, the general secretary of both the unions involved, described the agreement as "our best thus far"

He said a key aspect was agreement that when workers struck over an allegedly unfair dismissal, the worker concerned would be reinstated pending a full inquiry

"A large proportion of strikes are caused by victimisation allegations. We have seen in other factories how an insistence that strikers go back to work pending negotiations while the worker stays fired have led to deadlocks. This will go a long way to settling such disputes fairly"

Mr Theron said the procedures covering strikes and lock-outs in the agreement were "far more advanced than in most other recognition agreements"

Mr Theron said the union believed the agreements would lead to others in the Premier Group "We already have majority representation in two other plants — one in East London and one in Johannesburg"

Mr Bloom said the new "unfair dismissals procedure" under which a fired worker would be suspended on full pay while his case was dealt with was "fair and just"

Premier was "spending more time on industrial relations than on any other issue," he said

"We hope future negotiations with the unions will be conducted

ed in the same spirit," he said
Asked about the possibility of further agreements, Mr Bloom said "If the unions are representative in the plants, we will obviously recognise them"

Pension rows keep two Natal strikes going

RDM 30/10/81
139
THE Defy Industries plant near Durban remained shut for the third day yesterday as 900 striking workers remained deadlocked with management over disputes on the refund of pension contributions

And at the nearby Reckitt and Colman factory in Mōbeni, about 400 workers struck for a second day in support of demands for a refund on their pension contribution, sources said

While the new wave of strikes over the controversial pensions issue again threatens to endanger labour relations in Natal, there was however, no sign of unrest at either plant

Mr Ron Collie, general manager of major appliances at Defy, said the factory remained at a standstill during negotiations with worker representatives

"We have no power to change the provisions laid down in the regulations governing pension

funds, nor do we have the option of transferring these contributions to a trust fund, as was the case at some other factories," Mr Collie said

"The SA Allied Workers' Union (Saawu) has approached us and talks are continuing. Our policy is to maintain dialogue and to avoid confrontation," Mr Collie said

Sources at Reckitts said about 400 workers who downed tools on Wednesday continued strike action yesterday in support of demands for a refund of pension contributions

At Ensor Plastics in Prospecton, police were called to disperse about 150 striking workers protesting over pension refunds

The firm's accountant, Mr C L Woods, said the workers were asked to collect their pay and if they had not returned to work by yesterday they would have to consider themselves dismissed

"Workers are coming in dirts and drabs, and so far we have re-employed about 35" Mr Woods said — Sapa

FM 30/10/81
RECOGNISE UNIONS

139

Minister of Transport Affairs, Hendrik Schoeman, calls on transport staff associations to recognise the emergence of black trade unions as an evolutionary fact which cannot be ignored

Firm hit by Pension row

By Tony Davis
Labour Reporter

There was no production again yesterday at the Defy Industries plant in Durban as about 1000 workers continued their pension strike.

The black workforce downed tools on Tuesday, demanding pay-out of pension contributions. They were told that under pension fund conditions their contributions would be held until they turned 65.

There is a possibility that management may negotiate with the Fosatu-affiliated Metal and Allied Workers Union and the South African Allied Workers Union (Sawu).

Talks have been held with a works committee, and Defy's managing director, Mr Ron Collie, said there might be future meetings with the unions to resolve the dispute.

Talks were held again

yesterday at the Johnson and Johnson plant in East London where workers are demanding rein-statement of a sacked colleague.

The pension unrest had also spread to another Durban firm — Reckitt and Colman, where 400 were reportedly on strike.

Ensor Plastics in Durban started to engage a new workforce after about 140 workers were dismissed after refusing to work until they received their pension contributions.

At the Aberdare Cable plant in Port Elizabeth about 400 workers were warned to return to work or face dismissal. They are demanding that a recently dismissed colleague be reinstated.

Also in Port Elizabeth yesterday the case against 59 former workers was postponed until next month. They were appearing in court a second time under the Riotous Assemblies Act.

30/10/81
152 145 130 182
139 248

DD 30/16/87 (180) (186) (187)
**Accord signed
with 2 unions** (138) (139)

JOHANNESBURG — The giant Premier Milling group signed a recognition agreement yesterday with two trade unions, which unionists believe contains a "groundbreaking" procedure for handling strikes over alleged unfair dismissals

And it is likely that the agreement will lead to similar ones in other Premier plants

The agreement is also seen as significant because it provides for direct bargaining on wages and work conditions at a time when there are moves afoot to set up an industrial council in the milling industry

Yesterday SA Milling, a Premier subsidiary, signed an agreement with the unregistered African Food and Canning Workers Union and the registered Food and Canning Union, providing for full negotiation on wages and work conditions

The agreement covers two plants — one in Isan-

do, which employs about 300 workers, and one in Cape Town, which employs about 200

Premier's chairman, Mr Tony Bloom, said the agreement had followed "lengthy negotiations" and added "The unions adopted a very responsible attitude"

He said the company's policy was to recognise unions wherever they proved they were representative

The unions' general secretary, Mr Jan Theron, said the agreement was "our best thus far"

He said a key aspect was agreement by management that, where workers struck over an alleged unfair dismissal, the worker concerned would be reinstated pending a full inquiry into the case

Mr Theron said the union already had "majority representation in two other plants — one in East London and one in Johannesburg and we expect to sign similar agreements there" — DDC



Trouble down the line?

The South African Railways (SAR), the single largest employer of manpower in SA, could in the coming months face one of the severest tests of its ability to maintain good relations with its black workforce

The SAR is faced with an application for recognition from a workers' committee of the unregistered General Workers' Union (GWU), one of the fastest-growing black unions in SA. Many employers have had to deal with this type of challenge before but because the railways employs so many people and is so important to SA's economy, labour unrest within the SAR could have severe consequences for the whole country.

The GWU represents most of the black stevedores at SA ports and through a process of tough bargaining has managed to negotiate greatly improved wages for them in the past year. It has also started to recruit SAR black workers at ports and claims to have signed up virtually all these workers at East London and most at Port Elizabeth. This claim is, however, disputed by the SAR.

Recently, the union's application to the SAR for recognition of a workers' committee was turned down. The SAR says a union for all its black employees has been formed and this also represents all SAR workers in harbours.

The potential for conflict is aggravated by claims (disputed by the SAR) that the GWU's stevedores earn significantly higher wages than the SAR's black harbour workers. According to one well-informed source, there are periods when the stevedores earn nearly 50% more than the SAR harbour workers. Both groups do the same kind of work: the SAR employees on- and offload goods from the trains to the quayside, while the GWU stevedores on- and offload goods from ships to the quayside.

Potential for conflict

The stevedores' employers, as well as some motor industry executives, are aware of the potential for conflict and are nervously watching how the SAR will deal with the problem.

Besides the potential for conflict over pay differentials, some observers fear that SAR workers who are members of the GWU could strike over the union recognition issue. The SAR makes it clear that as far as it is concerned, such a strike is forbidden by law and would be seen as a "criminal transgression." GWU stevedores would be drawn into such a strike which could cause severe problems at all SA ports. There is the possibility that other black unions, with which the GWU has friendly relations, could also become involved in the dispute.

It is probably premature to outline such a

gloomy scenario. Indeed, the GWU leadership is taking great pains to avoid a head-on clash with the SAR at this stage. "We really would not like that to happen," says GWU general secretary David Lewis. But the dangers ahead cannot be ignored. The GWU's recruitment of SAR workers is a challenge to the way in which labour relations have been conducted by the SAR in the past. Lewis says there is nothing unlawful in the GWU seeking to represent SAR workers.

He believes it is logical for the GWU to recruit the SAR dockworkers because they do the same kind of work as the stevedores. It was in fact the stevedores who took the initiative to recruit the SAR workers, he says. He describes the SAR's attitude as "particularly unhelpful," but emphasises that the union will continue trying to negotiate with the SAR while doing its utmost to avoid conflict.

In the past, the SAR has conducted its labour relations through staff associations which have represented its employees. There are seven such associations representing the SAR's white employees, two for coloureds and one for Indians. Three of the white associations have already decided to grant membership to coloured, Indian and black employees. The SAR has also helped its black employees to form a staff association which already has about 50 000 members and which has just been registered. It can now apply for affiliation to the Federal Consultative Council of SAR Employee Associations.

SAR management obviously prefers dealing with its own staff associations. When black workers become affiliated to the Federal Consultative Council the SAR will be able to negotiate on broad policy matters with one body representing all its employees, irrespective of race or colour. "This would be an ideal situation for any industry seeking peace on the labour front," says an SAR spokesman.

However, will the SAR be able to withstand a challenge from a union such as the GWU? Many large companies have had to bow to pressure exerted by emerging black unions for recognition. Experienced industrial relations managers are beginning to emphasise the need for black employees to be allowed to help shape the structures within which collective bargaining takes place. They say that attempts by employers to limit workers' freedom of association by defining which union should represent them are bound to fail.

However, the SAR believes that sound labour relations can be maintained through the staff association system, which it says has worked very well for many years.

Some senior SAR men believe that, in fact, it would amount to a breach of faith with the emerging black SAR staff association for them to even speak to the GWU. They say the SAR black staff association has been recognised as the only body representing black workers who cannot join the "mixed" staff associations. It would be impractical to negotiate with a large number of unions, each representing only a minor portion of the SAR workforce. They maintain that recognition of the GWU would set a dangerous precedent.

E. Post 31/10/77

Defy workers have till Monday to return

~~162~~ ~~179~~ ~~572~~ ~~139~~
Post Correspondent

DURBAN — Monday is "D Day" for about 1 400 workers at two factories in Durban unless they return to work they will be sacked

The black workforce of 1 000 at the Defy plant in Jacobs, Durban, stopped work earlier this week after demanding the return of their pension contributions

But after three lost days of production Defy has warned them to return to their jobs on Monday or face dismissal

Reckitt and Colman's eight factories at Moberi were hit on Wednesday by work stoppages by about 400 workers who have also demanded pension pay outs

Less than half the workforce were still at their jobs yesterday and police arrested some "intimidators" The workers have been given until Monday to return

Officials at both companies say that workers mistrusted pending Government pension legislation and under pension fund rules they could only obtain their contributions by resigning

Bishops call for charter to protect workers

Mercury Correspondent

JOHANNESBURG—In response to an urgent plea to assist the plight of millions of migrant workers in South Africa who contribute significantly to the country's economic buoyancy, the Roman Catholic Bishops' conference has called for recognition of a Charter of Rights for them.

'The Church can never condone any social, political or economic system in which the full dignity of persons is not respected, the fulfilment of married life denied, profit and productivity pursued regardless of human cost and the

totality of the worker's life controlled,' a spokesman for the conference said.

The conference refers to migrant workers as men and women who, in order to make a living leave home for another place and are unable to take up permanent residence there because they are legally barred from doing so.

Recognition

'In principle we consider it unjust that people are prevented from taking up permanent residence at their place of work for they should have the right to live where they contribute to

the good of the community by their work.

'However realising that in southern Africa the practice of migrant labour will not be easily abolished we call for the recognition of the following Charter of Rights for Migrant Workers.

Migrant workers, like all other people, have the right to a just and human condition of life materially and spiritually.

They have the right to be seen and treated in their full humanity and not merely as instruments of production.

Migrants should have the

right to compete in the open labour market and in so doing undertake work or enter a profession as opportunity occurs.

Same rights

Migrants should be free to enter or form trade unions with the accompanying benefits and obligations.

In regard to conditions of work, migrants should enjoy the same rights and benefits as other workers.

Migrants should have the right to live wherever they please, according to their means.

Migrants have the right to be decently housed and to maintain their families and bring up their children in comfort and security.

The bishops' conference has also reacted after a special meeting to the De Lange Commission's report on its recommendations for the future of education in South Africa.

Concern

'The implementation of the recommendations of the report could remove most of the glaring injustices and inadequacies of our present education system and eliminate the causes of the widespread student unrest which has disrupted so many communities over the past five years.

'It is a matter of grave concern that the Government has already voiced its determination to maintain separate schools and separate departments for each population group.

'This decision could undermine the whole value of the report which would be reduced to a costly but useless exercise.'

The conference also said it would be a tragedy if 'the excellent work of the commission was rendered ineffective and if recommendations which could provide a solution to many of our country's ills went unheeded because of blind adherence to an outdated ideology.'

PE firm
Ev Post 2/11/87
takes on
~~152~~ ~~111~~
former
(39)
workers

Post Reporter

ABERDARE CABLES, where about 400 workers went on strike last week started re-employing workers today

The strike started when the men demanded the reinstatement of a worker they claimed had been dismissed unfairly

The company's group personnel manager, Mr Derrick Geldenhuys, said today those who wanted their jobs back were being re-employed

The workers were viewed as having "dismissed themselves" when most ignored a management ultimatum to return to work last Thursday

Mr Geldenhuys said an inquiry had been held into the matter before the dismissal which sparked the strike, and that no further investigation would be made

Asked whether Aberdare Cables would be involved in negotiations with the General Workers' Union of South Africa (Gwusa), Mr Geldenhuys said "The union isn't involved as far as we are concerned"

Second

Ev Post 3/11/81

cable

plant

hit by

strike

Post Reporter

WORKERS at the second Aberdare Cable plant in Port Elizabeth walked out yesterday, and the entire black workforce at African Hide Trading Corporation in Deal Party downed tools in an attempt to have their union recognised.

About 400 workers at the Aberdare Cable plant in Markman Township went on strike last week because they felt a colleague had been unfairly dismissed.

At meetings, they resolved not to return until the dismissed man, Mr Dana, was reinstated.

The company's management delivered an ultimatum that striking workers would be regarded as having dismissed themselves if they did not return to work last Thursday. The strikers ignored the ultimatum.

Yesterday workers at the Aberdare Cables plant in Stanford Road joined the strike.

The company's group personnel manager, Mr Derrick Geldenhuys, said yesterday that workers who wished to return were being re-employed.

The entire black workforce of about 100 at African Hide Trading Corporation walked out yesterday after the company refused to recognise the General Workers' Union of South Africa (Gwusa).

A Gwusa official said today members of the workers' committee had told him the company had said it would not recognise Gwusa, and encouraged the workers to join another union operating in the leather industry.

The official did not know which union it was.

The striking workers had resolved not to return until the company recognised Gwusa. Management spokesmen were not available for comment.

44 Natal strikers arrested

Argus
9/11/81

139

Argus Correspondent
DURBAN — Police yesterday arrested 44 workers who went on strike on Saturday at the Zinkwazi Caravan Park near Dar-

nall on the Natal North Coast.

The workers, who were dismissed on Monday after they failed to return to work, were arrested for trespassing.

Mr T S Kumalo, general secretary of the African Allied Workers Union said today the workers went out on strike over the dismissal of two colleagues.

We will bail out all the workers today, he said.

The general manager of the caravan park, Mr H G O Achtehn, was not available for comment.

LACK TO WORK

Meanwhile, 500 of the 1200 workers dismissed yesterday by Defu Industries in Jacobs have returned to work, management has claimed.

Mr Ron Collie, the general manager of the major appliances division said the workers started returning early today.

We have told them that if they returned to work promptly they would not lose any benefits and their employment would be treated as if it were uninterrupted, he added.

ev Post 4/11/81 (139)

Striking workers reject sacking'

STRIKING workers at African Hide Trading Corporation who were reported to have been sacked yesterday, have refused to accept their dismissal

The entire workforce of more than 100 downed tools on Monday in an attempt to have their union recognised

The company has refused to recognise the unregistered General Workers' Union of South Africa (Gwusa), and a union official said management had encouraged the workers to join another trade union operating in the leather industry

The company's managing director, Mr O'R Townsley, could not be contacted for comment today as he was at a meeting

Meanwhile, re-employment of striking workers, at Aberdare Cable, and the recruitment of additional employees to fill vacancies, was continuing today

Workers at the company's plant in Markman Township went on strike last week after what they termed the "unfair" dismissal of a colleague

They resolved not to return until the dismissed man was reinstated

On Monday workers at the Stanford Road plant walked out in solidarity with their striking colleagues

Management delivered an ultimatum that striking workers who had not returned by last Thursday would have dismissed themselves



Miss Komose points at the drawers and files on the floor in her office.

Desk ransacked in trade union office

EAST LONDON — Officials of the African Food and Canning Workers' Union (AFCWU) are puzzled by an incident in which their secretary's desk was rifled on Tuesday night.

Miss Deborah Komose, the union's secretary, left her office and desk locked on Tuesday evening.

When she returned yesterday morning she found the door locked but found the drawers on her desk all open, with files and one drawer lying on the floor.

What she found more surprising was that all the money in the desk — R700 from membership sub-

scriptions — was untouched.

Miss Komose said she lost a bag containing the office and desk keys on October 9. She had been told a man had picked them up and she had been trying to contact the man for the past three weeks.

"Fortunately the money in the cash-box and in a plastic packet in one of the drawers was untouched although the person who turned the desk up-side-down had obviously seen it, she said.

The matter has been reported to the police.

DDR

DD 5/11/81

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Strikers' condition Ev Post 5/11/81 for return to work

~~15~~ 139 ~~170~~
Post Reporter

STRIKING workers at African Hide Trading Corporation have resolved not to return unless the company recognises the General Workers' Union of South Africa

A union official said he did not know whether the company intended reinstating or re-employing the 120 workers who went on strike on Monday in a bid to get Gwusa recognised. They are considered to have dismissed themselves.

The managing director Mr O R Townsley could not be reached for comment today.

The hiring of employees to fill vacancies at Aberdare Cables, and the re-employment of strikers wanting to return continued today.

Workers struck after a colleague had been dismissed

200 'striking' George food workers gather at protest meeting

Ev Post 6/17/81
152/186 139

Post Correspondent

GEORGE — Amid mounting tension and accusations that their union leader was last night illegally locked out of the factory, about 200 workers at the Table Top factory gathered at the Conville Community Centre here for a protest meeting today.

The manager, Mr P D du Toit, said the 200 absent workers were not on strike, but had terminated their own services by refusing to return to work after a lunch break on Wednesday.

At the protest meeting workers claimed the "strike" on Wednesday was precipitated when Mr Du Toit refused to re-employ 14 quality controllers who had resigned from the company in September.

Workers said the 14 women — including three union leaders — were "pressured" into resigning when management insisted that they trained "replacements". Rather than collaborate in their own dismissal, the women resigned.

Mr Robert Pienaar, chairman of the union's George branch, said that when he reported for work on Thursday night, he was refused permission to enter the factory and was told he had voluntarily resigned on Wednesday night.

However, he maintained his request for absence was granted because he had spent the day discussing matters with dissatisfied workers.

Mr Du Toit today broke his silence on the dispute and said the workers had been replaced and they were dismissed because they refused to return to work on Wednesday.

Remand
N. W. K. R. M. 7/11/81
on Riot

Act charges
Mercury Reporter

THE general secretary of the National Federation of Workers, Mr Matthews Oliphant, who is facing three charges under the Riotous Assemblies Act, was remanded yesterday to November 27 to the Eshowe Regional Court

Mr Oliphant appeared in the Melmoth Magistrate's Court yesterday

The three charges which Mr Oliphant faces are incitement to commit public violence, attending or convening an unlawful gathering, and trespassing and incitement of workers to strike

Mr Oliphant was arrested on October 9 in Melmoth during a strike at the Natal Tanning Extract estates

to the "transactionalists" societies in remote corners to the issues being considered "limited good", applied from would seem to be relevant but it's not utilised in that have been made of Wolf's "

In comparing Eksteen and analysis of four various perceptions that the refer for a tolerable life? What opportunities between the "bas If Eksteenfontein has a higher

analyses of rural part where are most relevant e. Foster's notion of studies of this type, so in Eksteenfontein (p.116) ntially more use could also sing reference.

a more confident presentation ssary. What are the community have of their needs s in migrant labour oppor- n and the "khoi" of Kuboes? as perceived by the

community, and the opportunities for its relatively pale migrants are better, then it will tend to export more workers than Kuboes, despite its greater wealth in stock. The differences between the perceptions of the Eksteenfontein people, and the Kuboes people - and the perceptions of outsiders about them - varied as they must be around the average, may help to explain not only their economic performance (and hence social formations) but also the mysterious departure of the "borlinge" from Eksteenfontein over what is presented as a trivial slight in the church.

The thesis suffers from the parochial ethnographic and theoretical orientations of those with whom the candidate has worked most closely, and does not indicate much acquaintance with a substantial body of relevant theory which, whether the candidate finds it congenial or not, should have been considered.

Despite these elements I am prepared to give a tentative YES to the question, but with minimal conviction.

- (ii) Is it adequate in scale and presentation, to justify the award of a Masters degree?

The amount of field-work time, and the length of the final production is adequate, although, given the time spent in the field by a candidate

ARGUS 7 11 81

Strike at fruit firm suspended

~~151~~ ~~152~~ (139)
Weekend Argus Bureau
EAST LONDON —The 500 workers who went on strike at Western Province Preserving here after demanding bonus payments have suspended

their strike pending a decision on their demands

The factory ground to a standstill yesterday morning when the workers downed tools. They agreed to return to work in the

afternoon after officials of the African Food and Canning Workers' Union, which represents the workers, held discussions with management

No decision was reached on the bonus issue and

negotiations will continue on Monday

A management spokesman said the company had not yet decided what stand it would take. The managing director, Dr G Marr, was overseas and would only return next week

7.

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STAR 9/11/81

Ilanga journalists join work-to-rule action

Own Correspondent

DURBAN — Journalists at the Durban-based Ilanga newspaper, published in Zulu, today joined colleagues at five English-language newspapers on a work-to-rule over a pay dispute.

The Sunday Tribune chapel instituted a work to rule 10 days ago and it has since been joined by

chapels at the Sunday Times, the Sunday Express, the Rand Daily Mail and the Daily News.

When pay talks reached deadlock on November 4, management left its offer of 18 percent across the board with a seven percent discretionary increase open for two weeks. The SASJ's demand was for 25 percent across the board for seniors.

'de porter'
ead of 'mieux comprendre'

'réapparaît' instead of 'reparait'
'maintenant faire porter' instead of
'maintenant porter'
'ainsi en est-il de cette "chaîne non interrompue (qui) liait autour de la terre les intelligences dévouées...' or 'ainsi cette "chaîne non interrompue ... liait autour de la terre les intelligences dévouées...'

incorrect sentence, meaning very obscure.
'éclairer' instead of 'éclaircir'
meaning of the sentence 'exige un cheminement au centre'
'pèlerinage vers' instead of 'pèlerinage à'
'mystérieux'
'éléments'
'être pour saisir, réunir les fragments de sa raison et pour reconstruire son unité'

should be : 'trouvons explicitement écartée l'hypothèse d'un Nerval'
should be: 'éternellement renfermé sur lui-même'
should be : '(I,411) - L'ouverture du cercle traduit'
should be: 'à l'image-archétype'
'espérons'
should be : 'montrer par la suite,'
meaning?
should be : 'nervalienne) -. Cette image traduit donc parfaitement...'

should be : 'Je m'attribuai à moi-même, écrit-il, une influence...'
should be : '(I,402), et ailleurs'
should be : 'sa destinée consiste à trouver'
should be : 'démence, sa clarté'

should be : 'à la conclusion que c'est'
should be : 'harmonieux. Rappelons'

'PE strikes indicate dissatisfaction with labour policy'

EVENING POST

10/11/81

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By SANDRA SMITH

THE number of strikes in the Port Elizabeth area during the past month relating to the issue of trade union recognition seemed to indicate a large section of the labour movement was not satisfied with the Government's labour policy

This was said today by a lecturer in industrial sociology at Rhodes University, Mr Paul Stewart, who was reviewing the eight strikes

which have occurred in the region during the last month. Strikes over union recognition have taken place at the General Post Office, African Hide Trading Corporation and Motorvia in Uitenhage.

More enlightened employers in the area appeared to have realised this dissatisfaction existed and had recognised independent trade union organisations - whether registered or not. Mr Stewart said

At Motorvia, where workers downed tools on October 13 in a demand for a minimum weekly wage of R50 and recognition of the Transport and General Workers Union, the company agreed to recognise the union.

At Imperial Cold Storage in Addo, management and the General Workers Union of South Africa (Gwusa) reached an agreement on an 80c an hour wage in the short term after 200 workers walked out on October 12.

"In other words from this month's strikes in the area, speedy resolutions have occurred, or negotiations are occurring when employers have been prepared to recognise the shop floor strength of their employees, Mr Stewart said.

"It seems the fact work has been resumed in these instances and settlements negotiated have meant employers have not had to go to the cost of rehiring and retraining their labour force.

Since 1973 two major thrusts in black trade union activity had occurred.

The Trade Union Council of South Africa (Tucsa) had opted for registration of black parallel unions which, it would seem some sections of the black labour force did not accept.

The strike at African Hide Trading Corporation was in example of this.

The other thrust was represented by the so-called independent trade unions, represented by mainly Federation of South African Trade Union (Fosatu) affiliates and the Western Province General Workers' Union (WPGWU).

In the Eastern Cape, new black trade union organisations had emerged particularly the Motor and Component Workers' Union of South Africa (Macwusa) Gwusa and the South African Allied Workers' Union (Saawu).

These had rejected the Government-initiated bodies to regulate labour relations as well as employers' attempts to form in-plant organisations.

The eight strikes that have occurred or are taking place in the area have centred on wages and working conditions, dismissals and demands for union recognition.

One has concerned the return of pension contributions.

Shooting marks new stage in relations-unions

139

DD 10/11/81

EAST LONDON — The reporting of an alleged shooting involving workers returning from the Gqweta family funeral on Sunday marked a new and sinister stage in the relations between workers and the Ciskei authorities three trade unions said in a joint statement yesterday

The statement issued by the South African Allied Workers' Union, the General Workers' Union and the African Food and Canning Workers' Union local branch said the unions had constantly pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant detention and harassment of the workers' leaders

"These reforms are rendered absolutely meaning-

less when workers are wantonly shot at by the police — workers who in this instance were returning from mourning the violent death of the mother and the uncle of one of their most respected leaders

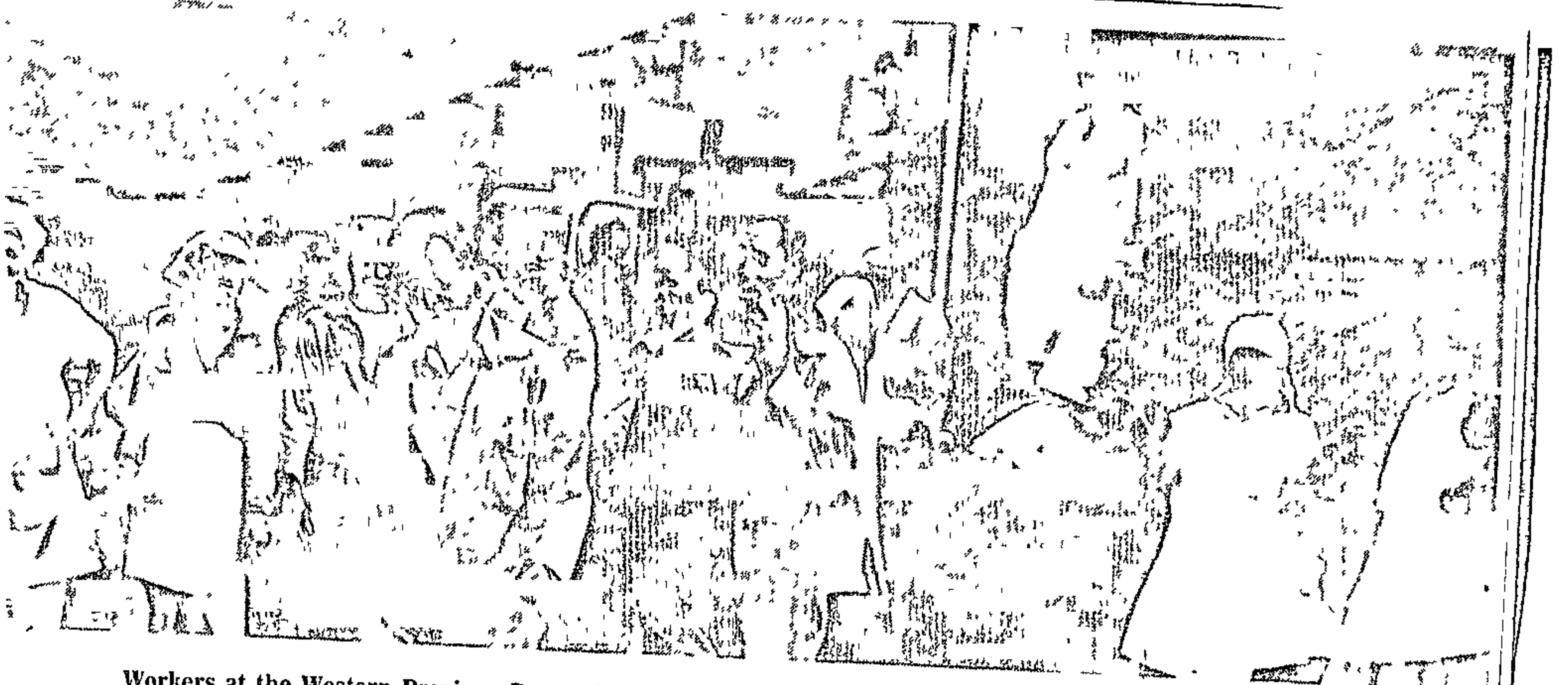
"We should also point out that the shooting was preceded by the most flagrant provocation of the mourners by senior Ciskei policemen at the funeral itself

"We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei authorities the consequences will be disastrous. Whether they like it or not the South African authorities are forced to recog-

nise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence

"In the context of this general tension the Ciskei authorities are now taking on the unions in the most vicious way possible. The South African Government must recognise that the power base of the workers rests in their organisation in the factories in East London and if the South African Government wishes to avoid full-scale confrontation in the factories they would do better to control the Ciskei authorities than to uphold the myth of independence

"Should the South African Government fail to do this then complicity in the reign of terror in the Ciskei will be there for all to see" — DDR



Workers at the Western Province Preserving Company factory yesterday after downing tools

570 down tools at EL firm

DD 10/11/81

~~152~~ ~~149~~ ~~128~~

EAST LONDON - About 570 workers at the Western Province Preserving Company downed tools yesterday and refused to return to their jobs

The branch secretary of the unregistered African Food and Canning Workers Union, which is recognised by the company, Miss Debra Komose said the workers were protesting against a management decision not to pay all employees bonuses this year. She said they had downed tools on Thursday and Friday last week over the same issue.

Miss Komose said the dispute had begun when management informed the

workers committee at the factory last Wednesday that only those workers who had been the most productive would be getting bonuses.

She said the workers had objected to this and downed tools. Management had replied that it was difficult to reach any decision on the issue until the managing director of the company, Di G S Marr, returned from America.

She said Mr B Hanly, an official of the company, had addressed the workers yesterday. He said that Di Marr had told him in a telephone conversation that the issue of bonuses was to be negotiated in

January along with a new wage agreement.

"Secondly, he said that bonuses depended on the profitability of the company," Miss Komose said. "The workers were not prepared to accept management's reasons and downed tools at lunchtime."

She said they did not return to work during the afternoon.

At 3:30 pm yesterday a large group of workers was standing idle within the premises of the factory.

Management at the factory were not prepared to comment yesterday and said they would issue a statement this morning —
DDR

Natal Unions goes on despite bill being ditched

DD 10/11/81

200 145 124 139

DURBAN — Pensions fund disputes still continued in Natal yesterday in spite of the government's scrapping of the proposed Pensions Bill.

A total of 450 workers from Ilco Homes in Isipingo were fired and about 800 workers from the Saiccor mill in Umkomaas still had not returned to work after disputes over pensions.

The registrar of Financial Institutions, Mr Neas van Staden, and the Director-General of Manpower, Mr Jaap Culliers, announced on Friday that the Preservation of Pension Interests Bill would not proceed.

The bill had triggered off countrywide labour unrest with workers demanding the refunding of pension contributions — with Natal being the worst hit.

The managing director of Ilco Homes, Mr A C De-mmers, said yesterday, the whole of the labour force — about 450 workers — at their Isipingo site had stopped work and demanded repayment of their pensions on money.

"If they start getting stupid like that there is nothing left to do but to fire them all."

"We gave them 30 minutes to get back to work refusing even to discuss the issue and then when that had passed we dismissed them all," he said.

Mr Sam Kikine of the South African Allied Worker's Union (Saawu) said Ilco management had agreed to reinstate certain of the workers, but workers demanded unconditional reinstatement.

At the Saiccor rayon-pulp mill at Umkomaas the workers, who downed tools on Friday after the management had refused to pay out their pension contributions had not returned to work yesterday.

The workers yesterday again sat outside the factory demanding their pension contributions. Management told them to come-back today for its decision.

Mr O W Tainton the managing director could not be contacted yesterday.

Trade unions contacted yesterday said although they welcome the government's decision to scrap the Pensions Bill, the labour unrest would not cease.

Mr Kikine representing Saawu's 25 affiliate unions, said the withdrawal of the bill would not solve the pension problem.

"Already we have had problems with both the building and steel industries who still have a preservation clause in their pension schemes."

A spokesman for the General Worker's Union said they strongly welcomed the withdrawal of the Pension Bill but had the government paid attention to the early warning of the unions the labour unrest would have been avoided.

"In the event of the government's failure to consult with the workers' leaders has led to an unprecedented wave of strikes that cost the jobs of thousands of workers."

The general secretary of the National Federation of Workers, Mr Mathews Oliphant said this should serve as a lesson to the government that workers should be consulted on any legislation that will effect them.

"But it will not stop workers demanding their pension contributions as it has highlighted certain issues involving pension funds."

"Workers are eager to know where their pension money is going to and are demanding to be represented on existing pension schemes," he said.

Mr B E Khumalo general secretary of the Black Allied Worker's Union saw the dropping of the Pensions Bill as a sign of "growing up" on the part of the government — DDC

Ultimatum by Trade Unions: Ciskei Police

Argus 10/11/81

Argus Bureau

EAST LONDON — Three trade unions here have called on the South African authorities to discipline the Ciskei police or face disastrous consequences.

The South African Allied Workers' Union,

the African Food and Cannery Workers Union, local branch, and the General Workers' Union warned in a statement that the situation in East London is heading for a major confrontation.

The unions were reacting to the reported shooting at workers by Ciskei police in Mdantsane on Sunday. A woman was reported to have been shot dead when police opened fire on workers returning from the funeral of Mr Thozamile Gqwela's mother and uncle. Mr Gqwela is the

national president of SAAWU. Major-General Charles Sebe, head of the Ciskei Central Intelligence Services, today refused to comment on the shooting. 'You can report on it in full when the case is heard in court', he asked whether people

had been arrested, General Sebe again refused to comment. In the statement the unions said they had often pointed out that legislative reforms and progressive initiatives by management were severely undermined by the constant tension and harassment of the

workers' leaders. 'We must warn authorities that the situation in East London is heading for a major confrontation and if the South African authorities do not intercede and discipline the Ciskei police, the consequences will be disastrous. Whether they like it or

not the South African authorities are forced to recognise the tension generated by the deep-seated opposition to the forthcoming Ciskei independence.

'The South African Government must recognise that the power base of the workers rests in their organisation in the factories in East London and if the South African Government wishes to avoid full-scale confrontation in the factory, they would do better to control the Ciskei authorities than to uphold the myth of independence.'

DD 11/11/81
122 186 139

EL protesters back at work

EAST LONDON — About 580 workers at the Western Province Preserving Company factory here returned to their jobs yesterday morning.

The workers downed tools on Monday afternoon and twice last week in protest against a management decision not to pay all employees bonuses.

Mr B Hanly, a director at the firm said everyone

was back and all was operating normally. He confirmed that there had been a work stoppage affecting about 580 people.

“Demands had been made by the workers. Management considered these demands contrary to an agreement signed with the African Food and Canning Workers Union and would not agree to these demands” — DDR

No solution in cannery strike talks

DD 14/11/81
152 139 186

EAST LONDON — Talks between the management of Western Province Preserving and officials of the African Food and Canning Workers Union held here yesterday to break the deadlock between the company and its employees did not produce a solution

After the talks management issued a statement that the union officials had been informed that subject to "certain exceptions" the company would start rehiring workers on Monday

Workers have maintained all along that they are still employees of the company while management maintains the workers have dismissed themselves

Management confirmed yesterday that the factory was still at a stand-still

In the statement issued by Mr B Hanly he said it had been pointed out to the union officials that the local committee had been unable to control the workers and that it was hoped they would be able to persuade them that they had acted in an irresponsible manner contrary to the agreement

The secretary of the African Food and Canning Workers Union here, Miss Deborah Komose, said the workers had returned to the factory yesterday morning to start working

She said they had been told by management that the company was prepared to re-employ 99 per cent of the workers.

Management had refused to re-employ other workers because they claimed they had intimidated others, Miss Komose added. She said the union officials had also been told management would not re-employ some of the workers detained by the security police when they were released

The union officials will report back to the workers today — DDR

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580 workers are back on the job

STAR 10/11/81

Own Correspondent

EAST LONDON — The 580 workers who downed tools at Western Province Preserving here yesterday returned to their jobs today.

They struck to protest a management decision that not all employees would receive bonuses this year.

Yesterday's strike was the third in less than a week in the factory.

Workers struck for a few hours on Thursday and Friday last week and were persuaded by officials of the African Food and Canning Workers Union (AFCWU) to return to their jobs.

A director of the company, Mr B Hanly, said staff had returned to work this morning and the factory was running normally.

They had made demands which management had con-

sidered but rejected as they were contrary to the agreement with AFCWU.

Mr Hanly refused to disclose what the demands were.

Miss D Komose, the secretary of AFSWU said management had told workers that only those who had been most productive would receive bonuses.

Mr Hanly told the workers he had been informed by the managing director, Dr G Marr, who is overseas at present, that bonuses would be negotiated in January along with a new wage agreement, Miss Komose said.

● At the two Aberdare Cables plants in Port Elizabeth which were hit by labour unrest last week, management was taking on new workers today to replace those who were dismissed for striking over the dismissal of a fellow-worker.



A Western Province Preserving Company worker addresses a meeting in East London yesterday

Workers say they'll return

DD 13/11/81

(188) (139)

EAST LONDON — A large number of Western Province Preserving Company workers, involved in a series of strikes over the past week, say they still regard themselves as employees of the company despite a management claim that they have dismissed themselves.

The workers, who held a meeting in a city cinema yesterday, said they would return to work today, but if management decided to lock them out they would be prepared to go.

Mr J Mpevushe, the assistant chairman of the

workers' committee, said the workers had reported for work yesterday morning with the demand that management pay all employees bonuses and that five workers arrested on the previous day be released.

He said that management had ignored the workers' committee and told the workers that they had dismissed themselves.

He said the source of the trouble at the factory was management's decision not to pay all the workers yearly bonuses. He said

there would have been no clashes between workers on Wednesday if management had allowed all the workers at the plant to leave the premises.

Major W Brown, police public relations officer for the Border, confirmed that five workers at the factory had been arrested on Wednesday and said they would be appearing in court this morning charged under the Riotous Assemblies Act.

Management said they did not wish to issue a statement on the matter yesterday — DDR

Industrial unrest flares in Cape factories

THE Western Province Preserving Company factory was closed yesterday following clashes between workers at the plant.

About 580 workers at the company downed tools on three occasions recently in protest against a management decision not to pay yearly bonuses to all employees.

Mr B Hanley, a director of the company, said charges of assault had been laid against five workers by other workers but Major W Brown, police public relations officer, could not confirm this.

Trouble at the factory occurred at the first tea-break yesterday, according to spokesmen for both the African Food and Canning Workers' Union and the management.

Mr Hanley said work was normal up to the first break and at 10 15 am the workers started to move in an orderly manner.

"There was a sudden commotion and it was noted that the in-going workers were being assaulted by those who did not wish to go in. Several of the dissenters were later arrested for assault and charges were laid against them by returning workers. At this stage, in order to prevent further altercations, we instructed all workers that the factory was closing and they should leave the premises."

The branch secretary of the African Food and Canning Workers' Union said the workers' committee had persuaded the workers to go back to their jobs after the strike on Monday.

She said they had been back at work until yesterday when they refused to return, saying they were still dissatisfied that bonuses were not to be paid.

A few workers chose to go back to work and some of those who did not go back tried to force others to join them. There was some

pushing and slapping but no serious clashes. "Then management called the police and pointed out those who they thought should be arrested. Five workers were taken away by police."

The union said after all workers had walked out they had held a meeting at a city cinema.

Workers had decided to go back to work today but not start working until management had agreed to pay them all bonuses and the five arrested workers were released, according to the union.

Meanwhile at the Paarden Eiland Cape Foundries Factory between 70 and 80 workers went on strike yesterday in protest against the dismissal of one of their colleagues for arriving 15 minutes late for work.

The worker concerned had evidently explained that he lived in Atlantis, and was late because his bus had developed a puncture and he had had to change to another vehicle.

The workers — all members of the unregistered and independent General Workers' Union (GWU) — had earlier appointed an "ad hoc" committee of six to negotiate with the general manager of the plant Mr Brian Rosenbloom.

They wanted to know why their colleague — a GWU member — was fired, while two men who were members of the management-sanctioned, TUCSA-affiliated Engineering Workers' Union were not fired for arriving even later than the GWU member.

He refused to speak to them and told them they had five minutes to get back to work or else leave the premises, the GWU said yesterday.

When the workers subsequently walked out, Mr Rosenbloom threatened to call the police if they attempted to return to work the next day, and referred to the workers as "riff-raff," it is claimed. Production at the plant is

reported to have come to a standstill as most of the workers on strike are highly skilled, and cannot be replaced by "scab" labour.

Following a meeting with the striking workers, the GWU said last night that conditions at the factory were "appalling" and the workers were treated with open contempt by management.

Workers were not issued with any form of protective clothing despite working in "extremely dangerous conditions."

"Since organisation of the workers began by the GWU, management had waged a complete war of attrition against the union and its members in the factory," claimed the union.

Mr Rosenbloom said the worker concerned had a consistent record of being late and had been warned on "numerous occasions in the past." He said it was untrue to say he victimised members of the GWU as he

did not know "who is a member of what."

He denied production was at a standstill, saying losses were "minimal" and that workers registered on their files would be offered employment, starting today. He also denied threatening to call the police because "it is company policy at all stages to avoid calling the police" and said that "no worker is treated with contempt."

Only 69 workers out of a total of 184 had "downed tools after issuing management with an ultimatum," and these figures "clearly demonstrated" the GWU did not have the majority support among the workers.

He believed in the "principle of free association" and would negotiate with the GWU if they registered in terms of government labour legislation.

The GWU said 80 workers attended their meeting yesterday afternoon and the 80 had said that "not more than 50" remained at work.

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14 24 11

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FM 13/11/81
UNION RECOGNITION

Testing time

316 134 139
A growing number of employers are seeking labour stability by signing recognition agreements with emerging black unions outside the framework of the official industrial council (IC) system*

While exact figures are difficult to obtain, conservative estimates suggest at least 70 such agreements have been signed to date with a rapid increase over the past two years. Labour relations consultant Andrew Levy believes it is possible that nearly 100 have been signed, while about 50 more are being negotiated. The days when a recognition agreement made the headlines are past; they are now being signed at the rate of about one a week.

As an instrument of establishing a relationship with employers, recognition agreements are favoured by a majority of the new black unions — suspicious as they are of registration and the IC system as a whole. They see the system as biased in favour of employers.

There is debate, and even concern, about the direction in which recognition agreements may be taking SA's industrial relations. In a document setting out its new labour guidelines, the Steel and Engineering Industries Federation of SA (Seifsa) warned last week. It is important that employers who consider entering into a recognition agreement covering collective bargaining understand that they are in effect establishing an alternative collective bargaining arrangement to the IC.

Competition*

And, as Loet Douwes Dekker, senior lecturer in industrial relations at the Wits Graduate School of Business Administration, puts it: "The basic question facing the future structure of industrial relations in SA is whether recognition agreements and IC agreements will become competitors or will complement each other as instruments of governance."

This is a question employers, unionists and government will have to address themselves to in the years ahead. Some union leaders believe a complementary relationship can be developed. "We feel there is scope for both," says Phirashaw Camay, general secretary of the Council of Unions of SA (Cusa).

At this stage, however, there is no prospect of the IC system becoming outmoded. Indeed, some employers believe that unionists will inevitably be drawn into the centralised collective bargaining system provided

by the councils because of the difficulty of enforcing a large number of recognition agreements.

Recognition agreement disputes have been among the most traumatic ever faced by employers in SA. Some, for example, have had to deal with protracted strikes involving consumer boycotts. However, a growing number have come to believe that agreements do hold benefits for them.

Take Fatti's & Moni's MD Peter Moni. His company signed a recognition agreement after an intense battle with the African Food and Canning Workers' Union, and the Food and Canning Workers Union two years ago. He has not regretted signing, and now believes the antagonism which existed between his company and the unions has been replaced by "healthy mutual respect". The unionists have fulfilled their side of the bargain, he says, though there were teething problems.

Many employers who have signed agreements have had similar experiences. Levy makes a point of warning his clients that the year following the signing of an agreement can be turbulent. But he continues to advise employers to sign.

Initial problems arise, he says, because unions begin to explore and define the power granted to them through the agreement. At the same time, managements have to learn to handle the situation of a recognised union on the shopfloor. Training programmes which help both managements and unionists to implement the agreements are necessary, he believes.

CISKEI

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Fears of confrontation

Businessmen who have links with the Ciskei are awaiting December 4 with some trepidation. The shots fired by the homeland's police at a crowd in Mdantsane township near East London on Sunday have dispelled any hopes that Ciskei will achieve its 'independence' next month with a minimum of controversy.

The bitter rivalry between the Ciskei government and the rapidly growing black trade union movement in the East London area has entered a dangerous new phase. One union in particular has earned the special enmity of the Ciskei authorities — the SA Allied Workers' Union (Saawu), the largest and most influential union in the area. Sunday's violence in which a woman died, occurred when a group of mourners returned from the funeral of the mother and uncle of Saawu president Thozamile Gqweta.

As the conflict between unionists and the Ciskei government intensifies, John Rich, president of the Border Chamber of Industries, expresses fears about the effects that the strife may have on labour relations. East London mayor Errol Spring is also extremely concerned, but he hopes that businessmen can play a constructive role in reducing tensions.

Few businessmen believe that this will be easy. "We're all waiting to see what will happen after December 4," says one. "We are caught in the middle and it would be extremely dangerous for industry to come out in support of one side or the other."

Some union leaders appear to be trying to prevent further clashes at the moment. But there have been calls from workers for a general strike and there is a very real danger of a sudden flare-up. A joint statement issued by Saawu, the General Workers' Union, and the African Food and Canning Workers' Union this week warned that legislative reforms and progressive initiatives by managements are being seriously undermined by detentions and continued police harassment of workers.

It also warned that the power of Mdant-



Chief Minister Sebe . 'I will have no mercy'

sane workers resides in the factories of East London and that if the SA authorities want to avoid full-scale confrontation in these factories they should curb the Ciskei government. In the wake of Sunday's clash, Saawu general secretary Sam Kikine has called for a campaign against Ciskeian independence similar to that against the SA Indian Council.

Hostility between the Ciskei government and unions such as Saawu has been simmering for more than a year. Union members have been repeatedly detained by the Ciskei authorities and at one stage recently more than 200 were held in one of the biggest crackdowns ever on SA trade unionists.

Gqweta himself has been detained four times twice by the SA police and twice by the Ciskei Central Intelligence Service headed by Major-General Charles Sebe, brother of Chief Minister Lennox Sebe.

Radically opposing points of view have caused the impasse. The Ciskei government views Saawu as a serious threat to its authority. Indeed, Saawu is the only mass organisation in the Ciskei outside the control of the Ciskei authorities. The Ciskei government sees Saawu's opposition to independence as a sign that the union wishes to assume a political role.

When questioned about the arrest of Saawu members recently, Chief Minister Sebe said bluntly: "I will have no mercy for them."

Opposition

Saawu's opposition to independence stems largely from its role as a community-based organisation and the fear that Sebe's government will increase efforts to suppress the union after independence when Saawu will be much more vulnerable.

Despite strong support for independence in a referendum last year, opposition to this appears to be growing in townships such as Mdantsane. Sebe has insisted in the past that Ciskei independence will be more meaningful than that obtained by Transkei, Bophuthatswana and Venda. However, it is now clear that when Ciskei becomes independent 2.1m people, more than half of whom live in white-designated SA, will lose their South African citizenship. In addition, hopes that independence would result in the overcrowded, poverty-stricken territory obtaining large additions of land have not yet been fulfilled.

Any large-scale unrest involving Ciskeians — whether in or out of the homeland — will hardly encourage investment of the kind the territory desperately needs. But, judging by the Sebes' recent statements, independence will be marked by iron rule rather than conciliation. The prospects are bleak.

than those issued two years ago

Furthermore, Seifsa will engage in discussions with both registered and unregistered unions to "discover differences and common ground"

The new guidelines have been formulated to equip Seifsa's 3 500 members (with a combined workforce of over 300 000 people) to deal with the rapidly evolving labour scene

A major problem employers face is the refusal of unregistered black unions to bargain at industrial council (IC) level (see previous story) Seifsa has reiterated its opposition to bargaining on pay and working conditions outside the council system. However, it has adopted a new strategy aimed at attracting unregistered black unions into the ICs

Information exchange

The federation says that in dealing with an unregistered union, or one which does not support the IC system, employers should consider an exchange of information. A company should try to obtain from a union its constitution, the benefits it provides to members, its attitude to existing in-company employee representation mechanisms and the names of other companies where the union has established a relationship with management. In return, employers should be willing to give the union information about the size and composition of its workforce and the nature of its activities.

Proof of union membership is important. Seifsa believes that in no circumstances should managements agree to a referendum, but the union should show written proof of active, signed-up members who have paid their dues.

Management should study the union's constitution, investigate whether other employers have recognised the union, whether it has any record of industrial unrest in related situations, and whether there is potential for conflict between the union and other unions operating in the company.

In a significant departure from previous policy, Seifsa says that although a union not represented on an IC should not automatically get facilities granted to unions on the council, these facilities could be 'points for negotiation'.

The new guidelines also provide procedures for industrial relations at company level in which unions have a role. These include principles involved in the selection of shop stewards, grievance, disciplinary consultation and communication procedures.

Unregistered black unions are reluctant to comment fully on the new guidelines. Some union leaders say that to do so might prejudice the discussions that Seifsa wishes to have with them. However, unionists point out that Seifsa is still strongly opposed to plant-level bargaining on wages. Seifsa, they say, is willing to discuss changes with them, except the one they want most.

Seifsa director Sam van Coller, however, emphasises that employers are keen to

FM 13/11/81
SEIFSA'S GUIDELINES

Preparing to talk

The revised labour guidelines released by the Steel and Engineering Industries Federation (Seifsa) may not satisfy some unregistered black unions, but are far more flexible

achieve a common industrial relations system in the metal industries. "This is the prime objective of the discussions which are taking place," he says.

Shopfloor statistics

(36) (31) (13) (21) (139)
An increasing number of SA companies subscribe to codes of fair employment practice

A surprising result of a recent survey of 152 such companies, employing 500 000 workers showed that no less than 69% have no definite industrial relations policy. There was, nonetheless, no ignorance of shopfloor conditions — except in a minority of cases. The survey was conducted by FSA management consultants.

The indications are that there is some uncertainty about the appropriate response to labour developments. While the majority of companies had not formalised an industrial relations policy 66% of the companies reported that at least some of their employees were unionised, and according to FSA director Bernard Chalmers "42% of companies, when approached 'welcomed' unions."

In 1980 only 19% of the participants were approached by black unions for recruitment purposes, a figure which increased to 42% in 1981. And, also this year, 90% of the companies were prepared to deal with trade unions and were prepared to give representatives access to company premises (1980 60%).

Recognition and registration have long been thorny issues. While 39% of participants were prepared to recognise unregistered unions which were not seeking registration 63% were prepared to recognise those seeking registration or already provisionally registered. Of companies 92% were prepared to recognise registered unions in 1980 whereas 95% are now prepared to do so.

Competition for membership on the factory floor has increasingly posed problems for employers. Of the sample, 15% had two or more rival unions trying to recruit members and 60% of participants indicated that they would be prepared to recognise two or more unions representing their black employees. And 86% would run a verification exercise to determine which unions, if any, were representative of black employees.

Although many employers regard industrial councils (ICs) as the best vehicle for the determination of wages, conditions of employment, and to some extent industrial relations practice, only 50% of participants were actually party to an IC agreement. The majority of companies not party to an IC agreement are still subject to a wage determination or other wage regulating measures — indicating that a substantial number of workers still have their wages and conditions of employment regulated by forces over which they have no direct control.

Nonetheless, 54% of participants maintained that the attitude of unions representing black employees towards ICs was positive, 32% of employers adopted a neutral stance, and only 18% maintained that black unions have a negative attitude towards the IC system.

Increasing unrest on the factory floor has highlighted the necessity for workable grievance and disciplinary procedures. However only 60% of participating companies had defined disciplinary procedures. A significant proportion of companies still had no formal means of resolving disciplinary issues in spite of the fact that almost half the strikes in SA last year were caused by disciplinary and dismissal issues.

Factory shut after clashes between staff

DD 12/11/81

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EAST LONDON — The Western Province Preserving Company factory here was closed yesterday following clashes between workers at the plant.

About 580 workers at the company downed tools on three occasions recently in protest against a management decision not to pay yearly bonuses to all employees.

Mr B Hanly, a director of the company, said charges of assault had been laid against five workers by other workers but Major W Brown, police public relations officer for the Border, could not confirm this.

Trouble at the factory recurred at the first tea break yesterday, according to spokesmen for both the African Food and Canning Workers Union and management.

Mr Hanly said work was normal up to the first tea break and at 10.15 am the

workers started to move in an orderly manner. "There was a sudden commotion and it was noted that the incoming workers were being assaulted by those who did not wish to go in."

"Several of the dissenters were later arrested for assault and charges were laid against them by workers returning. At this stage in order to prevent further altercations we instructed all workers that the factory was closing and they should leave the premises."

Miss Debra Komose, the branch secretary of the African Food and Canning Workers Union, said the workers committee had persuaded the workers to go back to their jobs after the strike on Monday. She said they had been back at work until the tea break yesterday when they refused to return saying they were still dissatisfied that bonuses were not to be

paid.

"We approached management but before they would listen to us they gave all the workers half an hour to get back inside."

"A few workers chose to go back to work and some of those who did not go back tried to force others to join them. There was some pushing and slapping but there were no serious clashes."

Then management called the police and pointed out those who they thought should be arrested. Five workers were taken away by the police.

Miss Komose said that after this all the workers had walked out and had held a meeting at a city cinema. She said the workers had decided there to go back to work today but not to start working until management had agreed to pay them all bonuses and the five arrested workers were released — JDR

Strikers

insist

all are

taken

on again

Argus Bureau

EAST LONDON — The 580 striking workers at Western Province Preserving here again refused to return to work today unless all the workers were reinstated

Mr B Hanly a director, said the factory was still at a standstill because the workers had not returned to their jobs

The workers downed tools last week in protest against a management decision that only those workers who had been most productive would be paid bonuses

BONUSES

Following a management announcement that bonuses would be negotiated together with a new wage agreement in January, the workers have now dropped the demand that all be paid bonuses before they will end the strike

They are still demanding, however, that all the strikers be reinstated

Management had refused to concede to this demand. They have agreed to take back most of the strikers but there are some exceptions

Miss D Komosc, secretary of the African Food and Canning Workers' Union, which represents the workers, said Mr Hanly had told the workers that those responsible for 'violence and intimidation' would not be rehired

'The workers won't accept that not all will be rehired and management refuses to accept this demand,' she said

MEETING

The strikers were meeting today to discuss further action

⊙ About 250 workers at the South African Pulp and Paper Industries (Sappt) mill at Stanger on the Natal north coast downed tools today

A spokesman said the cause of the stoppage, the second in two months, was not known but it is believed that the dispute could have been over union recognition by the firm

Management was still awaiting representation on worker grievances but it was pointed out that negotiations over their demands will only get under way once the striking workers returned to work, the spokesman said.

The plant, which is one of the key producers of pulp and paper supplies to the industry, was hit by labour disputes over the controversial pensions issue in September when the production was halted through this work stoppage

He added, however, that the company was holding discussions with representatives of the Fosatu-affiliated Paper, Wood and Allied Workers' Union over recognition

'The first meeting was held on October 24 and negotiations are continuing,' he said

Officials of the union were not available as they were at the plant seeking representation

DD 17/11/8

Cannery closed as workers stay out

~~147~~ 139 ~~186~~

EAST LONDON — The entire black work force at the Western Province Preserving Company plant here refused to enter the factory gates yesterday morning after management failed to give them an assurance that all workers would be allowed in

The 580 workers were told by management last week that they had dismissed themselves after engaging in a series of strikes in protest against all employees not being paid bonuses this year. Management has said that it would be prepared to re-employ the workers selectively but that not all would be taken back

Mr Jan Theron, the general secretary of the African Food and Canning Workers Union, said the workers had decided at a meeting on Saturday to report for work yesterday morning. He said they had decided to leave the ques-

tion of a bonus to be settled at wage negotiations between the company and the union

"However workers rejected being re-employed on a selective basis which would mean the victimisation of some workers for taking part in the work stoppage

"Yesterday the workers gathered outside the gates of the factory. The employers announced that they would begin employing workers. However they did not deal with the workers committee and no assurance that everyone would be taken on was given

"As a result no-one entered the factory and at 7.30 am the gates were closed again"

Mr Theron said the union had appealed to the company to moderate its position

"Employers should take

note of the extreme tension that prevails in East London as a result of actions of the Ciskei authorities," he said

Trade unions and workers in East London had been provoked by repeated and indiscriminate arrests and, lately, by the death of a worker after she had attended the funeral of the mother of Mr Thozamile Gqweta, said Mr Theron

In these circumstances relatively minor disputes could flare up into confrontation

It was therefore more important than ever for employers to act with restraint and not to precipitate confrontation with their workers

Mr B Hanly, a director of the company, said yesterday he did not wish to comment on events at the factory at this stage —

DDR

Strike at EL canning plant ends

DD 18/11/81

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EAST LONDON — Striking workers at the Western Province Preserving Company here returned to their jobs yesterday morning.

The workers originally downed tools over the issue of yearly bonuses. On Monday they agreed to return but refused to enter the factory gates when management said not all workers would be re-employed.

Dr G Maar, the managing director of the company, said the workers were back at work yesterday and that the situation was calm.

"We hope that the relationship between ourselves and the union will be restored to normal in the future," he said. "In the meanwhile we are still sorting out a few minor problems."

Dr Maar said there had been losses to the company by the strike but fortunately the situation was

not as bad as it could have been.

A spokesman for the African Food and Canning Workers Union said the workers had returned yesterday morning following a recommendation by the union. She said not all workers had been taken back.

"We will be holding another meeting with management on Friday where we hope to sort out the remaining problems," she said — DDR.

Mugabe, Romania sign treaty

BUCHAREST — Zimbabwe's Premier, Mr Robert Mugabe, yesterday ended a four-day official visit to Romania at the invitation of the president, Nicolae Ceausescu.

Before his departure, Mr Mugabe and Mr Ceausescu signed a treaty of friendship and co-operation, Bucharest state radio reported — SAPA-AP.

Talks on
18/11/81 EVENING
POST
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resumed

Post Correspondent

GEORGE — Table Top management and representatives of the Food and Canning Workers' Union resume talks today about some 200 workers paid off after a wildcat strike earlier this month.

The workers were fired on November 6. The manager of the company, Mr Piet du Toit, said he had done so because they had refused to continue working after a lunch break two days earlier.

Union representatives explained the workers' decision was not equivalent to a strike — and claimed all the workers wanted was an assurance that 14 quality controllers, allegedly "pressurised" into resigning in September, would be re-employed once circumstances justified this. Among them were three union members and workers say the Table Top management is deliberately acting against the union.

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2 union officials charged with theft

By MIKE LOUW

TWO executive members of the Black Municipal Workers' Union (BMWU) appeared in the Johannesburg Regional Court yesterday on a charge of theft.

Mr Phillip Dlamini, 34, and Mr Joseph Mlāgeni, 45, both of Soweto, pleaded not guilty before Mr J S van Wyk.

The State alleges they stole a car, typewriter and documents including a bank book and receipts books belonging to BMWU between May and August this year.

The chairman of the union, Mr Joseph Mavi, told the court that he had inquired at the union's office on May 29 about money which was withdrawn from a bank.

The money was for a relief fund and was to be paid out to certain people.

Mr Mavi said he was detained by Security Police soon afterwards.

New locks

After being released two months later he had found the union's office had new locks.

When the office was opened for him, he had noticed a typewriter, stapler, bank book and other documents including Press cuttings were missing.

Some of the documents were later found at the homes of Mr Dlamini, the secretary of the union, and Mr Mlāgeni, the treasurer.

Mr Mavi said the car involved belonged to Mr Dlamini who bought it with union funds.

The trial continues on December 11 and the two men were allowed out on warning.

Council takes legal opinion on 'anti' posters

By Nagoor Bissett

DURBAN City Council is taking legal opinion on whether it is legally competent to allow posters to be put up in public places calling on Indians to boycott the first national elections next month for the controversial South African Indian Council

This was disclosed yesterday by a senior spokesman for the City Engineer's Department after an application to the department by the Natal Indian Congress for the necessary permission to erect 'anti' posters

The congress claimed the department had rejected the application by the Anti-SAIC Committee for poster permission, and said the Congress had referred the matter to its own lawyers with a view to challenging the City Council

'We are naturally angry, but we're neither disappointed nor deterred,' Mr M J Naidoo, the NIC's senior

vice-chairman, who is also chairman of the Anti-SAIC Committee, said

'This is a simple matter of SAIC candidates putting up posters calling for votes and the Anti-SAIC Committee using its posters urging voters not to vote

'While the candidates have been given permission to erect posters on municipal property, we have been denied this,' he said.

Mr Naidoo said: 'We want to use the posters as a means to voice our objection, but by throwing out our application the City Council is in effect denying us an opportunity'

Durban's Town Clerk Gordon Hargrath was not available for comment yesterday but a spokesman for the City Engineer's Department said he was surprised the NIC had already been informed of the outcome of its application, the council's legal advisers were still considering the matter

(Report by N Bissett, 17 Devonshire Place, Durban)

replied via

Five union officials
held incommunicado
for last six months

Evening Post 24/11/81

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FIVE officials of the Motor and Component Workers' Union of South Africa (Macwusa) have been held in detention for six months without being allowed to communicate with their families or lawyers

The acting Divisional Commander of the Security Police, Colonel N J van Rensburg, today confirmed their continued detention under Section 6 of the Terrorism Act

Four were arrested in Transkei on May 26 for allegedly travelling without valid documents. They were Macwusa's chairman, Mr Dumile Makhanda, Mr Maxwell Madlingosi, Mr Mxolisi Didiza, and Mr Zandile Mjuza, who were handed over to the South African Security Police on June 3

They were immediately detained under Section 22 of the General Laws Amendment Act, which allows for detention up to 14 days, and then held under the Terrorism Act, which allows indefinite detention

An organiser of the General Workers' Union of South Africa (Gwusa), Mr Siphon Pityana, was detained on June 26

Col Van Rensburg said he did not know when the men would be released. Their families had not been allowed to visit them while they were in detention

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She lives for work

By Tony Davis,
Labour Reporter

Trade unionism is a 24-hour-a-day job for Emma Mashini, secretary of the Commercial Catering and Allied Workers Union

Emma was a founder member of CCAWUSA when it was established in August 1975. She was secretary and organiser for the union, she recalls.

Today CCAWUSA boasts a nationwide membership of about 20,000 workers and 17 full-time staffers.

The union was formed to face a growing need by a new category of worker in South Africa — the black shop assistant — people who were taking over positions previously held by whites.

She left the Tusca-affiliated National Union of Clothing Workers and her colleague Lucy Mnyabela to found CCAWUSA.

I was a shop steward in the NUCW and held other executive posts for about a dozen years but I found there was a need elsewhere," Emma says.

Emma started work at the Johannesburg clothing business of H J Henochsberg and was one among many black trade unionists to establish worker consciousness on the Reef.

CCAWUSA has obtained recognition agreements with a number of major companies, such as OK Bazaars, Allied Publishing, Greatmans and Macro.



There is no reason why white-rubber unions cannot amalgamate with black unions.

The union did not get off to an easy start. It has its history of dispute. Emma used to spend her time travelling about the Reef trying

to organise workers. Postal membership played a decided role in the growth of the union and its second branch was opened in Durban Today there

are branches on the Reef in Natal, Port Elizabeth, Orange-Frederick area, and East London. At present Emma is engaged in fighting for the jobs of 80 workers dismissed after a wage dispute at the Game Furniture chain in Durban.

Emma is proud of CCAWUSA's history in a dispute involving one of the largest shop stewards at Sasol pits.

The shop steward's husband, a Secretary Branch member, had been politicised. She and local authorities wanted her to reside in a house in the home town.

She refused and the union solicitor helped her on and the shop steward was given a letter validating her residence.

There have been other disputes. A former Publishing Pick n Pay OK Bazaars CCAWUSA refuses

to accept recognition agreements where the only settlement is cheque-off facilities (union dues taken off in pay cheques).

An agreement must include items such as shop stewards and time off for their union work," says Emma.

She is adamant that CCAWUSA is an "independent" trade union with no affiliation to any federation.

When the Federation of South African Trade Unions (Fosatu) was established in

early 1977, Emma says CCAWUSA steered clear because of the number of white academics who were taking executive positions in the federation.

Emma returned earlier this month from a conference in Salisbury, Zimbabwe, where she chaired a meeting of the Southern African Advisory Council of the International Federation of Clerical, Professional and Technical Employers.

She was re-elected chairman and a number of resolutions were tabled and passed. These included:

• Rejection of the industrial control system because it ignored shop floor issues.

• A condemnation of the apartheid system for denying fundamental and human rights and a call on the South African Government to immediately release or charge detainees.

• A condemnation of detention without trial and what many workers and migrant labourers faced as regards wages and working conditions.

• A call on Anglo-American and Lomé to take steps to improve conditions and accept the rights of freedom of association and collective bargaining for workers.

Emma noted that in Zimbabwe, as in South Africa, there existed the problem of amalgamation between black and white unions.

says his union does not have any strong opinions about ICs, but wants further information about how they work before it makes up its mind

Isabel Shongwe, general secretary of the Transport and General Workers' Union, an affiliate of the Federation of SA Trade Unions (Fosatu), makes it clear that she views the new organisation with suspicion. She emphasises her union's desire to negotiate at company level and its dislike of ICs. "We need to have a thorough explanation of what the employers want to do," she says.

TRANSPORT ³³³ ¹³³ Employers organise

Transvaal, Free State and Natal bus company owners, whose fleets carry nearly 2m people daily, have formed an association for collective bargaining with trade unions in their industry.

Employers from about 60 magisterial districts met this week to form the SA Bus Employers Association. They hope to create an industrial council (IC) for the industry through which they can negotiate wages and working conditions with the nearly 12 000 people they employ.

Once the association has been registered, it will attempt to discuss points of agreement with trade unions and take a close look at issues such as pay, fringe benefits and the standardisation of job definitions.

Some employers are aware of the reluctance of emerging black unions, which place great emphasis on plant-level bargaining, to join ICs. Dr Gerrie Prinsloo, executive director of the Southern African Bus Operators Association (Sabo.a) concedes that there has been a great deal of criticism of ICs in the past.

I personally believe that the structure is sound, but that people have not utilised it to its fullest extent." Although he supports the IC system, Prinsloo believes there are matters which can be dealt with only at company level.

Michael Mohatla, general secretary of the Transport and Allied Workers' Union, an affiliate of the Council of Unions of SA (Cusa), declines to comment on the new employers' organisation at this stage. He

Retirement

Mr Phillips said workers who had chosen not to withdraw from the pension fund had the option of either repaying the three months' pension contributions suspended during the moratorium or losing three months' pensionable service at retirement age.

We have taken great pains to counsel every individual worker as to where he stands with regard to pensions and the advantages of the pension fund. We fear the consequences for the workers and their families who withdraw from the fund — if they don't invest their extra money wisely they could find themselves with no financial support when they retire, and their families will receive no payouts if they die before retirement. Mr Phillips said.

Mr Selby Nsibande, secretary of the National Union of Sugar Manufacturers and Refining Employees, which represents most of the Huletts workers, could not be contacted yesterday.

Sugar workers get back pension money

(139)

(15)

(20)

N. McRuey 8/12/81

Mercury Reporter

HULETTS has decided to repay sugar mill workers their pension fund contributions. This move follows 'intensive investigations and consultations' since Huletts called a temporary moratorium which suspended mill workers' pension fund contributions early in October, Huletts group public relations manager, Mr Ron Phillips, said yesterday.

Huletts sugar mills have been the scene of two series of pension-related strikes this year. The latest strikes, which ended in October, lasted for a week and involved more than 2 000 workers at four of Huletts five sugar mills.

Option

Mr Phillips said that Huletts had decided to offer semi-skilled and unskilled employees, which he described as staff below supervisory level, in certain of the corporation's operating companies, the option of withdrawing their contributions and interest from the Huletts pension fund.

In spite of this decision, the investigations which already have begun in Huletts to seek solutions relating to other matters which concern employees about the pension fund will continue and are due for completion by the end of the year, Mr Phillips said.

A 'fair number' of employees already had withdrawn their contributions, Mr Phillips said.

He emphasised that workers who had not yet cashed their cheques were welcome to rejoin the Huletts pension fund if they repaid their contribution money.

Drivers held after strike freed when union pays bail

SIX Vereeniging bus drivers who were arrested after a work stoppage at the Vaal Transport Company last week were released yesterday. They had spent nearly a week in prison because they could not afford to pay their bail.

Their bail had been set at R500 each after their arrest last Wednesday and only four of the 10 drivers charged, all worker representatives at the company, had been able to raise the money, according to lawyers acting for the men.

However, yesterday lawyers for the men brought an application in the Vereeniging Magistrate's Court to have their bail reduced.

The court reduced bail to R100, but ruled that the drivers must report to the police while awaiting trial and that they must not leave the magisterial district until the end of the trial.

Pay demands

A representative of the Commercial, Catering and Allied Workers' Union of SA, which has agreed to assist the drivers, was bailing them out yesterday afternoon.

According to lawyers, they are being charged with contravening the Labour Relations Act by engaging in an illegal strike and

Labour Reporter

contravening the Riotous Assemblies Act by holding an illegal gathering.

The 10 arrested men were all members of Vaal Transport's works committee at the time of the stoppage over pay demands, which brought the company's more than 300 buses to a standstill.

Services have since been resumed.

A Vereeniging representative of the CCAWUSA said the union had agreed to assist the drivers after they had approached it, claiming that their own union, the Transport and Allied Workers' Union, had refused to assist them with bail and money for their defence.

"They claim that the TAWU said it would not help them because they had been wrong to take part in the stoppage," the representative said.

The men are to appear in court again on December 18.

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Strike-hit firm and union enter into agreement

ADM 10/12/81

Labour Reporter

A VERIEENIGING bus company, Vaal Transport Corporation, which was hit by a drivers' work stoppage a week ago announced yesterday that it had signed a preliminary recognition agreement with the black Transport and Allied Workers' Union

TAWU says just under half the company's 800 plus workers are its paid up members and that more than 60 percent are signed-up union members

The announcement comes only a day after TAWU was accused by another black union the Commercial, Catering and Allied Workers' Union of SA, of refusing to help 10 drivers arrested during the stoppage

CCAWUSA claimed it had agreed to help the drivers with bail and legal expenses after TAWU to which the men said they belonged had refused TAWU it said, had told the men it would not help because they had been wrong to join the stoppage

TAWU's general secretary Mr Michael Moshatla, yesterday refused to comment on this claim "I am still looking into it" he said

The stoppage, which was sparked by pay demands, brought the company's buses to a halt for a short time

Yesterday's statement by the company which is owned by United Transport Holdings, a British company, said the agreement set out the intent of entering into a main recognition and procedural agreement with TAWU

'Stepping-stone'

Its aim, it said, was to 'establish normal relations' between the two parties

Vaal Transport's statement added that the agreement - signed on Tuesday - would hopefully lead to negotiations on a full and formal recognition and procedural agreement in the near future

It added that Mr Moshatla had "expressed his satisfaction" in reaching agreement

Mr Moshatla said yesterday that the agreement granted the union 'stop order' facilities and dealt with issues such as union representativeness

"It covers all the issues usually dealt with in an agreement except wages and discipline and grievance procedures," he added

He said TAWU saw the agreement as 'a bridge to the main discussions on recognition'

"We see it as a stepping stone to fully normalising our relationship with the company" he added

Court told man hit supervisor with iron rod

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EAST LONDON — A maintenance fitter at Western Province Preserving Company told a Regional Court magistrate here yesterday that he saw one of five men and a woman strike two supervisors at the factory with an iron rod

Mr Leonard Dudley Stevens was giving evidence in the case in which Mr Randile Mva, 31, Mr Mkangeli Matadi, 21, Mr Ntsikelelo Soguntuza, 26, Mr Monkwalusi Bonakeli, 26, Mr Mhlangabezi Nimrod, 23, and Miss Nomonde Qelese, 22, appeared before Mr S van Zyl on charges under the Riotous Assemblies Act

They are charged with threatening workers of the Western Province Preserving Company with violence if they continued working

Alternatively, they are charged with three counts of assaulting Mrs Agnes Nkhosi, Mrs Daphne Luxano and Mrs Victoria Mangali

Mr Stevens said none of the workers was in the factory after he returned from tea on the day in question, but that there were many who had wanted to continue working

He said he saw Mr Mva, followed by Mr Matadi, Mr Soguntuza, Mr Bonakeli and Mr Nimrod, enter the factory and go up a flight of steps.

Mr Mva had an iron rod while the others were armed with sticks, he said. He saw Mr Mva hit one of

the supervisors across the face with the iron rod and tell her to get out of the factory

Mr Stevens said Mr Mva also hit another supervisor on the back with the rod

Meanwhile the others were trying to get workers out of the factory, but he did not see them hit anyone, Mr Stevens said

He said he did not know what happened between management and the workers outside the factory in the morning as he had been inside the factory at the time

Detective Warrant Officer Christoffel Johannes Els, of the Security Police at Cambridge, said he went to the factory after receiving a report. There he saw Mr Mva, Mr Matadi, Mr Soguntuza, Mr

Bonakeli and Mr Nimrod come out of the women's cloakroom. Six women were running away

He concluded that the women were trying to get away from them. A member of management, Mr A J Gower, made a report to him, after which he arrested the five men

Under cross-examination by Advocate M Moerane, for the accused, Warrant Officer Els admitted there had been general pandemonium at the factory

He denied the workers had moved towards the exits at the time and said he did not see any of the accused strike any workers

The hearing was postponed to January 20, 1982. Mr Mva is out on bail and the other accused were remanded in custody —DDR

Strike at Edgars

SOWETAN 11/12/81 By JOSHUA RABOPOKO

ABOUT 350 workers employed by Edgars Warehouse in Johannesburg yesterday went on strike after several demands were not met by the management.

The workers, all members of the Commercial, Catering and Allied Workers' Union of South Africa, told The SOWETAN that they would not go back to work until their demands were met by management.

The workers demanded: The reinstatement of three of their colleagues — one of them sacked on Thursday; recognition of their trade union; transference of a white supervisor to another department; that they should not be victimised, and that they should be paid their full salary while on strike.

A spokesman for the workers said that three of their colleagues were dismissed from their employment — the latest victim on Wednesday — after they were "unfairly treated" by a white supervisor.

The industrial relations manager of the company, Mr Don Fenley, confirmed that the workers decided to stop work yesterday after they had complained of the "unfair dismissal of one of the workers".

As far as he was concerned, Mr Fenley said, the worker was dismissed because of poor attendance, low production and other problems in the establishment.

The workers were expected back at work today, he said.

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About 60 workers at the National Co-operative Dairy plant in Mool River have lost their jobs over a dispute involving dismissals.

According to a statement released by NCD, half the plant's black workers had refused to work on Friday in support of their colleagues who were dismissed on the previous day. They were given the option to return to work but refused to do so, the statement said.

However, a spokesman for the Sweet, Food and Allied Workers' Union said the workers claimed they were not being paid overtime wages by NCD and had stopped work in protest.

The union organiser said 21 workers had refused to work on overtime until they were assured of overtime pay. They were dismissed and on Friday a workers' committee approached management and called for their reinstatement. This was rejected.

After a second unsuccessful meeting they were told by NCD to leave the plant if they were not prepared to work, the spokesman said.

Job assurances at plant denied by CIDA

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EAST LONDON — Workers at one plant at Car Distributors Assembly (CDA) said a strike over recent lay-offs at the plant was narrowly averted on Tuesday after management had given them assurances about their jobs.

But this was denied by a spokesman for management yesterday who said no plant was being given preference in the wave of end of year lay-offs which has seen over 64 workers lose their jobs so far.

The from the VEC inspection and stores plant said they summoned their manager at tea-time to resolve tension at the plant over the retrenchments which they felt to be in direct contradiction with management's stated intention of employing about

1 600 new workers next year.

They said they had reminded management that it had agreed only to reduce the work of those workers who were on double shift owing to pressure of work.

"If management is to fine those who were not measuring up to standard they should have done so some time ago," a worker, claiming to represent the 180-strong workforce at the plant said.

"In terms of company rules, for any offence a worker is first warned, then suspended for three days and, on the third offence, fired. Workers who have been at CDA for some time are protected by these rules.

"When we confronted management with our grie-

vance over the dismissals we were told that long-service employees were not in danger of losing their jobs unless they had gone against the disciplinary codes. We were also given assurances that those to be laid off would be the first to be re-employed when vacancies occur."

The workers said they had felt insecure over the retrenchments because many of them did not wish to join the company-registered union, the National Union of Motor Assembly and Rubber Workers, which is affiliated to Fosatu.

The management spokesman said there would be no preference given to any plant in the retrenchments. He repeated management's posi-

tion released in a statement on Monday that those who did not match up to standards — including long-term employees — were being retrenched.

He said there was no record of top management meeting with members of the VEC plant and said under no circumstances would special concessions be given.

"As for promising to fill vacancies with those retrenched, not everyone has a preference on rehiring. Only those with special skills who have been laid off from departments which are overmanned will have this preference."

He said management had met several times with the union over the past few weeks and had kept its officials fully informed about the retrenchments — DDR

Union formed 'to keep out whites'

THE South African Black Municipal Workers' Union was formed to exclude whites because it was felt they were part of the oppressive system, the union secretary, Mr Philip Dlamini, said yesterday.

Mr Dlamini addressed the Youth and Cultural Secretariat symposium of the Azaman People's Organisation at a packed Entokozweni Early Learning Centre in Moleletsane on "The Labour Scene and Trade Unionism in South Africa".

The theme of the whole symposium was "Youth Awareness".

Points made at the symposium were

- During 1973, a total of at least 100 000 workers went on strike throughout South Africa,
- During 1976, there were uprisings and massive stayaways,

Control

- These actions resulted in the Wiehahn and Riekert commissions of inquiry, resulting in Government union control,

By CAMUEL DIKOTLA

- Education should be universal — aiming to arm man with the intellect and tools to harness nature for all of mankind's benefit,
- Education should be progressive — teaching people to distinguish between propaganda and independent views,
- Certificates and diplomas were not the ultimate in learning, nor were they the true measurement of learning,
- The relevance of what was learned at school could only be appreciated when it was translated into concrete programmes in society; and,
- Education in South Africa had two sides — that of the oppressor and that of the exploited

Unions plan meeting for 1982

C. TINKS 4/12/81 Staff Reporter

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A MEETING between 11 South African trade unions which was planned for November had been postponed because of year end pressure, a spokesman for the the General Workers Union said yesterday.

The unions would now meet early next year. The meeting had been arranged as a follow up to an inter union meeting held in Cape Town in August this year.

The period since the August meeting evidenced unprecedented co-operation and solidarity between the progressive unions and recent events have starkly underlined the need for greater solidarity in the face of continued State repression of the unions, the spokesman said.

elements.
 The collector processor (MAP) produces either RB or ABS
 Language processor (COB, FOR, ASM) produce RB elements.
 file into which the element being produced is placed.
 This parameter specifies the element name and program
 ELTNAME-2:
 updated. Only corrections are found in the run stream.
 element name and cycle of the source element being
 performed, this parameter specifies the program file,
 name which it is given. If an update (U option) is being
 file into which the new source element is placed and the
 from the run stream, this parameter specifies the program
 ELTNAME-1: If a new symbolic element is being introduced (I option)

- W - Last correction lines in a separate listing.
 - S - Produce a partial listing.
 - N - Suppress all printing of processor output (overrides any other print option). Absence of L or S option implies N option.
 - L - Produce a complete listing (source and object code).
 - I - Insert an element into a program file. The source statements are read from the control stream immediately following the processor call statement or are implied by @ADD statement (2.11.6). Absence of I implies U option.
 - U - Update (correction runs only). Produce a new cycle of the source element.
- If neither X or A are given, the run will continue but execution of the program in error may result in error termination.

NOTE

A - Accept the results of the processor even if errors are detected.
 X - Abort the run if errors are detected.

OPTIONS: The options field may contain any number or sequence of the following common options. Each language processor uses other options, not listed here, to perform specific functions related only to that processor. Please refer to the specific manuals for further details.

We've not been paid — strikers

Mail Correspondent

MORE than 200 workers, who were dismissed from the SA Bottling Company in Port Elizabeth in October after a strike over pay and union recognition claimed yesterday they had still not received their benefits

A statement prepared by the workers says the company's managing director, Mr P H Gutsche, "takes no notice of us now that we are out of work"

It says the workers were locked out when they went to the firm to collect their benefits.

The workers say when they turned down an offer by Mr Gutsche to take them back, he told them he did not need them

Strikes at the firm began on September 25, when all weekly-paid workers and two salaried staff walked out.

After discussions with management, the strikers returned to work and were paid for the day they had been on strike. On October 6 the workers again went on strike

The strikers gave as their reason the employment of five coloured workers who had stood in for absent employees. They alleged the five were paid higher rates

The workers' statement says "We need our money. We have families and children to feed. We have houses to rent. We must buy clothes and food, and this month is December and we need money for Christmas shopping"

Mr Gutsche said yesterday that the workers' allegations were not true

"A substantial number of them collected what was due to them and we are waiting for the balance to come and collect theirs," he said

He described as "confidential discussions" talks he held with officials of the General Workers' Union (Gwusa) over whose recognition the strikes began

Meanwhile, a Mail Correspondent in Durban reports that in a dramatic turnabout yesterday workers from Zululand Food producers in Richards Bay agreed to return to work, but only on condition they received a written agreement from management that there would be no victimisation

About 170 workers downed tools on December 4 after management had turned down a demand by shop stewards that workers receive a wage increase from 22c to R1 an hour

According to union officials, after a meeting of the company's directors last Monday management had agreed to re-employ all the workers except the secretary of the shop stewards