

INDUSTRIAL

RELATIONS - WORKERS' Organisation
COSATU.

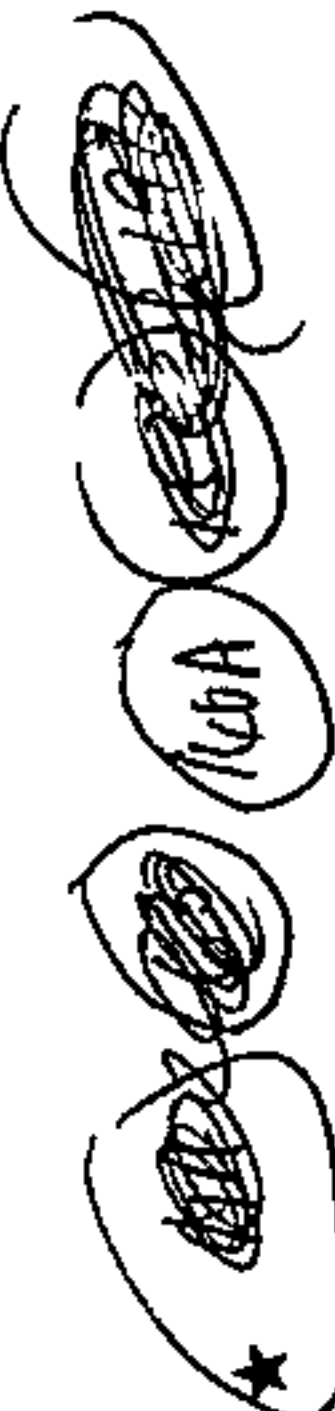
JANUARY

—

JUNE

Capit Traps

Monday, January 10 1991



ANC rally cost Benz R6m

Own Correspondent

EAST LONDON. — Millions of rands in production were lost this week when most of the 3 500-strong workforce at the Mercedes-Benz SA manufacturing plant here left work to attend an ANC rally, a company spokeswoman said yesterday.

Production was suspended on Tuesday afternoon for about three hours when employees unilaterally left to attend an Mdantsane rally marking the 79th anniversary of the ANC.

MBSA spokeswoman Miss Rene Kilian said from the company's headquarters in Pretoria that the estimated loss for the period production was suspended was R6 million

Production at the plant returned to normal yesterday when workers returned to work.

She said negotiations would start with the National Union of Metal Workers (Numsa) today on the workers' conduct on Tuesday. Discussions would take place "in accordance with the agreed collective procedure existing between the company and those representing Numsa".

"While recognising the importance of the occasion, Mercedes management made it clear to the shop stewards (on Monday) why the company could not grant their request for a suspension of production," she said.

"The Mercedes management stated that while the company was committed to constructively contributing to the socio-economic development of a true

democratic, non-racial South Africa, it is not a political organisation and cannot accommodate the wishes of one political party above the other."

She added that as the suspension of production is contrary to agreed procedure, the company is considering a no-work-no-pay policy.

Mercedes Benz has reportedly also criticised the ANC for holding a rally on a working day without prior consultation on the effect it would have on business operations in the region.

Numsa general secretary Mr Moses Mayekiso said the MBSA management should understand the obligations of their workers to their political organisations and urged them not to adopt the no-work-no-pay policy.

11/1/91 (2) (1/40) (2)

Metal union backing for R6-m ANC rally walkout

EAST LONDON. — The National Union of Metalworkers (Numsa) leadership has backed members who walked out of the Mercedes-Benz South Africa plant in East London on Tuesday to attend an African National Congress rally.

Mercedes this week recorded its concern about the walkout to Numsa officials

Production was suspended at an estimated R6-million cost after workers left the premises without permission to attend the ANC's 79th birthday celebrations in Mdantsane

Numsa general secretary, Mr Moses Mayekiso, said the workers' action did not go against the terms of any agreement with the motor manufacturer

He said ANC supporters had the right to attend the rally of the party they supported

It was the first time in 30 years that ANC supporters could openly cel-

ebate the founding day of their organisation — and they did not choose that the day fell on a weekday.

This was the ANC's response to the walkout

Mercedes had earlier questioned why the ANC had held a political rally on a working day.

ANC spokeswoman Miss Gill Marcus said there should have been some recognition on the company's part for the significance of the day.

"Generally speaking our policy is not to be disruptive to working routines, and most rallies take place over weekends, but in the calendar of the people there are certain significant dates when rallies would be attended, like June 16, December 16 and August 9"

She said the organisation did not choose that these dates fell on weekdays and that working relations should be discussed between workers and union. — Sapa

CAC
Trent
14/11/91

NUM call to reject talks

1404

PORT ELIZABETH — The New Unity Movement (NUM), at its sixth annual congress yesterday, called on South Africans to reject negotiations with the "ruling class" and defeat the "grand sell-out" being planned.

More than 300 delegates, including NUM members from exile, attended the three-day congress here.

According to the NUM, the leadership of the ANC-SACP-Cosatu alliance has embarked on a campaign to re-establish "lines of collaboration between the oppressed on the one hand and exploited workers and peasants on the other"

— Sapa

ist
r-
he
et
)
an
y-
r-
a

Numsa accuses CCB of arson attack

VERA VON LIERES

THE National Union of Metalworkers (Numsa) blames the SADF's Civil Co-operation Bureau (CCB) for a fire which destroyed the union's Johannesburg branch office in the early hours of yesterday morning.

In a statement released yesterday, Numsa said it firmly believed the CCB and "its allied organisations" were still operating.

The union said the fire at its office was characteristic of a CCB attack.

A security police member and the Johannesburg Fire Department agreed that arson was the cause, the statement said.

However, the SADF has maintained previously that the CCB has been disbanded

The union's crisis committee co-ordinator Alfred Woodington said

yesterday the incident was similar to attacks against the union's East London office two years ago and its Benoni office in May 1989.

Police were still investigating those incidents.

Addressing a Press conference in the gutted office yesterday, Woodington said the fire had destroyed members' employee records, correspondence and documents concerning industrial disputes and the union's forthcoming national congress.

He said it seemed that the arsonists had searched the office first and broken into the filing cabinet containing these records.

They had then set fire to the room at about 2am.

Numsa's Johannesburg branch office is the union's largest, serving about 30 000 members

Witswatersrand police liaison officer Capt Eugene Opperman said yesterday police were investigating "an arson case"

Numsa general secretary Moses Mayekiso condemned the incident.

He said it would increase "worker anger" in the industrial relations arena at a time when national negotiations were taking place

Woodington said the union estimated the damage at more than R250 000

He said the local office would concentrate on replacing lost records

It would take at least four months before communications between the office and its members were restored.

DET spends more than R51m on books

POLLY JONES

THE Department of Education and Training (DET) had spent more than R51m on textbooks during this financial year — R28m more than originally budgeted for, DET director-general Bernhard Louw said yesterday.

He said the sum included an emergency allocation of R8m made by Education and Development Aid Minister Stoffel van der Merwe in July last year

The National Education Co-ordinating Committee has said the shortage of books was a major factor contributing to the low black matric pass rate in 1990

Yesterday Louw said more than 90% of textbooks ordered for this school year were delivered to schools before the end of 1990 and the rest would be delivered within two weeks after schools reopened.

The additional R28m had originally been earmarked for capital spending.

He said it was essential to accommodate a rise in pupil numbers, changes in prescribed books and book replacements.

It is believed most of the books will be supplied for use by pupils this year.

The DET has not yet finalised estimates of the expected growth in pupil numbers

New Wits course to train junior managers

THEO RAWANA

THE Wits Business School (WBS), best known for producing senior business managers, has put together a new training programme for junior managers and supervisors

WBS senior consultant Mel Brooks yesterday said the four-month programme, known as the Certificate Programme in Principles of Business and Management for Supervisors and Junior Managers, would begin in March.

"Middle and senior management personnel are taken mostly from outside the company, and the man who could fill the gap between the top and the shop-floor is always found wanting in management skills," Brooks said

The course includes improving written communication skills, office administration, providing an understanding of how financial information is collected and used and providing an insight into how financial resources should be managed

Brooks emphasised that typical participants would be people already in supervisory or junior management positions

The course will be run for four five-day sessions over four months



Blaze guts union offices: arson blamed

By Monica Nicolson

Thousands of documents containing important information went up in smoke when a fire at the local branch of the National Union of Metalworkers (Numsa) gutted the offices, causing damage estimated at R250 000

The fire, which started at 2 am yesterday, wiped out irreplaceable documents, important files, furniture, machines and correspondence

Numsa officials believe arsonists started the blaze and have blamed a "third force"

"Only the Numsa offices, on the 6th floor of Abbey House in Commissioner Street, were affected. Filing cabinets were ripped open so that all papers would be destroyed

"The main door was carefully prised open and a window broken," said Numsa spokesman Alfred Woodington

The Johannesburg fire brigade fought the fire for nearly two hours before getting the blaze under control

Records for members working in nearly 500 factories were reduced to ashes and officials said destroyed information could never be replaced

Mr Woodington said it was not the first time key Numsa offices had been attacked. "Our East London offices have been burnt down and our Benoni offices have been targeted"

Numsa's stand in present disputes and retrenchment cases would be severely impaired as vital documents no longer existed, Mr Woodington added

Desolation and despair National Union of Metalworkers of South Africa (Numsa) general secretary Moses Mayekiso surveys the damage among the ashes of the Johannesburg offices gutted in a pre-dawn fire yesterday

Picture Ken Oosterbroek

'Third Force' is blamed for fire

Sowetan 15/11/91

140A

A pre-dawn fire gutted the Johannesburg nerve-centre offices of the 230 000-strong National Union of Metalworkers yesterday and the union immediately blamed the "Third Force" for the attack.

Documents on a forthcoming national congress, on disputes pending in the Industrial Court and Industrial Council, and correspondence with factories in the whole Johan-

nesburg area were turned to ashes in the blaze that broke out about 2am, union officials told reporters at the scene.

Mr Alfred Woodington, coordinator of the union's crisis department, said there had been no signs of force entry to the city centre offices and the doors had been found open.

"It's the Third Force that's doing all this It

was carried out to destroy the trade union office by a person having time and authority to get into the building," Mr Moses Mayekiso, general secretary of Numsa, told reporters.

Charred remains of wooden items, photocopiers and fax machines, and blown out windows gave testimony of the blaze which apparently was put out by firemen 45 minutes later

**CCB started
fire union**

CAPL Times 15/11/97
11:01 AM
Own Correspondent

JOHANNESBURG —
The National Union of Metalworkers (Numsa) blames the SADF's Civil Co-operation Bureau (CCB) for a fire which destroyed its Johannesburg branch office early yesterday morning.

In a statement yesterday, Numsa said it firmly believed the CCB and "allied organisations" were still operating.

A security police member and the Johannesburg Fire Department agreed that arsonists were responsible, the statement said.

17645 15/1/91 (140A)

Office fire was arson, says union

The Argus Correspondent

JOHANNESBURG. — Thousands of documents containing important information went up in smoke in a pre-dawn fire at a branch of the National Union of Mineworkers

The fire, which started at 2am yesterday, gutted the office and wiped out documents, files, furniture, machines and correspondence

Numsa officials believe it was arson and have blamed a "Third Force".

"Filing cabinets were ripped open so all papers would be destroyed

"The main door was carefully prised open and a window was broken," said Numsa spokesman Mr Alfred Woodington.

It was not the first time key Numsa offices had been attacked, he said.

The Johannesburg fire brigade fought the fire for nearly two hours before getting it under control.

Records of members working at nearly 500 factories were reduced to ashes and officials said destroyed information could never be replaced.

Numsa's stand in present disputes and retrenchment cases would be severely impaired as vital documents had been burnt, Mr Woodington said.

Yesterday the entire building was wet, with blackened debris floating in puddles in the corridors and water dripping from the ceilings

Cosatu starts labour school

Cosatu yesterday unveiled plans for a summer training school, designed to teaching union organisers labour relations skills.

The school is one of the first of its kind to be started in the country

Mr Khetsi Lehoko, National Education Secretary of Cosatu, said during a Press conference at Wits University that about 207 organisers nationwide are to participate

Lehoko also discussed Cosatu's growth since its formation six years ago

Membership

He said "The total membership of Cosatu was increased from half a million in 1985 to 1.2 million by the end of 1990 "In order to meet the needs of this increased membership affiliates had to employ new organisers.

"Some of these organisers emerged from the ranks of shop stewards while most of them came from the mass democratic movements.

"These factors created the need for affiliates to train the new organisers more systematically.

"The limited resources in most of Cosatu's affiliates led to a situation where they were unable to provide training for organisers and shop stewards to equip them to service the membership effectively "

140A

Sowetan 16/11/91

Law course for Cosatu organisers

A UNIQUE labour law training programme devised jointly by Cosatu, Wits University's Centre for Applied Legal Studies and its equivalents at UCT and Natal University began in Johannesburg yesterday. *B/2007 16/11/91*

More than 200 Cosatu union organisers will attend a series of courses to be held over the next three weeks. They will be taught law and related disciplines by 32 of the country's top labour lawyers.

The programme is funded by trade union federations of Canada, the UK and Scandinavian countries

Labour law will be taught at four levels of advancement, and there will also be courses on mediation, arbitration, econo-

ALAN FINE

mics for negotiators, public sector labour law and health and safety. (1401)

Addressing delegates to the course at a function last night, Numsa training officer Bobby Marie said the programme was the start of an intensive training effort of union organisers by Cosatu. It had been devised in response to a crisis where, because of commitments, union organisers had not had time to "reskill" themselves.

Cosatu education officer Kgetsal Lehoko said union officials found themselves at a disadvantage to employers who had access to a variety of consultants and advisers

Union: 'practice what you preach comrade'

SOWETAN Correspondent

A top union official on Tuesday warned ANC members that democracy will never be achieved in South Africa if they do not practice it themselves.

"If we want democracy in our country, we must start at home, in our own organisations," said chairman of the South African Municipal Workers Union, Mr Salie Mani

"It is not good enough to ask (President) F W (De Klerk) to give us democracy

Sowetan
Vote 17/1/91

"Furthermore, democracy is not simply a question of putting matters to the vote and taking the majority decision.

"We must allow different views to be expressed. It is the right of people to state wrong views."

Mani - who shared the platform at a Woodstock meeting with ANC international affairs director Mr Thabo Mbeki - said the practice of shooting people for saying the "wrong" things had to stop.

Efforts

He also urged ANC members to focus their efforts on building the organisation, work that would hone skills needed in a future government

"Our needs have changed," he said

"It is not good enough anymore for us just to have marches and rallies. These are still important, but we need to address the question of building the organisation in a serious way and the question of preparing to govern the country.

Rallies

"It is not as exciting or adventurous as attending mass rallies and toy-toying, but it is one of the most crucial issues facing us now

"It is not good enough to say we want the vote. The other important issue is the question of democracy. This is a priority."

people killed in landslides since Monday.

Cosatu warns FW

Cap. Ter. ts *8/1/91* *16.04*
JOHANNESBURG — Cosatu has warned President F W de Klerk and the police that it would hold the government responsible for acts of terror against it and its affiliates. Yesterday's warning comes after an alleged incident at Cosatu's regional offices in Germiston, when four men, one armed, entered the office at 7:30am yesterday, saying they were police and asking for Cosatu officials.

Reports by Staff Reporter, Own Correspondent, Sapa-Reuter-AP and UPI

ANC's R1191 (1401)

'Wave of terror' on Cosatu, ANC

By SHARON SOROUR, Labour Reporter

A "new wave of terror" was being unleashed on the democratic movement, its leaders and supporters, the Congress of South African Trade Unions charged

This follows an alleged "abduction or assassination" attempt in Germiston yesterday on Cosatu vice-president Mr Chris Dlamini and a Cosatu administrator

Cosatu said it regarded the incident "in the most serious light" and was taking steps to protect its leaders

There was "no doubt that Cosatu and the ANC had been singled out as central targets". According to the statement, four men wearing balaclavas entered the Germiston offices of the federation looking for Mr Dlamini and the regional administrator.

LOADING A GUN

When they were told that the officials were not there the men left. A Cosatu official followed them to find that one of the men was loading a gun inside the building.

"When the men saw her, they said that she should not be frightened, that they were from the police," Cosatu said

The men refused to produce any form of identification and left the building.

"This incident must be seen in the context of attacks on the democratic movement in recent days"

Cosatu was convinced that "elements of the security forces, the CCB, and other agencies of apartheid terror" were responsible.

They warned the police, Minister of Law and Order Mr Adriaan Vlok and President De Klerk that workers would not "display the patience which we displayed last year".

Cosatu men 'in danger'

VERA VON LIERES

COSATU said yesterday the lives of its vice-president Chris Dlamini and another union official were in danger after an aborted abduction or assassination attempt at its Germiston offices.

Cosatu alleged security force elements, the Civil Co-Operation Bureau and other agencies of apartheid terror were responsible for an alleged threat to kill Chris Dlamini and union official Dora Mtshali.

Spokesman Neil Coleman said four men wearing balaclavas went to Cosatu's Germiston office looking for the two.

One of the men was later found inside the building loading a gun. They claimed to be policemen but refused to show any identification.

Witwatersrand police liaison officer Col Frans Malherbe said there was no proof of police involvement in the incident, which had not been reported by late yesterday afternoon.

007WILL...
Major prize for Cosatu (140A)

Congress 1971
JOHANNESBURG — The Congress of South African Trade Unions has been awarded Austria's major human-rights award and its accompanying R25 000 prize, according to union spokesman Mr Neil Coleman.

Reports by Staff Reporter, Own Correspondent, Sapa Reuter-AP and UPI

140A

**Board to hear
wage dispute**

Own Correspondent

JOHANNESBURG

Two days of mediation between the Chemical Workers' Industrial Union (CWIU) and PG Glass have failed to resolve the parties' national wage dispute.

The dispute involves more than 1 500 workers at more than 70 plants countrywide.

The union said last week that it had applied for a conciliation board meeting.

PG Glass industrial relations director Mr Phil Cohen confirmed that the dispute would go to a conciliation board

Unions blossom in Ciskei after Gqozo's coup

WMA 25/11 - 31/11/91 140A
By DREW FORREST

HALF of Ciskei's 24 000 industrial workers are now union members, following an organising surge in the wake of last year's military coup and subsequent watershed labour decree enshrining basic union rights

Reporting this, the latest edition of the *SA Labour Bulletin* also indicates major strides in union recognition at Ciskei companies

"Industrial relations (in Ciskei) are rapidly catching up with the rest of South Africa," it says

SALB reports that the SA Clothing and Textile Workers' Union, with 5 000 members and recognition at 14 plants, is the territory's biggest union. It is followed by the SA Commercial and Catering Workers' Union (2 700 members), the Chemical Workers' Industrial Union (1 500 members) and the National Union of Metalworkers (1 000 members)

It reveals that Numsa is pushing for a centralised bargaining forum in Ciskei, which would merge with South Africa's metal industrial council, and is to meet Ciskei metal employers this month.

Facing the most serious obstacles is the National Education, Health and Allied Workers' Union, which claims majority support in the state sector. Although the Ciskei labour decree is advanced in many respects — being modelled on the Saccola accord — it excludes public servants

Cosatu became increasingly active in Ciskei after last February's coup which brought Brigadier Oupa Gqozo to power, ultimately absorbing an earlier co-ordinating structure, the Dimbaza Workers' Council.

The decree was the outcome of talks between Cosatu, local industrialists and the new government.

The SALB suggests that with the disappearance of a "repressed and cheap labour force" in Ciskei, many industrialists, particularly from Taiwan, may pack up and leave.

In response, Gqozo may reimpose clamps on the unionists, it comments. It suggests the unions should push for a further decree enabling workers to take over abandoned factories and run them as co-operatives

LABOUR

Campaign of intimidation against top Cosatu official

By DREW FORREST

THE sinister incident involving armed, balaclava-clad men at Cosatu's Germiston office last week forms part of a relentless campaign of intimidation against the federation's vice-president, Chris Dlamini.

Coupled with the burning of union offices and systematic attacks on unionists in the Vaal (see story on facing page), it also suggests a rising tide of violence against organised labour recalling the dark days of the Emergency.

Four men, who refused to identify themselves, entered Cosatu's Germiston office last Thursday in search of Dlamini and the Cosatu regional administrator. One was later seen loading a gun inside the building.

As a key unionist, SA Communist Party leader and community activist — he is the treasurer of the Civics Association of Southern Transvaal and prominent in Daveyton and kwaThema civic affairs — Dlamini has drawn more than his fair share of harassment.

Last January, he received a phone call from a man with an Afrikaans accent, saying "You have been warned quite a number of times. You mustn't think we are playing. We have now reached the stage where we must act."

Earlier, he received a letter containing a small coffin and a death threat. This was followed by a letter warning that "the time has come when you must be eliminated", and a visit to his home by three whites and two blacks claiming to be policemen.



Cosatu vice-president Chris Dlamini ... more than his share of harassment

The pattern of threats continued throughout last year, he said this week in an interview.

Reacting to the latest outrage, Cosatu said "We remain convinced that elements of the security forces, the Civil Co-operation Bureau and other agencies of apartheid terror continue on a war footing against the democratic movement."

It warned the government that workers would not react to harassment with the same patience as last year.

140A (16)
CMT-7125 281191

Textile strike looms as wage talks collapse

UP TO 1 350 workers could be embroiled in a possible strike at the country's largest producer of nylon and polyester yarns following collapsed wage talks, SA Clothing and Textile Workers' Union (Sactwu) organiser Mr Andre Kriel said yesterday

Sactwu members at SA Nylon Spinners, Bellville, will go to the ballot today to test support for a strike against their employer's final wage offer of about 14,5%.

The strike ballot follows collapsed talks at a conciliation board hearing on January 22 and an effective R28 difference dividing the parties, he said. Workers had dropped their initial demand for a R300 across-the-board monthly increase to R200. They also demanded an annual bonus of four weeks' wages.

The company's final offer included a R172,20 across-the-board increase, plus a four-week Christmas bonus for workers in the bargaining unit. — Sapa

Cosatu calls national stayaway for Friday

Sowetan 29/1/91

140A
135

By IKE MOTSAPI

A NATIONAL work stayaway has been called for this Friday - the opening of Parliament - to mark the first stage of the ANC's "mass action" campaign against apartheid.

Cosatu, an affiliate of the ANC, appealed to all people who are "dreaming for a just society" to join the stayaway.

Also on Friday, ANC deputy president Mr Nelson Mandela will lead the organisation's members in a march to the Parliament buildings in Cape Town to demand that President FW de Klerk and his Cabinet step down in favour of an interim government.

Mandela will demand that the Government agrees to hold elections for a constituent assembly which will draw up a constitution for a new South Africa.

Cosatu has called for:

- * An interim government;
- * A constituent assembly;
- * The unconditional release of all political prisoners and the return of exiles;
- * The scrapping of all security legislation and an end to all political trials; and

* An end to violence.

In view of Friday's stayaway, it is no day to celebrate. For this reason *Sowetan* has decided that the special supplement which would have been published on Friday to celebrate our 10th birthday will now be published on Friday February 8. Don't miss it in *Sowetan* on Friday next week.

In a statement released after a Press conference in Johannesburg yesterday Cosatu said it had noted with great concern the reluctance of the "South African Government to remove the obstacle towards negotiation".

Responsibility

The statement said: "The De Klerk regime is a creation of apartheid. It does not enjoy the confidence and support of our people.

"Such a Government cannot be trusted with the responsibility of managing the transition to a new democratic society. What is required is an interim government.

"The latter will create the necessary climate for a constituent assembly elected on a one-person one-vote basis," the statement added.

CAPT. KINGS 29/1/81
**Cosatu calls
for stayaway**

JOHANNESBURG.
The Witwatersrand region of the Congress of South African Trade Unions (Cosatu) has called for a national stayaway on February 1, the day of the opening of parliament

The stayaway was in support of demands for an interim government and a constituent assembly, regional vice-chairman Mr Sam Shilowa told a press conference yesterday, and in support of a planned ANC stayaway on the same day.

He hoped other organisations would support the action — Sapa



1 300 nylon workers gearing up for strike

AR605

29/1/91

By SHARON SOROUR
Labour Reporter

MORE than 1 300 Western Cape workers are gearing up for strike action at the country's largest producer of nylon and polyester yarns after a deadlock in wage negotiations.

The S A Nylon Spinners (Pty) Ltd employees, members of the South African Clothing and Textile Workers' Union (Sactwu), are holding a strike ballot this week at the Bellville South plant

This is because the company and the union failed to resolve the dispute at a conciliation board meeting last week, said union spokesman Mr André Kriel

Negotiations on wages and working conditions started in

November last year but collapsed when mediation failed to resolve the wage dispute, Mr Kriel said

"The major opening proposals of the union included an across-the-board wage increase of R300 a month for union members and R250 a month for non-members and an annual bonus of four weeks' wages for all employees in the bargaining unit

"During the course of the negotiations the union dropped its demand to R200 a month, across-the-board," Mr Kriel said

A company spokesman confirmed that management's final offer included an across-the-board wage increase of R172 a month plus four weeks' Christmas bonus for all workers in the bargaining unit

"We are awaiting the outcome of the strike ballot," he said

Mr Kriel said the company's offer "is worth an improvement of about 14,5 percent on current substantive conditions of employment" with three-shift workers getting a minimum monthly wage of R995, two-shift workers getting R952 and straight shift workers earning R933

"Protest action by union members at the plant since the company tabled its final offer two months ago has been outlawed by the company which claims production has been disrupted," Mr Kriel said

Workers will vote tomorrow and on Thursday on whether to take strike action or accept the company's final offer

Rennies workers gear up for strike

By SHARON SOROUR
Labour Reporter and Sapa

ABOUT 1 600 workers from the Rennies group of companies are holding a strike ballot following a breakdown in wage negotiations

The workers, members of the Transport and General Workers' Union, who are employed by Rensfreight Air Cargo, Rennies Forwarding and the South African Container Depot were set to down tools, said union spokesman Miss Kelly Forrest.

While the outcome of the ballot would only be known next Thursday, Miss Forrest said "the general mood is that the workers will go on strike"

"Rennies, the biggest trucking company in South Africa, gave its shareholders a 31,83 percent increase after a turnover of R94,7-million last year," she said

Management's wage offer was rejected by the union because it was "substantially lower" than demands Rennies was "categorising" its work-

ers and increasing their wages according to these categories, Miss Forrest added

Rennies spokesman Mr Duncan Jones said it was difficult to comment at this stage but workers might strike depending on the outcome of the ballot.

Union shop steward Mr Pat Matlanga said the workers were not only demanding a wage increase "but also a 43-hour working week, a three-month contract for casual labourers and that adequate transport be provided by the company"

This was the first time workers were poised to strike in the eight years the union had dealt with Rennies, he said.

A conciliation board was set up last September by both parties to facilitate wage negotiations but was disbanded after the talks failed.

Mr Matlanga said a national summit would be held on Saturday to discuss what steps to take if workers went on strike

Food workers' union goes gold

MORE than 130 000 union workers nationwide are this week being called on to take part in a mass action programme with a difference.

The occasion is not a national strike but the start of the 50th anniversary celebrations of the Food and Allied Workers Union (Fawu).

The celebrations, according to Fawu media officer Mr Mansoor Jaffer, will culminate in a national rally involving thousands of workers in Transkei at the Easter weekend

Veterans of the union, including Ms Ray Alexander and former general secretary Ms Liz "Nana" Abrahams, will be invited to the meeting. (20)

Alexander and Abrahams were among many unionists banned in the 1960s when they were still members of the Food and Canning Workers Union (FCWU). (140A)

Alexander was one of the founding members of the FCWU which was launched on February 6 1941.

Pamphlets, posters and Fawu banners

are being made and the event will be documented on video

The anniversary will also be marked with the release of a book later this year entitled "50 Years of Organising Food Workers". But 31/1/ - 6/2/91

Fawu was formed in 1986 when the Sweet, Food and Allied Workers Union, the Retail and Allied Workers Union and the FCWU merged.

The FCWU was one of the first unions to affiliate to the nonracial SA Congress of Trade Unions (Sactu)



Domestic workers probe given guarded welcome

140 R
Alec

By SHARON SOROUR
Labour Reporter

THE government's investigation into extending legal protection to domestic workers has been welcomed by the Congress of South African Trade Unions.

Cosatu and its affiliate, the South African Domestic Workers' Union (Sadwu), said in a joint statement that the investigation was the first step towards full worker rights for domestic workers.

"The struggle for a Labour Relations Act (LRA) to cover all workers is at last having an effect in government circles," the statement said

Warning

This follows a National Manpower Commission report published in last week's Government Gazette on investigations into the possible extension of legal protection to domestic workers.

But Cosatu and Sadwu warned that they would "strongly oppose" any attempts to block or "water down" extension of labour legislation to domestic workers by either employers or the government.

The two groups took part in the commission's technical sub-commit-

tee on domestic workers but stressed that not all views expressed in the report represented those of domestic workers or Cosatu.

"Many of the suggestions tabled would leave domestic workers again at the bottom of the labour pile," the statement said.

"Domestic workers are a severely disadvantaged grouping with virtually no legal protection. Thousands of domestic workers remain unorganised and provide cheap labour for their employers."

Domestic workers, with farm workers, were "the most exploited and unprotected sector of the South African labour force," the statement said.

Cosatu and Sadwu said the extension of the LRA and other acts to domestic workers would offer them

- A mechanism to resolve disputes in a fair way
- Protection from arbitrary and unfair dismissal through the industrial court
- Basic minimum conditions of service regarding working hours, overtime and leave, as well as providing some social security in the event of unemployment, pregnancy or injury at work

Workers at Bellville firm to strike

By SHARON SOROUR
Labour Reporter

WORKERS have voted in favour of striking at the country's largest producer of nylon and polyester yarns after wage negotiations collapsed.

Strike ballot proceedings at the Bellville South plant of SA Nylon Spinners (Pty) Ltd which were completed yesterday showed more than 84 percent of the workers who voted were in favour of striking.

Union spokesman Mr André Kriel said the workers, members of the South African Clothing and

Textile Workers' Union (Sactwu), were demanding a R200 a month across-the-board increase plus an annual bonus of four weeks' wages for all employees in the bargaining unit.

A company spokesman said management's final offer was an across-the-board monthly increase of R172 plus four weeks' Christmas bonus.

Mr Kriel said the union and management were still discussing strike rights and facilities.

"The strike ballot was held this week after negotiations on wages and working conditions — which

started in November last year — collapsed at conciliation board level on January 22.

"The ballot results showed that 898 workers out of a total union membership of 1 111 voted, which represents a percentage poll of more than 80 percent."

A total of 757 members voted in favour of legal strike action and 135 against. Six ballot papers were spoilt.

Mr Kriel said the union had agreed to allow management representatives to be present at the voting and ballot counting in exchange for on-site ballot facilities.

Right-wing super-union falters in its stride

Proposals for a white 'super-union' — long a cherished ambition of the far right — were back in the public eye this week. But despite favourable political and economic conditions, the plan is struggling to take root.

DREW FORREST reports

WHILE now moving towards a new strategy — the idea is to mobilise our partners and allies so that the government cannot ignore us. We will mobilise workers into a solid group, with an eye to mass action in future.

The militant rhetoric has a familiar ring — the African National Congress, surely? A township activist?

In fact, the man sounding the ultimatum is Conservative Party defence spokesman Koos van der Merwe. The CP is not a known admirer of the black trade unions: the labour unity he is urging, and the mass action he threatens, involves South Africa's white workers.

Long a dream of the white Mine Workers Union (MWU), a "super-union" for whites has been the subject of intense debate and manoeuvring on the far right in recent months.

At the MWU's congress in Johannesburg this week, which the CP was invited to address for the second year on the trot, MP for Schweizer-Reneke Piet Mulder reiterated a call for white unions to sink their differences in the interests of their rank and file.

Mulder is circumspect about the political implications of the super-union drive, preferring to stress the need for a strong white worker voice at a time of rising racial violence in the workplace and labour law reforms in which white unionists have been marginal players.

Van der Merwe is more forthright. Last year, during "phase one" of their campaign, the CP was intent on marshalling political support in a peaceful manner, he said. Now it would move to "punch the government" by mobilising its allies — the church, academics and white labour.

"Workers are realising that there will be no white self-determination under an ANC government, which will deny minority rights and nationalise their assets. They must stand squarely in the path of De Klerk and Mandela."

On the face of it, conditions for a general union of the right could not be more favourable. Seismic changes on the political terrain — desegregation, the unbanning of the ANC and SA Communist Party, constitutional negotiations and violent upheavals in the townships — have left many blue-collar whites uncertain and fearful.

Once the fountainhead of white worker privilege, the National Party has scrapped job colour bars and, after bowing to the inevitability of black unions, begun negotiating a new labour framework with them. In the public and parastatals, the old pay has given way to a profit approach which threatens for a period white jobs.

White unions are resentful that a government whose ear they once mono-



Hoping for a better deal ... White truckers join their black colleagues in the Cosatu-affiliated SA Railway and Harbour Workers Union

Photo: KEVIN CA.

polished now seems bent on appeasing black labour. "The government sits down with Cosatu, while our views on the Labour Relations Act were ignored," complains Transnet Union of South Africa boss Phillip Strauss.

Illegal strikes by black workers go unpunished, runs the litany, and the white workers' role in maintaining strike-hit services unrewarded. On the mines and in the railways, whites are at growing risk of racial violence.

Added to this is the enormous potential power of white workers, despite their relatively small numbers. Strategists of the right believe a white general strike could paralyse the economy in two or three days, according to the *Innes Labour Brief*.

Yet behind the CP's strident rhetoric, anxiety must lurk. Soon after President FW de Klerk's February 2 bombshell, white union backers of the super-union concept — principally the MWU, Tusa and Yster en Staal — reportedly set themselves a year to get it off the ground. A year later, as political change gathers momentum, it remains an idea.

The CP has reckoned without personal ambition, and the factiousness which activists of the right share with their far-left counterparts.

Insiders say the territorial anxieties of union leaders, some of whom are clinging to personal fiefdoms, have been a key obstacle, and that no agreement has been reached on whether to opt for a big general union or a union federation. One "super-unionist" told *The Weekly Mail* the issue might take a further six months to resolve.

Between the MWU and Yster en Staal there is a history of acrimony, said to have its roots in personal animosities and membership poaching by the mine union at Iscor. "They won't even talk to each other at joint negotiating sessions," said one insider.

Personal differences also seem to have bedevilled the simplest option: to harness the long-established South African Confederation of Labour (Sacla), with 80 000 members the country's largest white union grouping, to the cause of the right. Between them, Yster en Staal and the MWU provide most of Sacla's membership.

But divisions between radical rightists and cautious union bureaucrats within the federation rule out this course, insiders say.

The reticence of key actors makes the right-wing labour scene opaque, but it is possible that political tensions are a complicating factor. Mulder refused to confirm that the CP had tried to facilitate the super-union drive, commenting that "other organisations" — presumably the Herstigte Nasionale Party and the Afrikaner Weerstandsbeweging — were involved.

The MWU's general secretary and president, Peet Ungerer and Cor de Jager, have been linked to the HNP, the traditional party of blue-collar racism, but may have shifted allegiances as its star waned. Observers consider it significant that the union has twice invited CP leaders to address its congress. Tusa's Strauss is thought to be a leader of the AWB, which reportedly tried at one point to register its own union.

One setback for the super-union plan, observers believe, is the failure of a stepped-up recruitment drive. As a scene-setting move, the unions set out to increase their membership, partly by broadening their organising scope and targeting political malcontents in multiracial unions.

This has long been a strategy of the MWU, which since the early 1980s has fanned out from the mines to Eskom, Iscor and the chemical industry. Less than half of its 30 000 members are thought to be miners.

The MWU could not be contacted, but well-placed sources insist that in the metal industry at least, its organising drive has peaked. "They picked up about 3 000 members in Iscor, but not much happened last year," said one.

Tusa, which last year changed its constitution to allow the recruitment of all white Transnet workers, may have had a similar experience. Strauss insists that many unorganised railmen have joined him, but employer sources say his membership remains constant at about 5 000 and that moves to sign up clerical workers in Salstaff have failed.

Why is this? It may simply reflect the organising capacity of the super-unionists. As the example of Inkatha's United Workers Union shows, politics are no automatic passport to membership. In addition, the right confronts a dead weight of political inertia and deference to authority among whites, fostered by 40 years of National Party patronage.

Skilled whites, in addition, may feel their workplace interests are better

served by craft or job-specific employee bodies than a general union with a largely political agenda.

This is not to say that the super-union is a dead letter — conceding leadership conflicts may have been an obstacle, Mulder believes that as conditions worsen, pressure from rank and file will force the issue.

But another intriguing possibility exists — that class may start to outweigh race, and that threatened white workers, particularly the less skilled, may be drawn to militant black unions with the muscle to protect them.

There has been no political strike by whites since the late 1970s, but railway artisans crossed an important psychological threshold last year when they staged two illegal stoppages on wage issues.

Small numbers of whites have readily joined Cosatu unions in the retail and commercial sectors. But most striking advances have been the railways, where the South African Railway and Harbour Workers Union now claims 1 500 white members.

There is, of course, a deeper community of interests, which race and culture have obscured. Ironically, the socialist strain in the AWB's rhetoric trades against *geldmag* and privatisation — indirectly bears this out.

"Slowly, white railmen are coming to see that blacks are not the real enemy," said a Sarhwn official this week. "They are also seeing that the power the white unions has been their privileged relationship with management — and this is fast disappearing."

Cosatu demands full labour rights for domestic workers

W/Mail 1/2-7/2/91

140A

THE Congress of SA Trade Unions has warned it will fight any move "to block or water down the extension of labour laws to domestic labour", either by the government or employ-

ers. The warning, in a statement this week, follows the publication of a working document flowing from the National Manpower Commission's sub-committee on domestic labour, on which both Cosatu and its SA Domestic Workers' Union are represented.

Although it described the document, published for comment in the *Government Gazette*, as "a first step towards full rights for domestic workers", Cosatu said it rejected many of the views expressed in it, which would "leave domestic workers again at the bottom of the labour pile".

In particular, it dismissed as invalid arguments that labour Acts should not be extended to domestics because of administrative snags or the special employment relationship within households.

This was a pretext to single out domestics for inferior treatment. Similarly, the proposal of separate legislation would make domestics "second-class workers".

The domestic sector is South Africa's largest employer of black women — 89 percent of the 862 000-strong workforce are women, 88 percent of them black. Few are organised: the NMC document estimates that 20 000 are union members.

At present, the sector is excluded from the Labour Relations Act, Wage Act, Basic Conditions of Employment Act (BCEA), Workmen's Compensation Act (WCA) and Unemployment Insurance Act.

Cosatu's general view is that domestic workers must be covered by all the Acts, while making special provision for the peculiarities of the sector

Extending full labour rights to domestic workers is under discussion by the National Manpower Commission. But Cosatu is unhappy with views expressed in a new NMC document on the subject, reports
DREW FORREST

The working document shows that some members of the committee, which also includes women's organisations and lawyers, have argued against the extension of the LRA and BCEA to domestics, on the grounds that the added administrative burdens on employers could spur mechanisation and large-scale dismissals.

Much of the LRA, notably the clauses on industrial councils, would not apply to the domestic sector, where an employer body is unlikely to emerge.

But Cosatu holds that inclusion would give workers access to the industrial court and its unfair labour practice jurisdiction, provide for the registration of unions and protect against victimisation of union members. It is also arguing for "appropriate" conciliation procedures.

In regard to the BCEA, Cosatu argues that domestics must be covered because their lack of collective bargaining muscle leaves them less able to defend themselves than other workers.

However, it accepts that the peculiarities of the sector — for example the demands of child care and care of the aged — may mean adjustments in some of the Act's minimum conditions.

Although the working document suggests as one alternative a voluntary minimum wage "code" for domestic workers, it is understood that the committee is likely to plump for their inclusion under the Wage Act.

As it is the Wage Board, not the Act, which sets minimum rates, this would



Waiting for full rights ... Cosatu wants labour laws extended to fully cover domestic workers

Photo: KEVIN CAHILL

not automatically lead to a minimum wage for domestics. One suggestion in the report is an amendment to the Act empowering the Wage Board to set recommended wages.

The toughest nuts for the NMC to crack are undoubtedly the Workmen's Compensation Act and UIF. Some sub-committee members stress that the inclusion of nearly a million workers will significantly add to the administrative workload of both funds and may

threaten their financial stability.

The often transient nature of domestic work is seen as creating both collection and enforcement problems. The extension of the WCA would require the registration of all householders who employ domestic labour.

Observers point out that when influx control was in force, administrative problems did not prevent administration boards from insisting on the registration of domestics.



Union hits at bomb attack

NUMS
6/2/91
14014

By SHARON SOROUR
Labour Reporter

THE National Union of Metalworkers of South Africa (Numsa) has condemned "cowardly attacks" on union officials after an organiser's home was bombed

Five people were injured in Katlehong at the weekend when the home of Mr Sam Ntuli, a Numsa organiser and general secretary of the Civic Associations of Southern Transvaal (Cast), was bombed. Mr Ntuli was not at home at the time.

In a statement Numsa condemned the attack — the third of its kind in the past two months — blaming "right-wing elements and the still-existing Civil Co-operation Bureau (CCB)".

Several other incidents of intimidation and harassment, in-

cluding telephonic death threats and visits to key officials by "unknown people" who warned they were "watching union officials", had taken place this year, the union said.

In January the union blamed the CCB for a fire which destroyed thousands of documents and ravaged the union's Johannesburg branch.

STRIFE

Police visits "just to check whether the officials were still union members" had also taken place, the union alleged.

"Numsa believes that right-wing elements and the still-existing CCB are out to thwart any plans to unite the oppressed masses and will act accordingly to ensure that destructive strife continues among black organisations," the union claimed.

100 transport workers
down tools over wages

Labour Reporter

ABOUT 100 Jowell's Cape Transport workers in Montague Gardens have downed tools over wages.

Company managing director Mr Dave Peters confirmed that the work stoppage began yesterday and said drivers, workshop and other general employees were involved.

He declined to comment on their grievances. The Transport and General Workers' Union could not be reached for comment.

Partial shutdown of plant as strike bites

By SHARON SOROUR
Labour Reporter

THE strike by about 65 percent of the South African Nylon Spinners workforce has led to a costly partial shutdown of the Bellville South plant.

Managing director Mr Peter Boxall said a group of workers went on strike last Friday and other groups on subsequent shifts had supported them

"The company runs a continuous process operation and the strike has resulted in a costly partial shutdown which is economically damaging," Mr Boxall said

The company had been able to maintain a certain level of production.

Strikers had been barred from the site and production areas because of the threat of intermittent strikes

Mr Boxall said "Because of the nature of the continuous production process, the company cannot allow a stop-start operation"

The strikers, members of the South African Clothing and Textile Workers' Union (Sactwu), are demanding a R200 across-the-board monthly increase and an annual bonus of four weeks' wages for all employees in the bargaining unit, said union spokesman Mr André Kriel.

R172 OFFER

The management's final offer is an across-the-board monthly increase of R172 plus four weeks' Christmas bonus for all employees.

Mr Boxall said the total company offer was a 14,5 percent increase on 1990 wages.

"Examples of wages offered for 1991 are a minimum monthly wage of R1 105 for unskilled employees working day shifts and R1 509,68 a month for a shift operator with seven years' service," Mr Boxall said.

Negotiations on wages and working conditions started in November and reached a deadlock at a conciliation board meeting on January 22.

Strike ballot proceedings were completed last week with more than 84 percent of the workers who voted opting to strike, Mr Kriel said

Management firm as spinners strike goes on

Labour Reporter

AS the strike over wages by about 65 percent of the South African Nylon Spinners workforce enters its fifth day, management has refused to increase its 14,5 percent offer

Employees at the Bellville South plant struck on February 1 after about 900 workers — over 84 percent — voted in favour of striking in a ballot last week.

Management met officials from the South African Clothing and Textile Workers' Union (Sactwu) yesterday for extensive talks but refused to move on their offer of a R172 monthly across-the-board increase.

NEGOTIATING

Company public relations officer Ms Tessa Cerqueiro said the parties failed to reach an agreement after spending most of the day negotiating.

"The dispute has not been resolved and the strike continues," she said

The union is demanding a across-the-board increase of R200 a month plus an annual bonus of four weeks' wages for all employees in the bargaining unit, union local organiser Mr André Kriel said.

Company managing director

Mr Peter Boxall said this week that the strike had led to a costly partial shutdown of the plant

Wage negotiations started in November and reached deadlock at a conciliation board meeting on January 22

● More than 100 Jowell's Cape Transport workers on a three-day wildcat strike have been dismissed after ignoring an ultimatum from management to return to work

Transport and General Workers' Union spokesman Mr Nic Henwood declined to comment on the dispute but confirmed that the workers were dismissed after ignoring the ultimatum to return to work by 4pm on Tuesday.

Wage negotiations between the two parties deadlocked in January

Workers apparently chose not to wait for the 30-day period to lapse before having a conciliation board meeting or mediation to resolve the dispute.

One of the dismissed workers said they were demanding a wage increase of about 30 percent while management was offering 7,5 percent.



Fawu celebrates 50 turbulent years

17/6/91
7/2/91
1/4/91

By SHARON SOROUR
Labour Reporter

TRADE unionists and liberation movement leaders yesterday paid tribute to the Food and Allied Workers' Union at celebrations to mark its 50th anniversary.

At a press conference at the union's new offices in Guguletu, president Mr Chris Dlamini said many members had made enormous sacrifices to lay the foundation of Fawu

"We are proud to be part of a union so deeply rooted in the struggle for economic, social and political freedom," Mr Dlamini said.

The union had been built on democratic principles and had battled against all odds for non-racial unity, he said

Originally called the Food and Canning Workers' Union, it was

formed on February 6, 1941, by Crosse and Blackwell workers in Cape Town who were organised by union stalwart and South African Communist Party member Ms Ray Alexander

Tracing the history of the union, Ms Alexander, 76, said no other union had had as many of its leaders banned as Fawu

Colour bar

"The union worked to maintain non-racialism and opposed the adoption of a colour bar in the SA Trades and Labour Council in 1954

"It was a founding member of the non-racial trade union federation, the South African Congress of Trade Unions (Sactu) and survived all oppression and harassment from the government," she said

Ms Alexander was union general secretary until she was banned

by the government in 1953. She returned to South Africa with her husband, constitutional expert Professor Jack Simon, when the SACP and the ANC were unbanned last year

The Food and Canning Workers' Union merged with the Retail and Allied Workers' Union and the Sweet, Food and Allied Workers' Union to form the Food and Allied Workers' Union in 1986

Union vice-president Mr Peter Malepe said Fawu had grown from 40 000 to 130 000 members in less than five years

The union was being restructured and various campaigns, including one on Aids, would be launched

There were messages of support from SACP general secretary Mr Joe Slovo and Cosatu

CAP 11415 7/2/91 (1401)

Veteran SA communist stresses trade union democracy

TRADE union democracy was a key facet of a future democracy in South Africa, veteran trade unionist and communist Ms Ray Alexander said yesterday

"Our trade union taught its members the meaning of democracy," she told a press conference in the city marking the 50th anniversary of the Food and Allied Workers Union (Fawu)

Latvian-born Ms Alexander, 78, spear-

headed the formation of Fawu's forerunner, the Food and Canning Workers Union, on February 6, 1941. She was later banned and went into exile in 1965. She and her husband, historian Dr Jack Simons, returned to South Africa last year.

SA Communist Party general-secretary Mr Joe Slovo said in a message of support that his organisation was committed to trade union independence and democracy

Fawu vice-president Mr Peter Malepe said the union had grown from 40 000 to 130 000 members following its merger with two other unions in 1986

With its rapid expansion and geographical spread, the union had embarked on a restructuring campaign, he added

Fawu would discuss restructuring and various campaigns, including one on Aids, at its national conference in June — Sapa

Security ^{of} ~~workers~~ ^{7/2/91} workers in city demo

Staff Reporter

SECURITY workers employed by Sanlam Properties at the Golden Acre yesterday staged a roving demonstration through the shopping centre in protest against proposed retrenchments

The demonstrators, members of the Transport and General Workers' Union, handed management a list of demands asking for guarantees on future job security

Twenty-two union members have been affected by a Sanlam plan to contract the security work to another company which pays lower wages, union official Mr Basil Laattoe said

A Sanlam Properties spokesman said "We are a property company, not a security company. From time to time we look at all services we provide, and a contracting firm can do it better than we can"



SHOPPING CENTRE DEMO . . . Security workers at Sanlam Properties demonstrate at the Golden Acre yesterday to protest against proposed retrenchments

Picture ANNE LAING

Handwritten scribbles and the number '1401' circled in black.

Every year around this time, thousands of brightly-dressed children trot off to daycare centres for the start of a new year. But for millions of other children around South Africa — particularly farm and domestic workers' children — adequate childcare facilities are only a dream. Waghied Misbach reports

Taking care of new generations

THE Congress of South African Trade Unions (Cosatu) has taken the issue of childcare to heart with its "National Childcare Campaign", launched last year.

Cosatu is demanding workplace creches, special paid leave for working parents and state support for the children of unemployed workers.

But it has been the Cosatu affiliate, the South African Commercial Catering and Allied Workers Union (Saccawu) that has led the charge.

Saccawu, which represents 65 000 women workers, recently negotiated with the Foschini group (which includes American Swiss Pages and Merkhams) for six months' paid parental leave (including the husband if they worked together) and childcare allowances for a further three months.

The Durban-based Game went further last year when they announced that their workers would receive 10 months' maternity leave with eight months at half of their salary. Fathers would get eight days' paid leave over the period of the birth and unlimited unpaid leave.

Negotiated

But Saccawu had already set the ball rolling in 1987 when they negotiated with the giant retail company Pick 'n Pay for nine months' paid parental leave for both parents (if they worked together).

At the time the agreements were widely seen as setting an important precedent that would pave the way for agreements in other industries.

But it has not been coincidence that landmark decisions on parental rights have involved the giant retail companies.

Unionists argue that these companies have multimillion rand turnovers and are able to absorb the costs. Other sectors may have to retrench thousands of workers if such wide-ranging agreements are negotiated.



MODEL CRECHE Children at play at a modern child care centre provided by a Cape Town company for the children of its workers. PICS YUNUS MOHAMED

The South African Clothing and Textile Workers Union (Sactwu) believes that they cannot hope to match the kind of agreements reached at Game without major repercussions in the form of mass retrenchments.

Last year Sactwu signed an agreement in their clothing sector (representing 55 000 women workers) that ensured six months' leave, with the first three months at 25 percent of workers' monthly wages and the second three months as unpaid.

Women would then have to draw unemployment benefits, but at least they would be guaranteed their jobs back, which was not the case a few years ago.

Sactwu has yet to negotiate similar agreements for their other 60 000 members.

The Cosatu National Childcare cam-

aign is expected to feature strongly on the Sactwu agenda in 1991.

However, Saccawu gains have also come in the form of a change in attitude of employers.

"Companies realise now that they have to pay for parental benefits, it's now just a question of how much," says Ms Fiona Dove, Saccawu research officer.

Of course, the real difficulties are often "just how much".

The union takes into account the affordability of the industry when they push for agreements. But the agreements usually come in the form of packages which include other aspects such as UIF, sick leave etc, so the package demands in the end have to be realistic.

Mr Malcolm Park of the Foschini group, which was involved in negotiations last year with Saccawu, believes that not even the major retail companies can afford Cosatu's proposals.

Park maintains that the Swedish model, which Cosatu uses as its standard, is unrealistic in South Africa. Swedish employers allow 14 months, 10 months of which are paid, that may be taken at any time after a woman becomes pregnant and can be shared if both parents work for the same company.

Park says it is impossible for the Foschini group to hold jobs for 14 months until the workers return as they have only three to four workers in some stores.

"A major problem in this country is productivity. We have to find a compromise between productivity and providing important childcare."

"Sweden has a negative birthrate and they are trying to increase it. In South Africa the case is the opposite."

Creches

Providing workplace creches is the tricky question, both employers and unionists agree.

Dove says that union members don't want work-based creches, but prefer facilities in the areas where they live.

Saccawu has not formulated concrete proposals around the issue, but it is likely that the government and employers may have to play a role in establishing these centres.

Dove says Cosatu is currently investigating the possibility of home based

creches.

Warner-Lambert in Cape Town have been providing pre-school and daycare facilities for employees' children for several years.

Mr Freddie Daniels, Warner-Lambert's training officer, says the company recognised 10 years ago that there was a need for companies to provide adequate daycare and pre-school facilities, with qualified teachers.

There is still an enormous amount to be done in other sectors which have no protection under the law.

Farm and domestic workers have no protection under the Labour Relations Amendment Act (LRAA). The LRAA has been the target of numerous Cosatu campaigns because of its inconsistencies.

Domestic

Domestic workers are usually only able to visit their children once or twice a year if they work far from their homes. Even if her workplace is close to her home, a domestic worker may only be able to see her children once a month as she is often required to work Sunday to Sunday.

The South African Domestic Workers Union (Sadwu) is committed to pushing for legislation that will give domestic workers the protection of a five-day working week, with school holidays off.

Ms Clare Slingers, case officer for Sadwu and a former domestic worker, says there is an enormous need to provide protection for domestic workers' children. Of the estimated 100 000 domestic workers in South Africa, the majority are single parents with on average, two children.

The National Manpower Commission (NMC) is currently investigating possible amendments to the LRAA to protect farm and domestic workers. While Cosatu and Sadwu have welcomed the investigations, they remain dissatisfied with several key areas.

Cosatu, which participated in the NMC sub-committee, maintains that the NMC's proposal to have additional legislation for farm and domestic workers only, is an attempt to "water down the extension of labour legislation to do domestic and farmworkers".

In the rural areas too, farmworkers

have little recourse to cheap and adequate childcare facilities for their children.

The community based Rural Foundation has Educare centres in 700 areas nationwide, with an estimated 230 fulltime workers caring for 9 000 children under the age of six.

The Foundation's aims are twofold. To provide for the physical welfare of the child, and — considering South Africa's high illiteracy rate — to teach the child to read and write in preparation for school.

Foundation spokesperson Mr Hammond Bailey says there is still a "lot of scope" to increase facilities around the country as the areas covered by his organisation amount to only 10 to 12 percent of the entire farming area in South Africa.

Of South Africa's 200 farming units, 55 are still on the waiting list for services. Bailey says this covers 50 percent of the farmworkers' children.

Facilities

The Foundation is not subsidised but receives money from the community and the farmers to provide facilities for the Educare centres.

Bailey admits, however, that the facilities do not fulfill the standards and criteria that would qualify them as registered Educare centres, but the Foundation does not push for these criteria to be met.

"We try to make it liveable; one must remember that we are living in a third world country," says Bailey.

To establish a centre, the Foundation provides 75 percent of the cost with the community providing 25 percent for a fulltime development officer.

At present the Foundation is trying to upgrade the centres for them to qualify for state subsidies.

In Stellenbosch the Foundation has already registered most centres with the state and is consequently in the process of receiving state subsidies.

But the reality of South Africa is that there are more pressing problems facing the country. It is likely that considering the deep crisis in education and housing, childcare may just be shifted to the backburner.



NO CARE Two children while away the time in a backyard in Khayelitsha where few childcare facilities exist.

Popcru seeks affiliation

■ Lieutenant Gregory Rockman's Police and Prisons Civil Rights Union (Popcru) — involved in last year's big prison warders' strike — has applied to Cosatu for affiliation. (25) (140A)

The application is to be discussed at Cosatu's central executive committee meeting at the weekend. Given the place of Popcru's membership in the state security apparatus, the issue is not a straightforward one for Cosatu.

However, Cosatu spokesman Neil Coleman stressed that there was a history of co-operation between the organisations and that Popcru's "progressive role was appreciated by the federation's members". (25)

WIMAN 2/21-14/2/91

Is the stayaway a weapon best held in reserve?

w/maail 8/21-14/2/91 (140A)
LAST week's national stayaway is a crucial pointer of the more effective functioning of the alliance between the labour movement and the African National Congress — but has raised questions about the stayaway weapon under rapidly shifting political conditions.

The most successful general strike by black labour on a purely constitutional demand — it recalls the strike for a national convention in the early Sixties — it is viewed as “new and significant”

“This was not over a bread-and-butter issue or an immediate problem, like violence,” commented *SA Labour Bulletin* editor Karl von Holdt. “It was over an abstract issue — future negotiations that will structure our national life”

Observers also believe the action has virtually set the seal on ANC policy on a one person, one vote constituent assembly to draft a new constitution, an unequivocal demand of the Congress of South African Trade Unions (Cosatu) and the South African Communist Party

“It's fast reaching the point where it's non-negotiable,” said one source.

Called essentially over the constituent assembly demand, the stayaway marked the start of the alliance's campaign of mass action this year

Timed to coincide with the opening of parliament, it was designed to wrest the political initiative from the government

In the scale of the response, the stayaway was undoubtedly less impressive than many of its predecessors. The decision on the form of action was left to Cosatu's regional structures, and a full work stoppage was adopted only in the Eastern Cape and Border regions, a traditional ANC stronghold, the Witwatersrand region and Klerksdorp and Stilfontein

Inkatha-ANC moves on political violence clearly underlay a decision not to launch stayaway action in Natal

Organisational weakness appears to have been decisive in areas such as the

The stayaway called for last Friday was a qualified success for the labour/ANC/SACP alliance. It showed workers are willing to rally behind non-labour issues but raised questions about the directions this form of mass action should take

By DREW FORREST

Free State and Western Cape, historically unresponsive to stayaway calls, but unionists stress that the march on parliament was the main thrust in Cape Town.

Employers conceded that the Eastern Cape/Border stayaway was almost 100 percent effective

On the Reef, the turnout was more patchy — Cosatu estimates a 60 percent response, and employers believe Pretoria and the Vaal were hardest hit.

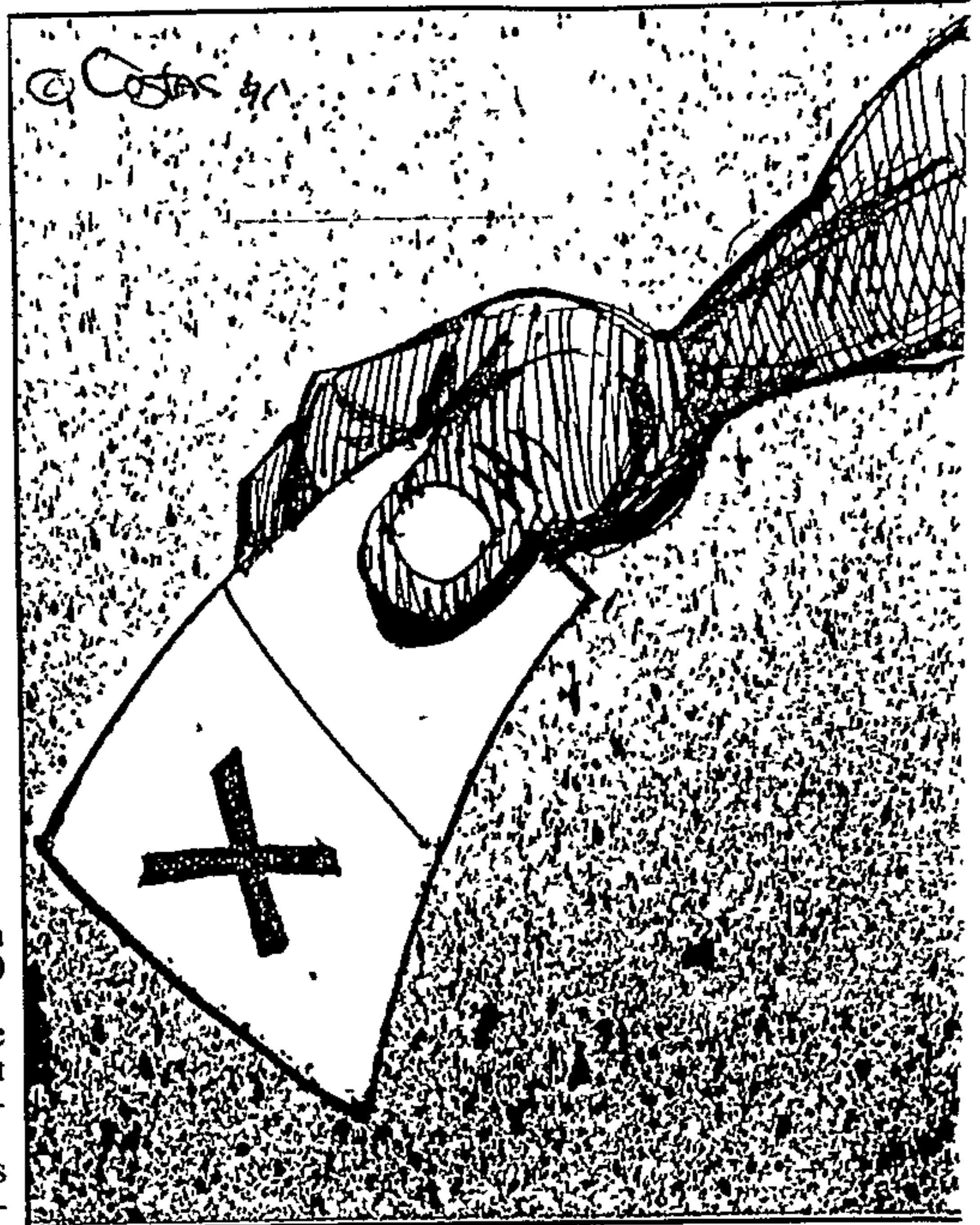
The Steel and Engineering Industries Federation estimates the national response in the metal sector at 41 percent, or 187 000 workers, as against 60 percent in the Natal violence stayaway last year

Possible factors in this were the fact that February 1 was a payday, and the short notice — less than two weeks — to workers

Sam Shilola, the vice-chairman of Cosatu's Witwatersrand region, said the region endorsed the stayaway and communicated this to shop stewards only days before it was due

But unionists stress that other forms of action were widespread. Marches or rallies took place in Kimberley, Umtata, Bloemfontein, Nelspruit, Phalaborwa, Tzaneen, Durban and elsewhere, while permission to march was refused in Empangeni, Welkom, six Northern Transvaal towns and five towns in the Western Transvaal

The scale of the action points to improved alliance co-ordination on the ground. But it also reflects the growing national impact on alliance politics of labour, and possibly the SACP, which



feared last year that some ANC leaders were wavering on the constituent assembly demand

Internal pressure has also been crucial. “The rank-and-file militancy at the ANC's December consultative conference was a nasty shock to some of the more glib, diplomatic leadership figures,” was one comment.

Cosatu's Information Digest reveals that at an alliance executive meeting on January 27, it was stressed that the ANC's proposed all-party conference (APC) “could discuss the setting up of transitional mechanisms, such as the interim government, but could not substitute for a constituent assembly”.

This is highly significant. Answering questions after his January 8 announcement, ANC deputy president Nelson Mandela said that if parties were so mandated, the APC could be transformed into an interim government, constituent assembly, or both.

Despite its qualified success, some unionists have misgivings about the

stayaway — doubts are known to have been voiced at national level with some Cosatu affiliates.

“There's a sense that the alliance has shot its bolt — where does the campaign go from here, how does it peak?” one source asked.

Stressing that the wisdom of a simple stay-at-home had been debated with the unions since the 1988 Labour Relations Act stayaway, he argued that the general strike on the complex constituent assembly issue made little sense unless coupled with “awareness-raising events such as rallies”

Von Holdt sees the stayaway as a setback from last year's theater mass action on the LRA, dropped at government concessions.

“As a shift from the stayaway as a protest to the tactical use of the weapon in negotiations, last year's move was a watershed,” he commented.

“Should stayaway action not have been held in reserve for when real talks on the constitution are under way?”

w/c-mlbus 9/2/91
11/6/91

Steelmen in united front against Numsa

From DES PARKER

DURBAN. — Employers in the steel and engineering sector in Natal have finally reacted to the threat they face from the deteriorating regional economy and excessive demands from the National Union of Metalworkers of SA (Numsa)

Representatives of about 60 member and non-member companies of the Natal Engineering Industries Association (NEIA), part of the Steel and Engineering Industries Federation of SA (Seifsa), met in Durban this week to work out a mandate for annual negotiations with the union over wages and conditions of employment due to begin in Johannesburg early next month

According to NEIA chairman Henk Duys, indifference among Natal companies to the outcome of past negotiations had had serious consequences for local employers discussions had been dragged out by unions, and at the end "excessive" wage settlements accepted by the more affluent Trans-

vaal companies had proved fatal for some concerns

A 19 percent wage rise had been accepted last year, contributing to the closure of a number of smaller companies

Although recent figures had not been collated, an average of more than 300 engineering jobs were lost every month in Natal between February and August last year, said Mr Duys

"The time is overdue for employers in the province to present a united front and to let our negotiators be aware of our predicament"

Bus strike enters third day

1408
W/E 11/6/91
9/2/91

By JOHN VILJOEN
Supreme Court Reporter

THE Supreme Court has granted an urgent interdict against 1 321 striking City Tramways workers barring them from company premises

Bus services meantime were "severely disrupted" today — the third day of the strike over wage negotiations.

Mr Justice W E Cooper granted the interdict in his chambers last night. It affects the Transport Omnibus Workers' Union, the Transport and General Workers' Union and the striking City Tramways employees.

In terms of the temporary order, the respondents are restrained from interfering with City Tramways business at the Arrowgate, Phillipi, Diep River, Simon's Town, and Tollgate depots.

The striking employees were ordered not to enter City Tramways premises unless they did so in compliance with their employment contracts.

Eviction

Any of the 1 321 present on City Tramways premises for reasons other than for normal duties will have to leave, or face eviction by the sheriff.

The order restrains the 1 321 from "interfering with, intimidating or hindering" any City Tramways employee wanting to perform normal duties.

The respondents must show cause by March 28 why the order should not be made permanent.

The application was unopposed.

In a supporting affidavit, City Tramways general manager Mr Francis Ernset Mayoss said his company provided "a vital and indispensable link in commuter transportation" for the Cape Peninsula.

The disruption of bus services would lead to "much distress and disruption in the community at large", he said.

Unlawful action

The 1 321 strikers were involved in unlawful industrial action at all City Tramway's depots except Atlantis.

Mr Mayoss was informed yesterday that the Arrowgate and Phillipi depots had been barricaded with buses and that no member of staff could enter or leave.

A bus barricade was also in progress at the Diep River depot and another one was expected at the Tollgate depot, he said.

Drivers removed the ignition keys from buses in the barricades, rendering them immovable.

Mr Mayoss was told strikers had intimidated technical staff at the Arrowgate depot.

Wage talks

Workers began the strike on Thursday when management met union officials to continue pay talks. Wage negotiations began in September.

The workers are demanding an across-the-board increase of R165 — a 44 percent increase for skilled workers and up to 122 percent for unskilled workers.

Management is offering increases from R29 to R50 a week, depending on skills.

■ The public can phone a 24-hour, toll-free number, 080 1212111 for information about bus services.

Strikers sit-in at Met Life

CAPE TOWN. — Metropolitan Life employees on the Rand spent Thursday night in their offices as a widespread sit-in over bargaining forums entered its third day yesterday.

Company representatives met a delegation from the SA Commercial, Catering and Allied Workers Union for nine hours on Thursday night, but failed to end the deadlock, said Saccawu spokesman Mr Boyboy Giba

Non-union members had joined the dispute and more than 1500 insurance and office staff countrywide were on strike, he claimed. — Sapa

CMK
TAS
9/21/91
[scribble]
[scribble]
[scribble]



CMS
Text
9/2
1001

Nylon workers in city march

CAPE TOWN. — Strikers from the SA Nylon Spinners' plant in Bellville South marched through central Cape Town yesterday morning.

About 600 workers, some carrying placards demanding a R200 wage hike, took part in the march from District Six, SA Clothing and Textile Workers' Union spokesman Mr Ronald Bernickow said

The parties remain deadlocked as the legal strike approaches its second week.

The company, a major supplier of synthetic yarns and materials, has offered a R172 increase on the monthly wage — Sapa

Transport stoppage: 85 workers dismissed

By SHARON SOROUR,
Labour Reporter

EIGHTY-FIVE Jowett's Cape Transport workers in Springbok, Namaqualand, have been fired after a work stoppage in solidarity with striking workers dismissed in Cape Town last week

The Springbok drivers and other workers — members of the Transport and General Workers' Union — downed tools two days after 147 Cape Town workers on a wildcat strike over wages were fired after ignoring an ultimatum by management to return to work

Union regional secretary Mr Nic Henwood confirmed the dismissals but could not comment on the dispute because of an agreement with management

SUPPORT ACTION

According to union organiser in Springbok Mr Ronnie Robinson, the dismissed workers were to meet today to discuss

support action with other organisations

Workers were fired in spite of an undertaking by management not to dismiss any strikers before negotiations with the union, he claimed

Mr Fred Potgieter, general manager of the Springbok depot, declined to comment

A spokesman for the dismissed workers said the company had offered to re-employ 53 workers in Springbok and 103 in Cape Town

He said the company had cited economic losses as the reason for the selective re-employment

Workers marched down Montague Drive in Montague Gardens yesterday and picketed outside the company's premises, Mr Henwood said.

One of the dismissed workers said they were demanding a wage increase of about 30 percent while management was offering 7,5 percent



NATIONAL

CITY

Dismissal looms for strikers

By SHARON SOROUR
Labour Reporter

1401
K2117/1401
News 12/2/91

STRIKING SA Nylon Spinners workers will be dismissed by the company unless they abandon their wage demands and return to work by Thursday

Company managing director Mr Peter Boxall said in a statement the workers were notified by management yesterday that the 11-day strike could not be allowed to continue indefinitely

He said workers would be dismissed unless they abandoned their demands for wages and conditions of service for 1991 and reported for duty by February 14

Urgent interdict

But the South African Clothing and Textile Union (Sactwu) is to apply for an urgent Supreme Court interdict today restraining the company from dismissing the workers, union national media officer Mr Ronald Bernickow said

Workers at the Bellville South plant went on strike on February 1 after about 900 workers — more than 84 percent of the workforce — voted in favour of taking strike action during a ballot about two weeks ago

Management has refused to increase its final wage offer of a R172 monthly across-the-board increase, which is a 14,5 percent increase on last year's wages

Workers are demanding an across-the-board increase of R200 a month plus an annual bonus of four weeks' wages for all employees in the bargaining unit, Mr Bernickow said

Mr Boxall said the strike had led to a costly partial shutdown of the plant

He said "The impact on the continuous process operation of the company is not only economically damaging to its business but also to textile companies which are almost entirely dependent on our products"

Export orders

Further damage to export orders would also have "severe" long-term repercussions, Mr Boxall said

About 50 percent of the employees were working and the company was maintaining a certain level of production, he said

Negotiations between the two parties started in November and deadlocked at a conciliation board meeting in January

The strikers had magisterial permission to hold protest marches daily in the Sacks Circle area in Bellville South and 24-hour pickets, Mr Bernickow said

Workers try to occupy life insurance offices in city

Labour Reporter

THERE was a strong police presence outside Metropolitan Life's head office today as striking workers tried to occupy the company's Church Street building

At least three people were arrested, including SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman Mr Goodman Socikwa

About 100 workers — part of a 1 500-strong nationwide strike in support of a single national bargaining unit — gathered outside the Burg Street entrance about 3pm yesterday

But Metropolitan locked the garage doors and the main entrance to prevent the strikers from staging a sleep-in. Several managers who were trapped inside the building last night had to leave by a side entrance and call a taxi

The strikers gathered outside the building about 6am and blocked the

entrances, preventing employees from entering the building. Police arrived about 8 30am

The workers, mostly Saccawu members, dispersed some two hours later

Company spokesman Mr Phil Solomon said the dispute revolved around the collective bargaining structure

Metropolitan Life regarded its indoor staff, administrative workers and cleaners — and field staff, who were consultants, as two separate groups of employees each having different working conditions

He said "The company believes that collective bargaining should occur in two bargaining units, one for field staff and one for indoor staff"

But while the union insisted on one bargaining unit for all its members, Metropolitan was only prepared to recognise Saccawu as the bargaining agent for field staff, he said

The exciting ne

Computer
Cape
8000
44
4202600
PRIES
(021)
1227
4202000

Staff seals exits in office sit-in

CA-TW-12/2/91

1609

ABOUT 40 insurance agents and clerks tried to occupy the Metropolitan Life offices in Burg Street last night, trapping managers inside the building for at least 1½ hours.

The managers, who had hastily locked the garage doors and main entrance to keep workers out earlier in the day, were unable to get their cars out of the garage and were forced to leave by a side entrance.

SA Commercial, Catering and Allied Workers' Union spokesman Mr Goodman Socikwa said the managers would not open the garage doors because they feared workers would storm the building. But workers would not give up the idea of occupying the building and the strike would continue today.

Some 2 500 clerks and insurance agents yesterday held sit-ins countrywide and in Transkei, occupying the offices overnight, said Mr Socikwa.

He said the workers declared an industrial dispute on Wednesday when management refused to agree to have one centralised bargaining unit.

The head of the company's public relations department, Mr Phil Solomon, said management agreed to centralised bargaining but wanted the system of one for commissioned workers (agents) and another for salaried workers (clerks) to remain.

He said employment conditions and salaries differed for commissioned staff and salaried workers.

CMC
10-118
12/2/91
140H
220

Mossgas strike talks

Staff Reporter

REPRESENTATIVES of more than 12 000 striking construction workers at the giant Mossgas refinery at Mossel Bay met management yesterday in an attempt to resolve the strike

Spokesman Mr Bimba Mangqabashana said the workers — all members of the SA Commercial, Catering and Allied Workers' Union (Saccawu) and the National Union of Mineworkers of SA (Numsa) — went on strike on Friday in support of dismissed colleagues

CAK
Travis

12/2/91

140A

[Handwritten initials]

Company sets nylon strikers ultimatum

STRIKING SA Nylon Spinners' workers faced dismissal if they did not end their strike by Thursday, the company warned yesterday.

About 900 workers at the Bellville South plant started a legal strike on February 1, demanding a R200-a-month increase

SA Clothing and Textile Workers Union (Sactwu) members had been told that the strike could not be allowed to continue indefinitely, the company said.

It was damaging not only to SANS, but also to textile companies dependent on its products

"Further damage to export orders will also have severe long-term repercussions," the company said.

Sactwu spokesman Mr Ronald Bernickow confirmed the ultimatum, but said workers would continue striking.

The company had started hiring and training temporary labour, he added. — Sapa

Sacked men

ordered off premises

AM Times 13/2/91
(S) 14011
Supreme Court Reporter

The Supreme Court yesterday ordered 27 sacked Cape Coal labourers to leave the company's premises in Maitland

An interim order restrained the men, members of the S A Commercial, Catering and Allied Workers' Union, from disrupting Cape Coal's business operations in any way, or inciting or encouraging others to do so

They were dismissed after a disciplinary hearing found them guilty of participating in a "go-slow", and for refusing to obey a lawful instruction

However yesterday morning the men returned to the premises and refused to leave, Cape Coal director Mr Gerald Hoberman said

The return date is March 5

Supreme Court order to stop canteen sit-in

By JOHN VILJOEN
Supreme Court Reporter

A COAL merchant has obtained a Supreme Court interdict ordering 27 former employees dismissed for a "go-slow" to end a sit-in in the employees' canteen at his Matland premises

In papers Mr Gerald Hoberman, a director of Cape Coal, said the 27 were dismissed on Monday after persisting with an illegal "go-slow" action which started last Friday

Their action was severely disrupting business, he said Cape Coal could be termed an essential service as it supplied hospitals and other institutions. A shortage of coal at hospitals could disrupt services and threaten patients' health

The 27 were found guilty at a disciplinary hearing of taking part in the go-slow and refusing to obey lawful instruction

On Wednesday they returned to the company premises, saying they were returning to work, but were told they were trespassing because they had been dismissed

They were asked several times to leave but refused to do so, Mr Hoberman said

The company's coal stacks needed to be continually sprayed with water to prevent pollution. No one was available for this task and a haze of coal dust was causing concern among Cape Town city council pollution officials

"Tension and emotions" were running high because of the workers' presence and "violence could break out at any moment", he said

The 27 could intimidate the rest of the workforce and the safety of new workers hired could not be guaranteed

Yesterday, Mr Justice H L Berman granted a temporary interdict ordering the 27 off the premises, preventing them from disrupting the company's business or harassing or molesting any of the company's employees or customers

They have until March 5 to show why the order should not be made permanent

● An insurance company has obtained an interim Supreme Court interdict to prevent striking staff from staging a sit-in at its Cape Town premises

Metropolitan Life Ltd obtained the order yesterday against the South African Commercial, Catering and Allied Workers Union and those gathered at its premises at 38 Wale Street, 33 Church Street and Burg Street

In terms of the order, the strikers are restrained from gathering on or occupying the premises, or from obstructing access to or egress from the buildings

They are further restrained from unlawfully interfering with or obstructing the normal operation of Metropolitan Life's business

Mr Justice H L Berman presided

CAF
12/13/19

Metlife takes court action

1600X

WORKERS at Metropolitan Life who belong to a union were yesterday forbidden to gather at the company's offices in Burg Street.

In terms of an interim order granted to the company, members of the SA Commercial, Catering and Allied Workers Union may not occupy the offices, obstruct the entrances, affect company operations or interfere with any employee

They also may not organise any action at Metropolitan's offices or enter them unless to work.

The union has until February 19 to reply

By Adam Gordon

Four senior trade unionists who allegedly abducted and assaulted a man at the Congress of SA Trade Unions head office in August will stand trial in the Johannesburg Regional Court on June 24

Cosatu general-secretary Jay Naidoo (36), assistant general-secretary Baba Schalk (30), distribution officer Sydney Mafumadi (32) and National Union of Metalworkers general-secretary Moses Malyekiso (42) had originally

Cosatu 'kidnap' trial date set

made written application for the trial to be postponed to October 28 because of their various international commitments this year

Prosecutor J Davidowitz had argued that such a long postponement, more than a year after the alleged crimes, would prejudice the State's case and make unreasonable demands on the witnesses' memories

Mr Naidoo had said he would be meeting members of the US State Department and

Congress this month, attending an International Commission of Free Trade Unions meeting in Belgium in April, and representing South Africa at an International Labour Organisation (ILO) congress in Geneva in June

Mr Mafumadi had said he was due to meet senators and congressmen in California next month, attend a trade union congress in London in May and join Mr Naidoo at the ILO congress in Geneva.

He was also due to travel to

Paris to meet the French president and other French parliamentarians in August

Mr Malyekiso's commitments included a visit to Swedish metal unions next month, meeting metal unions in Germany in June and attending a United Auto Workers congress in Washington in July

Mr Schalk had no international commitments

The men have been charged with kidnapping and assaulting Monge Joubert Moleka at

the Cosatu offices in Johannesburg on August 28 last year

The charge sheet alleges Mr Moleka was abducted in Risik Street and taken 60 m to the Cosatu offices

He was then allegedly struck with a knobkerrie, kicked with boots, forced to undress, slapped on the face and head with an open hand, and struck with clenched fists

The men, who have claimed Mr Moleka was a police spy, have not yet been asked to plead

They are all out on bail of R1 500

140A
14/4/91

City bus strike is over

146A
CML Tm 15/2/91

THE crippling eight-day City Tramways bus strike is over.

Workers settled for a 15,5% offer by management last night, ending a wildcat strike that cost the company more than R2,4 million in lost income and left hundreds of thousands of commuters stranded.

The company gave employees a deadline of 6pm last night to go back to work or face dismissal, City Tramways spokesman Mrs Jeanne Welsh said.

City Tramways executive director Mr Barry Gie confirmed that both unions had notified the company officially that their members would return to work last night.

The company proposal, tabled at talks on Wednesday, entailed a minimum increase of 15,5%, or R30, whichever was the higher.

Before the settlement, unskilled workers on the lowest grades earned R583 a month. First-year drivers were paid R1 050 a month.

Mr Valentino Clarke of the Trans-

port and General Workers' Union (TGWU) claimed that although they had backed down over their pay, workers had won nearly all their non-wage demands. These included demands for sick pay and pensions and that June 16, also known as Soweto Day, be a paid holiday.

Workers had entered pay talks in September with a demand for a weekly increase of R200 across the board, but had dropped this to R80 by the time of settlement, Mr Clarke said.

'Dissatisfied with offer'

The Transport and Omnibus Workers Union (TOWU) and TGWU, which represented workers jointly during the pay talks, would issue a joint statement today, he added.

A spokesman for the unions' negotiating team said last night that although workers had agreed to return to work immediately, they were "very dissatisfied with the final wage offer".

"All the wage offers throughout negotiations have sought to encourage division between the higher and lower-paid workers," he said. "The

strikers have been unable to win a wage increase that would satisfy the higher-paid, longer-serving workers and the lower-paid.

"In terms of conditions of employment, workers have made important advances in maternity rights and legal assistance in any litigation arising out of accidents on duty June 16 has been accepted as a paid holiday and several other improved conditions have been secured."

Cosatu's regional secretary for the Western Cape, Ms Lucy Nyembe, said the strike had drawn rival unions together on issues of common concern.

The strike began last Thursday, with workers besieging the Tollgate offices, blocking depot entrances with buses and management's refusing to negotiate until work resumed.

The strikers were ordered off company premises by the Supreme Court on Friday. The following day, the Industrial Court ordered them back to work, but they ignored this.

By Wednesday, only 10% of the daily 730 buses were running — Staff Reporter and Sapa.

Unions' tit for tat over the 'two hat' spat

140A
w/Grant
15/2-21/2/91

TO lead or not to lead its allies? That is the ticklish question which exercised the minds of Cosatu's top brass at the weekend

The "two hats" debate — whether labour chiefs should double as leaders of "fraternal organisations", and especially the African National Congress and South African Communist Party — has been simmering for months and has all the makings of an internal controversy.

Raised in Cosatu last October, mainly at the urging of the South African Clothing and Textile Workers Union (Sactwu), it was again debated at the central executive committee meeting at the weekend. No decision was reached — some affiliates still have no mandate — and it is likely to feature high on the Cosatu congress agenda this year.

The issue has deep implications for Cosatu's political role in the current transition to a new order following the unbanning of the ANC and SACP. It grows from labour's simultaneous wish to buttress and influence the battle for democracy, while preserving its independence.

The battle-lines are already being drawn, and in some measure follow the workerist-nationalist cleavage within Cosatu. Arguing most strongly for a separation of leaderships is the Chemical Workers Industrial Union (CWIU) and elements in Sactwu, standard-bearers for a pure form of union autonomy traceable to Cosatu's predecessor, Fosatu, and branded "syndicalism" on the Cosatu left.

The separatists are alarmed not so much by overlapping membership as divided allegiance at leadership level. A union chief is an SACP leader — who does he speak for in alliance meetings? What if he gets conflicting mandates?

"Horizontal" overlaps, between the same

Battle lines are being drawn in Cosatu on the vexed question of whether union chiefs should take office in labour's political allies

DREW FORREST reports

strata of different organisations, are particularly problematic, says CWIU general secretary Rod Crompton, who argues that alliance structures are enough to ensure worker input into the ANC.

The case of Sactwu is more complex, possibly because of its dual origins in a Fosatu union and a Cape garment union with strong ANC ties. Sactwu had no formal policy, said the union's Yunis Shaik, having only a "cautionary rule" on the wearing of many hats. "There's no question of disciplinary sanctions," he added.

But the concerns of some Sactwu leaders emerge clearly from an internal discussion document. Taking the case of a union organiser also representing the SACP, it states: "Obviously (he) has the right to belong to any organisation. The union is not a prison. But how many independent organisations can he lead? We say one."

In some degree, the point is conceded across the Cosatu spectrum: no one believes workers should be sacrificed on the altar of the ANC, all agree on the risk of unionists being overloaded and union resources abused. But there is also a perception that the hidden agenda of the separatists is hostility to the national liberation movement — a charge Shaik denies.

"This is a backdoor way of driving a wedge between Cosatu and the rest of the revolutionary alliance," snapped Mlungisi Hlongwane, general secretary of Potwatho, himself a local ANC leader.

Hlongwane is "suspicious" that the "two hats" issue has been raised in relation only

to the alliance — and not, for example, the churches — and at a point when the legalisation of the ANC and Communist Party poses closer ties with labour.

Sources say a middle ground is crystallising within Cosatu around the National Union of Mineworkers and National Union of Metalworkers, which back the wearing of different hats subject to guidelines aimed at ensuring the primacy of worker interests.

"We are accommodating, but would like our leaders to treat the union as the primary organisation and not to act to the detriment of mineworkers," said the NUM's Cyril Ramaphosa. The NUM had, in exceptional cases and for a fixed period, seconded leaders to other organisations, he revealed.

The NUM/Numsa position is a "dynamic" one, in that it seeks to keep leaders with outside commitments under constant scrutiny. It also suggests that things could change once the ANC and SACP are on their feet or when apartheid goes.

Explains Moses Mayekiso, Numsa general secretary but also an SACP high-up and civic leader in Alexandra: "We are still struggling for democracy, and the contribution of union leaders will be vital, especially as the political organisations have recently been unbanned. We can represent workers better with a foot in both camps."

"If unionists won't lead the ANC, who will? And who's going to lead the working class party if not workers?"

Mayekiso concedes the possibility of ultimate conflict between the demands of Cosatu and the ANC, but holds the dangers are minimal in the current phase, when all components of the alliance are pulling in the same direction.

"The policy in regard to the ANC is likely to be transitional. Once it takes over the government, union officials will not be able to serve in its leadership."

New LRA Bill 'a triumph' for trade unions

w/ Marcel 15/2 - 21/2 91

140A



THE Labour Relations Amendment Bill, tabled in parliament this week, was a triumph for organised labour and particularly for its strategy of combined mass action and negotiations, the Congress of SA Trade Unions said this week.

The fruit of an arduous three-cornered process involving employers, black unions and government, the Bill has been termed South Africa's "first post-apartheid statute"

Key Cosatu LRA negotiator Marcel Golding slammed Conservative Party moves to "delay and obstruct" the Bill and described as "nonsense" CP claims that Cosatu/Nactu/Saccola had subverted the sovereignty of parliament by holding a gun to the state's head

"The Bill is not simply the Saccola Accord," he stressed "The accord was modified in talks with the government and by the parliamentary standing committee" White labour was represented on the National Manpower Commission and had ample opportunity to make independent representations, he added

"What the CP has not understood is that legislation cannot work without the consent of the major players who must live by it."

Four clauses have been referred back to the standing committee following CP objections it wants the status quo on unfair labour practices and racial

Despite protests from the Conservative Party, the Labour Relations Amendment Bill tabled in parliament this week has been hailed as South Africa's first 'post-apartheid statute', reports
DREW FORREST

registration retained, and rejects the 48-hour notice period for interdicts on wildcat strikes

However, Golding said he was confident the Bill would go through without substantial amendments when it came to the vote, probably this week.

Golding listed seven major advances in the legislation:

- Strikes and lockouts were removed from the unfair labour practice definition

- Unions had to give a minimum 10-day notice of a lawful strike and employers five-days' notice of a court challenge to strike action. In the past, the courts had routinely granted strike interdicts without hearing the union case, he said.

- Racial criteria for union registration were scrapped

- Official conciliation procedures were simplified.

- The presumption of union responsibility for illegal strike damages was scrapped

- Unions with public and private sector members could now register

- The LRA was extended to South Africa's continental shelf, meaning that



Cosatu's Marcel Golding ... seven major advances in the new labour legislation

offshore oilrig workers, for example, were covered.

Labour's short-term aim was the reversal of the 1988 LRA amendments, and the Bill substantially achieves this. And although Cosatu/Nactu's broader demands — notably the extension of the LRA to all workers and the revamping of the labour appeal system — remain on the agenda, moves are under way to address them.

Golding said he expected talks on a new public service labour deal and National Manpower Commission deliberations on farm and domestic labour to bear fruit this year. Approaches had also been made to the Justice Department on the revamping of the Labour Appeal Court

He emphasised that in the "Labour Minute", the state had pledged not to pass new labour law without consultation.

At its central executive committee meeting at the weekend, Cosatu agreed to intensify the campaign for full rights for farm, domestic and state workers. It also stressed that the public service negotiations should be widened to include the entire public sector

Strike 'intimidation' worries Metpol

By SHARON SOROUR
Labour Reporter

METROPOLITAN Life is concerned about the "wave of intimidation" taking place at strike-torn branches throughout the country

"We are aware that many of our employees who wish to go to work are being forced to stay away," said company spokesman Mr Noel Breakey

Hundreds of workers, mostly members of the South African Commercial, Catering and Allied Workers' Union, have been on strike over a single bargaining unit since February 6

21/2/91
1404
XED
While the company has said 600 people are involved, the union estimates the figure to be closer to 1 200 workers

Mr Breakey said the rights of employees who did not agree with the union were not being respected

He said "In spite of the fact that Metropolitan has acknowledged the strike, the behaviour of some of the striking employees and union members is not in keeping with the spirit of negotiation"

The two parties could not agree on strike rules, he said

Attempts to resolve the dispute through mediation and at conciliation-board level failed last month

The dispute revolved around the collective bargaining structure at Metropolitan the company has insisted that indoor staff and field staff are two separate groups which should have separate bargaining units

The union argues that this will divide the workforce and weaken the union's bargaining power

But Mr Breakey said yesterday the company wanted to resolve the dispute

Labour Act to benefit workers

By IKE MOTSAPI

THE Congress of South African Trade Unions has begun a campaign to persuade homeland governments to accept the revamped Labour Relations Act.

The Act was passed in Parliament last week.

Mr Neil Coleman, information officer of Cosatu, said the acceptance of the Act by homeland governments would enable workers to fight for "their rights without fear of being arrested."

Success

Coleman was outlining the success achieved by the federation during its four-year-long fight to have certain amendments incorporated into the Act.

Cosatu, Nactu, South African Consultative Committee on Labour Affairs (Saccola) and the National Manpower Commission met recently to review the Labour Relations Act. The meeting was dubbed "The Labour Minute".

Coleman said the response from homeland governments had so far been very "favourable."

South Africa 21/2/91

1408

17-day Nylon Spinners strike ends in agreement

By SHARON SOROUR
Labour Reporter

THE 17-day strike over wages at SA Nylon Spinners in Bellville South ended this week with workers being awarded a R176 across-the-board monthly increase

According to a joint statement by the company and the South African Clothing and Textile Workers' Union (Sactwu), the two parties settled at the weekend

The union dropped its demands for a R200 a month across-the-board-increase and the company increased its offer from R172 — a 14,5 percent increase on last year's wages — to R176 a month

BACK TO WORK

About 800 workers returned to work on Monday

They went on strike on February 1 after more than 84 percent of the workforce voted in favour of taking industrial action during a ballot about three weeks ago

Negotiations to resolve the dispute were conducted in a constructive and sincere manner, the statement said

"Both parties have stressed their commitment to ensure the sound relationship between them is not detrimentally affected by the legal industrial action"

Every effort would now be made to restore production as soon as possible

The strike led to a costly partial shutdown of the plant but about 50 percent of the employees were working and a certain level of production was being maintained, company managing director Mr Peter Boxall said

Negotiations between the two parties started in November and deadlocked at a conciliation board meeting on January 22

● Numsa — the National Union of Metalworkers of SA — will discuss trade union and workers' rights in the new South Africa at its annual bargaining conference at the weekend

The conference in Johannesburg will discuss and decide on national bargaining demands in the union's four sectors the engineering, iron, steel and metallurgical industries, the auto assembly industry, the motor industry and the tyre and rubber industry

Economic and socio-political issues affecting the bargaining environment will also be dealt with at the conference

"It is Numsa's view that business in this country has conclusively demonstrated that it is not competent to run and control this economy and that labour has a major role to play in the reconstruction of the South African economy. Numsa's bargaining demands will be seen in this light," the union said in a statement

Cosatu ready for 'phase two' of LRA campaign

By DREW FORREST

CONFLICT is looming over the legal rights of farmworkers, as the Congress of South African Trade Unions gears up for "phase two" of its Labour Relations Act campaign.

At a press briefing following last week's enactment of the Labour Relations Amendment Bill, Cosatu's Geoff Schreiner announced the federation would be pressing for the inclusion of farmworkers in the LRA and Wage Act this session of parliament, and was considering a campaign on the issue.

The new strategy flowed from the National Manpower Commission's rejection of Cosatu proposals that the LRA be extended to "agribusiness" in last week's Bill, he said.

Cosatu would be meeting Saccola and the SA Agricultural Union — Schreiner described the latter as a "major stumbling block to getting new law".

Official government reaction could not be obtained, but Manpower Department sources attacked the demand as "unreasonable" and "unrealistic". One stressed that the NMC report on farmworkers would only reach the minister at the end of April and that the legislative process might take a further

six months. Parliament recesses in mid-June.

Commenting that the Cosatu demand could prejudice the NMC's findings, NMC chairman Dr Frans Barker added: "We will have to publish our recommendations — this is in line with the Labour Minute (of which Cosatu is a signatory) and only fair to the broader labour community."

Outlining the broad aims of phase two of the LRA campaign, Schreiner said it aimed to extend the Act to domestic, farm, state and homeland workers, secure new labour rights and overhaul the NMC.

The strategy was to argue in the NMC for farm and domestic workers to be covered by existing statutes, with special provision for their circumstances. In a document, Cosatu warns. "Our negotiations with the NMC will go nowhere unless there is ... mass action on the ground."

LRA talks in the public service currently involved only Cosatu's health union, and the federation would push for a broad public sector forum embracing postal, rail, municipal and teaching affiliates.

On new worker rights, Schreiner



Cosatu's Geoff Schreiner .. pressing for the inclusion of farmworkers in LRA

stressed that Cosatu would seek a decisive intervention in NMC thinking on the consolidation of the LRA. Demands include the full right to strike and picket, and organisational rights, such as automatic check-off, recognition and access for representative unions

Cosatu proposals for a specialist labour appeal court which would expedite and cut the cost of appeals had been widely canvassed in the legal profession, and the federation was now waiting for the Manpower Department to set up talks with the Department of Justice.

On the restructuring of the NMC — "a critical issue which raises questions about a new, tripartite negotiating forum for all labour matters" — Cosatu wanted a commission representative of major players, with greater powers and the ability to range "beyond mere labour law".

The life of the present NMC ends in April and Schreiner said he hoped negotiations would start before then. Cosatu would also look at restructuring the Manpower Department itself with an eye to better enforcement of laws, particularly in the farm and domestic sectors.

We will still encourage strikes

By LEN KALANE *Open 24/2/91*

SOUTH Africa's black labour movements, having survived the tough apartheid era, will face a totally different ball game in the new South Africa.

City Press spoke to leaders of Cosatu and Nactu, the largest union federations in the country, and it is apparent the unions will still flex their political muscle in a new South Africa.

Assistant general secretary of the Cosatu-affiliated National Union of Mineworkers (NUM), Marcel Golding, said: "In the absence of political organisations prior to February 2 last year, the oppressed people had no alternative voice in the country to express their political aspirations. We fulfilled this role."

And will they continue to do so in the new South Africa?

"Yes of course," says Cosatu general secretary Jay Naidoo. "We have been fighting for the workers' right to take strike action and when the need arises in the new South Africa we will still encourage them to do so. In fact this right should form part of the new constitution."

Nactu general secretary Cunningham

Ngcukana said the shedding of their political role would be a mistake - which had happened elsewhere in Africa.

"We are definitely not going to repeat that mistake here. We will retain our political posture."

But Naidoo said the labour movement's political role in a new South Africa needed to be re-defined.

"The emphasis in a post-apartheid South Africa would be on matters that directly affect the economic interests of our membership, but we also intend taking action to safeguard the interests of our members on political issues."

To what extent will labour movements influence political decisions?

"The trade union movement must play a more direct role in decision-making. For instance, we must have a say in the restructuring of the economy at a national level," said Naidoo.

"Even if we have a democratic government, people outside the government's political structures must continue to play a role in the democratic decision-making process."

Ngcukana agrees, saying it is imperative the trade union movement plays a role in constitutional development.

"Whether we do this directly or by engag-

ing the liberation movements in discussion to put across the demands of the trade union movement will be determined by how the constitution evolves," he said.

In Nactu's case it will depend on what type of political economy the new South Africa pursues.

"If the economy remains capitalist we will continue to fight for its dismantling to a socialist one, irrespective of whether the government is African or not," said Ngcukana.

He said Nactu would strive to influence decisions taken by government for as long as the trade union movement avoided becoming "an appendage" of political parties in power.

Naidoo added there were still debates within Cosatu on whether a new government should legislate a minimum wage rate, or whether this should be left to bargaining structures.

"New South Africa or not, we will continue to encourage workers to engage in strike action for the right to a living wage. It will therefore be in the interests of everybody for the post-apartheid government to address socio-economic problems - the legacy of apartheid."



Cunningham Ngcukana: politics to stay.



Jay Naidoo: emphasis on economic rights.



Must unions don one

CJPRS 24/2/91 140A

or two hats?

DURING the 1980s trade unions became key members of the broad anti-apartheid alliance

Most important was the biggest federation, the Congress of South African Trade Unions (Cosatu), which adopted the Freedom Charter and entered a formal alliance with the UDF. The black-consciousness aligned National Council of Trade Unions (Nactu) also saw itself as part of the broad struggle.

Indeed, once the State of Emergency had put the UDF and most community organisations out of action, Cosatu became the main organisation in the mass democratic movement.

Since February 2 last year, however, the situation has begun to change. For one thing, the unbanning of the ANC and the SACP meant Cosatu was no longer forced to play the role of a political movement.

In the second place, the February unbannings opened the way for political negotiations and, ultimately, should lead to a democratic government.

These changes posed many new questions for the trade unions. What political role should they play in the transition to democracy? And would there be a political role for trade unions after democracy has been achieved?

While the trade unions in Cosatu are still debating these issues, most unionists believe Cosatu should continue to play a role in politics during this transition period. But it is a very different role to the one it has played up to now.

Currently Cosatu is playing a political role on two fronts. On the one hand, its members are playing a political role within the ANC and SACP, helping to build these organisations. On the other, Cosatu has a firmly established position as a member of the tripartite Cosatu-ANC-SACP alliance, through which it can influence politics as an independent mass organisation.

High-profile Cosatu leaders such as Moses Mayekiso, Chris Dlamini and Sydney Mafumadi have emerged as members of the SACP's internal leadership core. While fewer top union leaders have emerged as ANC leaders at national level, at branch and regional level many Cosatu unionists are playing a significant role in building ANC structures.

This has led to the "two hats" debate in Cosatu. Some unions feel it is wrong for union office-bearers to hold office at the same time in political organisations. If the party adopts a certain view, they ask, will the unionists then try to impose it on the union?

Those unionists who support the wearing of two hats argue that the trade unions have a duty to help build political organisations which have been banned for so long.

Some argue that this is only a transitional arrangement. Once the political organisations are firmly established individuals will have to choose which organisation to represent.

But Cosatu does not only seek to influence political organisations through its members who join them. It also influences them directly through its role in the tripartite alliance. For example, Cosatu believes very strongly that the most democratic way to draw up a new constitution is through a constituent assembly.

While the ANC also supports the demand for a constituent assembly, it became apparent towards the end of last year that some leaders saw this as negotiable.

However, in December Cosatu's workers' charter conference resolved

AS South Africa struggles towards democracy the political role of the trade union movement is beginning to change. The politics of resistance is slowly being replaced by the politics of reconstruction. LAEOUR BULLETIN Editor CARL VON HOLDT looks at the issues.

Labour action likely if new govt tramples workers' rights

that the constituent assembly demand was non-negotiable. After a meeting of the tripartite alliance in late January, a statement was issued clarifying that an all-party conference could not, in fact, replace a constituent assembly. Clearly, pressure from Cosatu - and the SACP - had prevailed.

Cosatu also believes the new constitution should entrench the rights and powers of unions and workers - such as the right to strike without being dismissed.

Thus it is trying to formulate democratic principles which should be enshrined in the constitution, such as a bill of rights, equal rights for women, the obligation to hold referendums when demanded by enough voters, and the right for workers to participate in economic decision-making.

But what will happen once South Africa has become a democracy, and all South Africans are represented in parliament by political parties? Will Cosatu like a happy midwife look proudly at this new baby democracy, wash its hands of politics, and settle down to bread and butter issues?

This may happen, but it is unlikely. Currently the Cosatu affiliates are debating the problems of economic development and overcoming the material inequalities which are a legacy of apartheid. This is the new politics of reconstruction which is emerging.

But there are different views on how to do this. Some unionists believe that the unions, together with civics and rural organisations, should negotiate a reconstruction accord with the ANC whom they expect will become the new government in a democratic South Africa.

Other unionists argue that the unions should enter into a social contract with the employers, which would be beneficial to both parties, and establish collective bargaining forums at industrial and national level.

Whatever the final position of Cosatu is in this debate, it seems clear the unionists intend to play a significant role in shaping the economic, social and political institutions of a democratic South Africa.

If the new government begins to trample on workers' interests the unions are likely to oppose it. They will be a political force the government will find difficult to ignore.



Workers strike for better conditions and a living wage ... is this a scene



CHL 115B 27/2/91

140A

Chanting strikers in city march

Staff Reporter

ABOUT 200 striking Metropolitan Life workers yesterday marched chanting down Wale Street in support of wage demands and the recognition of a single bargaining structure for workers, drawing a curious crowd.

Police maintained a low profile as traffic officers redirected vehicles for the legal march.

There were tense moments when South African Commercial Catering and Allied Workers' Union (SACCAWU) leaders held back shouting workers who crowded the Metropolitan Life building entrance in Wale Street.

Some workers made threatening gestures at Metropolitan Life executive Mr Noel Breakey, while others exhorted the crowd to force its way into the building.

Mr Breakey and public relations officer Mr Philip Solomon were jostled at the building's entrance but marshals successfully held back the crowd and handed over a petition.

Mr Solomon said that Mr Breakey responded by handing over a copy of a letter sent to the union six days ago in which the company reminded it of proposals to create a joint working committee to resolve the dispute



UNION MARCH ... Metropolitan Life workers march chanting down Wale Street yesterday to deliver their petition

Picture OBED ZILWA

Wale Street closed as strikers march

Labour Reporter

WALE STREET was closed to lunch-hour traffic when about 300 Metropolitan Life employees on a three-week national strike marched to the company head office to hand over a petition demanding a single bargaining unit

The singing and chanting members of the South African Commercial, Catering and Allied Workers' Union (Saccawu) marched from the Bo-Kaap to town, helped by traffic officials, yesterday

They have been on strike with hundreds of others around the country since February 6

Police kept an eye on proceedings as marchers crowded around the building's entrance when union official Mr Bones Skulu handed a memorandum to company human resources manager Mr Noel Breakey

After several calls by marshals the demonstrators returned up Wale Street and dispersed

While the company has said there are about 700 people on

strike, the union estimates the number has reached 1 000

The dispute revolves around the company's collective bargaining structure workers are demanding a single bargaining unit to represent both field and indoor workers

The company has insisted that the two groups have separate working conditions and should have separate bargaining units

Attempts to resolve the dispute through mediation and at conciliation board level failed in January

Unions, Govt to discuss arbitration

140A

Star 6/2/91
By Brendan Templeton

Watershed negotiations between public-sector trade unions and the Government on dispute-resolution procedures will take place later this month, says the National Education, Health and Allied Workers Union (Nehawu)

Talks aimed at establishing a new labour dispensation were held between the Government's Commission for Administration (CFA) and employee representatives last week, but talks deadlocked after the CFA refused to discuss the issue of arbitration

The CFA was reluctant to consider arbitration because it feared that workers would repeatedly fall back on it if they could not get their own way, Nehawu spokesman Monde Mditshwa said

The CFA and unions would meet on February 18 to discuss the introduction of arbitration

It had been agreed that the decision made at that meeting would be binding on all parties

Will militant unions become government sweethearts?

W/Mail 25/11 - 31/11/91
1408

THE public sector is one of the most bitterly contested of South Africa's labour relations fronts — but will hostilities cease under a friendly government?

Controlling lifeline infrastructural and welfare services — hospitals, transport, docks, power, telecommunications — state sector unions are uniquely placed to inflict damage on the economy and discomfort on the public. In the United Kingdom, public sector strikes during the "winter of discontent" sparked a voter backlash which helped bring Margaret Thatcher to power.

In South Africa more than a quarter of the man days lost through strikes last year involved central and local government workers — would the unions strike as readily against an African National Congress administration?

How would they view "commercialisation", public sector redundancies and calls for wage restraint in a democratic state? Would they push for rapid Africanisation, despite the political implications and even if services to the community were hit?

In a sense, the issue is a broader one — the possibility of a "social contract" — economy-wide trade-offs between unions, the state and capital — is being hotly debated with the Congress of South Africa Trade Unions.

But the snags and complexities are most vexing within the government sector. At present, public sector unions refuse to moderate their pay claims or limit strikes, arguing that they owe nothing to a government that does not represent them. Indeed, they see their activities as part of the wider push for liberation.

The pressure to scale down demands, and the risk of incorporation, would be far greater if they faced the ANC, their historic ally, across the negotiating table.

The question was thrown into sharp relief last week by a sea-change within the leadership of Cosatu's Post and Telecommunications Workers Association (Potwa), coupled with the announcement of a militant programme of action for this year, including demands for the virtual doubling of the minimum wage.

The new leadership has extraordinarily close ties with the ANC. The general secretary, assistant general secretary, treasurer and president have all been deputed at some stage for activities linked to Umkhonto weSizwe, the ANC's armed wing. Two are branch officials of the ANC, others are active in ANC-linked civic bodies. Virtually

Close ties between the newly elected leadership of Cosatu's postal union and the ANC pose an obvious question: will public sector unions become a mere adjunct of a post-apartheid state?

BY DREW FORREST

all are thought to belong to the South African Communist Party.

The picture is similar in Cosatu's other public sector unions, notably the South African Railway and Harbour Workers Union and the National Education, Health and Allied Workers Union, which tend to be more nationalist in orientation than the federation's industrial affiliates.

Some suggest these unions will simply roll over and die under majority rule. Others, including *Innes Labour Brief* editor Duncan Innes, insist the culture of independent unionism in Cosatu is too deep-rooted for this.

A key consideration is the different nationalist strains within the labour movement. Some labour nationalists might argue, as happened at Cosatu's last congress, that unions should refrain from striking under an ANC government, while others — particularly those with MK links — are more jealous of union autonomy. Post-apartheid unions may not reflect quite the same militancy as "under the racist regime", predicts Mlungisi Hlongwane, Potwa's new general secretary. "But we have learnt from our counterparts in Africa, which have been neutralised and demobilised by too-close ties with their governments."

He adds: "Each member of the congress alliance must retain its independence. We accept that the ANC will represent various strata in our society — workers' interests will not be automatically respected. But we would expect an ANC government to have a working class bias."

As providers of vital services to business and the public, state sector unions are uniquely touched by the sharp debate in Cosatu over essential service strike rights.

Nehawu, national organiser Monde Mditshwa says his union believes in the full right to strike under the present dispensation but would have to "look



Hospital staff demonstrate . Will they protest under a majority government? Picture: WILLIAM MATLALA

at" compulsory arbitration in the health service come majority rule.

Hlongwane takes a different view. "Denial of the right to strike in any sector makes employers insensitive, and workers resentful of their comparative disadvantage," he comments.

Holding that statutory curbs simply do not work, he argues that restraint can only come through consultation between workers and the wider community.

What of the public sector wage bill, which Innes believes will be high on

bitterly resisting the current push for "commercialisation".

"At the moment, it's a move towards privatisation," Hlongwane argues. "And any profits would accrue to a minority government."

But he is adamant that any restructuring which entails job cuts "serves the interests of capital", insisting that through expansion — particularly into poorly served townships and rural areas — profitability can be squared with job creation.

The reality seems more complex. What of the homeland bureaucracies, where the unions are making giant recruiting strides? Can the railways, for example, realistically move into the black without major tariff hikes or manning cuts?

"Africanisation" of the public sector is another potential flashpoint. Potwa is already kicking against the white monopoly of technical and managerial jobs in the post office and Innes predicts intense union pressure on the ANC to correct historic imbalances.

But the ANC's task is a tougher one than in other post-colonial African states, where many white bureaucrats were expatriates under contract. The forced "greying" of the civil service, particularly if not seen to be on merit, could be politically explosive.

Both Hlongwane and Mditshwa believe the transition must be a gradual one, to ensure the maintenance of standards. "As long as they are not racist, whites should be able to stay on," Hlongwane said.

But they also insist that this must be coupled with a massive education and retraining programme to equip blacks for more skilled work.

Sky-high worker expectations of a democratic government hold special dangers for the unions. There is a distinct risk that leaders counselling patience on promotion and restraint on wages could find themselves out of kilter with their base.

One approach to this is an intensive programme of education, aimed at heightening workers' awareness of society's broader needs, including those of the unemployed and the underemployed.

Hlongwane laments that unions might be sympathetic to an ANC push to curb inflation and conserve hard-pressed resources for other social projects. But for this to happen, he stresses, workers will have to be involved at all stages of economic planning.

"It's no good coming to workers when problems arise. If they're approached at the initial stages, they'll be able to understand the state's problems."

Cosatu proposes changes to NMC

By DREW FORREST

W/Mail 1/3-7/3/91
140A (180)

COSATU has dropped its first hints about demands for a restructured National Manpower Commission, which it joined in a watershed move last year.

In its latest *Campaigns Bulletin*, Cosatu lists proposals for changes to the NMC. These will be debated at its campaigns conference this weekend, and demands will be relayed to Manpower Minister Eli Louw, who has asked for comments by April.

Cosatu conditionally joined NMC sub-committees on farm and domestic labour last year and is to sit as a full member for the first time next month.

In the bulletin, Cosatu proposes a two-phase revamp of the NMC under the present government and under democratic rule. In the short term the NMC should be more than an advisory body, and should have "the power to block or delay laws, or insist that laws go to parliament".

It proposes equal representation for employers and unions, and fewer state officials on the NMC. Membership should be proportional — "Saccola should have more seats than Nafcoc and Cosatu more seats than Nactu". It also suggests Cosatu representatives should be mandated by worker-controlled structures.

Cosatu sees a more far-reaching role for the

NMC in a future South Africa, suggesting that it intervene in the economy to create jobs, prevent low wages and ensure that employers allocate funds for training and housing.

NMC LRA committee member Clive Thompson said this week he believed the NMC should become a "mini-industrial parliament. It should not have the final say on legislation, but we need a political convention whereby parliament would usually follow the NMC's lead."

Backing the call for proportional representation, he said Louw's discretion to appoint members should be "closely circumscribed" by negotiated rules. Appointments to the industrial and labour appeal courts should be on the NMC's advice.

Thompson also suggested that a hefty slice of state money for social upliftment should go to the NMC, where labour and business could negotiate on its use for training and job creation.

Funds for the training of the jobless and manpower development, currently under the National Training Board, could fall under NMC control, he said.

● The campaigns conference will also discuss the living wage campaign, "phase two" of the LRA campaign, the constituent assembly campaign and worker rights in a democratic constitution.

Dividends and retrenchments: Is there a link?

By MONDLI MAKHANYA ^{with me} 113 - 713/11
A REPORT by a labour research organisation has given the Congress of South African Trade Unions ammunition to fight retrenchments by major companies. (140A) (140B) (140C)

The report says South African companies increased dividend payments to shareholders at the expense of jobs during 1990. Cosatu is to launch a campaign to fight such retrenchment.

The report released by the Cape Town-based Labour Research Service says that, on average, the top 100 companies listed on the Johannesburg Stock Exchange increased their dividend payouts by 21,3 percent but only increased employment by 0,1 percent.

The report goes on to list companies which stood out in this regard. Among these are Tradegro which, according to the report, increased dividends by 22 percent and cut jobs by 20 percent; Murray and Roberts, which cut jobs by two percent and increased dividends by 20 percent; AECI and Tiger Oats.

While Cosatu is adamant that the report reflects managements' tendency to "please shareholders at the expense of their own workforces", the business community has dismissed this as simplistic because hikes in dividends and employment cutbacks are not necessarily related.

JSE president Tony Norton said: "You cannot relate the two. If profits go up steeply, you don't necessarily immediately raise dividends by the same percent. The same applies when profits are down. Therefore when employment drops it is genuinely because a company had to cut back on costs."

The claim that companies' profits had increased was dismissed by Nedbank chief economist Edward Osborn. He said profits and dividends had dropped across the board.

"There have been a degree of dividend accelerations mainly because



Tony Norton ... retrenchments and dividends are not necessarily related

businesses are responding to rumours that a tax on dividends is to be introduced soon," said Osborn.

Generally, the report does contain certain flaws resulting from simplistic arguments. For instance, it claims that sales per worker increased by 17,3 percent last year — indicating that worker productivity had increased. As Tony Twine, of economic think-tank Econometrix, pointed out this could be due to many other reasons.

"It might be connected to increased capital productivity or it could also have been due to increased land productivity. Better marketing may have also helped in this regard," said Twine.

Nevertheless, a recent Cosatu Central Committee meeting resolved to fight retrenchments which "don't relate to genuine economic problems".

Cosatu media officer Neil Coleman said: "We are aware of situations where employers simply retrench workers for no apparent reason. They shrink production unnecessarily instead of finding other ways of adjusting."

Coleman quoted the example of the Freegold mine, where National Union of Mineworkers resisted wholesale retrenchments and, through negotiations with management, was able to reduce these by 7 000.

Dividends and retrenchments: Is there a link?

By MONDLI MAKHANYA ^{113-713/11}
A REPORT by a labour research organisation has given the Congress of South African Trade Unions ammunition to fight retrenchments by major companies. (140A) (S) (P)

The report says South African companies increased dividend payments to shareholders at the expense of jobs during 1990. Cosatu is to launch a campaign to fight such retrenchment.

The report released by the Cape Town-based Labour Research Service says that, on average, the top 100 companies listed on the Johannesburg Stock Exchange increased their dividend payouts by 21,3 percent but only increased employment by 0,1 percent.

The report goes on to list companies which stood out in this regard. Among these are Tradegro which, according to the report, increased dividends by 22 percent and cut jobs by 20 percent, Murray and Roberts, which cut jobs by two percent and increased dividends by 20 percent, AECI and Tiger Oats.

While Cosatu is adamant that the report reflects managements' tendency to "please shareholders at the expense of their own workforces", the business community has dismissed this as simplistic because hikes in dividends and employment cutbacks are not necessarily related.

JSE president Tony Norton said. "You cannot relate the two. If profits go up steeply, you don't necessarily immediately raise dividends by the same percent. The same applies when profits are down. Therefore when employment drops it is genuinely because a company had to cut back on costs."

The claim that companies' profits had increased was dismissed by Nedbank chief economist Edward Osborn. He said profits and dividends had dropped across the board.

"There have been a degree of dividend accelerations mainly because



Tony Norton ... retrenchments and dividends are not necessarily related

businesses are responding to rumours that a tax on dividends is to be introduced soon," said Osborn.

Generally, the report does contain certain flaws resulting from simplistic arguments. For instance, it claims that sales per worker increased by 17,3 percent last year — indicating that worker productivity had increased. As Tony Twine, of economic think-tank Econometrix, pointed out this could be due to many other reasons.

"It might be connected to increased capital productivity or it could also have been due to increased land productivity. Better marketing may have also helped in this regard," said Twine.

Nevertheless, a recent Cosatu Central Committee meeting resolved to fight retrenchments which "don't relate to genuine economic problems".

Cosatu media officer Neil Coleman said: "We are aware of situations where employers simply retrench workers for no apparent reason. They shrink production unnecessarily instead of finding other ways of adjusting."

Coleman quoted the example of the Freegold mine, where National Union of Mineworkers resisted wholesale retrenchments and, through negotiations with management, was able to reduce these by 7 000.

Step towards ending insurance firm strike

By SHARON SOROUR *11/3/91*
Labour Reporter

METROPOLITAN LIFE workers, on a nationwide three-week strike over a single bargaining unit, have "responded positively" to a proposal to form a working committee to end the stoppage

The strike has closed several branches of the insurance firm

Company assistant general manager (human resources) Mr Noel Breakey welcomed the SA Commercial, Catering and Allied Workers' Union's response

He said management was studying the union's proposal for a working committee — made at the last meeting between the two parties on February 7 — and would respond soon

The company had always indicated its willingness to resolve issues through discussion and negotiation

"It is important that we should all get together as soon as possible to solve the problem"

Union spokesman Mr Important Mkiye said "Metropolitan Life is trying to induce staffers to resign from the union when they fetch their pay cheques We need to resolve this before negotiations start"

The dispute, affecting about 1 000 workers, involves the collective bargaining structure at the firm

Workers are demanding one bargaining unit for both "field" and indoor staff The company insists the two groups have different working conditions and should be represented by separate bargaining units

Attempts to resolve the dispute through mediation and at conciliation board level failed in January

Cosatu plans mass action

Sowetan 4/3/91

By IKE MOTSAPI

THE Congress of South African Trade Unions is to launch an intensive mass action campaign to back the demand for a constituent assembly.

Cosatu said at a Press conference yesterday it would declare May 1 and June 15 the days of massive protest action against apartheid laws.

A Cosatu official, Mr Ibrahim Patel, said "We at Cosatu believe that the only way to force the Government to agree to the demand of the people is by engaging the masses in protest actions."

Cosatu general secretary Mr Jay Naidoo said there was a need to establish

a patriotic front with other black liberation forces to realise the goal of a constituent assembly.

Apartheid

"We need to come together to fight for the total eradication of apartheid," he said.

Patel added that Cosatu would consult other trade unions to draft a workers' charter to be presented during the negotiation process

140A

1/4 0/11
NUMSA
wants 25%
pay hike

Own Correspondent

JOHANNESBURG. — The National Union of Metalworkers of SA (Numsa) this week announced its 1991 national wage demands, which include a R2-an-hour or 25% across-the-board increase and job-security demands

The union will also seek joint control over job-creation schemes, and paid training for retrenched workers in the engineering, motor and tyre industries.

Other demands include 20 days' annual paid child-care leave for parents in all sectors and March 21 as a paid holiday for workers in the engineering sector.

Numsa said it would demand an increase of R2 an hour or 25% — whichever was greater

Bargaining starts in the engineering and auto industries on March 15 and in the tyre industry on March 14.

Cosatu to discuss 1991 campaigns 140A
8/Day 8/3/91 168

VERA VON LIERES

COSATU delegates from around the country will meet at the weekend to discuss the labour federation's 1991 campaigns programme which will include action on the issues of retrenchments, centralised bargaining and the Labour Relations Act (LRA).

Cosatu said in a statement about 300 delegates from various affiliates and regions would meet in Johannesburg.

Other issues to be discussed would include campaigns around Cosatu's demands for a constituent assembly and a living wage, literacy and a campaign for workers' rights in a new constitution.

Cosatu said the conference would also discuss various demands — including a 40-hour week, setting up a job creation fund and the retraining of retrenched workers.

Cosatu said it would be focusing attention on extending rights guaranteed by the LRA to public, farm and domestic workers.

The conference would discuss Cosatu's attitude towards a restructured National Manpower Commission and the Manpower Department's proposed labour code.

Numsa shifts to 'politics of reconstruction'

By DREW FORREST (140A)
THE National Union of Metalworkers is actively considering a "reconstruction accord", negotiated principally between labour and the African National Congress, which would lay the foundations for economic development under a future state

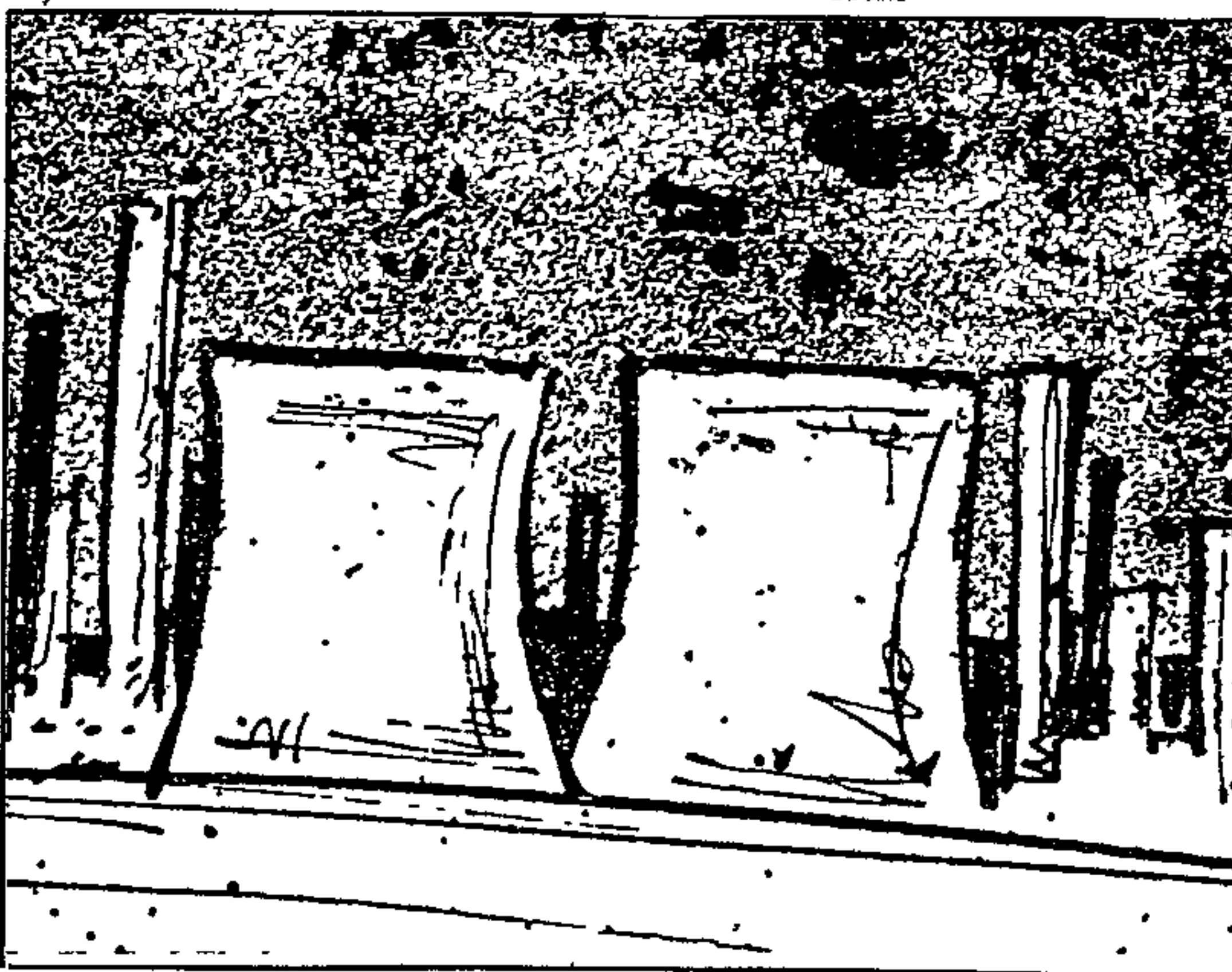
The idea of such a pact, also potentially involving civic, rural and other "progressive" political organisations, was put forward at a recent Numsa workshop and reflects the growing shift from "the politics of resistance" to the "politics of reconstruction" in the unions, reports the latest issue of the *SA Labour Bulletin*. It is still being debated within Numsa's policy-making structures

In essence, Numsa proposes a deal with the state through a future ruling party which would strengthen the push for socialism. The fruit of bargaining between competing interests, it would require labour to have its own economic platform and to maintain its militant independence

Once concluded, the accord would be presented to business as a basis for negotiations. Numsa is convinced that business lacks vision and a strategy for radical economic change.

At the same time, the bulletin carries an article by one of Cosatu's foremost "workerists", SA Clothing and Textile Workers' Union general secretary John Copelyn, which approaches the reconstruction issue in a significantly different way

Stressing the vital need for autonomous unionism as a check to state pow-



er, Copelyn argues that unions should establish an independent base, and seek to shape social policy, through collective bargaining with employers

Taking as his model the Saccola talks, he says "The state should function as an enabling institution, enacting in law the agreements reached by organised labour through collective bargaining"

Copelyn calls for national forums in all industries, in which labour and capital can strike deals on such issues as industrial restructuring, education and health and the productive investment of pension and provident fund money.

If employers continue to sabotage industry bargaining, he warns, unions will have no choice but to strengthen ties with political parties to give them access to state power

The Numsa workshop stressed that the "social contract" advocated by

business, aimed at higher profits, should be avoided. Restructuring should aim at job creation, a living wage, meeting social needs and "positioning the working class for a move to socialism"

Seeing a revitalised manufacturing sector as the main engine for growth, it suggested sector and industry councils, involving the state, capital and labour, to oversee development. Training and skills development was also seen as vital.

The workshop also warned of the dangers of restructuring. Chief among these were job losses through new technology, co-optation as skilled workers are drawn into closer ties with management and a deepening gulf between skilled and unskilled and employed and jobless.

Cosatu unveils 1991 mass action campaign

B. Doc 12/3/91

COSATU yesterday unveiled its 1991 mass campaign strategy which will emphasise demands for a constituent assembly and interim government, job security and extension of the Labour Relations Act.

It said in a statement yesterday it would fully support the ANC and SA Communist Party mass action campaign for a constituent assembly and interim government (140A).

It would also press for greater job security and job creation.

The statement said about 300 delegates decided at a weekend conference weekend to back the ANC and SACP campaign.

The conference endorsed various workers' rights, which Cosatu said needed to be included in a future

VERA VON LIERES

constitution, including the right to strike and organise.

It also said a future constitution had to ensure the existence of an accountable government and should enable people to fight for a democratically planned economy.

It said it would select a day in June for countrywide marches to demand a constituent assembly and highlight demands for workers' rights.

Cosatu said demands on ending retrenchments would be put to employers, employer federations and government.

It would also demand the extension of the LRA to cover farm, domestic and public sector workers and workers in the homelands

tion which it did not like
"The purpose is to show that
we want a constitution accept-

the demands for a constituent
assembly and an interim gov-
ernment was inadequate

ic and scientific benefits should
it choose to adhere to the Nu-
clear Non-Proliferation Treaty

Cosatu wants interim govt

By Shareen Singh *Star 12/3/91*

Cosatu decided at the weekend to put its weight behind the campaign for a constituent assembly and interim government, closely linked to a campaign for workers' rights in a new constitution

About 300 delegates met to discuss the union federation's campaigns for this year.

Two other campaigns were outlined — one for job security and creation and one for the extension of the Labour Relations Act to farm, domestic, public service and homelands workers.

The conference decided that Cosatu would support the ANC's signature campaign for a constituent assembly and interim government. Cosatu would also choose a day between June 10 and 16 to embark on worker-led marches.

The conference decided that the new constitution should

● Ensure trade union independence, the right to strike and to

organise

● Ensure there is accountable government. Cosatu suggested provisions for a referendum on unpopular laws, free access of mass organisations to the media, the right to information, and protected clauses in the constitution

● Enable people to fight for a democratically planned economy and other social and economic rights, such as jobs for all

● Recognise equality between men and women in marriage, employment and society

On job security and job creation, Cosatu will demand the following from individual employers, employer bodies and the State

● Workers facing retrenchment must be retrained

● Employers and the State must establish a job creation fund

● A 40-hour week

● A "living" UIF and pension

● Industrial restructuring to expand the economy

Mines closure rumour denied

Star 12/3/91
A rumour that Rand Mines' Harmony and Anglo American's Saaiplaas gold mines were on the brink of closure and that management would ask workers to take wage cuts has been denied by the mining houses

An Anglo American spokesman said there was no intention of closing Saaiplaas Mine but, in the short term, the mine would rationalise operations

Regarding pay cuts and a wage freeze, no such official brief had been issued, the spokesman said

Rand Mines' Greg Kukard said Harmony had already retrenched most of the workers it had planned to retrench and was not planning a wage freeze and a cut in wages

The National Union of Mine-workers said Harmony management had assured the union yesterday that there was no intention of closing the mine or of instituting a wage freeze or cut
— Staff Reporter

ADVERTISEMENT

By Waghied Misbach

THE Congress of South African Trade Unions (Cosatu) called for the restructuring of the National Manpower Commission (NMC) at a conference at the University of the Witwatersrand at the weekend.

Campaigns coordinator Ms Lisa Sefitel said Cosatu wanted the NMC to be more than an advisory body, but to have powers to prevent or compel debate in parliament on labour issues.

Ministers should not have the power

'Restructure manpower commission'

South 14/3 - 20/3/91

to appoint people on the NMC. Parties represented on the board should have that power, Sefitel said.

She said Cosatu wanted proportional representation on the NMC, which presently consisted of the state, employer bodies and unions.

In a statement released by Cosatu this week, there was broad consensus that:

- Cosatu needs to enter the NMC in a more permanent form,

- The main groups should be the unions and the employers; and
- The NMC should be seen as a negotiating forum.

The conference also agreed to have further discussions on the participation of the state in the NMC, according to the statement.

In the long term, however, Sefitel said Cosatu wanted to see "much more radical changes" in the NMC.

Beside broadening the powers of the body, the focus of the NMC should be on employment issues.

A major issue of the Cosatu campaigns this year will be job security and creation in conjunction with its "Living Wage" campaign.

Cosatu has estimated that 150 000 jobs would be lost this year.

The conference rejected proposals by the "Living Wage" committee to quantify

the living wage amount.

Sefitel said there was no unity in the federation on the issue.

The trade union federation has called on its members to support the African National Congress' signature campaign for a constituent assembly and interim government.

Sefitel said Cosatu members had already started collecting signatures.

Other campaigns which Cosatu has given emphasis are the broadening of the Labour Relations Act to farm, domestic and public sector workers and the drawing up of a workers charter.

Cosatu role 'political' in new SA

JOHANNESBURG — The Congress of South African Trade Unions has defined a central political role for itself in the drawing up of a new constitution for a post-apartheid South Africa

Cosatu general secretary Mr Jay Naidoo said yesterday that the federation would continue to play a central political role, despite the changing political scene after the unbanning of its allies, the SA Communist Party and the African National Congress

Justifying Cosatu's political role, he said: "History shows that you cannot remove the structural damage caused by apartheid, when at the economic level 70% of Africans live below the poverty datum line, 10 million blacks live in informal settlements, four to five million are unemployed and 60% are illiterate" — Sapa

CHIT
TUPS

15/3/91

140A

Moves toward regional unity

By DREW FORREST

THE Congress of South African Trade Unions and the National Council of Trade Unions are to meet unionists from other Frontline states this week at a Harare workshop which will lay the basis for a "regional social charter".

Staged by the Southern African Trade Union Co-ordinating Council (Satucc), a sub-structure of the Organisation of African Trade Union Unity, the workshop follows up Cosatu and Nactu's first encounter with Satucc last November in Arusha, Tanzania.

The purpose is to discuss a charter of workers' rights for the region, much like Cosatu's projected Workers' Charter, but local unionists are clearly looking to the organisational leverage of cross-border co-operation.

Debate will cover such issues as migrant labour, South Africa's labour agreements with Frontline states, multinationals and economic co-operation.

Nactu's team includes president James Mndaweni, while Cosatu's delegation is led by assistant general secretary Sydney Mufamadi.

Cosatu general secretary Jay Naidoo said the aim was to use the regional charter to mobilise workers and raise awareness. Cosatu's input would be its own workers' charter campaign.

Once drafted, the regional charter would go for endorsement to the Southern African Development Co-ordination Conference (SADCC), with which Satucc had close links.

FEARING that 150 000 jobs may be lost this year, the Congress of South African Trade Unions has demanded a job creation fund financed by the state and business in which the labour movement has a strong voice

The call forms part of a major campaign on retrenchments, on the theme "jobs for all — no retrenchments", launched by 265 delegates at Cosatu's weekend campaigns conference in Johannesburg

Ascribing job losses to company restructuring purely to buttress profits and blaming the state and business for failing to build the economy, Cosatu also demanded job creation projects, such as township and rural electrification, housing development and factory expansion

Other demands were for training and retraining instead of redundancies, living UIF payments and pensions, price control on basic goods and a 40-hour week without loss of pay

Delegates urged industrial restructuring in consultation with labour and with state help, particularly in weak sectors. Access to company plans, to forewarn unions of retrenchments and enable them to suggest alternatives, was seen as vital

Also at issue in the conference were

Cosatu demands job-creation fund

Amid fears of major job losses as the recession deepens, the labour movement is seeking to engage the state and business in ways to avoid retrenchment, reports **DREW FORREST**

Industrial Development Corporation incentives for continuous shift production — "they should be expanding industry, not squeezing more production from workers", commented one Cosatu official. The IDC has agreed to meet Cosatu on the issue

The federation is to approach the state and Saccola for talks on job creation and other demands in May, and will seek to draw civics and unemployed worker representatives into these. Shop stewards will table demands at factory level and major rallies focusing on job cuts are planned on May Day

On "phase two" of the Labour Relations Act campaign, delegates focused on the extension of the LRA and Wage

UDU

Act to farm and domestic labour is planned, and firms with farming links will be approached to squeeze agriculture

Cosatu warns that if the South African Agricultural Union continues to "block change in the National Manpower Commission" (NMC), farm products, particularly exports, will be hit by a sticker campaign

It is also foreseen that the issue of labour rights in the farm, domestic and state sectors, and in the homelands, will be raised with the International Labour Organisation team due to visit South Africa

On the revamping of the NMC, another phase two demand, it was agreed that the NMC should be a negotiating forum, Cosatu should enter it "in a more permanent form", and that unions and employers should be the principal players. Some affiliates argued against any state role

The conference also bore out mount-

ing Cosatu co-operation with the African National Congress on the constituent assembly, an alliance campaign. On March 21, joint rallies are planned and in April, key Cosatu leaders will help workers collect signatures in factories, shops, farms and mines for an ANC signature drive on constituent assembly and interim government demands

Conference delegates identified as key worker rights for inclusion in a new constitution the right to strike, organize and fight for a democratic economy, and to sexual equality and accountable rule

In a bid to shift its concerns up the agenda, Cosatu announced it would soon engage the ANC to ensure worker rights were included in the ANC's constitutional proposals. It will also canvass broader support in the "Patronic Front"

Also singled out for a campaign is the trial, scheduled for June 24, of Cosatu leaders Jay Naidoo, Sydney Mufamadi, Moses Mayekiso and Baba Schalk arising out of the alleged kidnapping and assault of a policeman at Cosatu headquarters

"This was viewed as part of a political attack by the apartheid state on the leadership of Cosatu," the federation said in a statement

Federations to hold a Workers' Summit

By DREW FORREST ^{with me} 15/3-21/3/91

COSATU and Nactu have agreed on a joint workers' rights campaign involving a Workers' Summit in a move strengthening co-operation between South Africa's key black union bodies

In talks last week, the federations agreed to set up a joint committee on workers' rights, confirmed Nactu's Cunningham Ngcukana "We have the same concern — to ensure workers' rights are built into a new constitution"

The summit, scheduled for late this year, will also involve non-aligned unions. Nactu shunned the last summit, principally on the Labour Relations Act, although some dissident affiliates attended.

And in other moves (140A) (B) ● Nactu has decided to enter the National Manpower Commission to participate with Cosatu in restructuring the NMC

● Cosatu and Nactu last week met Saccola on their "phase two" LRA demands

Ngcukana said Saccola had agreed the LRA should be extended to all homeland workers and that an unfair labour practice code should not be introduced without union and employer consent

Unionists are alarmed by Manpower Department proposals for a code, seeing them as a backdoor bid to reintroduce 1988 LRA amendments

Ngcukana said the unions were pushing for the removal of labour

from the jurisdiction of "self-governing" homelands. Joint approaches would be made to TBVC states in a bid to harmonise their labour laws

The unions also complained to Saccola about the "negative attitude" of the South African Agricultural Union, a Saccola affiliate, on the extension of rights to farmworkers

Also debated was the possibility of a national employer-union forum on economic issues, such as retrenchments and work creation (See lead story)

On Nactu's NMC move, Ngcukana said the federation was working on proposals for restructuring and would probably attend the NMC's full session next month

Cosatu's leadership faces a tough choice on loyalties

140A
S/Times 17/3/91
By BRIAN POTTINGER

TOP officials in the Congress of South African Trade Unions might soon have to make a tough choice — either serve their unions or their political organisations

Rank-and-file members want an end to the system of dual leadership, where union executives often also serve in demanding positions in political organisations like the ANC and the SA Communist Party

Among the main personalities affected are

● Chris Dlamini, an executive in the Food and Allied Workers' Union, the ANC and the SA Communist Party.

Demand

● Moses Mayekiso, union executive of the ANC and SACP executive, president of the Alexandra Civic Organisation and chairman of the Civic Associations of the Southern Transvaal.

● John Nkadimeng, union executive, member of the ANC National Executive Committee, general secretary of the ANC's trade union arm, SACTU, and, most recently, deeply involved in peace negotiations with the Inkatha Freedom Party.

The long-simmering debate about how closely the union federation should align itself to the political movements will come to a head at Cosatu's crucial June conference

There is a growing demand from rank-and-file members for Cosatu to establish its independence from the two political movements

This is to forestall attempts by a new government to dominate the trade union movement.

The second fear is that unions will be used as recruiting grounds for particular political parties

Cosatu spokesman Neil Coleman said this week that there was no objection to overlapping membership between the unions and liberation organisations, but there was a debate about the same leaders serving in the unions and in political organisations

He said "Ultimately, it is a choice that the membership of the various unions must make about their own leadership"

There was also an acceptance that there should be a flexibility on the issue while the newly-unbanned political organisations

built up their structures

A discussion paper circulating among Cosatu's members notes the controversial issue of whether union executives should hold executive positions in political organisations

Members are asked to debate whether dual leadership sacrifices union autonomy and whether it affects the capacity of union leaders to carry out their duties.

Debate

The Cosatu discussion paper does not object to dual membership, but questions whether a person can perform two full-time executive tasks with equal competence.

It says "Apart from the workload question, there is the issue of simultaneously representing two independent organisations"

The debate over the role of unions in the political process has been given added impetus by the latest edition of the SA Labour Bulletin, a left-wing journal of news,

analysis and comment on the union movement

In it, John Copelyn, the general secretary of the South African Clothing and Textile Workers' Union, said the last few years had seen some developments in the trade union movement which were extremely worrying to all people seriously committed to its independence.

He said "In Cosatu, a resolution has been adopted which declares it to be 'in alliance' with the ANC and the SACP.

"There are huge pressures to use the union movement, and the large organisational base it represents, to recruit members to both these organisations

Echoed

"On a whole range of issues, Cosatu has simply echoed policies of these organisations

"Major policy statements of the ANC are almost never contradicted by Cosatu even when, on paper, there are substantial differences between the two organisations"

Mr Copelyn said these developments represented major dangers to the independence of the trade union movement in a post-apartheid society

It was possible that the union movement would "degenerate" into the labour wing of the government, he said.

Cosatu paper outlines conference concerns

140A B/001 18/3/91
ALAN FINE

COSATU's fourth biennial congress, scheduled for July, is likely to focus on planning for nationally co-ordinated negotiations and campaigns on a number of new issues affecting labour relationships.

This emerges from a pre-congress discussion document prepared by the Cosatu secretariat and published in the latest edition of the SA Labour Bulletin.

The document deals with central political and economic issues and proposes developments in Cosatu's relationships with the international labour movement.

Joint strategies to mobilise the massive retirement fund resources over which unions have some control is one of the new bargaining issues to be debated at the congress. The paper suggests discussion on the advantages of "pooling our experiences and using the enormous assets in these funds to make investment decisions which would benefit the economy and help restructure it".

Other possible issues for national collective bargaining with employers could include appropriate collective bargaining forums, a calendar of "apartheid-free" public holidays, and nationwide literacy and skills upgrading programmes for black workers.

The unresolved question of the desirability of a national minimum wage will also be debated, as will the labour movement's role in economic restructuring as a whole.

Cosatu is also to examine seriously launching a major campaign "to educate workers about ways to avoid AIDS".

The federation is also to set itself new organising priorities, and these are likely to focus on ununionised workers in the agricultural, construction, railways, printing, transport and municipal sectors.

The secretariat also suggests that attention be given to organising white collar workers thus far mostly ignored — including those in financial institutions, nurses, and civil servants including members of the security forces.

In re-assessing Cosatu structures, Cosatu might decide on an affirmative action programme which would "begin by ensuring that not less than one third of all positions on the new national executive should be occupied by women". It might also decide on a full time presidency.

Of the political questions facing the federation, those of constitutional negotiations, alliances and the "two-hat" question appear most central. The document proposes that Cosatu establish its own "distinct, if necessary" view on the negotiation process. It should also devise specific worker rights, such as the right to strike, for inclusion in a future constitution.

Regarding alliances, the secretariat wishes to seek relationships with the ANC and SA Communist Party which ensure tighter co-ordination of activities but, at the same time, greater respect for organisational independence. Here the difficult question of whether individuals should hold leadership positions in more than one element of the tripartite alliance is likely to be intensively discussed.

Finally, the secretariat proposes that Cosatu re-examine its international relationships in the light of the fundamental changes in the world situation. It suggests Cosatu affiliates to the Organisation of African Trade Union Unity, but generally continues an "active non-alignment" policy.

News in Brief

CAI-Times 18/3/91 (AM) (1604)
Metpol dispute settled

JOHANNESBURG. — Hundreds of striking Metropolitan Life (Metpol) workers are expected to return to work within days after the SA Commercial, Catering and Allied Workers' Union and management reached an agreement on the dispute over bargaining units.

THE central challenge facing the trade union movement is whether it is to be an independent movement. The fight for independence is essentially a fight for the right to criticise both employers and government freely on behalf of union members.

Unions have, in general, been independent from employers. The changes that SA is currently experiencing are unlikely to affect this. The key area for debate is the relationship between unions and government.

Whether the government is prepared to tolerate union opposition to its programmes and policies is what makes the government a democratic one. What makes the union movement an independent one, however, is whether it is prepared to risk the anger of the government in the pursuit of its members' interests.

Until now there has been no doubt that we are prepared to risk angering the government. But what will happen after apartheid is gone and, let us say, a people's government rules our country?

Let us say this government is voted into power with significant support from organised labour. Will we then say that, now the workers' interests are protected by the government, unions should not make the tasks of that government more difficult by pressuring and threatening mass action? Will we explain to members that they should not rock the boat because the government is doing its best? Or will we remain an independent force?

We are not the first hopeful working class to deal with such problems. In the Soviet Union, for example, workers allowed the unions to fall under the control of the revolutionary party. It has taken them 73 years to recover from that mistake.

Over the last year or two there have been a number of developments in the trade union movement which have been extremely worrying to all people seriously committed to trade union independence.

Unions must not get too cosy with any post-apartheid govt

140A

JOHN COPELYN

Cosatu adopted a resolution declaring itself to be "in alliance" with the ANC and the SACP. There are huge pressures to use the union movement, and the large organisational base it represents, to recruit members for both these organisations. Major policy statements of the ANC are almost never contradicted by Cosatu, even when on paper there are substantial differences between the two organisations.

These developments are hardly surprising. There is widespread agreement in the trade union movement that our struggle for the end of minority rule should be linked to the work done by other such organisations. But these developments represent major dangers to the independence of the trade union movement in a post-apartheid society. It is possible, if we go on blindly with the current rhetoric, that the union movement will simply degenerate into being the labour wing of government.

It is also possible that union leadership will, in time, become regarded by union members as being responsible for all bad planning, poor laws and all social evils brought about by a post-apartheid government because the union movement is so bound up in this "alliance".

However, while there are these dangers, there are also a number of developments which indicate the union movement is unlikely to become a passive junior partner of an ANC-led government after apartheid.

Firstly, the debates within the union movement about the content of a Workers' Charter shows a developing consensus about union independence.

Cosatu's constitutional debate is also focusing on a process for national referendums on any issue, limiting the number of terms the State President may serve, and the idea of a Constitutional Court with powers to nullify legislation which contravenes a Bill of Rights. The significance of these views is that they seek to limit the powers of government.

Unions are seeking to protect themselves against laws which offend organisations such as unions. These are precisely the concerns of a union movement which wishes to maintain its independence.

Secondly, in discussions over minimum wage laws, a view is emerging

which supports the independence of unions. Recently there has been significant disagreement over the issue of whether the unions should pursue a demand for minimum wage legislation. Debate has focused on the question of what effect such a law would have on the right of organised workers to bargain for themselves. Many unionists have accepted that it is not desirable to have the state setting wage levels in industries where unions are engaged in collective bargaining.

Rather, the state should be encouraged to improve the rights of workers to organise and bargain. Minimum wage laws should be left for industries where workers cannot organise effectively, such as the domestic service industry. It is seen as undesirable to have the state intervene heavily in the union/employer bargaining relationship.

This is not so much because such intervention will have worse results for workers, although experience in other countries often shows workers' real wages fall where such legislation is introduced. Rather, the reason for rejecting minimum wage legislation is that such intervention will fundamentally undermine union independence.

The third issue is that Cosatu leadership turning out to be the same time the leadership of the ANC and the SACP. Some union leaders have argued there is no difficulty in serving two masters within an alliance, provided they always clarify which hat they are wearing.

Others feel strongly that wearing two hats represents a fundamental surrender of the independence of the union. While there is not yet consensus, the latter view is gaining credence. Some union leaders may well become members of parliament in a future democratic SA. Hopfully they will be much better politicians than the current ones — but it seems unlikely they will be permitted to keep their positions in the union movement when they enter the road to parliament.

If the unions choose to become the labour wing of the government it will be the death knell for democracy in a post-apartheid society. The institutions of civil society become tied up in the workings of government that they become an integral part of the state machinery, there is less and less space for any criticism of the manner in which the state operates.

If the trade union movement of for independence, it will then have mapped out an alternative vision of just society in which unions play an important, independent, role.

Two institutions will allow them to play that role. Firstly, employers have to accept national industry councils as forums for collective bargaining which deal seriously with the social and economic concerns of union members.

Secondly, the positive results of the union/Saccola negotiations on labour law have given unions a vision that national negotiations with employers are the way to go in order to influence the government on laws affecting workers.

□ Copelyn is general secretary of the SA Clothing and Textile Workers' Union. This is an edited version of an article in the latest edition of the SA Labour Bulletin.

A Rubicon speech, says Cosatu

^{13 (2 am) 21/3/91}
COSATU described the Budget as Finance Minister Barend du Plessis' "Rubicon" and said it was a "bitter disappointment for workers and their families".

The labour federation said last night social spending in fact remained at the same percentage (38%) as last year.

It criticised Du Plessis for shifting the tax burden onto ordinary people and off the shoulders of the large corporations.

"There was no vision of a new economic growth path, or an overall economic development strategy which would create jobs for our people, address critical social needs and lay the basis for the development of our manufacturing sector.

"There is also no movement in the direction of restructuring and developing our moribund manufacturing sector. Barend du Plessis has attacked workers for lack of productivity, but has totally failed to give workers any incentive to produce."

The National Council of Trade Unions (Nactu) said the allocation of resources and social spending continued to discriminate between the races — as evidenced by spending on social pensions.

^(140A)
VERA VON LIERES
and PETER DELMAR

Nactu general secretary Cunningham Ngcukana said money allocated for housing was far from adequate and government had not indicated how it would intervene in fighting unemployment except for the distribution of food parcels — which Nactu rejected as an inadequate proposal.

Institute of Personnel Management (IPM) executive director Dan Mitchell said the Budget went a long way towards addressing critical issues relating to human resources.

Mitchell said the IPM looked forward to the increased capital expenditure on the building of schools, but called for the rationalisation of the education system into a single non-racial entity.

The IPM welcomed the increase in social spending and hoped the tax concessions to manufacturers and entrepreneurs would result in growth and job creation.

It also welcomed the further separation of the taxation of married women and the cuts in the maximum marginal tax rate.

Numsa homes in on training

Blpau 2/3/91

THE National Union of Metalworkers (Numsa), in its first round of national wage negotiations in the automobile, tyre and rubber and manufacturing industries, has proposed major social and training investments to stimulate the economy

It says this is "the only way of reversing the catastrophic trends towards higher unemployment"

Last week's talks in the three industries were held to give employers and unions the chance to motivate proposals

Numsa said in a statement yesterday if business and government continued to pursue present policies, these could lead only to a disastrous rise in unemployment which would make political or economic stability impossible

In its motivations, Numsa proposed urgent investment in electrification of all houses at affordable rates. It also proposed housing, education and training for all

"It is Numsa's view that ample capital is available in SA, a prob-

VERA VON LIERES

lem being that the capital is not being directed to productive investment"

Numsa said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalisation to unlock this capital

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment

Skills

Numsa said there was a need for a higher level of productivity in the manufacturing industry, particularly for capital productivity

Where labour productivity was concerned, the union believed this could be raised only "by an intensive and large investment in technical training"

Training programmes needed to

include paid training for all workers, formal education components, the recognition of prior skills gained through experience and the restructuring of production to use these greater number of workers

These policies would require business to accept major changes, including the need for state intervention in industrial strategy

Business also needed to accept that all industrial strategy, including technology policy, investments, and training strategies had to be negotiated with unions

Numsa is calling for a R2-an-hour across-the-board increase — or 25% — whichever is the greater.

It has proposed a minimum rate of R4,50 an hour in the motor industry ~~386~~ (140A)

Numsa also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information

Another demand was for the inclusion of non-scheduled workers under the Main Agreement

CAL-
Tent
22/2/1
1408
1408
1408

Benz strike dismissals 'fair'

JOHANNESBURG.

An arbitration exercise arising from last year's sit-in and strike at Mercedes-Benz has upheld the dismissal of 521 former employees.

Mercedes said yesterday that the arbitration had found the dismissal of employees who occupied the manufacturing plant in East London was fair.

Independent arbitrator Mr Chris Albertyn found that employees occupying the plant had been guilty of misconduct and that the company's decision to dismiss them was fair.

Cap Trip 27/3/91 (Kest)
Metpol to meet strikers

METROPOLITAN Life and representatives of its striking workforce are to meet in Johannesburg today to discuss aspects of a draft agreement reached at talks with the South African Commercial, Catering and Allied Workers' Union about 10 days' ago.

Cape Times
1404
3/97

Cosatu union pans ANC in ad

NEWSPAPER advertisements critical of the ANC for not consulting a major affiliate of the Congress of South African Trade Unions over a consumer boycott appeared nationally yesterday.

The SA Clothing and Textile Workers' Union claimed it was not "in any way" consulted over a consumer boycott scheduled for April 8 to 13, announced at the weekend.

ANC head office spokeswoman Ms Gill Marcus said yesterday the call had not been issued by the ANC's central structure.

There had been press reports on such an appeal being made by a PWV region member of the ANC at a rally in Pretoria, she said.

● The ANC signature campaign for a constituent assembly was officially launched in the Western Cape yesterday
— Sapa

LABOUR

By DREW FORREST

A WORKERS' college — jointly controlled by the Congress of South African Trade Unions (Cosatu), the National Council of Trade Unions (Nactu) and non-aligned unions — has been launched in the Western Cape

At this stage a pilot project for 20 students nominated by the participating unions, the college aims to strengthen the labour movement by offering courses in labour law and collective bargaining, political economy and the international labour movement, the theory of trade unionism and organisational management.

Workers' college for aspirant unionists

A similar project is close to being launched in Natal.

The board of trustees comprises seven representatives from Cosatu and its affiliates, two from Nactu unions and two from independent unions, but Cosatu's South African Clothing and Textile Union (Sactwu) is known to have played a spearhead role by initiating a feasibility study in August last year.

The feasibility committee included representatives of the University of the Western Cape, and the trustees are negotiating with UWC for the college to be based at the university. For the pilot course, to run from August to November, student bursaries

would be raised locally, said Sactwu's Western Cape secretary, Lionel October.

Potential funders had been approached and Sactwu had also provided a small loan.

In the long-term, it was intended that the unions would cover students and that college would be self-sufficient.

Describing the establishment of the college as a "historic development", a statement said it had implications for the "building of a united working class and strong working-class leadership" at a time of political and economic transformation in South Africa.

Cosatu slams 'big business and bureaucrats' Budget

By DREW FORREST

Wimant 25/3-4/4/41
COSATU'S repeated demand for a radical restructuring of the economy — and particularly the "moribund" manufacturing sector — again found voice in its fierce attack on the Budget last week.

The lack of provision for work creation and training was also lashed by Nactu general secretary Cunningham Ngcukana.

Insisting that the only beneficiaries of the Budget were "big business and apartheid bureaucrats", Cosatu said the government had offered no new direction which might lift an economic crisis of its own making.

"There was no vision of a new economic growth path, or an overall economic development strategy which would create jobs for our people, address critical social needs and lay the the basis for the development of our manufacturing sector."

Massive development schemes should be immediately implemented in the critical areas of housing and electrification, it added.

Also attacking "gross racial discrimination", Cosatu said the budget failed to achieve racial parity in social spending and made no move to scrap duplication of spending on apartheid bureaucracies.

Pledges of a massive social upliftment programme had also failed to

materialise, with social spending remaining at the same percentage of the total Budget — 38 per cent — as last year.

Cosatu also took issue with the "shifting of the tax burden on to the shoulders of workers". While Value Added Tax had been introduced at a higher than expected rate and applied to formerly tax-exempt goods, company tax had been cut to 48 per cent.

"In reality, the large corporations will be paying closer to 30 per cent, once they have exploited the loopholes in the tax system."

Nactu's Ngcukana said no money had been allocated in the Budget for the training of the unemployed or public works programmes.

"There is no systematic approach to the problem of unemployment and no mechanism for the spending of development money — last year's R2-billion (for the Independent Development Trust) has still not been spent."

He also complained about inadequate provision for health and land purchase. Last year the government allocated R1-billion to clear capital backlogs in in black areas of which R319-million has been spent. The current Budget merely tops this up to R950-million.

140A

Cosatu tackles illiteracy

Wilmant 28/3 - 14/4/91

1404

Worker illiteracy is one of the biggest problems facing unions and management alike. Cosatu is launching a nationwide literacy campaign to address the issue, reports **DREW FORREST**

THE Congress of South African Trade Unions (Cosatu) is formulating proposals for a nationwide worker literacy and basic education programme which it intends tabling in negotiations with the employer body Saccola.

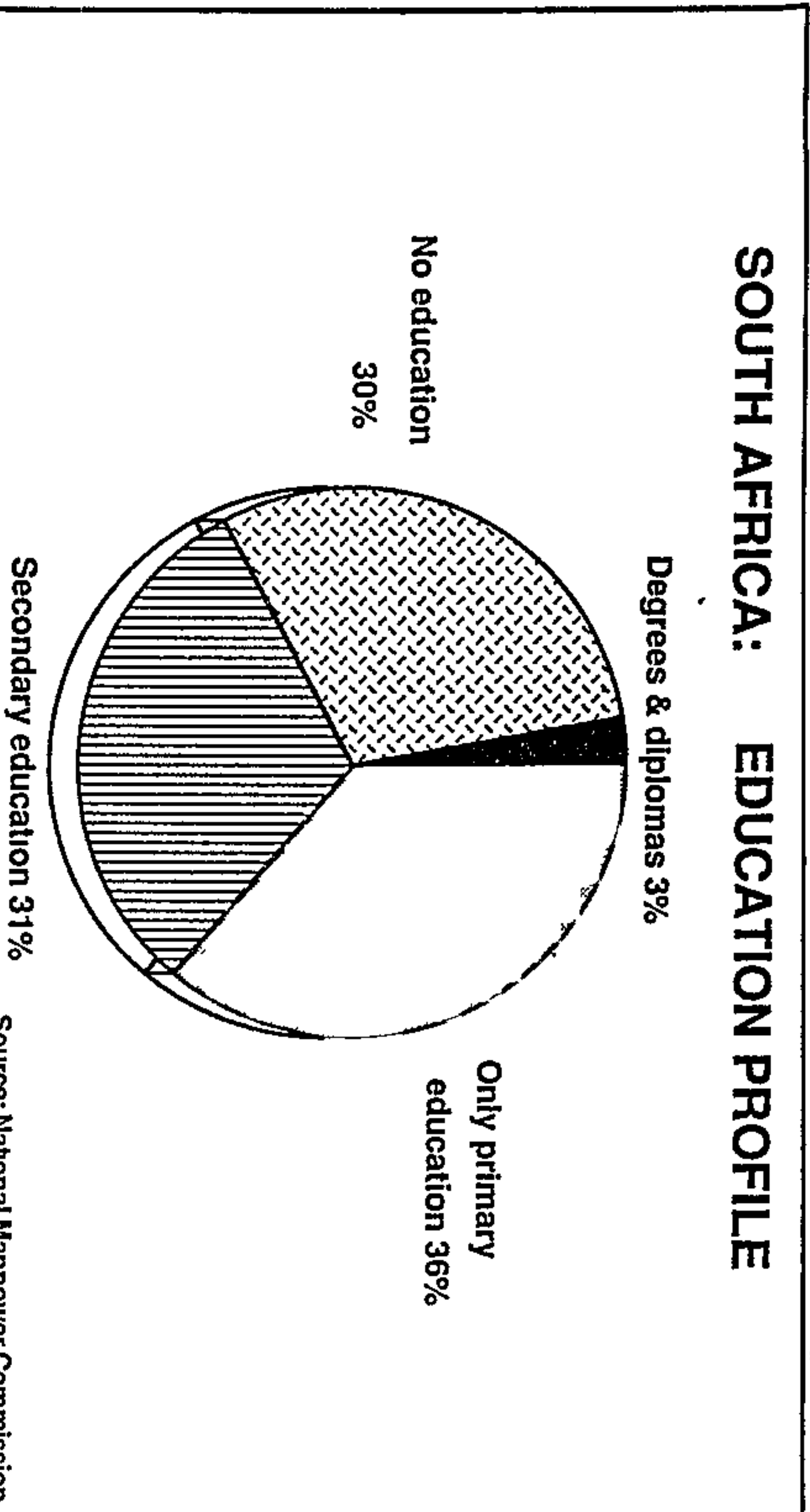
"We want the bosses to start taking responsibility," said Cosatu campaigns co-ordinator Lisa Seftel this week. "To tackle our enormous literacy problem there must be a larger initiative than is possible through small independent agencies."

A 1986 National Manpower Commission report estimated that two thirds of the total labour force is either unschooled or has primary schooling only, and in a recent letter to the African National Congress, Cosatu estimated that up to eight million South Africans may not be fully literate.

Cosatu has seconded an expert in adult education, Judy Favish, from Sached for a six-month period to help draft a plan after consulting the federation's affiliates. This will form the basis both of a resolution at Cosatu's July congress and for an approach to Saccola.

It is clear that Cosatu's literacy campaign will also require engagement with the state. A document circulated at Cosatu's recent campaigns conference

SOUTH AFRICA: EDUCATION PROFILE



stresses that both management and the government must recognise programmes negotiated by Cosatu to ensure workers' access to further training and study.

It emphasises the vital need for co-operation with "organisations such as the NECC (National Education Coordinating Committee) and a future democratic state" on the issue.

Basic principles for an effective programme set out in the document include:

- The tying of courses to the state's adult education system, and access from courses to industry training pro-

grammes

- Programmes must be planned and negotiated with Cosatu

- Paid time off for courses and an agreed target date for workers to achieve the first two literacy levels (mother tongue literacy, and basic English and numeracy)

- Employers must provide facilities for classes, and negotiate the payment and training of teachers and the development of materials

Cosatu sees literacy training in the broad perspective of worker empowerment, economic growth and the building of democracy in South Africa.

Source: National Manpower Commission

Listing the effects of illiteracy at a meeting last year, the National Union of Metalworkers' training group stressed that it enabled leaders to manipulate people, undermined participation in decision-making structures and retarded the elimination of race discrimination in the workplace.

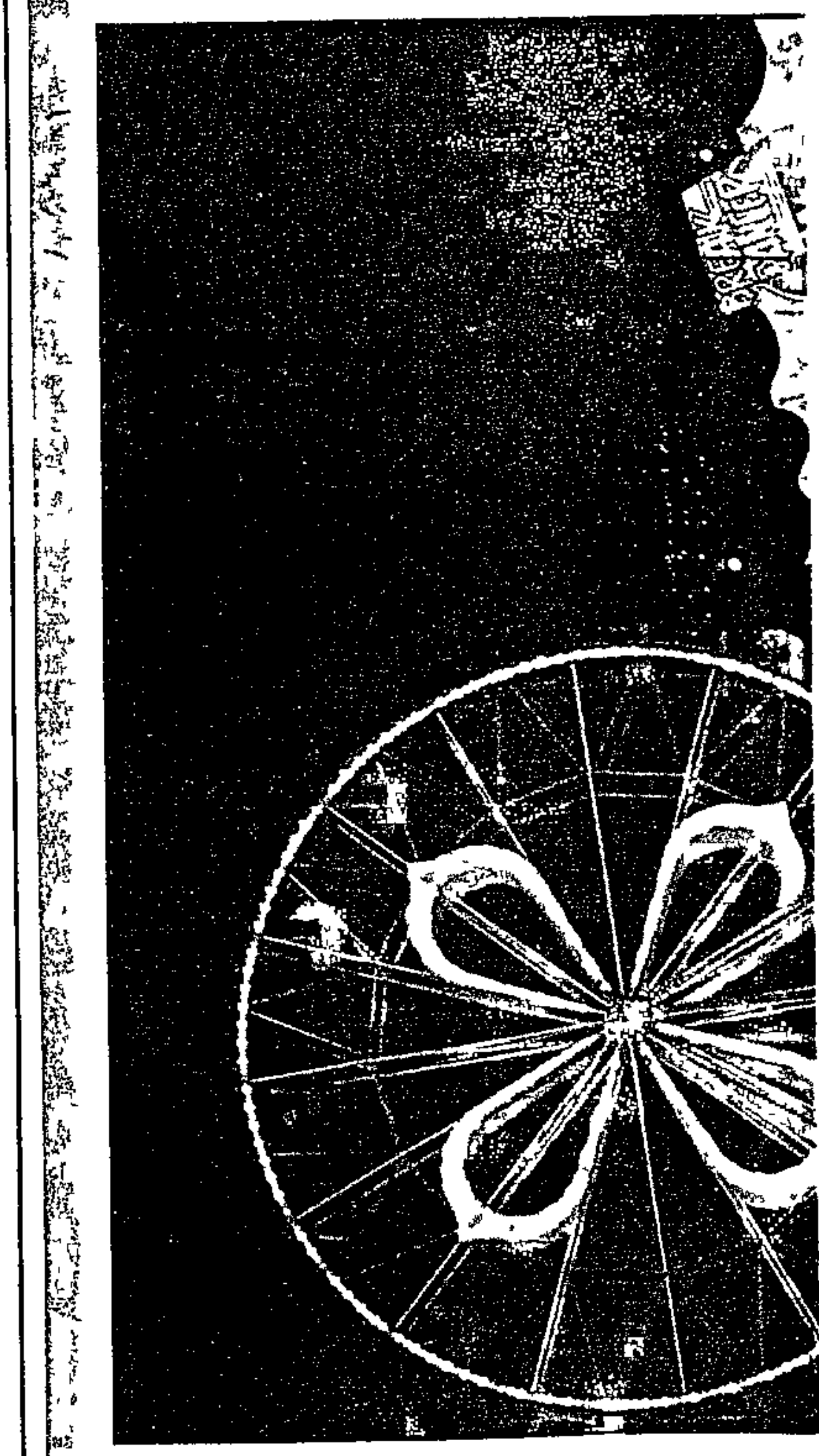
On the economic front, it made training more difficult, hampered communication and problem-solving, limited opportunities for job advancement and, by impeding an understanding of technology, made South African industry less competitive on the international front.

Cosatu to meet

Mangope

(1409)
(1409)

Sowetan 3/4/91



THE Bophuthatswana Cabinet is expected to meet a Congress of South African Trade Unions delegation on April 12 to discuss the possible recognition of the federation in the homeland.

This was disclosed by Chief Lucas Mangope's personal secretary, Mr Joseph Jack However, he would not divulge details of the planned talks.

Cosatu northern Transvaal chairman Mr Phil Bokaba said yesterday the talks had been initiated on the personal instructions of Mangope

It was claimed at a public meeting two weeks ago that Standard Bank had also played a role in initiating the meeting, which is the first of its kind in the homeland

Mangope has up until now refused to allow "foreign" trade unions to operate in the homeland.

Boycott

Bokaba told a Sharpeville Day commemoration service in Pretoria that the Cabinet, if not Mangope himself, was persuaded by Standard Bank to consider such a meeting

He said the bank was a

principal creditor of the homeland and so had been asked to initiate the meeting "or face boycott action"

Standard Bank deputy managing director Mr DR Busse said yesterday that the institution did request such a meeting but declined to comment on the boycott action threat

Busse denied the bank was currently a creditor of the government of Bophuthatswana

But he refused to confirm or deny Bokaba's allegations that the bank had granted personal loans to Mangope and members of his Cabinet. - Sapa

()

NUM wage position stands despite closure

BIDA 4/4/91

THE closure of Genmin's Stlfontein gold mine would not affect the National Union of Mineworkers' (NUM's) position in the coming annual wage negotiations, union general secretary Marcel Golding said yesterday.

Golding said the NUM would continue to demand a national wage rate for each job category during negotiations with the Chamber of Mines. The first round of negotiations is scheduled for early May.

He said particular companies' capacities to meet the NUM demands had in the past been taken into account. However, the NUM's overall commitment to a national wage rates through centralised negotiations stood firm.

Genmin announced this week that it would close Stlfontein with the loss of 2 500 jobs.

Golding said the union's policy on a national rate for each job category could only be reviewed by its national congress which was due to meet at the end of the month.

NUM spokesman Jerry Majatladi said although the chamber last year agreed in principle that wage differentials should be phased out, little progress has been made on the issue.

The extent of the wage gap can be gauged from the 27% difference in minimum wage rates for bottom-grade underground workers on Anglo American and Gold Fields gold mines.

Majatladi said the NUM had a responsibility to ensure that members were paid "a decent wage," taking into account the difficulties and very real dangers of working conditions. The 1989 NUM congress put forward minimum wages for underground and surface workers of R600 and R547 respectively — wages that had yet to be realised, he said.

In the long-term the entire industry had to be restructured if black mineworkers were to get more favourable conditions, he said.

However, the priority remained the

upliftment of standards of living of black mineworkers

Majatladi said the NUM was responding to practical situations and the reality of miners earning monthly minimum wages as little as R305 and R321 — paid at Lonrho and Goldfields mines respectively.

The declining gold price and the growing unprofitability of many mines is expected to help make the 1991 wage negotiations one of the most difficult yet.

Chamber president Clive Knobbs said wage demands received so far were well in excess of what the industry could pay. He said the time had come for officials' associations and trade unions to accept that job creation, and particularly the maintenance of existing complements, could not be reconciled with excessive wage demands.

Rejection

Two weeks ago Knobbs said the industry was in the grip of its worst financial crisis in 100 years.

Speaking at the Frankel Max Pollak Vinderine conference recently on future labour relations in the mining industry, NUM general secretary Cyril Ramaphosa said the crisis in the industry was not only economic — but also profoundly social.

The social crisis extended to all branches of the industry and encompassed workers' rejection of their poor wages and working conditions, their compound housing and "dead-end training".

If the mining industry was to have any future at all, the labour relations system on the mines would have to change fundamentally, Ramaphosa said.

The industry would only be able to stake a claim to being part of a new SA when it paid fair wages, provided decent housing and adequate training for its workers, improved health and safety standards, rooted out racial discrimination and allowed workers into decision-making processes.

NUM 3/3/91 140A
VERA VON LIERES

Union warning to ANC, SACP

Cosatu spells out demands for new SA

140A

8/Day 4/4/91

VERA VON LIERES
and PATRICK BULGER

LABOUR federation Cosatu yesterday unveiled a wide-ranging constitutional document demanding trade union independence from a post-apartheid government, the right to strike and an independent media.

OL A

It said it would launch campaigns culminating in mass marches on June 15 to underline its demands for workers' rights to be enshrined in a new constitution.

Cosatu intends presenting its document to its allies, the ANC and the SA Communist Party, and asking them to endorse the demands

OH

Labour observers said the document represented the one million-member strong federation's minimum demands for a new constitution. It amounted to spelling out to the ANC and the SACP what workers expected in any future dispensation.

The document stresses the principle of trade union independence and steers clear of nationalisation and minimum wage demands

Cosatu general secretary Jay Naidoo said a Workers' Charter in a constitution was necessary to prevent a repetition of mistakes made in other parts of the world

The document is likely to form the basis of a draft charter to be adopted at Cosatu's annual congress in July

"Within Cosatu rapid political change was taking place but workers were not putting in demands. A Workers' Charter in a new constitution would set out rights for workers in a new SA," said Cosatu worker rights committee co-ordinator Ebrahim Patel

Once the charter was part of the consti-

tution, no statute could override it.

The document demands that

Full trade union rights be guaranteed in a future constitution, including the right to strike and to organise, and a separate labour court be created with trade union representation,

Trade unions have a right to independence from employers, political parties and the state;

Government be accountable, not control the media and not be able to suspend workers' rights even in a state of emergency

A constitutional court be created and heads of government have limited terms of office

The economy be "democratically planned" and that the state have the right to intervene if necessary, that unions take part in economic planning, that people should be able to fight for collective ownership, that there be worker control in factories, mines and shops and full unemployment and living benefits be granted to the jobless, and

There be equality between men and women in society and marriage and that the state embark on affirmative action programmes to correct past discrimination suffered by women.

Naidoo said that by adopting a draft Workers' Charter at the federation's fourth annual congress in July this year, Cosatu would be saying workers' rights should be fully enshrined

Once the federation adopted a Workers' Charter, Cosatu would put forward de-

To Page 2

Cosatu demands

8/Day 4/4/91

140A

From Page 1

mands to other labour organisations to ensure the document was widely representative

Naidoo said Cosatu had entered into negotiations with employer organisations, including Saccola and government, on fundamental worker issues such as job creation,

the extension of rights to all workers and industrial restructuring

Cosatu was also participating in the National Manpower Commission on an interim basis to deal with labour matters which include raising the status of the body to that of a negotiating forum

Cosatu lists constitutional demands

By Shareen Singh

Star 4/4/91

Cosatu last night spelt out its views on the process and content of change in South Africa and how workers' rights could be protected

The federation, at a press conference in Johannesburg, reiterated demands for the inclusion of basic workers' rights in a new constitution, including the right to strike, the right to organise workers, protection from interference in trade union organisation, and a separate labour court on which

union nominees could sit

140A

Ebrahim Patel, spokesman for Cosatu's Workers' Charter Committee, said this would not mean a duplication of labour statutes in the constitution. The reason for including basic union rights in the constitution was to ensure that they were permanent and could not be eroded by a change of government.

Trade unions had to be independent from the State, bosses or political parties, he said.

In order to ensure an accountable government, Cosatu proposed the new constitution

should include a referendum process to overturn unpopular laws, all Government information should be accessible to the public, radio, television and newspapers should not be State controlled, and there should be limited terms of office for heads of government.

It also proposed that the government should not be able to suspend workers' constitutional rights, even in a state of emergency, and there should be an independent court to protect constitutional rights.

The constitution should also

provide that the State could intervene in the economy to ensure it serves all people and that trade unions should take part in economic planning.

Equality between men and women in all spheres should be recognised in the constitution.

These demands would be taken to Cosatu's allies, the ANC and the South African Communist Party, for endorsement and inclusion in a new constitution.

Cosatu plans rallies in May and June to gain support for these demands.

CIVIL TIMES 4/4/91
VIA (140A)

Paper sets out union demands

Own Correspondent

JOHANNESBURG — Cosatu yesterday unveiled a wide-ranging constitutional document demanding trade union independence from a post-apartheid government, the right to strike and an independent media

It said it would launch campaigns culminating in mass marches on June 15 to underline its demands for workers' rights to be enshrined in a new constitution

Cosatu intends presenting its document to its allies, the ANC and the SA Communist Party, and asking them to endorse the demands

Labour observers said the document amounted to spelling out to the ANC and the SACP what workers expected in any

To page 2

From page 1

CIVIL TIMES 4/4/91
VIA (140A)

Cosatu

future dispensation
The document stresses the principle of trade union independence and steers clear of nationalisation and minimum wage demands

- Full trade union rights be guaranteed in a future constitution, including the right to strike and to organise, and a separate labour court be created with trade union representation.

- Trade unions have a right to independence from employers, political parties and the state

- Government be accountable, not control the media and not be able to suspend workers' rights even in a state of emergency.

- A constitutional court be created and heads of government have limited terms of office.

- The economy be "democratically planned" and that the state have the right to intervene if necessary, that unions take part in economic planning, that people should be able to fight for collective ownership, that there be worker control in factories, mines and shops and full unemployment and living benefits be granted to the jobless.

- There be equality between men and women in society and marriage and that the state embark on affirmative action programmes to correct past discrimination suffered by women.

Cosatu was also participating in the National Manpower Commission to deal with labour matters which include raising the status of the body to that of a negotiating forum.

Metropolitan Life meets Saccawu in new bid to end strike

VERA VON LIERES

METROPOLITAN Life and the SA Commercial, Catering and Allied Workers' Union (Saccawu) met in Johannesburg yesterday in another attempt to resolve the nearly two-month-old dispute over bargaining units. *B/day 5/4/91*

The strike, demanding one single national bargaining unit for commission and salaried employees, has dragged on since February 6

Metropolitan insists commission and salaried employees are separate identifiable groups and collective bargaining should occur in two bargaining units

The parties reached agreement to end the strike in the middle of last month. Saccawu refused to sign the agreement until "outstanding issues" relating to workers' return to work were sorted out. This led to the establishment of a draft agreement late last month.

Saccawu spokesman Important Mkhize said yesterday once the agreement was signed, the parties would decide on a date for workers to return to work.

The achievement of a single bargaining unit, once finalised, would "symbolise a significant victory for Metropolitan workers, Saccawu and Cosatu as a whole".

Metropolitan's public relations head Phil Solomon confirmed a draft agreement was reached.

He said the company hoped the agreement would be finalised at the meeting. At the time of going to press, the outcome of the meeting was not yet known.

The union is demanding that

- Final agreement be reached on one single bargaining unit for both commission and salaried workers;
- In workplaces where membership is 30% and more union officials have access to company workplaces and shop stewards be recognised,
- Shop stewards handle worker problems and grievances within the company, and
- Negotiations on substantive issues such as wages and working conditions start next week in a joint forum for both indoor and outdoor staff.

Rival currents at work in Cosatu

Labour's political alliances and place in a future state, economic reconstruction, even sanctions — there is hardly a major policy issue which is not touched by the 'workerist-nationalist' debate in the Congress of South African Trade Unions, argues **DREW FORREST**

WRITING about trade union politics — particularly at a time of unprecedented political flux — is like scuba-diving in a shark-tank. Noses quivering at the slightest suggestion of disunity, the big fish can swoop on the hapless diver and tear him limb from limb.

Positions shift, within positions there are many nuances, and within unions views differ. But journalists must paint in broad strokes in the Congress of South African Trade Unions (Cosatu) very general political currents can be discerned which impact on a range of crucial policy questions. These include labour's place in a new state and its approach to the economy.

Some reject the terms as unhelpful and divisive, but for convenience these can be called "workerist" and "nationalist" — a distinction akin to the workerist-populist polarity of the mid-Eighties, but with key differences.

While the core issue in the mid-Eighties was that of union alliances with a broad front of anti-apartheid community organisations, the watershed is now labour's role in the "politics of transformation" — and centrally its relationship with the African National Congress as a future governing party.

The lessons of Eastern Europe — where unions were swallowed by the state — and the "demythologising" of the ANC since its unbanning have narrowed the debate. "All Cosatu unions accept the need for independence, and there is pretty general criticism of the ANC on issues of democracy," remarks *South African Labour Bulletin* editor Karl von Holdt.

But within this there are key differences of emphasis, insists one textile unionist. "The level of independence is at issue — the extent of support for and closeness with political parties."

Adds *Innes Labour Brief* editor Duncan Innes: "Some union critics of the ANC want to work inside it, workerists prefer to build an independent base to arm for the struggles of the future."

Most Cosatu unions — and this now includes its mining and metal affiliates, once adversaries in the "populism-workerism" controversy — elude simple categories, but, in some, a perspective has crystallised into a kind of intellectual culture.



Fawu's Chris Dlamini, also an SACP chief
Photo: AFRAPIX

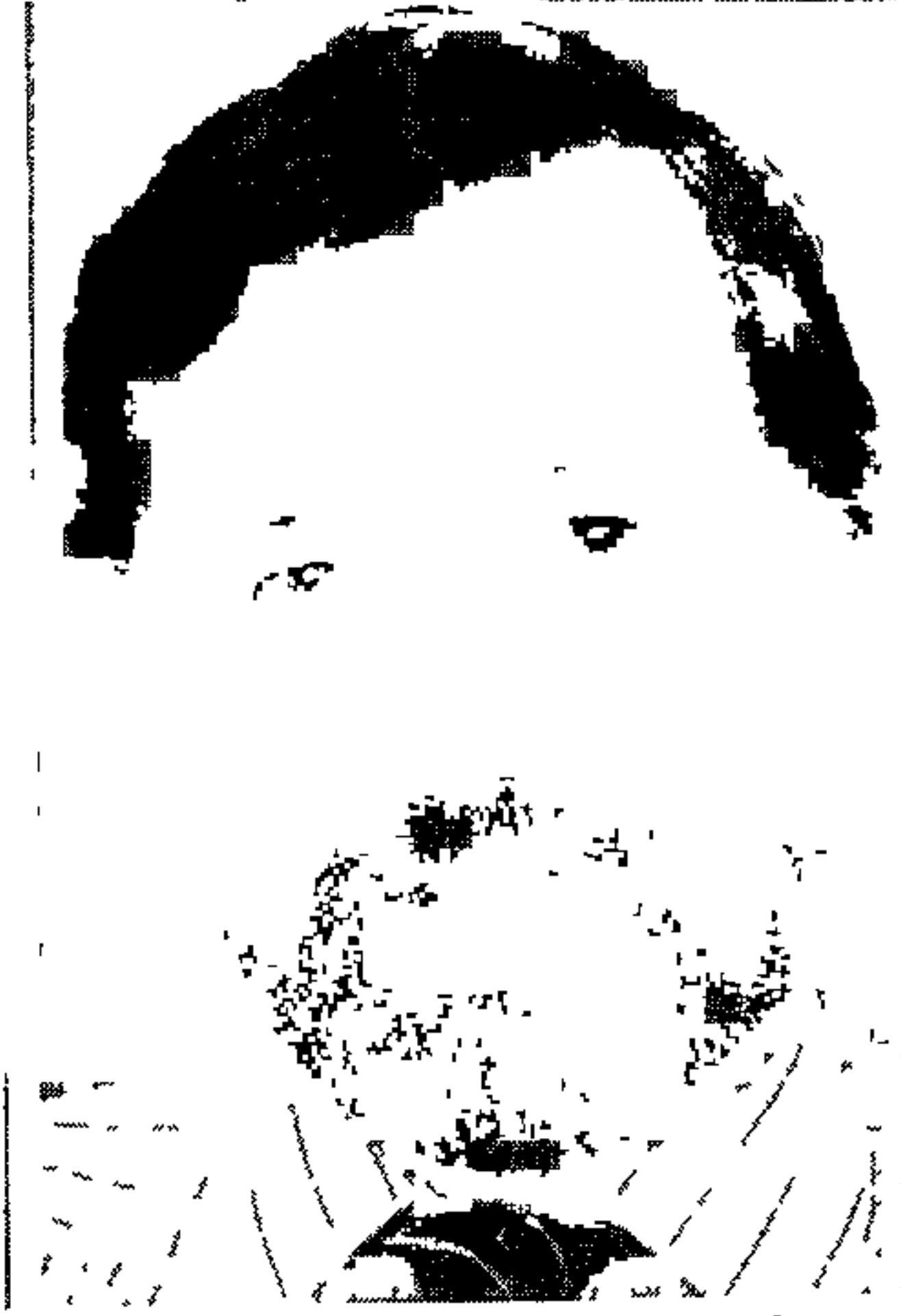
Leadership is an important factor: the idea that union chiefs are or can be "hired servants of the workers" is a pious fallacy. The national executive of the Post and Telecommunications Workers' Association (Potwa), for example, is dominated by South African Communist Party (SACP) members and former cadres of the ANC's military wing, Umkhonto weSizwe, and this must have an effect.

Most consistently "workerist" in its concerns is the South African Clothing and Textile Workers' Union (Sactwu), and, although the case is less clear, the Chemical Workers' Industrial Union (CWIU) is widely seen as influenced by the tradition. Unions of a more nationalist bent are seen to include the Food and Allied Workers' Union (Fawu) and Cosatu's public sector affiliates.

Complicating the picture is what has been termed "left-wing workerism" — suspicion of the ANC and the state from a Trotskyist stance — most clearly visible in the South African Commercial, Catering and Allied Workers' Union's (Saccawu) Johannesburg branch.

The branch recently complained that Cosatu's alliance with the ANC had not been canvassed in the union. And at Cosatu's last campaigns conference, Saccawu delegates suggested the state should not sit on a restructured National Manpower Commission.

How do these currents affect policy? Suggestions that they form part of the background to the "two-hats" debate — over dual leadership



Innes Labour Brief editor Duncan Innes
Photo: GUY ADAMS

of the unions and Cosatu's political allies, the ANC and SACP — have provoked squawks of outraged protest from CWIU boss Rod Crompton. But can one really believe that the emerging line-up on the issue, with Sactwu and the CWIU on one side and Potwa and Fawu on the other, is coincidental?

In a recent *Labour Bulletin* article, Sactwu general secretary John Copelyn indicated he saw dual leadership as a "fundamental surrender" of union independence. Fawu's Chris Dlamini, himself an SACP chief, told *The Weekly Mail* Fawu "was for" multiple hats, but that its Eastern Cape region wanted leaders to keep out of the Pan Africanist Congress and Azanian People's Organisation.

Copelyn goes further by hinting at the dangers of Cosatu's alliance with the ANC and SACP. "There are huge pressures to use the union movement to recruit members for both organisations," he writes. On many issues, Cosatu had "simply echoed" their policies.

On debates around economic restructuring, the workerist-nationalist dynamic may also be a factor.

Political columnist Steven Friedman, writing in *Andrew Levy and Associates'* last annual report, believes nationalists will resist economic compromise before majority rule, but could show a "relatively startling" flexibility after it is won. Fearing a new state will dictate policy, workerists would prefer to clinch a so-

cial contract before political transition, he suggests.

Other observers doubt the issue is that clear-cut. But in the *Labour Bulletin*, Sactwu's Copelyn makes it clear that he sees restructuring as primarily a bargaining issue between unions and employers, with the state merely translating their compacts into law.

A rival view is emerging in the National Union of Metalworkers (Numsa), favouring a "reconstruction accord" with the ANC which would then be negotiated with employers. This reflects its belief that bosses are incorrigibly blinkered, rather than nationalist influences — but it is hard to see nationalists accepting Copelyn's self-effacing state.

Within Cosatu there is universal support for a Workers' Charter and the protection of worker rights in a future state, but, significantly, Sactwu has campaigned hardest on the issue.

Friedman goes further, contrasting Sactwu's push for a charter and a constitution guaranteeing union rights to pursue their interests independently — for instance strike and bargaining rights — with a contrary view seeking the enshrinement of specific worker demands such as a living wage and protection from retrenchment.

He sees the national minimum wage controversy in Cosatu as essentially between "workerists who want the new state to guarantee union independence, and nationalists who want to leave the job of protecting worker interests largely to the state."

Again observers like Von Holdt think this an over-simplification. But among several objections, Sactwu does argue that a legislated minimum is a state intrusion on union territory. "Away with obstacles to collective bargaining like non-negotiated minimum wages!" trumpets a Sactwu pamphlet.

The workerist-nationalist polarity may impinge on other areas, without necessarily being expressed in policy. Doubting that the state will safeguard worker interests, workerists are more chary of nationalisation, Innes believes.

And while Dlamini says Fawu backs economic sanctions to the hilt, within Sactwu there is known to be scepticism. Many workerists may privately view sanctions as subordinating worker interests to nationalist aims.

Insiders stress that there are no 'camps' in Cosatu and, in contrast with the mid-Eighties, no internecine squabbles in affiliates. "There's far less tension now," said one metal unionist.

Policy, too, is the product of many forces. Cosatu's rail and health affiliates favour a national minimum wage, but so does the Transport and General Workers' Union — by no stretch of the imagination "nationalist".

But that nationalist and workerist currents are at work in Cosatu, as one important shaper of union thinking, seems beyond dispute.

LABOUR

(140A)
**Sactwu slates
ANC's action**

W/May 5/4 - 11/4/91.
COSATU'S South African Clothing and Textile Workers' Union (Sactwu) last week took the highly unusual step of placing print advertisements countrywide criticising the African National Congress for lack of consultation

The ANC was not explicitly mentioned in the adverts, which were directed at Sactwu's 200 000 members. But they centre on a consumer boycott reportedly announced by a senior ANC official, Abie Komo, at a Sharpeville Day rally in Mamelodi.

Komo was reported as saying that the boycott, from April 8 to 13, was to press for a constituent assembly

Sactwu complained it had not "in any way" been consulted on the boycott and recorded its objection "to such lack of consultation on a major aspect of the constituent assembly campaign"

Sactwu's Paul Hartley revealed the union had since received a "clarification" from the ANC, stressing there could be no boycott affecting whole communities unless "organisations on the ground" were consulted. No boycott would take place, it said

● See PAGE 17

Protect rights of workers, urges Cosatu

By Shareen Singh

Cosatu has called for the inclusion of basic worker rights in a new constitution — the right to strike, to organise workers with access to the necessary facilities, no interference in union organisation and a separate labour court on which union nominees could sit.

The federation, at a conference in Johannesburg on Wednesday, spelt out its views on the process of change in South Africa and how workers' rights could be protected.

Ebrahim Patel, spokesman for Cosatu's Workers' Charter Committee, said the inclusion of basic worker rights in the constitution would not mean a duplication of labour statutes, but would ensure that workers' rights could not be eroded by a change of government.

Trade unions had to be independent from the State.

In order to ensure an accountable government, Cosatu

proposed that the new constitution should include a referendum process to overturn unpopular laws; all government information should be accessible to the public; radio, television and newspapers should not be State-controlled; and there should be limited terms of office for heads of government.

It also proposed that a new government should not be able to suspend workers' constitutional rights, even in a state of emergency, and there should be an independent court to protect constitutional rights.

The constitution should also provide for the State to intervene in the economy to ensure it served all people and that trade unions should take part in economic planning.

Equality between men and women in all spheres should be recognised in the constitution.

These demands would be taken to Cosatu's allies — the ANC and South African Communist Party — for endorsement and inclusion in a new constitution.

140A

Star
5/4/91

Breakthrough for health sector pay talks

By DREW FORREST

FOR the first time, the two key black public service unions have been drawn into central wage talks with the Commission for Administration (CFA) covering 500 000 state employees

On the invitation of the CFA, Cosatu's National Education, Health and Allied Workers' Union (Nehawu) and the non-aligned Health Workers' Union (HWU) last week joined nine public service staff associations in talks which began last September

The invitation is a further sign of the state's desire to regularise its relationship with black unions. Nehawu and the HWU have also been drawn into separate discussions with the CFA on a future state sector labour dispensation

A joint statement said the wage talks had centred on various options on the use of available funds, including the incorporation of the 10 percent non-pensionable allowance in basic sal-



Sisa Njikelana ... not true negotiation
ary, the partial elimination of disparities between occupational classes and a general salary adjustment.

Nehawu general secretary Sisa Njikelana said his union had focused on the position of the lowest-paid, and on other groups — for example clerks — who had received only the

basic increase last year.

Njikelana welcomed the "historic" talks, but stressed that as the public service salary budget had already been decided, they were not a true negotiation. "We could only discuss how to divide the cake."

Absence of prior consultation and information meant that the unions could not bargain on a clear mandate, he complained, and the exclusion of teachers from the scope of the talks was "divisive and problematic"

The union was also concerned that the CFA had given no specific response to demands it submitted last year. The joint statement said the commission would approve the package once its financial implications had been assessed, with a possible implementation date of July 1.

Njikelana said Nehawu would take the initiative in future negotiations, tabling demands after "intensive consultation with members" well before the budgetary process started.

Protect us, Cosatu asks ANC

STIVES 24/9/81

140R

THE one million members of the Congress of South African Trade Unions have demanded that the ANC and SACP protect workers' rights under a democratically-elected government in a new South Africa.

Cyril Ramaphosa, the general secretary of Cosatu's major union, the National Union of Mineworkers, said this week that all governments abused their powers. The labour movement therefore wanted its rights to be set out in "in black and white".

Cosatu insisted on trade union independence from a post-apartheid government and the right to strike. It also demanded limits to the power of the state.

By EDYTH BULBRING

continue in a new South Africa and aim for reconstruction and reconciliation.

The demands had been drawn up in consultation with the SACP and the ANC and he foresaw no problems with their endorsement.

Demands

He could not rule out the possibility that Cosatu would clash with a new government over some issues, although this was not unhealthy.

group, while the other three are ANC members.

The five constitutional demands are

- A guarantee of full trade union rights under a future constitution, including the right to strike, to organise and to create a separate court to interpret labour regulations;
- The independence of trade unions from the state, companies and political parties;
- An accountable government that would guarantee a press free from state control, guarantee that workers' rights would not be abrogated, the creation of a constitutional court and limited terms of office for government officials;
- A democratically planned economy with the state having the right to intervene;
- Participation in economic planning;
- Total equality between

men and women in marriage, employment and in society with affirmative programmes as a follow-up.

Cosatu Workers' Charter Committee co-ordinator Ebrahim Patel said the demands recognised that democracy needed to go beyond parliamentary rights.

Positive

While the trade union movement's relationship with the present government was hostile, he expected an ANC-dominated government to be sympathetic to labour issues and predicted a warmer relationship.

Union independence from a future government was important to allow the trade union movement to differ from government where interests conflicted.

Independence would ensure that unions would also be able to take up their own programmes and not rely completely on government, he said.

Cosatu's demands would also be put to other trade union movements and political parties like the PAC, he said.

Mr Patel was optimistic that Cosatu's demands would be endorsed by the alliance and that the alliance would not be affected.

ANC NEC member Aziz Patel said the ANC had always championed workers' demands and agreed with the total independence of trade unions.

He said there could be no disagreement in principle with Cosatu's demands, although he expected the finer points to be debated.

He emphasised that the independence of the trade union movement from a new govern-

ment did not automatically put both parties on an antagonistic footing.

However, labour observers said the demands reflected a healthy distrust by Cosatu of the capability of any future government to deliver policies in the interests of workers.

Insist

Intense debate over the finer points of the demands would also result in shifts in the alliance between Cosatu, the ANC and the SACP and Cosatu's eventual departure from the alliance once an ANC-dominated government was in power, they said.

Labour Brief publisher Dr Duncan Innes said he expected Cosatu's demands to bring to a head the tense debate within the unions over the wisdom of members holding leadership positions in both the union and political parties.

There was a significant overlap in the leadership positions of Cosatu and the SACP, he said. If Cosatu's demands were rejected by the SACP and the ANC, it was likely that the more independent-minded unions within Cosatu would insist on its leaders choosing either the political party or the union.

Dr Innes believed that once a democratically-elected government was in power, Cosatu would leave the alliance.

Southern Africa Labour and Development Research Unit director, Francis Wilson, said the document reflected determination by the unions that they would not be swallowed up by a future ANC-dominated government.

| | GRADUATE | STUDENT |
|---------|----------|---------|
| 1980 | 15 | 1 |
| Honours | 2 | |
| M.A. | 1 | |
| Ph.D. | 0 | |
| Total | 3 | |
| FTE | 4 | |

KEEN OWTEEN ON SUNDAY

S. Times 7/4/91.



masses
We are so accustomed to thinking of ourselves in terms of apartheid terminology — rich whites, poor blacks, four "race groups", and so forth — that it remains difficult to grasp the central fact of South African society diversity.

We are a nation divided racially across the entire spectrum from Scandinavian blonde to Ethiopian black. We are as divided by religion as India or Ireland. We are divided by language, history, habits, values, prejudices and hatreds. We cannot agree on the simplest of common values, such as the right to life, or, at the same level, Sunday observance.

In such a country, anything less than freedom must be oppression, and freedom itself must be an atomising force that makes the individual supreme.

SOME people, thinking still in the terms of the past, suspect that President De Klerk has a hidden agenda to retain power for the Afrikaners, or for the whites as a whole.

The suspicion is irrational the reason he abandoned the attempt to suppress political opponents was that the white community had exhausted both the will and the resources to maintain oppression.

Moreover, President De Klerk has unleashed on the nation forces of free inquiry and political dispute which are destroying not only the old sustaining myths of white hegemony, but also the revolutionary myths of the anti-apartheid movement. The oppressor in South Africa is no longer necessarily white, and the victim is not necessarily black.

Cosatu's bid for freedom from the ANC suggests that, from the present confusion, we may yet fashion a set of principles to make this country safe for diversity. To do anything less will be to fail.

THE true shape of South African society is slowly emerging from the mists of Nationalist propaganda, and from the shadows of anti-apartheid conspiracy. We cannot yet discern the real South Africa, but already it is obvious that this is not the country we thought we knew.

Among the myths that have fallen away since the unbanning of the proscribed political movements is, for example, the old notion — so beloved of the more bigoted English "liberals" — that the Afrikaners were uniquely shaped by their history and their church for the role of racial oppressor, and that they were therefore incapable of change.

A companion myth, that the future will be settled in a titanic last struggle between Afrikaner nationalism and black nationalism, is rapidly yielding to the ruthless struggle for power between black people, in which whites have become marginal.

Indeed, white South Africans look like being reduced, as they have been in Zimbabwe, to mere onlookers, or technocrats (like the police) who are expected to keep the place functioning while more important people devote themselves to the demanding tasks and burdens of power politics.

Meanwhile the ANC, which loomed so formidably a year ago, has quickly acquired a reputation for monumental incompetence. It is run, to a very large degree, by members of the SA Communist Party. Ahmed Kathrada, Joe Slovo, Essop Pahad, Raymond Suthar, Jeremy Cronin, and others who are still coy about their communist affiliations.

A year ago the ANC seemed a strong horse under a communist rider; since then it has been reduced to a pony, led by the nose. Not even its supporters claim for it the competence to run a railroad, much less a

Barbara Ward

140A

Barth states that, like apartheid South Africa or Soviet Russia, hide the truth from themselves.

Nor does the old ANC-SACP-Cosatu alliance look nearly as solid as it did. The UDF, whose members bore the brunt of the anti-apartheid struggle in the 80s, has disintegrated. Some of its most prominent leaders have been shipped abroad on scholarships for the duration of the power struggle, others, especially union leaders, have turned out to be SACP "sleepers", quietly planted in strategic positions long ago.

Cosatu's vice-presidents Chris Dhlamini and John Gomo and assistant general secretary Sidney Matimani are members of the SACP interim leadership group, other Cosatu officials are almost surely covert SACP members.

NEVERTHELESS, Cosatu has begun to develop its own agenda, separate from the ANC agenda. It is too early for outsiders to tell what Cosatu is trying to achieve, but it seems to me that once again its overt and covert communist leaders are applying to South Africa the lessons of Russian history.

The lesson which Western liberals draw from recent Soviet experience is that free societies, which are able to discover their true nature and to fashion appropriate definitions of their problems, succeed better than total-

The lesson that communists draw from the same evidence is that the Russians erred in their execution of the communist programme, in particular by letting the party establish domination (and ultimately control) of "the workers". Hence the recent efforts of Cosatu to ensure the survival and independence of the trade unions as a separate power base.

That's progress. When a communist party insists on entrenching in a constitution, beyond the reach of a mere legislature, such rights as freedom of the media, it risks becoming an ally in a liberal cause. It is also, ironically, playing with powerful forces which it does not understand.

Trade unions, by their nature, depend upon conformity, and they traditionally deal very harshly with dissidents in their own ranks. This may be the only country where unions have actually set their dissidents on fire, or publicly executed them before 2 000 terrorised on-lookers, but it is not the only country where union discipline has been upheld by murder.

Conformity, however, is a trap. Nonsensical slogans, such as "an injury to one is an injury to all" have spawned greater nonsense, such as

"pass one, pass all". At the same time, the demand for discipline has spawned an impatience with dissent, and a growing lust for power among union leaders.

When a union movement, therefore, demands independence for itself and freedom of expression for everybody else, it is feeding the forces which tend to undermine conformity, and to expose its own contradictions. A trade union in which each member is free to act as he thinks best is a contradiction in terms.

THIS brings up another contradiction which is emerging. The unionised workers already constitute a privileged elite, to whom all the good things of life (up to university education for the children) are available. They are most threatened not by capital, nor by Afrikaners or whites, but by the unemployed masses who peddle tomatoes or hijack cars simply to survive.

The gulf between this country's unionised elite and the unemployed under-class grows wider by the day. In organisational terms, the natural haven of the workers is the trade union, and the natural haven of the jobless is the political party. When Cosatu draws a line between itself and the ANC, it may also be drawing a line between the worker elite and the

Personnel body backs demands by Cosatu

Bloem 8/4/91. VERA VON LIERES (140A)

THE Institute of Personnel Management has backed several of Cosatu's constitutional demands for union independence which the labour federation unveiled last week.

In a document, Cosatu demanded trade union independence from a post-apartheid government, the right to strike and an independent media. It said it would launch a number of campaigns to support its demands for workers' rights to be enshrined in a new constitution.

The institute said although it supported full trade union rights being granted in a future dispensation, it believed the right to strike needed to be "a negotiated right and not an unfettered right".

It supported the creation of a separate labour court with equal labour and management representation and Cosatu's demand that unions have a right to independence from employers, political parties and the state.

The institute agreed with the demand that government be accountable, not control the media and not be able to suspend workers' rights even in a state of emergency. However, Cosatu's comments concerning the planning of the economy were issues which had to be negotiated.

Cosatu said the economy should be "democratically planned", that the state should have the right to intervene if necessary, that unions should take part in economic planning and that there should be worker control in factories, mines and shops.

The IPM institute supported the demand for affirmative action programmes and said the state could play a role in this regard.

Scene set for tense pay talks

6/Day 9/14/91
VERA VON LIERES

ANNUAL wage negotiations in the tyre and vehicle industries were set to be "tough and tense", National Union of Metalworkers (Numsa) official Les Kettleidas said yesterday.

The second round of negotiations, covering about 60 000 workers, took place last week. Meetings were held for major tyre and vehicle manufacturers to respond to union demands tabled last month.

Kettleidas said industry employers said last week wage increases would have to be substantially below the inflation rate. Numsa rejected this position.

Numsa demands included

- Training for all workers;
- Industry funds to finance training of retrenched workers, and
- Job creation schemes to be established and administered by senior employer and union representatives

Rights

Numsa said longer-term planning at industry level, in which unions played a central role, was urgently required.

The union said employers should finance planning, including research and development, agree on a code of basic worker rights, and negotiate investment decisions, work organisation and productivity with unions.

Automobile employers' caucus chairman Dave Kirby said that last week's meeting gave employers an opportunity to present their position. The industry was "not finding it easy".

A key issue in this year's negotiations would be job security, he said. Wage offers had not yet been tabled but the parties had decided on central issues around which to negotiate.

The third round of talks will take place next week

Merger moves in transport unions

By DREW FORREST ~~140A~~
MOVES are afoot to fuse the Congress of South African Trade Unions' Transport and General Workers' Union (TGWU) and the South African Railway and Harbour Workers' Union (Sarwhu) into one giant transport union with 100 000 members

At a meeting in Soweto last week, described by Sarwhu as a "giant step towards the unity of transport workers", the unions agreed to set up a "merger facilitating committee" comprising national executive committee members and secretariats from both sides. This will oversee the merger process and the drafting of a constitution, which will be canvassed with members

TGWU and Sarwhu will also send a joint delegation to the Cosatu congress in July

A single Cosatu transport union has been in the air for some time, but Sarwhu was known to have had misgivings

It pointed to TGWU's large membership outside transport — it has 13 000 cleaners and security guards — and argued that railway workers, as public sector employees, had special problems *w/ mail 12/4 - 18/4/71*

The two unions also came out of different traditions. Sarwhu is a revival of an old-established member of the South African Congress of Trade Unions (Sactu), the ANC's labour wing, and TGWU a former Federation of South African Trade Unions (Fosatu) affiliate

The disbanding of Sactu after the ANC's unbanning has given a fillip to unity moves, and the merger platform was strengthened last year when TGWU drew the railway union into its bus transport campaign

The Sarwhu statement said it had been agreed that TGWU's cleaning and security members "cannot be allowed to retard unity" — they are likely to be included in any merger, although their longer-term position has still to be resolved

The new union would also work closely with public sector unions, Sarwhu added

Still to be resolved is the issue of international links. Although historically leaning towards the Eastern bloc's World Federation of Trade Unions, Sarwhu has no formal international ties

TGWU is affiliated to the International Transport Workers' Federation.

A single Cosatu transport union could have a major impact both on bargaining structures and the shaping of future public transport policy. Current moves towards a Transnet industrial council, for example, could give way to a push for separate national goods and passenger transport councils, each covering different Transnet operations.

The Sarwhu statement said a merger would bring together Sarwhu's militancy and the TGWU's "administrative and organisational smartness"

Merger moves in transport unions

By DREW FORREST

(140A)
MOVES are afoot to fuse the Congress of South African Trade Unions' Transport and General Workers' Union (TGWU) and the South African Railway and Harbour Workers' Union (Sarhwu) into one giant transport union with 100 000 members

At a meeting in Soweto last week, described by Sarhwu as a "giant step towards the unity of transport workers", the unions agreed to set up a "merger facilitating committee" comprising national executive committee members and secretariats from both sides. This will oversee the merger process and the drafting of a constitution, which will be canvassed with members.

TGWU and Sarhwu will also send a joint delegation to the Cosatu congress in July.

A single Cosatu transport union has been in the air for some time, but Sarhwu was known to have had misgivings.

It pointed to TGWU's large membership outside transport — it has 13 000 cleaners and security guards — and argued that railway workers, as public sector employees, had special problems *w/mail 12/4 - 18/4/71*

The two unions also came out of different traditions: Sarhwu is a revival of an old-established member of the South African Congress of Trade Unions (Sactu), the ANC's labour wing, and TGWU a former Federation of South African Trade Unions (Fosatu) affiliate.

The disbanding of Sactu after the ANC's unbanning has given a fillip to unity moves, and the merger platform was strengthened last year when TGWU drew the railway union into its bus transport campaign.

The Sarhwu statement said it had been agreed that TGWU's cleaning and security members "cannot be allowed to retard unity" — they are likely to be included in any merger, although their longer-term position has still to be resolved.

The new union would also work closely with public sector unions, Sarhwu added.

Still to be resolved is the issue of international links. Although historically leaning towards the Eastern bloc's World Federation of Trade Unions, Sarhwu has no formal international ties.

TGWU is affiliated to the International Transport Workers' Federation.

A single Cosatu transport union could have a major impact both on bargaining structures and the shaping of future public transport policy. Current moves towards a Transnet industrial council, for example, could give way to a push for separate national goods and passenger transport councils, each covering different Transnet operations.

The Sarhwu statement said a merger would bring together Sarhwu's militancy and the TGWU's "administrative and organisational smartness".

NOTICE 326 OF 1991**BY-ELECTION: HOUSE OF ASSEMBLY.—
ELECTORAL DIVISION OF YEOVILLE**

In accordance with sections 108 and 109 of the Electoral Act, 1979 (Act No. 45 of 1979), it is hereby notified that Mr Douglas Harvey Monro Gibson, representing the Democratic Party, was on 2 April 1991 declared to be duly elected as a member of the House of Assembly for the Electoral Division of Yeoville, no other person having been duly nominated as a candidate for election for the said division.

(12 April 1991)

NOTICE 327 OF 1991**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****REGISTRATION AS A TRADE UNION**

It is hereby notified for general information that the South African Aviation Engineering and Allied Union (i) has with effect from 28 March 1991 in terms of section 4 (7) of the Labour Relations Act, 1956, been registered as a trade union in respect of persons employed in the Aviation Industry, as defined below, in the Republic of South Africa.

"Aviation Industry" means the industry in which employers and their employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward.

(12 April 1991)

NOTICE 328 OF 1991**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****CANCELLATION OF REGISTRATION OF AN
EMPLOYERS' ORGANISATION**

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Western Province Brick and Clay Manufacturers' Association with effect from 2 April 1991.

D. W. JAMES,

Industrial Registrar.

(12 April 1991)

NOTICE 329 OF 1991**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transport and General Workers Union. Particulars of the application are reflected in the subjoined table.

(140A)

KENNISGEWING 326 VAN 1991**TUSSENVERKIESING: VOLKSRAAD.—
KIESAFDELING YEOVILLE**

Ooreenkomstig artikels 108 en 109 van die Kieswet, 1979 (Wet No 45 van 1979), word hierby bekendgemaak dat mnr. Douglas Harvey Monro Gibson, wat die Demokratiese Party verteenwoordig, op 2 April 1991 vir die kiesafdeling Yeoville tot behoorlik verkose lid vir die Volksraad verklaar is aangesien niemand anders behoorlik vir verkiesing vir genoemde kiesafdeling genomineer is nie.

(12 April 1991)

KENNISGEWING 327 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****REGISTRASIE AS 'N VAKVERENIGING**

Hierby word vir algemene inligting bekendgemaak dat die South African Aviation Engineering and Allied Union (i) met ingang van 28 Maart 1991 ingevolge artikel 4 (7) van die Wet op Arbeidsverhoudinge, 1956, as 'n vakvereniging geregistreer is ten opsigte van persone in diens in die Lugvaartbedryf, soos hieronder omskryf, in die Republiek van Suid-Afrika.

"Lugvaartbedryf" beteken die bedryf waan werkgewers en hul werknemers met mekaar geassosieer is met die doel van aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag teen vergoeding vervoer.

(12 April 1991)

KENNISGEWING 328 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****INTREKING VAN REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE**

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Western Province Brick and Clay Manufacturers' Association met ingang van 2 April 1991 ingetrek het.

D. W. JAMES,

Nywerheidsregistrator.

(12 April 1991)

KENNISGEWING 329 VAN 1991**DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhouding, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transport and General Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Transport and General Workers Union.

Date on which application was lodged: 8 February 1991.

Interests and area in respect of which application is made: All persons engaged in the Cleaning Services Undertaking and in the Watch Patrol and Security Services Undertaking, in the Republic of South Africa.

For the purposes hereof the above-mentioned undertakings are defined as follows:

"Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings (including flats let commercially), and includes cleaning, security and ancillary activities undertaken on the premises of universities and technikons (i.e. excluding all employees involved in teaching activities).

"Watch Patrol and Security Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of a guarding or protecting premises, buildings, structures, property, vehicles, vessels or boats or other watercraft.

Postal address of applicant: P.O. Box 9451, Johannesburg, 2000.

Office address of applicant: Seventh Floor, Pasteur Chambers, 191 Jeppe Street, Johannesburg.

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

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

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

D. W. JAMES,
Industrial Registrar
(12 April 1991)

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Transport and General Workers Union.

Datum waarop aansoek ingedien is: 8 Februarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle persone in diens in die Skoonmaakdienste-onderneming, asook in die Wagpatrollie-en-sekuriteitsdienste-onderneming, in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan word bogemelde onderneming soos volg omskryf:

"Skoonmaakdienste-onderneming" beteken die onderneming waan werkgewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en geboue (met inbegrip van woonstelle wat kommersieel verhuur word), skoon te maak en in stand te hou, en dit omvat skoonmaak-, sekuriteits- en gepaardgaande werksaamhede wat op die persele van universiteite en technikons onderneem word (d.w.s. uitgesonderd alle werknemers betrokke by doseerwerksaamhede).

"Wagpatrollie-en-sekuriteitsdienste-onderneming" beteken die onderneming waan werkgewers en hul werknemers met mekaar geassosieer is met die doel om persele, geboue, strukture, eiendom, voertuie, skepe of bote of ander water vaartuie te bewaak of te beskerm.

Posadres van applikant: Posbus 9451, Johannesburg, 2000.

Kantooradres van applikant: Sewende Verdieping, Pasteur Chambers, Jeppestraat 191, Johannesburg.

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

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

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

D. W. JAMES,
Nywerheidsregistrateur.
(12 April 1991)

Sun hotels face international union dispute

By SHARON SOROUR
Labour Reporter

1404
188

12/4/91

SACCAWU — the South African Commercial, Catering and Allied Workers' Union is poised to declare what is probably the sub-continent's first international dispute, the latest edition of S A Labour News reports

The labour journal said the "ground-breaking step" was a logical corollary to the regional dominance of South African business

Union national organiser Mr Alan Horwitz said the move followed Sun International's refusal to enter into centralised bargaining with the union

He said "We have now written to each subsidiary inviting them to start negotiations at a central forum and if they refuse we will declare a dispute with Sun International."

The union had "a very strong mandate" from members for this step, he said

Sun International had operations in South African homelands, Namibia, Swaziland, Botswana and Lesotho — each registered as a separate company

Mr Horwitz told S A Labour News that the Swaziland Hotel and Catering Workers' Union had already endorsed Saccawu's approach while unions in Namibia and Botswana were still to respond

"In spite of the fragmented ownership system, Sun International is a holding company as far as we are concerned

GAINED RECOGNITION

"It has a fully integrated corporate identity and the corporate technicalities are simply a camouflage which have nothing to do with trade union concerns," Mr Horwitz said

The union, which had gained recognition in Transkei and Ciskei but not in Bophuthatswana, regarded the fragmentation of South Africa into homelands as illegitimate.

It could not, therefore, give them legitimacy by accepting that Sun International subsidiaries in these regions were independent international operations

"The group's operation in Swaziland is as much a part of Sun International as the Wild Coast Sun," he said.

But there were certain differences — like vast differences in wages, for example — which should be eliminated.

THE DIFFICULT PART

F M 12/4/91

140A

The Congress of SA Trade Unions (Cosatu) has called for union rights to be entrenched in a future constitution and said trade unions should "be independent from the State, bosses, or political parties"

It envisions a future "democratically planned economy", in which the right of State intervention is enshrined and trade unions participate in economic planning

Acknowledging that they have been influenced by the events of eastern Europe and in particular the weakening of trade unions by their linkage with the State, Cosatu has come forward with its most pragmatic stance yet on a future constitution, actively supporting press freedom and wanting limited terms of office for future government heads, such as the president

In a document released to the press last week Cosatu spelt out five major points for a new constitution: trade union rights, trade union independence, accountable government, a democratically planned economy, and equality between men and women

Jay Naidoo, Cosatu general secretary, said they saw four steps to a new constitution

□ A broad patriotic front for unity in the anti-apartheid movement (an initiative that came from the ANC's December Consultative Conference and which should have begun at a conference on March 21, but has fallen by the wayside because of ANC disorganisation and township violence),

- An interim government,
- An all-party congress; and
- A constituent assembly.

Cosatu says the all-party congress is needed to "ensure agreement on the steps towards a constituent assembly" Significantly, it does not call for elections to a constituent assembly or exclude the possibility of an all-party congress transforming itself into a constituent assembly.

Trade union rights in the new constitution should include "the full right to picket, the full right to organise, including the necessary facilities such as stop orders and free access

to farm workers, no victimisation or interference in trade union organisation, and a separate labour court on which trade union (and employer) nominees sit"

This is in line with present thinking in government and progressive organisations to restructure the legal system and make it more accessible to all Cosatu also calls for a constitutional court — for which both government and the ANC are already devising models Ebrahim Patel, a spokesman for Cosatu's Workers Charter Committee, says



Naidoo four steps to a new constitution

it is "not sufficient that the government of the day should be the interpreter of a new constitution We also don't want it to be like the Appeal Court, drawn from one segment of the society — white males It should be drawn from all to ensure that broad rights are not undermined"

As a further safeguard to rights, Cosatu wants protected clauses in the constitution "It's no use having a great constitution and whenever the exercise of those rights threatens the government, it can suspend them under a State of Emergency," says Patel.

Accountable government would also include the right of large numbers of people to submit petitions to the government and com-

pel a national referendum "to overturn unpopular laws or require the passing of certain laws" Cosatu is working on the precise number and the mechanism of such referenda

Cosatu wants free public access to government information, while recognising that certain information needs to remain confidential, "to stop the possibility of a State as secretive as the present"

Cosatu is against State control of the media. Here its views differ somewhat from the ANC, which would like control over the SABC while claiming they would allow more political access to this powerful media than the National Party has done Cosatu envisions a large public broadcasting system, says Patel, but "we don't want to see it run as a party political machine. We don't want government to run it Interest groups, including trade unions, should nominate people to sit on a controlling board" The idea seems to be closer to the way broadcasting is run in Canada or Britain

Cosatu says the constitution must recognise "fundamental equality between men and women" and calls for the State to embark on "affirmative action to correct past discrimination suffered by women"

Naidoo says that, despite Cosatu calling for trade union independence, this did not mean that they would not form alliances at certain times "to influence political parties in certain directions" Thus the ANC, Communist Party and Cosatu alliance will remain for the present.

By the same token, Naidoo argues, Cosatu will continue negotiations with Saccola, the employers' organisation, particularly around the issue of retrenchments. It is also working to see the National Manpower Commission become a far more powerful body Cosatu would like to see government compelled to act upon suggestions put forward by the NMC and not merely consider them as it does now

"The question as to whether Cosatu will enter into political negotiations is still being considered"

Will Cosatu survive in a new South Africa?

160A

APR 14 1991

Special Correspondent

A COSATU document spelling out its demands for constitutional change in South Africa indicates that trade unions fear their role and power will be drastically curbed under a future government.

Cosatu must try to protect its own rights in a new South Africa and at the same time try to limit the power of a future government.

According to Professor Lawrence Schlemmer of the Centre for Policy Studies at the University of the Witwatersrand the history of trade unionism in Africa does not bode well for Cosatu.

Professor Schlemmer believes the needs of a new government to try and ensure foreign investment by offering industrial peace and a stable labour force "normally spells the end for trade unions".

However Cosatu general secretary Jay Naidoo believes participation in constitutional negotiations by Cosatu will "prevent a repetition in South Africa of the mistakes trade unions made elsewhere in the world".

Labour consultant, Professor Andrew Levy, describes the Cosatu stance as "responsible".

"Cosatu's participation in the National Manpower Commission emphasises its preparedness to participate in constitutional negotiations at the same time as it is trying to safeguard itself under a future government," said Levy.

According to a spokesman for

the Liaison Bureau for Labour Relations, Cosatu's present political role fits into two broad categories.

"Firstly, Cosatu is part of the Mass Democratic Movement and consequently the SACP/ANC/Cosatu alliance. Cosatu will remain part of the alliance and will continue supporting the ANC as the leader of the alliance.

"Secondly, Cosatu will progressively define its position within the alliance in such a way that it will not be dominated by the ANC now or in the future when it may be the government."

At a special meeting on November 9 last year Cosatu stated: "Today we are no longer in a situation of political protest but rather in a situation where we can influence the political process and increase our power."

There has however been tension between Cosatu and the ANC for a considerable time.

At the end of last year there was much dissatisfaction in trade union circles because it was felt the ANC ignored them in its formulation of policy and its contact with the government.

Although there were deliberations between the ANC and Cosatu prior to the Pretoria Minute, the ANC completely ignored Cosatu's views on the ending of the armed struggle.

This led to an increase of tension within the alliance. For instance Cosatu's South African Clothing and Textile Workers' Union

(Sactwu) in recent weeks took the extraordinary measure of placing print advertisements criticising the ANC for taking decisions without "consultations".

Several senior Cosatu members are prominent in the SACP leadership

What will happen to the double roles of these leaders now that Cosatu is attempting to strengthen its independence from its two alliance partners?

The fact that the annual SACP conference (where its future leaders will be elected) has been moved from June to December this year indicates turbulence within the organisation.

Labour experts reckon however that Cosatu members are attempting to work from the inside at changing the SACP into a labour party. If they succeed it could be a powerful base from which socialists can challenge a future government.

It is also imperative for the ANC to retain the support of Cosatu. Although the ANC enjoys massive support it is weaker on an organisational level and can muster only about 230 000 signed-up members whereas Cosatu has roughly 1,2 million members.

Labour experts reckon that if Cosatu took part in constitutional talks as an independent party it would force other liberation movements to recognise its independence.

Jay Naidoo . . . "trade unionism on course to avoid history's errors!"

*Care Links
15/4/91*

Cut ties with ANC, Cosatu told

258 (140A)
Own Correspondent

DURBAN. — A call for Cosatu to break its political links with the ANC has been made by the general secretary of the Democratic Integrated Municipal Employees Society (Dimes)

Mr Nad Murugan said yesterday he would raise the subject at Cosatu's national congress in June

"If any Cosatu representatives want to stay involved with politics they must resign"

More than 1 300 members of Dimes voted unanimously at the weekend to merge with the South African Municipal Workers Union

Mr Murugan said many members were concerned this would mean affiliation with Cosatu

Union attitude on wages upsets bosses

By SHARON SOROUR
Labour Reporter

METAL industry employers — involved in annual wage negotiations with 12 unions — are disappointed over poor trade union response in modifying demands.

This follows the third round of negotiations which affect nearly 300 000 workers throughout the country, said executive director of the Steel and Engineering Industries Federation of S A (Seifsa), Mr Brian Angus

Employers improved their previous wage offer by tabling increases ranging from eight to 11,6 percent

"This amounts to increases in the various wage categories ranging from 44 cents an hour for labourers to 76 cents an hour for artisans.

"This would raise wage rates in the industry to R4,62 and R10,26 an hour for labourers and artisans respectively," Mr

Angus said.

Employers also responded in detail to the various trade union demands for changes to the industry's main agreement.

Mr Angus said employers were disappointed over the "poor" trade union response

He said: "Apart from a significant reduction in the wage demand of the Steel Engineering and Allied Workers' Union (Seawusa), from R7 an hour (167 percent) to R2 an hour (47 percent), none of the trade unions moderated their demands

"The unions failed to respond to the employer proposals for changes to the industry's main agreement"

The parties agreed to meet on Friday to consider detailed motivation of proposals by the National Union of Metalworkers of S A (Numsa) on vocational training and job creation.

The next formal negotiation meeting will be on April 23.

Angus
15/4/91

1401

101 301

Cosatu seeks meeting with Minister

Staff Reporter ^{Stu} 16/4/91

The Congress of South African Trade Unions (Cosatu) would request a meeting with the Minister of Manpower to discuss the "unwarranted interference" by his department in the industrial relations arena, the union federation said in a statement yesterday.

The decision to request a meeting was taken after Cosatu had studied the proposal from the department on the extension of the Basic Conditions of Employment Act to farm workers.

According to Cosatu, the department recently published redrafted proposals regarding amendments to the Act

Postal workers continue strike over wages, Bill

MR 645 17/4/91 (1404)
By SHARON SOROUR, Labour Reporter

THOUSANDS of postal workers — demanding a “people’s post office” and protesting against the voting in parliament today of the Post Office Amendment Bill — are still on a wildcat strike

About 6 000 workers, including 1 000 in the Western Cape, stopped work yesterday to demand a “living wage” of R1 300 a month and an across-the-board increase of R500

Parliament is set to vote on the Bill today, which provides for the South African Posts and Telecommunications (SAPT) to be divided into two totally State-owned companies

A SAPT spokesman said the capital-intensive telecommunications sector and the labour-intensive mail services would be managed separately “on business principles for greater productivity”.

The Post and Telecommunications Workers’ Association (Potwa) has strongly rejected the Bill as a “covert step towards privatisation” which would lead to potential job losses and the inability of lower income groups to afford services

Potwa believed the Bill was untimely, and the government had no mandate to pass it, as the union believed restructuring and privatisation would have to be discussed with “all the people of South Africa”

“We demand a people’s post office . . . the continuation of the Bill is a recipe for upheavals,” the union said

CMI-
Tents
17/4
140K

Cape offices taken over by striking employees

By SHARON SOROUR
Labour Reporter

WORKERS at Waste-Tech — on strike for nearly two weeks over wages — occupied administrative offices of the Bellville waste removal company.

More than 700 workers, members of the Transport and General Workers' Union, are on strike in Cape Town, Port Elizabeth, East London, Durban, Johannesburg and Pretoria after negotiations failed.

Last night about half the 100 striking Cape Town workers occupied the offices, union organiser Mr Basil Laattoe said

Management negotiated with union officials and shop stewards as workers refused to leave the offices until certain demands had been met.

Mr Laattoe said the strikers demanded an explanation from one of the shop stewards and about 20 workers who were not striking and that all trucks be parked on the premises

He said the company's vehicles, valued at R7-million, were not being parked on the premises because of the risk of damage

NOTICE 346 OF 1991**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Confectionary Craft Association with effect from 11 April 1991.

D. W. JAMES,
Industrial Registrar.

(19 April 1991)

KENNISGEWING 346 VAN 1991**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrator, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Confectionary Craft Association met ingang van 11 April 1991 ingetrek het

D. W. JAMES,
Nywerheidsregistrator.

(19 April 1991)

NOTICE 347 OF 1991**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Hotel, Liquor, Catering, Commercial and Allied Workers Union of South Africa. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: Hotel, Liquor, Catering, Commercial and Allied Workers Union of South Africa.

Date on which application was lodged. 21 March 1991.

Interests and area in respect of which application is made: All persons employed in the undermentioned trades in the Province of the Orange Free State

- (i) Tearoom, Restaurant and Catering Trade;
- (ii) Hotel and Liquor Trade; and
- (iii) Commercial Distributive Trade

For the purposes hereof the above-mentioned trades are defined as follows

(i) "Tearoom, Restaurant and Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment

KENNISGEWING 347 VAN 1991**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Hotel, Liquor, Catering, Commercial and Allied Workers Union of South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Hotel, Liquor, Catering, Commercial and Allied Workers Union of South Africa.

Datum waarop aansoek ingedien is: 21 Maart 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word. Alle persone in diens in die ondervermelde bedrywe in die provinsie die Oranje-Vrystaat:

- (i) Teekamer-, Restourant- en Verversingsbedryf;
- (ii) Hotel- en Drankbedryf; en
- (iii) Kommersiële Distribusiebedryf.

Vir die doeleindes hiervan word bovermelde bedrywe soos volg omskryf

(i) "Teekamer-, Restourant- en Verversingsbedryf" beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of andersins) of sowel sodanige etes as sodanige verversings te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan,

140A
 or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises; and

(d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, biotearoom, drive-in cinema or other entertainment or any function;

and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities.

(ii) **"Hotel and Liquor Trade"** means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989: Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

(iii) **"Commercial Distributive Trade"** means the trade in which employers and their employees are associated for the purpose of conducting the business of a shop and includes all operations incidental thereto. In this context "shop" means—

(a) any premises to which persons are invited for the purpose of purchasing by either retail or wholesale the goods displayed therein or goods of the type displayed therein; and

(b) any premises or part thereof in which such goods are stored, packed or unpacked, or from which such goods are delivered or despatched to purchasers or from which wholesale or retail orders are executed

Postal address of applicant: P.O. Box 1409, Johannesburg, 2000

Office address of applicant: Second Floor, Lekton House, 5 Wanderers Street, Johannesburg.

hetsy permanent, tydelik, binnenshuis of in die ope lug, en dit omvat sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restaurante, vis-en-skyfiewinkels, kafees, teekamers, padkafees en verkooppunte vir wegneemkos, behalwe waar die voorbereiding en/of verskaffing van eetklaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n akkommodasiebedryfsinrigting,

(b) waar etes of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel;

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel; en

(d) waarn of waarvandaan die werksaamhede hiern bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inryteater of ander vermaaklikheid of enige onthaal;

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigtings of op enige sodanige persele kragtens 'n dranklisensie gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar dit omvat nie hotelhouders, losieshuishouders of huurkamerhuishouders nie, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

(ii) **"Hotel- en Drankbedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om huisvesting en een of meer etes per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word deur sodanige werkgewers of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "huisvesting" slaapkamer-akkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken

(iii) **"Kommersiële Distribusiebedryf"** beteken die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om 'n winkel te dryf, en dit omvat alle bedrywighede wat daarmee gepaard gaan. In hierdie verband beteken "winkel"—

(a) enige perseel waarheen persone uitgenooi word met die doel om, hetsy by die klein maat of by die groot maat, die goedere daarin uitgestal of goedere van die soort daarin uitgestal, te koop; en

(b) enige perseel of gedeelte daarvan waarn sodanige goedere geberg, verpak of uitgepak word, of waarvandaan sodanige goedere aan kopers afgelewer of versend word of waarvandaan groothandels- of kleinhandelsbestellings uitgevoer word.

Posadres van applikant: Posbus 1409, Johannesburg, 2000.

Kantooradres van applikant: Tweede Verdieping, Lekton House, Wanderersstraat 5, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act: **(140A)**

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

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

D. W. JAMES,
Industrial Registrar.

(19 April 1991)

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

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

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

D. W. JAMES,
Nywerheidsregistrator.

(19 April 1991)

NOTICE 348 OF 1991

**ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL
DEVELOPMENT**

**NOTICE OF MEETING OF CREDITORS IN TERMS
OF SECTION 22 (1) OF THE AGRICULTURAL
CREDIT ACT, 1966**

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,
Director: Directorate Financial Assistance, Department of Agricultural Development.

KENNISGEWING 348 VAN 1991

**ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING**

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. SMIT,
Direkteur: Direktoraat Finansiële Bystand, Departement van Landbou-ontwikkeling.

| Application by Aansoek van | Place of meeting Plek van byeenkoms | Date and time Datum en tyd |
|--|---|-------------------------------|
| Lukas Cornelius van der Walt (I D 380530 5026 006), of the farm/van die plaas Rietdraat, P O Box/Posbus 406, Lichtenburg, 2740 | Magistrate's Office/Kantoor van die Landdros, Lichtenburg | 3 June/Junie 1991 at/om 09 00 |

(19 April 1991)

NOTICE 349 OF 1991

**ADMINISTRATION: HOUSE OF ASSEMBLY
DEPARTMENT OF AGRICULTURAL
DEVELOPMENT**

**NOTICE OF MEETING OF CREDITORS IN TERMS
OF SECTION 22 (1) OF THE AGRICULTURAL
CREDIT ACT, 1966**

A meeting of the undermentioned applicant and his creditors is hereby convened at the place and date mentioned hereunder for the purpose of enabling creditors to prove their claims against the applicant and of considering a proposal for a compromise by the Agricultural Credit Board.

J. H. SMIT,
Director: Directorate Financial Assistance,
Department of Agricultural Development.

KENNISGEWING 349 VAN 1991

**ADMINISTRASIE: VOLKSRAAD
DEPARTEMENT VAN LANDBOU-
ONTWIKKELING**

KENNISGEWING VAN VERGADERING VAN SKULDEISERS KRAGTENS ARTIKEL 22 (1) VAN DIE WET OP LANDBOUKREDIET, 1966

Hierby word 'n vergadering van ondergenoemde applikant en sy skuldeisers op die plek en datum hieronder genoem, belê, met die doel om skuldeisers in staat te stel om hul vorderings teen die applikant te bewys en 'n skikkingsvoorstel van die Landboukredietraad te oorweeg.

J. H. SMIT
Direkteur: Direktoraat Finansiële Bystand,
Departement van Landbou-ontwikkeling.

PROPOSALS, CONCESSIONS – BUT THEY WERE IGNORED

w/mand 1914 - 25/4/91.
THE Manpower Department has accepted only minority recommendations of the National Manpower Commission (NMC) — notably those backed by organised agriculture — in draft amendments extending the Basic Conditions of Employment Act to farmworkers.

So says lawyer Dawie Bosch, a member of the NMC's farmworkers' sub-committee. In three key respects, he added, the department had replaced unanimous NMC recommendations with tougher provisions:

- "Farming" had been broadly defined, in conflict with court guidelines, to include all shop and factory workers on farms. Such workers would not enjoy the more generous BCEA rights for other sectors.

- Farmers could unilaterally approach the manpower minister for conditions replacing the Act, and the minister could grant these without consultation. The NMC proposed that such orders could only be made on a joint approach by farmers and workers.

- The amount by which working hours could be extended without overtime, with workers' consent, had been increased by six hours a week (four hours in the NMC proposals) for a maximum of four months a year (the NMC proposed three months).

The department also proposes a maximum 12-hour working day without overtime (10 hours in the NMC proposals).

Cosatu made concessions on hours and the NMC recommended that in time, farming should comply with other sectors. The department omits this.

Bosch said the department had ignored other unanimous or majority NMC proposals, including:

- Piece-workers should receive the same daily wage as permanent workers.

- Labour brokers should be registered and considered employers under the BCEA.

- Wages in kind should be included in calculating overtime and leave pay.

- Workers should have the right to civil action for breaches of the BCEA. This is severely circumscribed in the department's Bill.

- Workers should be shielded from dismissal in anticipation of new law and from unilateral changes in working conditions.

Bosch said the department had improved on the NMC in one respect only: it rejected limited child labour between the ages of 12 and 15.

"This is a simple issue and easy to campaign about," he commented.

140A (285) (284)
Saccawu goes

to court today

By Day 22/4/91
VERA VON LIERES

AN application by the SA Commercial, Catering and Allied Workers' Union (Saccawu) to interdict Southern Sun over national wage demands for 6 000 of its members will be heard in the industrial court in Pretoria today. This was confirmed at the weekend by Saccawu spokesman Khaile Setena who said the company had rejected the union's final offer of a R110 monthly across-the board increase from April plus R10 from October.

Saccawu has accused the company of bypassing it by making its final offer directly to workers. It said the company had threatened salary deductions for "unauthorised absenteeism".

Southern Sun's final offer was a R105-a-month increase or 14% overall — whichever was the greater.

Southern Sun spokesman Andy Maclaurin said last week the union had failed to make its final offer known to the company at the last conciliation board hearing between the parties. Saccawu said it had insufficient time to obtain a final mandate from its members.

JOHANNESBURG — The general secretary of the National Union of Mineworkers (NUM), Mr Cyril Ramaphosa, has emphatically denied a report in a Sunday newspaper that he intends resigning his position

According to the report, Mr Ramaphosa was earmarked for a senior position on the ANC's national executive committee, and was expected to resign from his NUM position this week.

Ramaphosa denies he plans to resign

Call Feb 22/4/91 (140A)

Quoting an unnamed "independent ANC source", the report claimed that chairmen from several NUM branches had attempted on Friday to dissuade Mr Ramaphosa from resigning

He said the report was

"a figment of people's imagination, and a rumour to which there is no truth whatsoever"

"There have been consistent stories, usually bandied about by certain journalists, claiming that I had been earmarked for a senior

position on the ANC's national executive committee

"However, I have neither been earmarked nor approached for any such position by the ANC.

"My home has been with the NUM for nine very satisfying years now, and I hope to continue serving the mineworkers for many more years to come," Mr Ramaphosa said — Sapa



Reject sponsorship, says Cosatu to Olympic group

By SHARON SOROUR
Labour Reporter

GIANT trade union federations Cosatu and Nactu have joined forces to pressurise the National Olympic Sports Congress (NOSC) to reject a R250 000 sponsorship from National Panasonic, a Barlow Rand subsidiary.

The money has been offered to the non-racial sports organisation for a one-day Olympic Sports Festival later this year.

A national campaign has been launched, including mass meetings and demonstrations, involving scores of workers opposing the sponsorship.

Cosatu Western Cape secretary Miss Lucy Nyembe said the federation rejected the sponsorship as it was accepted by NOSC without consultation with National Panasonic workers or the Metal and Electrical Workers' Union of S A (Mewusa), a Nactu affiliate

She said Cosatu had not been consulted by NOSC and "found it strange" that NOSC could claim support from the federation.

Union Western Cape secretary Mr Brian Williams said NOSC had failed to "democratically consult" National Panasonic employees and other workers before accepting the sponsorship.

"Barlow Rand bosses have a proven track record of working

against the legitimate interests of oppressed workers," he said.

Workers were demanding that the organisation give back the money and undertake not to accept sports sponsorship from any companies which had a bad track record towards worker demands, he said.

The union condemned the "arrogant and high-handed approach" of NOSC, accusing its officials of "forgetting their roots".

Drop the Bill - Cosatu

COSATU has called on the Government to withdraw the Post Office Amendment Bill and grant postal workers a living wage.

The federation said it was concerned about the "about-face which the Government was making in its approach to industrial relations".

It said the Government had reneged on the Labour Minute whereby it

Sowetan 23/4/91.
undertook to consult unions on all legislation affecting workers

It said it would be meeting the Minister to discuss the issue.

~~LABOUR~~ **Strike** ~~LABOUR~~

Meanwhile, the strike by about 700 members of the Food Beverage Workers Union at South African Breweries' Chamdor plant entered its second week.

The union is demanding a housing subsidy and an increase in delivery crew, which the company has reduced from five to four

Union official Mr Thami Mcerwa said the FBWU intervened on Friday when management tried to hire 500 alleged Inkatha supporters as scabs

SAB spokesman Mr Adrian Botha denied the allegation, saying the SAB was "completely apolitical"

NUM congress draws wide range of delegates

A NUMBER of key policy issues, including collective bargaining and restructuring of the mining industry, will be debated at the National Union of Mineworkers' seventh national congress which starts at the Nasrec show grounds near Johannesburg today

NUM information officer Jerry Majatladi said yesterday about 1 000 delegates, including representatives of the ANC, SA Communist Party, and various international unions, would attend the congress

About 700 delegates representing the NUM's 270 000 paid-up membership would also attend

The congress, to be held over four days, is expected to be opened by Cosatu president Elijah Barayi. The presidential address will be delivered by NUM

VERA VON LIERES

president James Motlatsi and Cosatu's Sydney Mafumadi will address delegates on behalf of the 1-million-member federation

Included in the congress programme is an overview of the union's biennial report. Delegates will also debate and pass resolutions on union organisation, education, collective bargaining, health and safety, cooperative projects, and the restructuring of the mining industry

Retrenchments and restructuring are expected to be high on the congress agenda

Mineworkers and other trade union federation leaders from Botswana, Namibia, Swaziland, Sweden, Britain and the US are expected to address delegates

Union fears of 7 million jobless

By Shareen Singh

May Day this year would not only be a celebration of past victories but would also focus on new challenges facing the labour movement — including up to seven million jobless, Cosatu told a press briefing yesterday.

The 38 rallies organised jointly by the South African Communist Party and Cosatu would popularise core eco-

nomic and political demands that were being debated in the federation, and demands that would be negotiated with the SA Co-ordinating Council on Labour Affairs (Saccola) and the Government.

The demand for an interim government and entrenchment of workers' rights in a new constitution would be highlighted.

Unions would continue their struggle to upgrade wages but would also fight to defend jobs, which May Day symbolised, Anthony Rutters

of Cosatu's Living Wage Committee pointed out.

He said Cosatu estimated that 200 000 miners would lose their jobs this year, as would 35 000 metal workers.

Cosatu held the view that retrenchments were the result of a number of developments, including worldwide recession and an attempt by the State and employers to maintain control of the economy in a post-apartheid SA.

The federation is calling for a moratorium on re-

trenchments, arguing that by the time Cosatu negotiates with the State and employers on retrenchments, the number of unemployed could exceed 7 million, which would make it impossible to have any real economic growth.

The federation said at least 150 000 jobs could be created immediately by proceeding with the electrification of black townships.

About 200 000 jobs could be created by starting a mini-boom in the housing industry

Proposals in this regard that would alleviate the problem of job losses in the short term would be discussed when Cosatu met Saccola in June.

Longer and medium-term issues dealing with ways of expanding South Africa's manufacturing base, the creation of a retrenchment fund with contributions from big business and the State, and a demand for a living UIF and pension would also be raised in this forum

LABOUR

Farmers face world boycott over new Bill

SOUTH AFRICA'S farmers could face an international boycott campaign if controversial Manpower Department proposals for the extension of the Basic Conditions of Employment Act to farmworkers pass into law.

Congress of South African Trade Unions campaigns co-ordinator Lisa Seftel warned that a boycott and an approach to the International Labour Organisation were under discussion in Cosatu.

Branding the department proposals "unwarranted interference" in the making of labour law and calling for the department's "wings to be clipped", Cosatu also warned this week that it might rethink its involvement in the National Manpower Commission.

Seftel said a decision to withdraw would be based on "broad considerations of the NMC's direction".

Manpower Minister Eli Louw has pledged to

The furore over Manpower Department proposals for the legal protection of farmworkers raises a key question. Should government be the final arbiter in labour law? **BY DREW FORREST**

push through the BCEA amendments this parliamentary session. This will require the legislative process to begin within a week, department officials say.

Underlying the uproar is the issue — central to negotiations on all fronts — of whether the government should be the final arbiter on change. Cosatu wants the NMC revamped so that its negotiated compromises are legislated intact.

The department proposals diverge significantly from NMC recommendations — the product of hard bargaining between unions and the South African Agricultural Union — and are

clearly less favourable to workers. "If our compromises are going to be overruled, what's the point of remaining in the forum?" Seftel asked.

Cosatu is also furious that in motivating the Bill, the department has offered little or no explanation for deviating from the NMC document.

Sources suggest that the government, on the defensive over the Land Reform Bills, is reacting to pressure from the powerful farmers' lobby.

Alleging widespread anger within the NMC, they also say long-standing tensions between the commission and the department are intensifying, and that key department officials oppose the restructuring of the NMC to give it greater powers.



Lisa Seftel .. warning

Manpower director-general Joel Fourie stressed that in addition to NMC views, government had to take into account individual submissions invited on the Bill — including those from Cosatu and the SAAU.

"These raised new issues which the NMC may not have discussed."

Fourie said he had no view on the future role of the NMC, although restructuring would have to be "viable and acceptable to all".

He commented, however, that he knew of no international equivalent for the statutory negotiating body demanded by Cosatu.

"This is a political decision, and we will accept it," he said

NUM facing grim future, seeks summit

By Shareen Singh

Amid massive re-trenchments, mine closures and a declining gold price, the National Union of Mine-workers yesterday entered its most important and decisive congress in its 10-year history.

Mineworkers were in high spirits, toy-toying and singing freedom songs, as they entered the congress hoping to find solutions to their grim future.

It is at this congress that about 675 delegates will formulate strategies for restructuring the mining industry with a view to job creation and productivity, the NUM said.

In this regard the congress would discuss its demand for a mining summit involving mining bosses, trade unions and the Government, NUM

general secretary Cyril Ramaphosa told a press conference.

The Chamber of Mines had been approached on the issue of a mining summit and appeared keen on the idea, and a formal response was expected next Thursday, he said.

Once the chamber and the NUM had formally agreed on the summit, the parties would approach the Government — particularly Finance Minister Barend du Plessis and Mineral and Energy Affairs Minister George Bartlett — to take part in the summit.

Resolutions dealing with job security, re-trenchments and repression on the mines would be debated at the congress.

Some 40 000 jobs were lost last year and a further 15 000 in the first three months of this year, NUM president James Mohlatsi told the congress.

Postal workers threaten to strike

CAPE TOWN
26/4/91
(601)

Own Correspondent

JOHANNESBURG. — The Post and Telecommunications Workers' Association (Potwa) said yesterday that its current industrial action would end in a strike if the Post Office did not meet all its demands

Potwa is currently engaged in sit-ins, pickets and go-slow strikes. The industrial action was sparked off by the Post Office's decision to reduce its minimum monthly offer from R927 to R851.

Potwa general-secretary Mr Mlungisi Hlongwane said the actions, "which are being taken by our members in various regions, will culminate in strike action if the Post Office does not meet our demands".

5.

Bop shifts ban on 'foreign' trade unions

with mail 26/4 - 2/5/91.

By DREW FORREST **140A**
 THE Congress of SA Trade Unions has achieved an important breakthrough in its drive for organising rights in Bophuthatswana, which bans "foreign" unions.

In an agreement clinched in talks last week with Cosatu, the homeland's cabinet committee on manpower pledged itself to compliance with International Labour Organisation standards and to various freedoms, including freedom of movement, for union officials and free speech and assembly. It also agreed that no labour law would be introduced without consulting interested parties and to consider a Cosatu proposal of a joint committee to consider future legislation.

Cosatu's Donsie Khumalo said the deal fell short of full recognition of Cosatu, but was a step towards it. The organising freedoms endorsed by the committee were not restricted to Bophuthatswana-based unions and the ILO did not recognise national boundaries as limits to union organisation, he said.

Pioneer talks in mining industry

W/week 26/14 - 2/5/91

The Chamber of Mines has given the green light for a ground-breaking summit which could chart a path for the industry's regeneration By **DREW FORREST**

THE National Union of Mineworkers and the Chamber of Mines have agreed to organise a tripartite conference in which employers, organised labour and the government will discuss the future of the stricken mining industry.

The summit could blaze a trail in the area of joint economic management by setting a precedent for worker participation in decisions about how to restructure key sectors of South Africa's economy.

The proposed summit will involve all mine unions, the Chamber of Mines and government representatives, which will look at ways of tackling the industry's current crisis and chart a new course for its regeneration.

A number of Cosatu unions have indicated they will launch a campaign to win the right to participate in making decisions about how a post-apartheid economy can be reorganised and all eyes will be on the mining industry to see if this demand can be translated into reality.

This week, in response to repeated

National Union of Mineworkers calls for an industry conference, a heavyweight team from Chamber of Mines met the union and indicated it favoured the idea.

"There is an in principle agreement in the industry to support a meeting of parties that will be able to explore the long-term viability of the mining industry," a Chamber representative told *The Weekly Mail*. "We are cur-

rently engaged in discussions with various parties who are interested in such a gathering."

At a press conference before the opening of the NUM's national congress on Wednesday, union general secretary Cyril Ramaphosa said there were indications a summit could take place in three to five weeks.

The Chamber's green light to the summit opens the way for a joint employer-union approach to government to participate. Given the critical role of mining in the broader economy and on the lives of whole communities, the union believes its woes amount to a national economic crisis, and it wants the government to acknowledge this.

"Our view is that the minister of finance, the minister of mineral and en-

ergy affairs and their directors-general must attend," Ramaphosa said.

Yesterday the director-general of mineral and energy affairs, Dr Piet Hugo, said the government "was in a negotiating mode" and would be sympathetic to joint consultations.

The National Union of Metalworkers of South Africa, the second-biggest union after NUM in Cosatu, has also been vocal in demanding a right to take part in rearranging sectors of the economy.

The union envisages an economic compact with the state where independent trade unions will have pivotal roles in negotiating state-initiated policies on economic development, planning and the direction of investment.

Hugo stressed that in the light of the low gold price, there were limits to the assistance the government could offer. He also suggested employers and unions should meet first to hammer out proposals before approaching the state.

The NUM sees the conference as setting the framework for a restructuring process lasting many years.

SABC plays new tune - composed by Cosatu

By DREW FORREST

TWO old enemies, the SABC and the Congress of South African Trade Unions, have started a mating dance which could culminate in a weekly radio programme on union affairs.

In a trailblazing bid to open up lines of communication with its 1,2-million members, Cosatu has approached the SABC for air-time on the African language services. The aim, said the federation's head of communications, Moeletsi Mbeki, was a weekly half-hour slot on union news, worker education and culture.

"We are looking at a joint venture, with Cosatu providing the contacts and information and the SABC making the programmes," Mbeki said. "As pay talks have started in many industries and our congress is in July, we'd like the

whole thing wrapped up soon."

The use of state facilities may be the first step in a more ambitious venture into union broadcasting. Anticipating that the SABC may drop its broadcasting monopoly, Cosatu has applied for a licence for its own FM radio station.

Mbeki said the approach to the SABC — for years a union bugbear — had the backing of Cosatu's leadership and its affiliates.

At the same time, Cosatu's proposal had been positively received at a meeting with the SABC's head of labour relations, Christo Pretorius, in February. Pretorius had referred to the commercial advantages of targeting Cosatu's huge membership, said Mbeki.

Indirect contact with SABC chairman Christo Viljoen had brought a "sympathetic" response

and moves were now afoot to set up a meeting with director-general Wynand Harmse.

The shift to the airwaves grows from a recognition that word of mouth is inadequate to convey Cosatu's increasingly complex agenda.

The peak-hour listenership of the SABC's African services was 4,6-million — two million of whom were illiterate, Mbeki said. Print media were also bedevilled by the multilingual make-up of Cosatu's membership and problems of distribution, he added. Radios did not require households to be electrified.

A potential snag is editorial control. "They will have the final say," Mbeki said. "But the focus will be on education and information, not propaganda. The SABC has hundreds of hours of air-time if it wants to criticise the unions."

Wilmant 26/4 - 2/5/91

(20)

(140A)

MAYDAY! MAYDAY!

FM 26/4/91

140A

The Congress of SA Trade Unions (Cosatu) is to launch a major campaign — calling for job creation — at 36 rallies nationwide on Wednesday. This will constitute the largest day of events yet organised by the union federation and will focus on worsening unemployment and ways to prevent further lay-offs.

Cosatu says: "As many as 1,370 workers lose their jobs each day in SA," while up to 8m people are unemployed and 190 000 miners face possible lay-off this year.

Cosatu is calling on government to "stop tariff policies which will lead to some industries like textiles collapsing," and to "introduce job-creation schemes to

build roads, houses and clean townships.

It will begin negotiations with the SA Consultative Conference on Labour (Saccola), the employer body, about lay-offs and is urging employers to stop shedding people and to provide literacy and training programmes.

"A national literacy and training programme must be negotiated with unions," Cosatu suggests. It also wants price controls on basic goods "so that poor people can afford to buy things to survive."

Cosatu has put some of these demands to its various affiliate unions and will finalise them at an Economic Policy Conference on May 22-24.

Cosatu: Activist assassinated'

1980. 12.04
off 12.11.81
JOHANNESBURG — Cosatu officials believe that the killing of active Cosatu member, Ms Rose Kotta, at Merafe railway station in Soweto early yesterday morning, is a political assassination.

Police confirmed that Ms Kotta, 41, was shot by an unknown assailant, while ascending the stairs of a pedestrian bridge at 6 30am — Sapa

Postal dispute: Union threatens mass action

1404
2/28

AK64 25/4/91

By SHARON SOROUR
Labour Reporter and Sapa

POSTAL workers, who stopped work at several Western Cape post offices, have vowed to take mass action if the State does not meet their wage demands and scraps the Post Office Amendment Bill in 14 days

The ultimatum was delivered to the Minister of Public Enterprise and Economic Co-ordination, Dr Dawie de Villiers, and Postmaster-General Mr Johan de Villiers after a march to parliament yesterday

It followed the SA Post and Telecommunications (SAPT) announcement to reduce its initial wage offer of a R927,50 minimum monthly wage by R76 to R851

Post and Telecommunication Workers' Association (Potwa) national campaigns organiser Mr Floyd Mashele, who handed the memoranda to officials, warned that the Bill was "a recipe for confrontation"

According to a SAPT media liaison officer, almost all post offices in black residential areas were closed yesterday between 10am and 2pm

In Pinelands, Philippi and Montague Gardens about 170 workers went on strike

Mr Mashele urged officials to address the workers' demands with "sincerity and honesty, or else the communications network will be threatened"

Reducing offer

Potwa is demanding a R1 300 minimum monthly wage and a R500 across-the-board increase for its estimated 21 000 members, union spokesman Mr Domelo Madlonga told Sapa

At wage talks on Tuesday, Potwa negotiators told senior SAPT representative Mr Piet Senekal that never in history had employers reduced the wage offer as negotiations proceeded

"The Post Office is one that needs psychiatric treatment," Mr Mashele said

Union may lose millions

From Page 1 (140A)
 regional offices. Most of the space, including a large ground-floor supermarket, is unlet and the investment is losing money.

The Fidelity group holds as security first-mortgage bonds on the Texas Panama property for R3-million, sale agreements of R1.1-million with respect to supermarket equipment and fixed deposits of R1.5-million pledged by the benevolent fund.

According to documents obtained by the Sunday Times, the union's internal inquiry was unable to establish why Naawu and its benevolent fund invested in Texas Panama in the first place.

Nor does it know the whereabouts of Naawu resolutions authorising the expenditure on the project or the whereabouts of financial correspondence between the banks and Texas Panama.

The commission of inquiry, which consists of Numsa executive mem-

bers, could also find no feasibility studies of the co-operative projects undertaken by Texas Panama and could not ascertain why the projects were begun when it became clear that there were no funds available.

It could not establish who the signatories of the accounts of Texas Panama and the benevolent fund were, nor could it establish who authorised Mr Sauls to enter into financial transactions on behalf of Naawu and the benevolent fund.

Deposit

While more than 50 questions could not be answered, the commission did establish that Mr Sauls deposited R220 000 in a fixed deposit account with the Perm in the name of Numsa without Numsa's authorisation.

The commission also found that Mr Sauls signed a suretyship and pledge for R760 000 on behalf of Numsa in favour of Fidelity Bank on June 26, 1989.

STimes 28/4/91
 Numsa had not authorised the pledge.

The commission's inquiry is continuing and another prominent union member, John Gomomo, Cosatu vice-president and former Naawu treasurer, will be asked to assist.

Mr Mayekiso said Numsa was satisfied that the inability of Texas Panama to make its bank payments was a result of mismanagement caused by inexperience in running a co-operative.

The union had ruled out corruption.

He said the commission had completed its investigation into financial aspects of Texas Panama and was now looking at areas of mismanagement.

An example was an allegation that Mr Sauls and another union member removed stock from the Siyanda supermarket during the night at the end of 1989.

Mr Sauls was not available for comment.

Trade union boss in payouts probe

ONE of South Africa's biggest trade unions stands to lose millions of rands of workers' money because of mismanaged, "reckless" and unauthorised investments by a senior official.

The National Union of Metalworkers of SA, representing 200 000 workers, has already ploughed in R2-million to protect a shaky investment in a Port Elizabeth building — and is committed to another R8.5-million.

A confidential commission of inquiry by executives of Numsa has uncovered deposits into secret accounts and unapproved use of pension money in ailing workers' co-ops.

The man at the centre of the storm, veteran Eastern Cape trade unionist Freddie Sauls, was allowed to resign quietly two months ago — despite refusing to give evidence to a union inquiry about his activities.

He still "helps out" in the union co-op in Port Elizabeth, which he partly fund-

By EDYTH BULBRING

ed with unauthorised union money.

Mr Sauls's explanations were needed by the union to establish the workings of Texas Panama, a company wholly owned by the benevolent fund of the National Automobile and Allied Workers' Union (Naawu), one of three unions which united in 1988 to form Numsa.

Numsa's central committee started the internal investigation after Texas Panama, the legal owner of the co-operative centre, defaulted on interest and loan payments to the Fidelity group.

In a desperate attempt to save the investment, Numsa has taken over Naawu's R4.1-million debt and will plough a further R4.4-million into the project.

Moses Mayekiso, Numsa's secretary-general and a senior member of the SA

Communist Party, admitted this week that the union had already paid out more than R2-million to cover shortfall mortgage payments without having seen a financial statement or a project viability report and without knowing anything about the project.

"Yes, it's terrible," he said.

Mr Mayekiso said a "rudimentary" feasibility study had shown the investment still to be viable.

But the union's commission found that the project had been entered into "recklessly and undemocratically".

Legal advice to the union was that the investment was "ill-advised and onerous". It will have to nearly double its rentals to make it profitable.

Texas Panama owns the Co-Operative Centre in Korsteh, near Port Elizabeth, where Numsa and a few trade unions have

Miners re-elect Ramaphosa to top NUM post

S/Times 28/4/77

(140)

By SIPHO NGCOBO

NATIONAL Union of Mineworkers general secretary Cyril Ramaphosa was re-elected unopposed by hundreds of the union's delegates last night — dispelling rumours that he was to step down to take a senior post in the ANC.

Re-elected with Mr Ramaphosa were four other top office bearers: president James Motlatsi, deputy president Elijah Barayi (also president of Cosatu), assistant general secretary Marcel Golding and treasurer Paul Nkuna.

The NUM's press officer, Jerry Majatladi said: "Speculation that Ramaphosa was intending to step down from the NUM had no substance."

Tension gripped the congress venue a few hours before the election as intense lobbying took place among the miners. Rumour had it that office-bearers including Mr Barayi and Mr Golding would be voted out of office.

ANC deputy president Nelson Mandela promised miners threatened with retrenchment that he would take up their plight with the government.

Congress

Mr Mandela was addressing hundreds of delegates at the seventh congress of the NUM, held at Nasrec, south of Johannesburg.

He said the ANC recognised that the mining industry was facing a crisis of "unprecedented magnitude".

"We are told this is because of the low gold price, the slump in the gold jewellery industry and the international cut in demand. This may well be the case, given the world-wide recession, but we still expect the mine owners and employees to look be-



NELSON MANDELA ... said he would take up miners' cause

yond cuts as a solution to the problem," he said. He also endorsed the NUM's decision to call for a summit of the decision-makers in the industry and the government to tackle this issue.

"Alternative solutions must be found that take into account you, the workers, without whom mining is impossible. The crisis of such proportions that a national response is required. The consequences for the entire country of such retrenchments will be devastating."

No plans for action

AN ANC spokesman in Johannesburg said yesterday that the organisation had no plans for mass action should Winnie Mandela be convicted of kidnapping and assault — despite claims by Umkhonto we Sizwe chief Chris Han in a TV interview in the US this week.

Miners bid for R700 basic pay

Cyrt Times 29/4/91
Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers is to press for minimum wages to be increased by between 43% and almost 75%.

The 1991 wage proposal, formulated at the union's annual congress over the past four days and to be presented to the Chamber of Mines, calls for a R700 monthly minimum for surface workers and R775 for underground miners.

The minimum wage on Anglo American gold mines is R490 and R534 respectively. Johannesburg Consolidated Investments wages are similar. However, certain groups maintain a steeper wage curve, with the minimum about R400.

Colliery wages are generally slightly lower than those on gold mines. The union is to try to reduce the wage difference between them.

The union's biannual report says it will ensure that the restructuring of the mining industry features prominently in this year's wage negotiations.

A survey has found white mineworkers earn about 20% more than the average paid to whites in manufacturing, but black mineworkers' wages are 20% lower than the manufacturing average.

General secretary Cyril Ramaphosa, re-elected along the rest of the top NUM office-bearers, told the congress NUM and the Chamber of Mines would jointly invite the government to a tri-party conference to address the crisis in the industry.

Cosatu blames govt for township violence

140A
B W am 30/4/91.
COSATU yesterday threatened to call a general strike unless government acted to stop township violence

Thousands of workers would also strike if there were attacks at Workers' Day rallies or during the lead-up to the ANC's May 9 ultimatum to government

In a statement yesterday Cosatu's central executive committee said it was unanimous that "radical action was needed to put an end to this senseless carnage"

It laid blame for the violence squarely at government's feet and said employers shared the responsibility because they had failed to put pressure on government to stop the violence that was causing many of their workers injury and death

The committee met at the weekend to consider reports from its own structures, the ANC and SACP, about the violence and about an offensive planned to coincide with Workers' Day rallies and the lead-up to the May 9 deadline

The statement said information that elements of the security forces together with hostel warlords planned to attack people had been independently corroborated by the ANC and Cosatu

The organisations believed the threatened offensive had three aims

- To disrupt activities of the mass democratic movement such as Workers' Day rallies and the ANC signature campaign;
- To provide an answer to the ANC's May 9 deadline to government, and
- To sabotage the January 29 peace

2034
TANIA LEVY

accord between the ANC and Inkatha
Cosatu said it rejected government's call for a conference on violence as "window dressing at a time when our country is burning"

It had been presented with evidence directly linking elements of the state to the violence, it said

The trade union federation supported the ANC's May 9 ultimatum to government to stop the violence

It unanimously agreed that government had the capacity, if it wished to use its full investigative powers, to apprehend those responsible for orchestrating the killings

"The state's failure to do so indicated that it lacked the political will and was itself deeply implicated"

Intensify

United mass action was the only way to force the state to stop the massacres

Cosatu's executive committee resolved to intensify pressure on employers to demand action from government and to act against those fomenting violence in factories

It called on members to arm themselves and actively participate in self-defence units in a disciplined and organised way

They should also isolate perpetrators of the violence in hostels, trains and in the workplace

Cosatu threatens general strike

CAH - 7/11/91 30/4/91 140A

Own Correspondent

JOHANNESBURG — Cosatu yesterday threatened to call a general strike unless the government acted to stop township violence

Thousands of workers would also strike if there were attacks at Worker's Day rallies or during the lead-up to the ANC's May 9 ultimatum to the government

In a statement yesterday Cosatu's central executive committee said it was unanimous that "radical action was needed to put an end to this senseless carnage"

It blamed the government for the violence and said employers shared the responsi-

bility because they had failed to put pressure on the government to stop the violence

The committee met at the weekend to consider reports from its own structures, the ANC and SACP, about the violence and about an alleged offensive planned to coincide with Worker's Day rallies and the lead-up to the May 9 deadline

The statement said information that elements of the security forces together with hostel warlords planned to attack people had been independently corroborated by the ANC and Cosatu

The organisations believed the threatened offensive had three aims

- To disrupt activities of the mass democratic movement such as Worker's Day rallies and the ANC signature campaign

- To provide an answer to the ANC's May 9 deadline to the government.

- To sabotage the January 29 peace accord between the ANC and Inkatha.

Cosatu said it rejected the government's call for a conference on violence as "window dressing at a time when our country is burning"

It had been presented with evidence directly linking elements of the state to the violence, it said

The trade union federation supported the ANC's May 9 ul-

timatum to the government to stop the violence

It unanimously agreed that the government had the capacity, if it wished, to use its full investigative powers to apprehend those responsible for orchestrating the killings

United mass action was the only way to force the state to stop the massacres, it said

Cosatu's executive committee resolved to intensify pressure on employers to demand action from the government and to act against those fomenting violence in factories

It called on members to arm themselves and actively participate in self-defence units in a disciplined and organised way

Great victory for the workers

Sowetan 30/4/91

140A

FOR the first time tomorrow, South Africa will be officially joining millions of workers throughout the world in celebrating May Day.

Workers will come together to pledge unity with their counterparts worldwide in rallies which are also referred to as Labour Day celebrations.

The breakthrough follows several years of concerted efforts by South Africa's labour movements to have May 1 declared the International Labour Day. The Government finally acceded to the demands when it announced that May Day would from this year fall on May 1.

Mr Neil Coleman, Press officer of the Congress of South African Trade Unions, said although the Government had acknowledged the Workers' Day, it did not want to accede to the demands that it be on May 1 of every year.

Celebrated

"Last year the Government changed Workers' Day to May 1 without really announcing its intentions to do so

"So I would think that technically this will be the first time that May Day is celebrated officially in South Africa," Coleman said

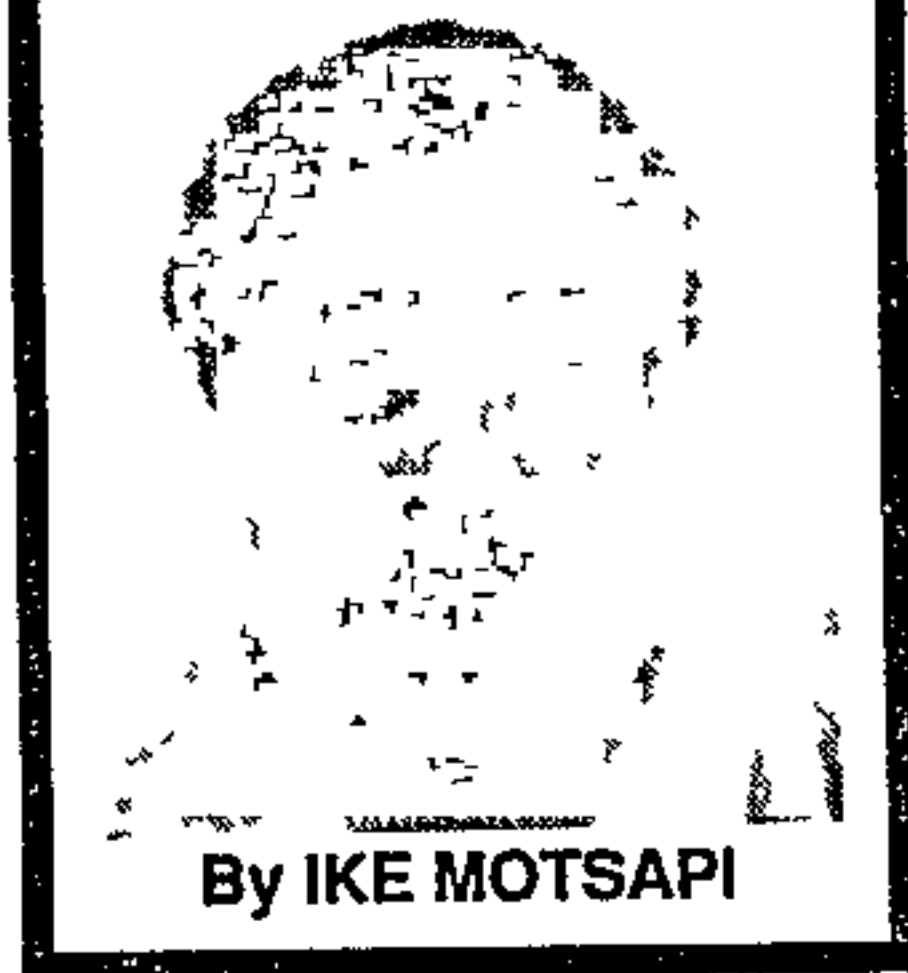
Mr Johan Muller, liaison officer of the Department of Manpower, acknowledged that South Africans would be officially celebrating May Day for the first time this year

"What happened is that the Government announced after May 1 1990 that as from this year the Workers Day will be celebrated on May 1 of each year onwards," said Muller

So what is May Day?

"May Day is the day which the majority of people in our land, the working people, can truly call

Focus



By IKE MOTSAPI

their own" So says Mr Jay Naidoo, secretary-general of Cosatu.

An official of the National Council of Trade Unions said May Day was regarded as a symbol of worker solidarity.

It is a day on which workers all over the world examine their problems and commit themselves to the struggle to build their organisations and to fight for workers' rights

Millions of workers all over the world find that they share the same problems

Struggle

Workers have begun to see that they share a common struggle with their counterparts in other countries

In socialist countries such as the Soviet Union, Cuba and China, workers have won greater power and control over their lives

This has not been the case in South Africa although May Day was celebrated by white workers for the first time in 1904

The reasons for this are obvious

Black workers only started organising themselves in the early 1920s. The South African Com-

munist Party, together with some unions that organised both black and white workers, started to hold regular meetings on May Day

They organised big multiracial meetings on the Parade in Cape Town and Marshall Square in Johannesburg

The black trade union movement grew stronger in 1945

By the 1970s the black trade unions had lots of muscle

After Cosatu was born on May 1 1986, it, together with Nactu, pressurised the Government into accepting May 1 of every year as a paid workers' holiday

"May 1 1991 sees the labour movement celebrating its victories and planning for the many challenges that lie ahead," says Naidoo

"Our celebrations this year are located in the context of our struggle to transform apartheid South Africa into a non-racial, democratic and non-sexist society based on respect for fundamental human rights

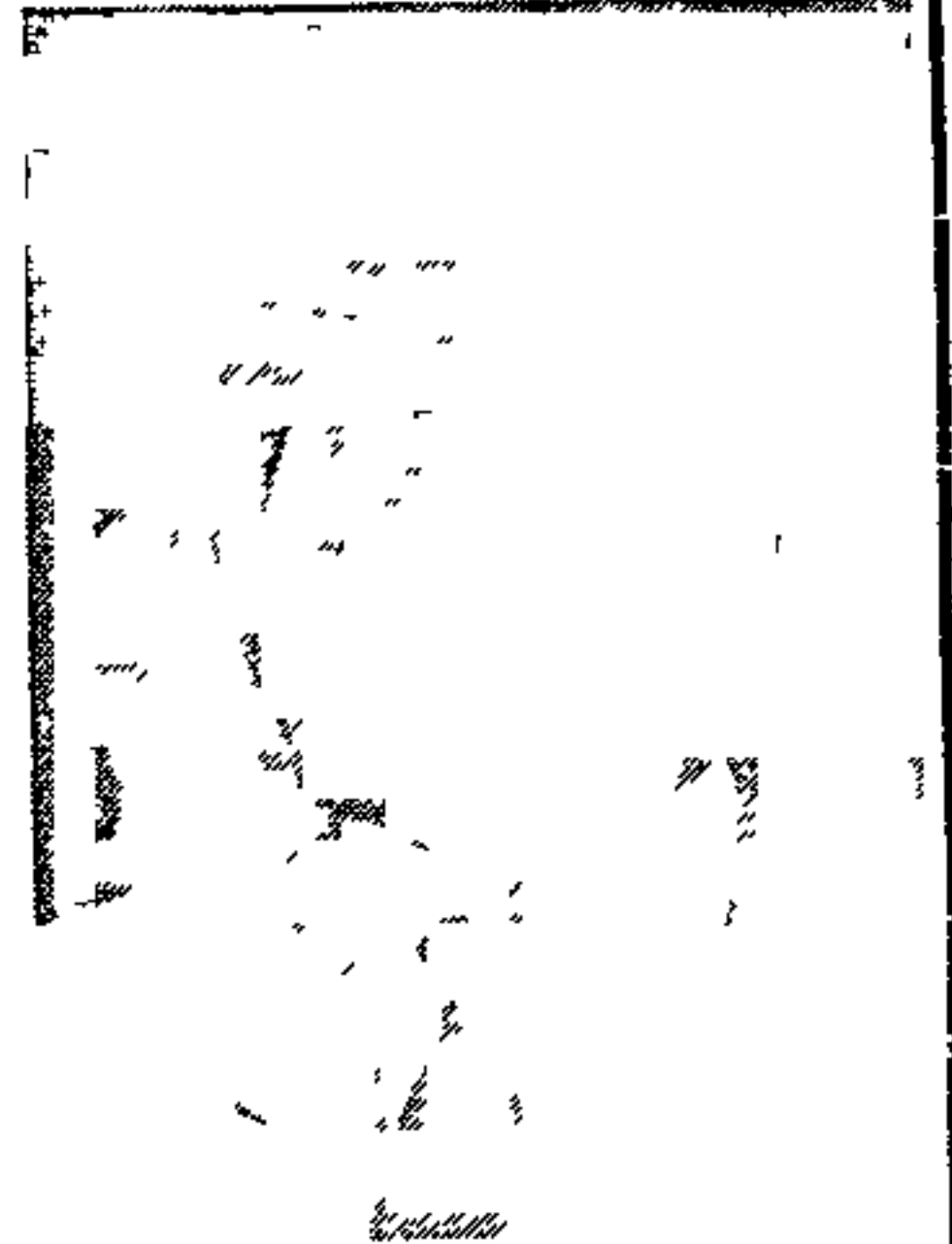
Changes

"It is indeed the resistance of working people in South Africa and the international campaign to isolate apartheid that has pressurised the De Klerk Government into making changes announced on February 2 1990.

"However, workers and the vast majority of oppressed people look around in astonishment at claims of fundamental changes supposed to be taking place.

"Do we have the vote? Are all political prisoners released? Are all exiles back home? Have not thousands been murdered in recent months while the police, courts and the Government have protected the perpetrators of this violence and not the victims?" he asked

Naidoo said what was being



JAY NAIDOO

said about the so-called new South Africa was not what the oppressed expected

He said "All we see are powerful interests in Government committed to dictating the agenda of change in order to preserve the status quo

"Negotiations over political, economic and social issues will have to recognise that any attempt to marginalise the unions and the democratic movements will have disastrous consequences for all.

"To this end, Cosatu insists that full trade union rights must be extended to all workers, in particular the public sector, farm-workers and domestic workers

"We in the trade union movements will be using this May Day to spread the message of peace among our people

"We know that powerful forces in the apartheid system are orchestrating this violence. We are calling on our people to avoid being pushed by provocateurs into attacking other members of the oppressed community

"We have all suffered under apartheid and it is by overcoming the divisions created by that system which will ultimately lead to its downfall"

Political comment in this issue by Aggrey Klaaste and Deon du Plessis Newsbills by Sydney Matihaku Sub-editing and headlines by Ivan Fynn
All of 61 Commando Road, Industria West, Johannesburg
The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic, is forbidden and expressly reserved to Argus Newspapers Limited under Section 12(7) of the Copyright Act 1978,
* Write to the Editor at PO Box 6663, Johannesburg 2000 Nom-de-Plumes can be used, but full names and addresses should be supplied or the letter will not be published.

May Day events to focus on ultimatum

Staff Reporter *Stan 30/4/91.*

May Day celebrations this year are to address the issue of the May 9 deadline set by the ANC for the Government to remove obstacles to negotiations

Yesterday's meeting between the ANC, SACP and Cosatu endorsed the May 9 deadline on violence, the earlier rejection of the summit meeting on violence proposed by President de Klerk and again rejected the proposed standing commission of inquiry into the violence

A mass meeting in the Johannesburg City Hall will be held tonight, with other "protest" meetings held simultaneously in Lenasia and the Wattville Anglican Church on the East Rand

Vigils lasting up to midnight will take place elsewhere

Tomorrow, May Day, a march to the Atteridgeville police station is to take place, followed by a prayer meeting.

Cosatu said 37 rallies would take place throughout the country tomorrow.

Cosatu also said rally speakers are to report back to the ANC's central executive committee on decisions to embark on mass action against violence and threatened to call a general strike unless the Government acted effectively to stop the violence

Rallies, held in conjunction with the South African Communist Party, would be held from Alice in the Cape to Sebokeng and Soweto

Speakers were to include ANC vice-president Nelson Mandela, Alfred Nzo and SACP leader Joe Slovo

These actions would be followed by activities in residential areas on May 8, declared a "day of awareness"

Actions from this date to the May 9 deadline would include hooting by motorists in motorcades at midnight, the ringing of church bells, the banging of electrical poles. Electricity would also be switched off for 10 minutes

(140A) (199) (199)
**Delta Motors to
join national ^{for} 1/5/91
negotiating forum**

PORT ELIZABETH — Delta Motor Corporation has agreed to join the National Bargaining Forum for all automobile manufacturers countrywide

A statement by the National Union of Metalworkers of South Africa (Numsa) yesterday said Delta management had signed an agreement with the union that the company would join the NBF immediately

"This brings to an end a process launched by Numsa in 1989 to establish a national negotiating forum for all automobile manufacturers. Delta will join with Volkswagen, Samcor, Nissan, BMW, Toyota, Man Truck, Mercedes-Benz and AAD in the NBF," it said

Numsa, in turn, has agreed to exempt Delta until January 1995 from the NBF clause concerning hours of work. It will also regulate overtime through a working committee — Sapa

Whites are warned on bloodshed

1407

Sowetan 2/5/91

WHITE South Africans could experience the same terror and bloodshed that has plagued black townships in recent months, the Congress of South African Trade Unions warned yesterday.

Mr John Gomomo, second vice-president of Cosatu and a member of the executive committee of the South African Communist Party, made the warning when he addressed about 10 000 people at Orlando Stadium during the first official May Day celebrations.

"I am calling for the resumption of the armed struggle if blacks hope to achieve their freedom," he said.

"We have realised that the De Klerk government is not serious in negotiating a peaceful settlement

"The African National Congress should withdraw from the negotiating table until all obstacles, like the unconditional return of exiles and release of political

By IKE MOTSAPI and KAMIL SINGH

prisoners, are overcome. "The struggle should be intensified until apartheid is eradicated.

"To achieve this, every black person should arm himself with AK-47 assault rifles

"Every house in black townships throughout the country should be a base for Umkhonto we Sizwe cadres."

Gomomo said these

methods had, in the past, led to victories such as the unbanning of the ANC and other organisations.

"We should make it clear to De Klerk that blacks are not prepared to abandon the AK-47s because they helped us to achieve a lot of things which includes negotiations with the Government," he said.



Part of the crowd that flocked to Atteridgeville's Super Stadium in Pretoria yesterday to commemorate the first official May Day rally. The Cosatu-organised rally was addressed by ANC international leader Mr Walter Sisulu. Pic: VELI NHLAPO



NUM resolves to convene
conference on sanctions

812 am 2/5/91

140A

VERA VON LIERES

DELEGATES to the NUM's seventh national congress have resolved to convene a conference on sanctions involving all parties who earlier called for punitive measures

NUM assistant general secretary Marcel Golding said this week the conference would be based on the understanding that sanctions could not be lifted until reforms were irreversible and that an "investment code" had to be formulated. Conference details had to be finalised

NUM general secretary Cyril Ramaphosa told more than 500 delegates from 16 NUM regions at the national congress that the union and the Chamber of Mines would jointly invite government to a three-party conference to tackle the crisis in the industry

The congress theme, Restructuring the Mining Industry, was discussed in a separate congress session last week. Delegates resolved among other things that effective structures had to be set up to enable workers to participate at mine and industry level. The demand for the industry's restructuring was closely linked to the question of an industry summit, Golding said. Support for a constituent assembly was reaffirmed

PAYE used for killing, claims Cosatu

8 Day
2/5/91
COSATU vice-president John Gomomo yesterday urged black workers to demand that their employers stop deducting PAYE from their wages because the tax was being used to kill them

Gomomo told about 4 000 people at a Workers' Day rally in Soweto that government was using taxes to pay perpetrators of violence such as the Civil Co-operation Bureau, askaris (turned ANC guerrillas) and the SA

THEO RAWANA

Defence Force's 32 Battalion, formerly based in Namibia

140A

While Workers' Day was an occasion for Cosatu, the ANC and the SA Communist Party to celebrate their gains against government, the day should be used to face up to further challenges, mobilise people and intensify the pressure



HIGH NOTE . . . Jazz musician Robbie Jansen entertains the crowd at Athlone Stadium beneath a working-class banner.

Picture STEWART COLMAN

May Day 'no' to govt peace plan

CAP- Times 2/5/91 (160A)

JOHANNESBURG — At May Day rallies around the country yesterday, Cosatu and ANC leaders reiterated their rejection of the government's proposed peace summit.

● ANC secretary-general Mr Alfred Nzo told 3 500 people at a Soweto rally that the government's proposal was an attempt to "divert attention" from the demands on ending violence contained in the movement's ultimatum

"The government wants to maintain its alliance with the Inkatha Freedom Party, at the expense of the loss of innocent lives, by allowing Inkatha supporters to carry dangerous weapons in front of the police," Mr Nzo charged

Cosatu vice-president Mr John Gomomo told the same rally that workers should demand an end to PAYE deductions from their wages

He alleged that tax deductions from workers' wages were used by the government to pay the perpetrators of violence, including the CCB, the Askaris and Battalion 32

Mr Gomomo also urged the ANC not to drop the campaigns of "mass action", which he said had forced the government to the negotiating table

He said it was time the movement translated its 1991 programme for mass action into more concrete steps

● Tens of thousands of people at the Dan Queque stadium at Zwide near Port Elizabeth heard Cosatu secretary-general Mr Jay Naidoo reject the government's proposed peace summit. He further warned that the govern-

ment's failure to remove obstacles to negotiations by April 30 could halt the peace process in South Africa.

"The ANC, Cosatu and SACP alliance will not allow people with blood on their hands to call them for peace discussions," he warned

President F W de Klerk should take "strong action against certain army and police force members for spearheading the current violence", he said

The Cosatu, ANC and SACP alliance will meet next week to assess progress made by the government and decide on their response

The possibility that such a meeting would urge ANC to suspend talks with the government had not been ruled out, Mr Naidoo warned.

No incidents

"We are prepared to enter into negotiations with the Government, but not over coffins of our people, who are being ruthlessly murdered on a daily basis."

● Thousands of supporters of the Inkatha Freedom Party (IFP) — many of them bearing "traditional weapons" — yesterday held a May Day rally at the George Goch soccer stadium near Johannesburg. Police said the rally passed without incident.

● Almost 2 000 people attended a Cosatu May Day rally at Curries Fountain in Durban yesterday. Rallies were also held in Maritzburg, Vryheid, Ladysmith, Kokstad and Port Shepstone

FM 3/5/91

MINING INDUSTRY

(140A)
TALKING ABOUT CRISIS

Miners and the mining houses are expected to get together with government in the near future for an urgent summit on the future of the beleaguered industry

This was one of several resolutions adopted at the National Union of Mineworkers' (NUM) conference in Johannesburg last weekend. Another called for sanctions to be retained at this stage; and another rather oddly called for a debate about the incorporation of Lesotho into SA in the future.

However, discussion about restructuring the mining industry and preventing further retrenchments dominated a large proportion of debate. ANC deputy president Nelson Mandela in an address to the conference said the "crisis is of such proportions that a national response is required." He said further retrenchment would devastate the already impoverished rural areas, and that "foreign exchange earnings will be dramatically reduced."

Threatening crisis

The conference criticised the lack of beneficiation of minerals, and warned that entire mining towns and their regional economies were threatened by the crisis.

The NUM, which is calling for a 20% wage increase for miners, released figures based on Central Statistical Services data that claimed the average minimum wage for miners at grade one (starting level) is R532 a month.

The union said that, on average, white miners earn about five times more than blacks with the average wage for whites being R4 011 in gold mining compared to R805 for blacks. The wage differential in coal mining, according to the NUM, is R4 452 for whites and R887 for blacks. In the mining industry as a whole it is R4 226 for whites compared to R845 for blacks, which could be contrasted with manufacturing where blacks earn an average of R1 043 a month compared to R3 552 for their white co-workers.

International unionists scandalised by SA mines

W/maif 2/5-9/5/91.

I HAVEN'T seen that much barbed wire since I served in Vietnam," was the parting salvo of Joe Corcoran, executive assistant to the president of the United Mine Workers of America (UMWA)

Corcoran's incredulous reaction to hostel conditions on South Africa's mines followed tours of a local colliery and a gold mine last week

It was shared by the entire delegation of high-ranking international trade unionists who visited South Africa for the first time as guests at the National Union of Mineworkers' recent national congress

In the delegation were unionists from Sweden and Britain as well as the United States, to whom the compound system was anathema. "There is nothing comparable in the States," one said "We've never had hostels — we have this company town system, where people live with their families"

Corcoran, a former miner himself and veteran of bitter industrial disputes in the United States, suggested that the barbed wire which festooned the Blyvooruitzicht gold mine hostel was "perhaps in preparation for a strike, to create formidable barriers and to lock people both in and out"

Said Frank Cave of the British NUM "I asked the mine managers what the fencing was for, and the guards at the gate, and they told us it was to protect the property of the workers living in the hostels. When I asked why it was that they didn't put barbed wire around the white workers' houses and property, there was a deep silence"

His colleague, David Guy, who thought "the situation scandalous", felt that "conditions at the hostel are like a prison — we saw four and five people housed in a single room, and heard stories of 12 people sharing a room in other hostels"

Both Corcoran and Guy said worker morale seemed low, attributing this to low wages, bad housing conditions and the separation of migrants from their families

"If industrial relations and production levels on the mines are to improve, you've got to treat people in a proper manner. It's very difficult to build trust between workers and management in these conditions," said Guy

The unionists drew a distinction between the collieries — which they said were on a par with mines abroad both technically and in terms of underground conditions — and the gold mines. But safety procedures were branded inadequate in both

A delegation of international trade unionists visited South Africa last week as guests of the National Union of Mineworkers.

They were shocked by the conditions they encountered, reports **JENNIFER POGRUND**



MIF president Anders Stendalen ... gold mine conditions 'very difficult'

Photo. AFRAPIX

Said Kenneth Zinn, UMWA's special projects co-ordinator "There was no use of eye guards, which is standard practice in American coal mines. Steel-toe boots are also standard fare in the US — the mine-workers we saw had rubber gumboots"

Zinn was especially struck by underground conditions at Blyvooruitzicht "Safety conditions and protection were minimal, it was extremely hot and humid, and there was no drinking water at the face. Given the heat, I would think drinking water would be critical, and easy to provide"

For Anders Stendalen, president of the Brussels-based Miners International Federation, working conditions on the gold mines were "very difficult", because of

their depth and the heat

They expressed concern at the high accident and fatality rates on South African mines, and the lack of worker representation and participation in decision-making, which they saw as a contributing factor

Said Zinn. "It's going to take a lot of pressure, and extraordinary action to get rid of the present system" Added Corcoran "A lot of the fights that the NUM is involved in are fights that we fought 50 years ago"

The delegates were unanimous in their condemnation of wages, particularly for the black workforce "Miners in this country, on average, make in a month what we make in approximately four days," said Zinn, "and the racial divide, in terms of job category and wages is really a gigantic issue. There is no reason why miners cannot be paid decent wages — this is an industrialised country, unlike most of Africa."

Low mine wages in South Africa had profound implications for their own members, the unionists said "We don't mind competing with an Australian or German coal industry that pays its miners a decent wage. But we will not stand for competing with a South African or a Colombian coal industry that pays its miners' slave wages"

"From self-interest we have to assist the miners' unions in countries like South Africa to raise their standard of living to our level. That means eliminating apartheid first"

On the retrenchments sweeping the gold mines, the unionists saw education and retraining at company expense as central.

The UK unionists believe the answer to job cuts is political "De Klerk should be moving much quicker," Guy said "Then sanctions would be removed, which would help to regenerate the economy"

Corcoran and Zinn have been key sanctions campaigners in the United States and they and the British unionists are adamant that sanctions should remain in place until the NUM signals otherwise

"There's nothing that I saw in my visit here that would make me change my mind about the lifting of sanctions," Zinn said. "They must remain until change comes"

For the British — accustomed to state ownership of coal mining since 1946 — nationalisation of the South African mines is the key to improved working conditions and worker control

"Minerals are owned by everyone. The profits accrued from mining must be used for the benefit of the whole country, and not go into private pockets."

Union slams fake letter

By IKE MOTSAPI

FAKE pamphlets have been issued in the letterheads of the Transport and General Workers Union urging striking Bophuthatswana Transport Holdings workers to return to work.

The union's information officer, Ms Kelly Forrest, said the TGWU was shocked to discover the fake pamphlets.

The pamphlet claims workers "want to continue working and providing for our families like everybody else".

Objective

"Having noted these facts the TGWU finds itself shrouded in clouds of uncertainty about the ultimate objective of the current bus boycott as more than 3 500 of its members may lose their jobs."

Forrest called on the striking workers and the residents to ignore the call as it did not come from the union.

Meanwhile, Azapo has condemned the actions of certain media which it said tried to undermine the Odi residents' boycott of BTH buses.

Shift away from wages in gold industry pay talks

IN A key shift, the National Union of Mineworkers is to focus on miners' social, human and union rights in pay talks covering the beleaguered gold mines this year. *Wmail 3/5-9/5/91*

"Wages are important but not the priority," a union source said. "Given the state of gold, we must find other ways of improving workers' lot." The shift flows from an NUM congress resolution calling for a non-wage focus in gold.

On pay, the NUM's prime concern is to narrow the differentials between mining houses and to this end, it has demanded a spread of rand increases in gold mining amounting to not less than 20 percent.

Wage policy on the collieries, which the NUM insists are still highly profitable, is unchanged. The precise demand could not be ascertained, but is certain to be higher than in gold. *(140A)*

Union sources said non-wage demands would include full-time shaft stewards and paid leave for stewards to attend union courses, union office facilities on mines and more rapid processing of stop-orders. The NUM also wants freedom of movement, expression and assembly for members. Among the "social" demands are control of hostels by elected worker committees and greater provision for family visits.

W/mail 3/5-9/5/91

277 140A

Anglo relaxes curbs at Free State mine

ANGLO-AMERICAN and the National Union of Mineworkers have clinched a precedent-setting mediation deal at the Free State Geduld mine which greatly relaxes curbs on open-air union meetings. Tough curbs on meetings, including bans on "toy-toying" and political T-shirts and banners, are widespread on mines, sparking NUM complaints that miners' human rights are violated. Curbs at Free State Geduld (FSG) were the focus of press publicity last year.

The FSG "open air agreement", the first in Anglo, reflects the broader "glasnost" in mining. An experiment, it will last six months unless agreed otherwise. Talks will resume before it expires.

Although the union must still seek permission for meetings, management agrees not to withhold this unreasonably. Meetings will be monitored by a joint union-management committee.

The NUM agrees rallies will be voluntary, no weapons will be carried and that there will be no incitement to violence or illegal strikes. Subject to this, workers will have freedom of speech, and to display banners, sing songs and wear clothes of their choice. Management will also respect the "privacy and confidentiality" of meetings.

Anglo said negotiations with the NUM on a group code of conduct — now close to finalisation — would facilitate further such agreements.

Strike threat at Metro

w/mad 2/5-9/5/91

140A

A FURTHER 695 jobs are to be shed by the Metro group, sparking union demands for a say in restructuring and threats of a group-wide, one-day sit-in strike if the demand is not met.

Nine thousand SA Commercial, Catering and Allied Workers' Union members would strike today if talks yesterday with Metro's holding company, Tradegro, failed to yield results, Saccawu warned. Affected would be Metro Cash and Carry, Frasers, Greenstein and Rosen, Trade Centre and Fairways outlets nationwide.

More than 200 workers have already been axed, and the union traces this to a Sanlam/Tradegro restructuring exercise culminating in the deal giving the Premier group control of Metro.

Both Premier and Sanlam are told to meet the demands, which include a moratorium on job cuts and reinstatement of retrenched. But the focus is significantly wider — like Cosatu's mine and metal unions, Saccawu is seeking an enhanced union role in reshaping its industry.

A Saccawu statement said it wanted full consultation on restructuring, which should be linked to Cosatu's goal of growth through redistribution and encompass training, literacy development and job creation. Little effort had been made to consult, it complained. "We are now entering a new order ... and the modus operandi of conglomerates like Sanlam will no longer be tolerated."

NUM reviews sanctions

W/ward 3/5-9/5/91.

THE National Union of Mineworkers has called for an urgent African National Congress-convened conference to take a fresh look at the sanctions campaign against South Africa.

The NUM congress decision reiterates support for sanctions, stressing they should not be lifted before political change is "irreversible" and an investment code is in place.

But sources say it reflects widespread union fears that the liberation movement is losing the initiative as sanctions crumble.

The conference is envisaged as involving all organisations behind the sanctions drive, including those overseas.

In a separate resolution, the union spelt out demands for an investment code, saying it should compel companies to pay a living wage, provide housing, training and promotion opportunities and promote worker participation in decision-making.

The congress threw its weight behind public ownership of key sectors, including the mines — but signalled that labour is moving from slogans to a more nuanced view which takes account of about five state industries in Africa and Eastern Europe. Rejecting "unplanned or landslide" nationalisa-

Sanctions, nationalisation and the crisis in the mining industry all came under the spotlight at the National Union of Mineworkers' congress held last weekend.

By DREW FORREST

tion, it called for a new government to formulate an economic plan, in consultation with unions, which would incorporate expanded public ownership.

Delegates also committed themselves to a socialist South Africa, but with a clear awareness of the Eastern European debacle.

Constitutionally guaranteed worker rights and a multiparty system were endorsed as central to democratic socialism.

Sharpest debate, sources say, was on the "two-hats" issue — the Secunda branch had proposed that union leaders with party political posts choose hats within 30 days.

Congress finally opted for a compromise motion, earlier adopted by the national executive committee, "encouraging" worker leadership of "fraternal" political parties, providing NUM interests remain primary.

Other important congress resolutions demanded.

● No compromise on an interim government and constituent assembly, and a union push to build a strong ANC.

● Industry restructuring, entailing worker participation in management and provision for training, retraining and literacy

● Withdrawal of the Minerals Bill, now before parliament, to allow for negotiations between the NUM and Chamber of Mines, and a separate mine health and safety Bill

The NUM also called for union involvement in accident inquiries, and jointly run retraining schemes for disabled miners

● An anti-race discrimination charter on the mines

● A national mine retrenchment deal, and a moratorium on retrenchments

● An industry Aids policy, encompassing an education programme and the removal of conditions fueling Aids — a reference to the hostel system

"The congress vision was that structural change in mining is inevitable, and we must be part of it," said the NUM's Marcel Golding

The union leadership was re-elected intact, scotching reports that general secretary Cyril Ramaphosa would not stand.



**500 post office
workers march**

CAAG 7-75 4/5/21
1009
JOHANNESBURG. — A march yesterday through central Johannesburg by the Post and Telecommunications Workers' Association nearly turned nasty after police threatened to use force to disperse marchers.

About 500 people marched to the Joubert Park post office to hand over a memorandum. However, after the march a large group of demonstrators continued the march — Sapa

C

NUM call for wider public ownership

8/ May 6 | 519 |

VERA VON LIERES

140A

THE National Union of Mineworkers (NUM) has called for a national economic development plan providing for expanded public ownership

Delegates to the NUM's recent national congress decided such a plan should be drawn up by a new democratic government in consultation with the trade union movement, which would include expanded public ownership.

The congress reiterated support for public ownership of key sectors in industry, including the mines, but warned against unplanned or "landslide" nationalisation. It was decided there should be greater decision-making and participation by workers in the running of enterprises and the economy.

The congress also stressed the need to develop an investment code which

would compel companies in key sectors of the economy to invest, and which should force companies to pay a living wage, provide adequate training and housing and opportunities for promotion.

Delegates committed themselves to a socialist SA while noting the problems in Eastern Europe. The congress resolved to start laying the basis for democratic socialism by deepening the organisational capacities of people operating in factories, mines, shops and communities.

A multiparty system was seen as a central part of democratic socialism. Delegates also resolved that practical steps should be taken to redefine socialism in the light of the Eastern Europe experience.

The NUM called for an ANC convened conference of all parties behind the sanctions drive to evaluate and assess the terms of the sanctions campaign.

The union has demanded a 20% increase for gold miners. It has also put forward a number of key non-wage demands focusing on miners' social, human and trade union rights.

These included full access to all recognised mines, full-time shop stewards, and simpler processes of verification of stop orders. Other non-wage demands included freedom of association and movement, the right to strike and picket, a national policy on the question of AIDS and a negotiated health and safety agreement in the industry. Social demands included handing control of mine hostels to workers.

Provocative analysis of anti-apartheid failures

8/10/04 6/17/91

140ff

BEYOND APARTHEID — LABOUR AND LIBERATION IN SA, by Robert Fine and Dennis Davis (Ravan Press, R39,95)
SUBJECT to close scrutiny, the cracks in the Tripartite Alliance are becoming more apparent each day.

The SA Communist Party — newly converted to what it gingerly labels “multipartyism” — speaks negotiation but its more hot-headed comrades pine for insurrection, the ANC buckles under the centrifugal strains common to alliances, while Cosatu confidently claims for itself the status of a labour aristocracy independent of the new generation of bureaucratic pillars that will ride in on the back of a future government.

Seen in this context, Robert Fine and Dennis Davis have produced a book that illustrates the historical sense of the developments that are reshaping and rationalising the anti-apartheid movement as a whole.

The book deals with politics and labour in the tumultuous formative years that began with the emergence of a modern manufacturing sector and the parallel emergence of black urbanised labour as a social force from 1939, and ended

with the triumph of apartheid and defeat of the liberation movement in the '60s

The preferred forms of opposition — and the authors stress the arbitrariness of these forms — were anti-reformist, elitist and infused with a blind faith in the efficacy of boycott politics

Instead of capitalising on the widespread discontent of African workers in the factories and on the farms after 1948, opposition tended to dissipate itself in romantic and ineffectual strategies that climaxed in the ill-fated turn to armed struggle in 1960

The authors' central thesis is that the seeds of real liberation lay not in a romantic assault on the state, but in the concrete gains won by the working class in a context of economic growth and social modernisation.

The turn to armed struggle, in particular, demonstrated the degree to which the anti-apartheid movement had travelled down the path of political bankruptcy. “The turn to armed struggle was rooted in a romantic equation of violence and revolution and uprooted from the forms and methods of working class action,” they write.

The radicals of the '60s — “rooted in the tra-

ditions of liberal nationalism and opportunistic Marxism” — flatly rejected the general strike, economic strikes, legal organisation and reform in favour of armed struggle

Partly as a result of National Party intransigence to its demands, the left rejected reformism as “ideological subterfuge”.

“There is no more common theme on the left than that reform is a ‘sham’ in the context of apartheid . . . for the neo-Marxist left the impossibility of winning genuine democratic reforms has provided the fundamental premise of its strategic thinking and the foundation of its strategic choices. Herein lie the origins of a political culture which (makes) fetishes (of) non-colonisation and boycott,” they write.

As opposed to the wildly extravagant left-wing critiques, this book offers an in-depth and consistent analysis of the failure of the anti-apartheid movement to capitalise on moments of upheaval and uncertainty

The authors argue that it was only in the early 1970s with the emergence of a labour strife that the historical reality again dawned that “there was no short cut and no back entrance to liberation”

The dramatic increases in strike activity over the past two decades illustrate the emergence of labour as a powerful force for change. That Cosatu is now demanding what amounts to a liberally minded society with a free Press and constitutional guarantees of labour independence, demonstrates the maturity of working class organisation and the hope it provides for a democratic society based on hard-won and real liberties.

The book punctures much of the mythological hot air balloon of the SA left and its self-serving strategies. It challenges much of the extant historiography on the SA struggle and is therefore invaluable and provocative

PATRICK BULGER

Numsa pulls out of medical aid agreement

THE National Union of Metalworkers (Numsa) has withdrawn as a party to the metal and engineering industries medical aid fund agreement

Both the Steel and Engineering Industries Federation (Seifsa) and Numsa confirmed at the weekend that the union would no longer take part in the fund

Seifsa said the withdrawal followed "large-scale refusals" by Numsa members to contribute to the fund

Numsa said its members found it too expensive and

Day 6/5/77
VERA VON LIERES

indicated they would like to see part of their money returned if use was not made of the medical facility

Seifsa said Numsa members were now no longer eligible for membership of the Metal Industries Medical Aid Fund (MIMAF)

In its latest news letter Seifsa said Numsa decided last year to become a member of the Medical Aid Fund Agreement. Members were obliged to participate in and contribute to the fund

from early November

Only 250 members actually joined the fund

The arrangement was abandoned early this year

Numsa official Geoff Schreiner said at the weekend that, before considering membership, Numsa fought for MIMAF to be restructured. In particular, it fought for the fund to become a voluntary scheme because it was aware that

140A
members had diverse views on medical aid scheme membership

The union decided to test the response of its higher paid membership in practice. When contributions became payable, most members refused to pay

Workers were demanding state responsibility in ensuring that "access to proper health care was a right of all citizens"

Car workers reject wage offer

B 1004 715171
AUTOMOBILE employers tabled increased wage offers of between 80 cents an hour for unskilled workers and R1,35 an hour for skilled workers at the fourth round of national negotiations which ended in Port Elizabeth at the weekend

The offer was rejected by the two unions involved in negotiations, the 220 000-member National Union of Metalworkers (Numsa) and the SA Iron, Steel and Allied Industries Union

Numsa has demanded an increase of R2 an hour or 25% — whichever is the greater. In tyre talks, which run concurrently, the union is demanding the same R2 an hour increase and the retention of the R5,50 minimum

Union spokesman Les Kettleidas yesterday rejected the employers' offer as "well below" inflation

Employers, at the second round of negotiations, warned pay rises this year would have to be substantially below the inflation rate while Numsa said this was unacceptable and non-negotiable

Kettleidas said wages would be an

140A
VERA VON LIERES

important issue in deciding whether the parties would reach agreement or go into dispute at the next round of pay talks. However, he said substantial progress had been made on certain non-wage demands, including an agreement on principles and structures to deal with education and training

The issue of job security would be dealt with in a separate meeting where senior Numsa representatives would further discuss job creation and restructuring in the industry

The union is also demanding that employers set guidelines on the provision of child-care facilities and adopt a standpoint on workers' demands for an interim government and a constituent assembly

Chairman of the employer caucus Dave Kirby could not be reached for comment yesterday

The next round of talks is scheduled for the end of the month

NUM grows despite job cutbacks

VERA VON LIERES

THE National Union of Mineworkers' paid up membership increased by more than 33 000 in recent months to almost 270 000, despite massive retrenchments in the industry. (140A) (308)

In an interview yesterday, NUM assistant general secretary Marcel Golding said paid up membership had grown from 230 000 in 1989 to over 269 000 by February.

Since April 1989, the union had recruited and "re-recruited" more than 350 000 members, Golding said. Of these, 269 949 were paid-up members, with more than 86 000 members not on stop order.

Golding said the union was experiencing difficulties with the Chamber of Mines and its affiliates in terms of processing stop order forms. Although the NUM had recruited close on 80 000 workers over the past two years, there were many difficulties in the manner in which stop orders were being processed, he said.

Employers often processed only 10 forms at a time and on each occasion, workers had to prove they had joined the union. In addition, each time the union's fees were increased, the Chamber had re-

quested the NUM to sign up existing members again on new stop-order forms or counter-sign existing stop-order forms.

Growth in union membership could be largely ascribed to increases in membership on platinum, chrome and coal mines, the union said recently.

It has estimated that it has lost about 40 000 membership due to retrenchments.

Golding said the NUM's main target this year would be to consolidate membership on coal and diamond mines. Other priority mines were chrome, platinum, and base metal mines. B 10am 8/5/91

The NUM would also focus on gold mines where membership levels had not been as high as they should.

Golding said the NUM was well aware of the need for structural adjustments in the mining industry and that planned scaling down of operations was imperative.

However, the piecemeal approach adopted by the industry would almost certainly exacerbate the number of job losses.

310 am 10/5/91

Mine and union work to reduce retrenchments

(140A) VERA VON LIERES

MANAGEMENT of Western Deep Levels mine near Carletonville agreed this week to halt temporarily processes to identify almost 500 employees to be retrenched, after proposals by the NUM on minimising retrenchments at the mine.

Anglo American spokesman James Duncan said yesterday management had agreed last week to consider the proposals and report back to the union by today. It had also agreed to halt until today interviews to identify who would be retrenched.

Duncan said negotiations on the loss of 1 084 jobs at the mine began in January. As a result of talks and "certain avoidance measures", the number of retrenchments was reduced to fewer than 500.

NUM assistant general secretary Marcel Golding said this week the NUM had proposed a number of ways to minimise job losses at the mines, including proper transfer procedures which did not entail a loss of pay.

Proposals were also made on re-training workers for new or alternative jobs, or jobs in other industries.

Golding said agreement still needed to be reached on severance benefits, conditions regulating the transfer of workers either internally or to other mines, and union proposals for a re-training and job creation fund.

The NUM's demands on severance benefits included four weeks ex gratia pay and four weeks' notice pay, Golding said.

Cosatu pushes for 'minute' between NMC and Louw

By DREW FORREST

IN A move to give National Manpower Commission recommendations on labour law more teeth, the Congress of South African Trade Unions is to push for a "minute" between the NMC and Manpower Minister Eli Louw.

Cosatu's Geoff Schreiner said Cosatu envisaged a three-phase restructuring of the NMC — entailing changes in its composition, new powers and finally a revamped relationship with Louw. Some changes would be needed to the Labour Relations Act. "We are not looking to replace parliament's lawmaking function," he said. *Wimaf 10/5-16/5/91*

Schreiner said there was already broad NMC agreement that the commission should comprise major labour actors, rather than hand-picked "experts", and "fair consensus" that it should be a negotiating forum on labour law and wider economic questions.

The bottom line for Cosatu was that it should not be purely advisory and that employers and unions should be proportionally represented. Cosatu wanted state and private employers to form a single bloc — a proposal which had hit private sector resistance — and provision for the Manpower Department to express its views while negotiations were under way.

The life of the present NMC — which was due to expire on May 1 — is to be extended to facilitate the restructuring process. Louw is expected to announce this in his budget speech in parliament today. The NMC's proposal, which Cosatu accepts, is for a four-month extension.

Recipe for conflict

Wmal 10/5-16/5791

By DREW FORREST

"WHAT is the colonel's original recipe? We say low wages and bad working conditions!"

Under this rallying cry, the SA Commercial Catering and Allied Workers' Union signals a new twist in its central bargaining campaign — it has targeted franchisees running 200 Kentucky Fried Chicken outlets nationwide. ~~(15) (255)~~

Saccawu will next week declare a dispute over demands for central wage talks for all 2 000 Kentucky workers, most of them union members.

Employers, whom the union claims boycotted a meeting to discuss central bargaining in March, are understood to argue that there is a clear legal distinction between franchisees and the franchisor who merely provides legal and other services. They want the Industrial Court to rule on bargaining levels — a call Saccawu rejects. ~~(140A)~~

Saccawu official Allan Horwitz stressed that all outlets were ultimately owned by US multinational colossus Pepsico. "The common standards, food, decor and uniforms show that we are dealing with one entity," he said.

The union has formulated 25 demands for central pay talks, including an across-the-board rise of R300 and a R1 200 minimum wage.

It claims that while other catering concerns have dropped the practice, many Kentucky outlets work a split shift. Use of casuals is widespread, it adds



Cosatu to meet Louw on labour commission

610am 13/5/91 VERA VON LIERES (140A)

COSATU will meet Manpower Minister E.H. Louw today to start talks on restructuring the advisory body which will determine whether Cosatu continues to serve on the National Manpower Commission.

NUM assistant general secretary Marcel Golding said at the weekend the meeting would discuss restructuring the commission, extending the Basic Conditions of Employment Act and Unemployment Insurance Act to farmworkers, and extension of the Labour Relations Act (LRA) to homeland and public sector workers.

Sapa reports Louw told Parliament on Friday a majority of commission members recommended that farmworkers be covered by the LRA and the Wages Act, which should be changed to provide for agriculture.

Golding said Cosatu, which was taking part in the commission on a conditional basis, envisaged the commission as a negotiating forum on labour law. However, recent changes in its composition still needed to be evaluated, he said. In a recent Campaigns Bulletin, Cosatu proposed that the commission should not be purely advisory and that employers and unions should be proportionally represented. It also proposed that the commission should be a negotiating forum, able to advise on wider economic questions and labour law. Proposals are still under discussion within Cosatu.

McLaren get a look at the Las Vegas ship from the Universe '91 title.

Picture: Associated Press

New deal envisaged

for SA farm workers

CAPE TOWN — The Basic Conditions of Employment Act could be extended to farm workers by the end of the current parliamentary sitting, Manpower Ministry spokesman Johan Muller said yesterday.

He was commenting after a three-hour meeting between Manpower Minister Eli Louw and Cosatu, which included discussing the extension of the Act to farm workers.

This extension is expected to be submitted to the Cabinet tomorrow. The Basic Conditions of Employment Act does not cover minimum wages and the right to organise trade unions or to strike.

Mike Madlala, a member of the Cosatu delegation, said he

could not comment on the proposals in the Bill until he had seen it.

The "very candid" discussions with Mr Louw included the relationship between the National Manpower Commission (NMC) and the Department of Manpower, said Mr Madlala.

Three weeks ago Cosatu, which agreed to conditional participation on the advisory body, threatened to withdraw from the NMC because the department had ignored joint

union-employer proposals on basic rights for farm workers.

"Our concerns were partly addressed, but at this stage it is not possible to comment until we have seen the State's proposals in black and white," Mr Madlala added.

The Bill, once referred to the Cabinet, has to be examined by State legal advisers before being submitted to the standing committee and eventual voting in Parliament.

Mr Muller said the standing

committee could decide to hear further evidence on the extension of the Act to farm workers.

The Basic Conditions of Employment Act governs minimum worker rights such as hours of work and holiday and sick leave.

The rights to organise and joint trade unions, bargain wages and strike are enshrined in the Labour Relations Act.

The extension of the LRA to farm and public-service workers and the homelands is subject to a separate inquiry.

Cosatu also envisages a re-structured NMC which serves as a negotiation forum between organised labour, employers and the State, with agreements being implemented by Parliament as law — Sapa

140A

NOTICE 422 OF 1991
DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956

**APPLICATION FOR VARIATION OF SCOPE OF
REGISTRATION OF A TRADE UNION**

I, David William Jones, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Commercial, Catering and Allied Workers' Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

Name of trade union: South African Commercial, Catering and Allied Workers' Union

Date on which application was lodged 13 March 1991.

Interests and area in respect of which application is made: All employees employed in the Tearoom, Restaurant and Catering Trade and the Hotel and Liquor Trade in the Magisterial Districts of Bellville, Ceres, George, Goodwood, Knysna, Mossel Bay, Oudtshoorn, Paarl, Pretoria, Simon's Town, Somerset West, Strand, The Cape, Worcester and Wynberg

For the purposes hereof—

"Tearoom, Restaurant and Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof—

(a) used as public restaurants, fish-and-chips shops, cafes, tearooms, roadhouses and take-away food outlets, except where the preparation and/or supply of ready-to-consume food and/or refreshments take(s) place on or from the premises of an accommodation establishment;

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises;

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises, and

(d) wherein or wherefrom the activities referred to herein are carried on in respect of or in connection with any theatre, bioscope, bio-tearoom, drive-in cinema or other entertainment or any function,

KENNISGEWING 422 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM VERANDERING VAN DIE REGI-
STRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, maak hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Commercial, Catering and Allied Workers' Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige registreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging South African Commercial, Catering and Allied Worker's Union.

Datum waarop aansoek ingedien is: 13 Maart 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Alle werknemers in diens in die Teekamer-, Restourant- en Verversingsbedryf en die Hotel- en Drankbedryf in die landdrostdistrikte Bellville, Ceres, Die Kaap, George, Goodwood, Knysna, Mosselbaai, Oudtshoorn, Paarl, Pretoria, Simonstad, Somerset-Wes, Strand, Worcester en Wynberg.

Vir die doeleindes hiervan beteken—

"Teekamer-, Restourant- en Verversingsbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om maaltye of verversings (hetsy vloeibaar of andersins) of sowel sodanige maaltye as sodanige verversings voor te berei, te bedien of te verskaf in of vanuit enige bedryfsinngting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en omvat dit sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan—

(a) wat gebruik word as openbare restourante, vis-en-skyfiewinkels, kafees, teekamers, padkafees en wegneemkosverkooppunte, buiten waar die voorbereiding en/of verskaffing van eetklaar voedsel en/of verversings plaasvind op of vanuit die perseel van 'n akkommodasiebedryfsinngting;

(b) waar maaltye of nie-alkoholiese drankie bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel,

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel, en

(d) waarin of waarvandaan die werksaamhede hierin bedoel, verrig word ten opsigte van of in verband met enige teater, bioskoop, kafeebioskoop, inrybioskoop of ander vermaaklikheid of enige onthaal,

1407 and further includes the supply of liquor in any such establishments or on any such premises in terms of a liquor licence held or deemed to be held by such employers or issued under the Liquor Act, 1989, but does not include hotelkeepers, boarding-housekeepers or lodging-housekeepers, and further includes all operations incidental to or consequent on any of the aforesaid activities;

"Hotel and Liquor Trade" means the trade in which employers and their employees are associated for the purpose of providing accommodation and one or more meals per day for reward on premises where the sale of liquor is carried on and in connection with which one or more than one liquor licence is held or deemed to be held by such employers or has been issued in terms of the Liquor Act, 1989. Provided that, for the purposes of this definition, the expression "accommodation" shall mean bedroom accommodation and the services ordinarily associated therewith.

Postal address of applicant. P.O. Box 10730, Johannesburg, 2000

Office address of applicant 301 Omnia Centre, 84 Frederick Street, Marshalltown, Johannesburg.

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

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

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

D. W. JAMES,
Industrial Registrar.
(17 May 1991)

NOTICE 423 OF 1991

DEPARTMENT OF MINERAL AND ENERGY AFFAIRS

RESERVATION OF LAND FOR THE PURPOSES OF A PUBLIC ROAD

The Mining Commissioner for the Mining District of Johannesburg has, in terms of section 179 (1) (b) of the Mining Rights Act, 1967 (Act No. 20 of 1967), reserved for the purposes of a public road a strip of proclaimed land on the farms Elandsfontein 107 IR and Elandsfontein 108 IR, Districts of Germiston and Johannesburg, Mining District of Johannesburg, Province of the Transvaal, as shown on a sketch plan copies of which have been filed under RMT R10/90 in the Mining Titles Office, Johannesburg, and in the office of the Mining Commissioner, Johannesburg

(19/5/1/3013)

(17 May 1991)

en omvat dit voorts die verskaffing van drank in enige sodanige bedryfsinrigtings of op enige sodanige persele kragtens 'n dranklisensie gehou of geag gehou te word deur sodanige werkgewers of uitgereik kragtens die Drankwet, 1989, maar omvat dit nie hotelhouders, losieshuishouers of huurkamerhuishouers nie, en omvat dit voorts alle bedrywighede wat gepaard gaan met of voortspruit uit enige van voormelde werksaamhede;

"Hotel- en Drankbedryf" die bedryf waan werkgewers en hul werknemers met mekaar geassosieer is met die doel om akkommodasie en een of meer maaltye per dag teen vergoeding te verskaf op persele waar die verkoop van drank bedryf word en in verband waarmee een of meer as een dranklisensie gehou word of geag word gehou te word deur sodanige werkgewers of uitgereik is kragtens die Drankwet, 1989: Met dien verstande dat vir die doeleindes van hierdie omskrywing die uitdrukking "akkommodasie" slaapkamerakkommodasie en die dienste wat gewoonlik daarmee geassosieer word, beteken

Posadres van applikant: Posbus 10730, Johannesburg, 2000.

Kantooradres van applikant: Omnia-sentrum 301, Fredericstraat 84, Marshalltown, Johannesburg.

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

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

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

D. W. JAMES,
Nywerheidsregistrateur
(17 Mei 1991)

KENNISGEWING 423 VAN 1991

DEPARTEMENT VAN MINERAAL- EN ENERGIESAKE

UITHOU VAN GROND VIR DIE DOELEINDES VAN 'N OPENBARE PAD

Die Mynkommissaris vir die myndistrik Johannesburg het 'n strook geproklameerde grond op die plase Elandsfontein 107 IR en Elandsfontein 108 IR, distrikte Germiston en Johannesburg, myndistrik Johannesburg, provinsie Transvaal, soos getoon op 'n sketskaart waarvan afdrucke onder RMT R10/90 in die Mynbriewekantoor, Johannesburg, en in die kantoor van die Mynkommissaris, Johannesburg, bewaar word, kragtens artikel 179 (1) (b) van die Wet op Mynregte, 1967 (Wet No 20 van 1967), vir die doeleindes van 'n openbare pad uitgehou

(19/5/1/3013)

(17 Mei 1991)

SA gold miners 'were protected'

BIDAY 17/5/91 (140A)
MATTHEW CURTIN

EMPLOYMENT practices in the gold mining industry have shielded black mineworkers from the sector's falling profits, says the Chamber of Mines

This was most pronounced between 1985 and 1990 when real profits plunged 15% against a 1% rise in real wages

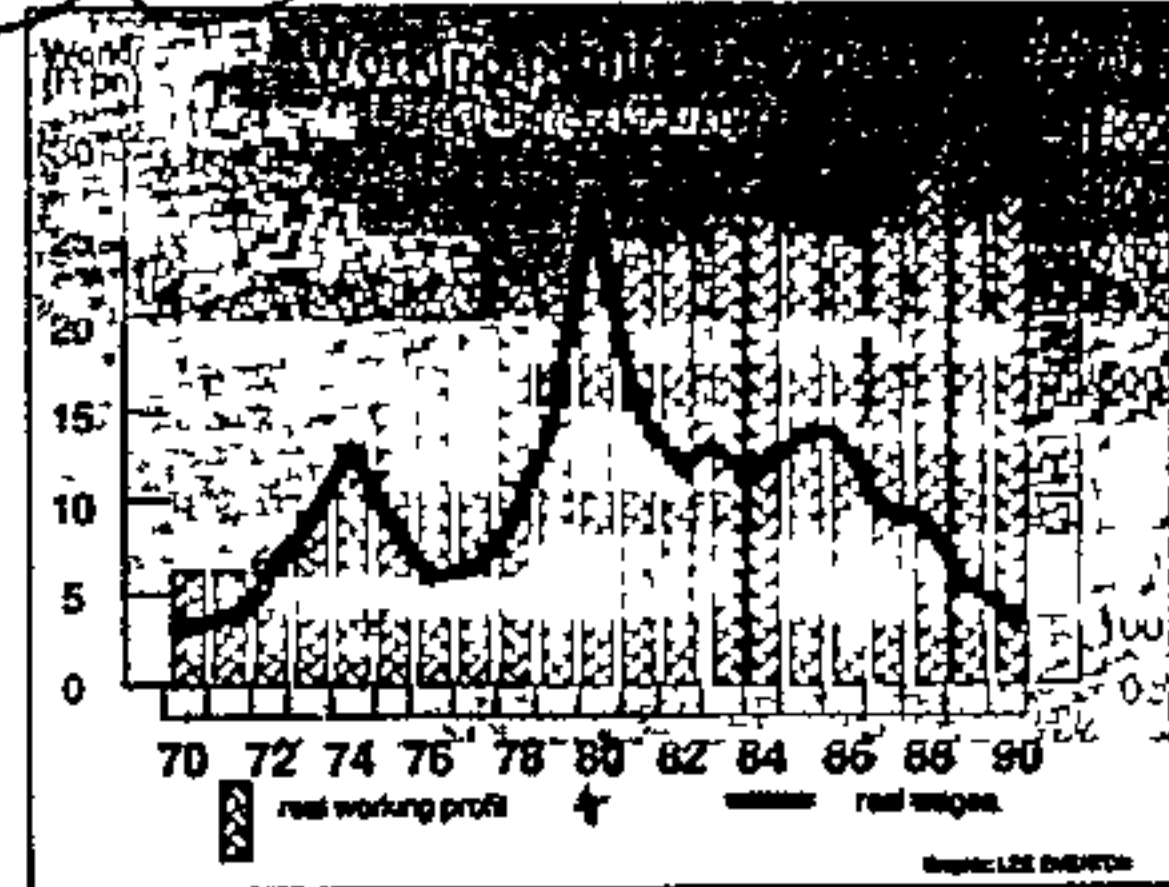
Chamber economist Francois Viruly said yesterday neither wages nor employment levels had mirrored the cyclical movement of industry profits. But he admitted wages for unskilled and semi-skilled miners had risen from a low base.

Commenting on his report in the latest edition of the chamber's news letter, he said the gold mining industry was no longer in a position to sustain the wage increases of the past or "protect employees against market forces"

National Union of Mineworkers (NUM) economist Martin Nicol said yesterday while the chamber's figures could not be disputed, they were open to alternative interpretation. For example, between 1975 and 1985 industry profits climbed 61% but real wages rose only 31%

He said real wages had not fluctuated because they were equally low throughout the industry, with no correlation to the individual profitability of the gold mines. Mining houses' policy was to pay the lowest wages possible, dependent on conditions in the labour market and not on industry profits.

The NUM accepted international condi-



tions governing the demand for gold had changed, necessitating the restructuring of the industry. How that was done was a matter for negotiation and the union questioned whether it was necessary both to cut jobs and reduce real wages.

Viruly said it was not the end of the road for the industry. However, labour made up 52% of costs on the gold mines. Unless the gold price rose sharply, massive retrenchments, with or without cuts in real wages, were inevitable.

He said not only had black mineworkers' pay packets not been affected commensurate with the fall in industry profits, but employment levels had also been less volatile. Between 1970 and 1990 real profits rose 7,8% and employment levels rose 0,7%. But from 1985 to 1990 when real profits dropped 15%, the numbers of mineworkers employed on gold mines fell only 0,8%.

(140A) (140A)

Vlok's son joins picket protest

CAPE TOWN — Riaan Vlok (24), son of Law and Order Minister Adriaan Vlok, yesterday stood shoulder to shoulder with black trade unionists in a protest outside Dorbyl Marine.

The picket was organised by the National Union of Metalworkers of SA (Numsa). *Sapa*

He would not be interviewed, but agreed to show his Numsa membership card. 17/5/79

A colleague said Mr Vlok joined Dorbyl three years ago as an apprentice and had been a union member since.

Numsa and 13 other unions in the engineering sector are currently locked in pay talks with the Steel and Engineering Industries Federation of SA.

The fifth and provisionally final meeting between the parties is set for Tuesday — Sapa

Dual job ban on union bosses?

140A
8 Times 19/5/91

By EDYTH BULBRING

THE Congress of South African Trade Unions (Cosatu) is expected to ban its members from holding leadership positions in more than one organisation or political party.

A Cosatu policy discussion paper being circulated ahead of its national congress in July says: "At a practical level it is clear that a comrade, no matter how committed he/she is, cannot perform two full-time tasks with equal competence."

There is a significant overlap of leadership positions held by unionists in the ANC, SACP and civic organisations.

One example of a key unionist wearing not two, but four hats, is National Union of Metalworkers of SA general secretary Moses Mayekiso. He is also an executive member of the SACP internal leadership group, an executive member of the Alexandra Civic Organisation and the president of the Civic Associations of the Southern Transvaal.

Tensions

While Cosatu does not have a problem with its members belonging to political parties, tensions over holding dual leadership positions are growing, says Innes Labour Brief publisher Duncan Innes.

A ban on dual leadership will force executives to make a choice, a move which will have severe implications for the unions and the political parties, he says.

The document also says Cosatu must learn to accommodate demands for unionisation from "professional workers" and those in white collar occupations. This includes employees in financial institutions, nurses, civil servants, policemen and prison warders, occupations previously considered to be in the private sector.

Seifsa, union talks at 'crucial' stage

140A

8/10 am 21/5/71

THE fifth round of negotiations between the National Union of Metalworkers (Numsa), 11 other unions and the Steel and Engineering Industries Federation of SA (Seifsa) scheduled for tomorrow have been described as a potential watershed in this year's wage talks.

The negotiations were due to end today in terms of a schedule agreed between Seifsa and the unions. However, a declaration of dispute appears more likely than a settlement.

A Numsa spokesman said today's negotiations would be crucial in determining whether the parties settled on wages and other demands. Numsa warned last month of massive conflict in the industry resulting from "employer intransigence" at pay talks.

The union represents about 113 000 workers. All 12 unions party to industrial council talks rejected Seifsa's "final" offer of between 9% and 12,6% on minimum rates.

This would raise minimum hourly wage rates in the industry to R4,66 and R10,36 for labourers and artisans respectively, employers said.

Numsa rejected the offer on the grounds that it was well below the estimated rate of inflation.

Unions also proposed a guaranteed increase in actual wages. This was

VERA VON LIERES

especially important to more skilled workers whose earnings were much higher than the minimum rates in the main agreement, Numsa said.

Numsa has proposed increases of R2 across-the-board or 25% — whichever is the greater.

Yesterday, human resource consultants FSA-Contact reported that employers and unions involved in this year's annual wage round appeared to be on a collision course over fundamentally opposing views on non-wage demands.

A recent survey on wage and settlement trends, conducted among 25 leading companies, identified a clear and growing move by trade unions towards non-wage demands in annual pay talks. These included fringe benefits and community-related issues such as health care facilities, literacy programmes and a reduction in working hours.

Employers, on the other hand, tended to focus primarily on business interests, the report said. Emphasis was placed on increased productivity and ways of improving efficiency and unit costs.

It was questionable whether unions' broader socio-economic goals could ever be reconciled with the predominantly business-orientated goals of management, the report said.

City Council to consult unions on Aids policy

140A

By Carina le Grange
Medical Reporter

The Johannesburg City Council is developing a corporate policy on employees who are HIV-positive or who have Aids.

This has been confirmed by Dr Nicky Padayachee of the Johannesburg Health Department

The Johannesburg council was approached by The Star about its policy on HIV tests, in the light of Germiston's recent decision to make testing compulsory for all new employees

Other councils approached included Bloemfontein, Pretoria,

Star 2115791
Alberton, Roodepoort, Springs, Boksburg, Krugersdorp and Brakpan

No spokesmen were available at any of these councils at the time.

Dr Padayachee said Johannesburg City Council did not, at present, screen prospective employees for the HIV virus

Germiston town clerk Tonia Heyneke said prospective employees who tested positive for HIV would not be denied jobs. But the pension and medical aid status of HIV-positive people would be affected

Mr Heyneke said the Germiston council was not the first or only employer to do pre-employment screening. He believed that the Bloem-

fontein city council was already doing it and that Pretoria was considering doing so. He believed that it was done by many insurance companies

On the Johannesburg development, Dr Padayachee said.

"In developing a corporate policy for the council, it will obviously be done through consultation between the council and trade union or worker representative bodies.

"The spirit of the document is such that it will be progressive and supportive of Aids sufferers and HIV-positive people. It will have a spirit of care and compassion and we believe no person will be denied employment."

Trade union spokesman Monde Mditshwa of

Nehawu (National Education, Health and Allied Workers' Union) said no employer should establish HIV-testing without consulting workers or their representatives

"Trade unions took up the serious issue of Aids long before employers did — they were dragging their feet. They put profits ahead of people, and we are not aware that Germiston engaged in consultations before their decision."

He said he would need to know Germiston's reason for making the controversial decision before commenting further, and that he could not speak for the rest of the union on the issue of whether they rejected such a move.

Wage talks disrupted, end in chaos

By Shareen Singh

Metal industry wage talks ended in chaos yesterday after 150 chanting workers disrupted the final round of wage negotiations at a venue in Germiston, employer representatives said.

The Steel and Engineering Industries Federation (Seifsa) said shortly after the start of negotiations that a group of workers from the National Union of Metalworkers (Numsa) entered the venue and started demonstrating.

The meeting was abandoned when negotiations became impossible. *Stew 22/5/11*

At a press conference yesterday, Numsa criticised Seifsa's walkout.

In a separate statement, Seifsa executive director Brian Angus stressed that negotiations had not deadlocked and none of the parties was in dispute.

Refused

Workers throughout the country held work stoppages yesterday as a demonstration against Seifsa's final offer of increases ranging between 9 and 11 percent.

Numsa had laid down minimum conditions before discussions on restructuring started, namely the establishment of a restructuring subcommittee of senior union officials and industrialists, a moratorium on retrenchments; and shop steward training and basic worker rights.

Seifsa had refused to budge on these issues except the setting up of a subcommittee, Numsa said.

The union would be prepared to reconsider its wage demand of between 21 and 47,8 percent if Seifsa agreed to its demands on restructuring.

Employer walkout at Numsa talks

Biday 22/5/91
VERA VON LIERES

140A

100

METAL and engineering industry employers walked out of the final scheduled round of annual wage negotiations yesterday after about 150 chanting National Union of Metalworkers (Numsa) members disrupted the talks.

The employers walked out, claiming they had been insulted, when the Numsa members sang and danced inside the Germiston Civic Centre yesterday in protest against what Numsa said was slow progress in the talks.

Numsa said hundreds of other workers took part in widespread national action.

Numsa spokesman Les Kettleidas told a news conference the Steel and Engineering Industries' Federation of SA (Seifsa) had failed to respond positively to union's demands from the start of negotiations.

Employers' wage offer constituted "an insistence that workers take wage cuts", he said. In addition, the employers' stand that their last offer of between 9% and 12,6% on minimum rates was "final", was an attempt to "stifle" negotiations.

Seifsa executive director Brian Angus said in a statement yesterday that demonstrators had branded employers as liars and thieves. Employers had proposed a special meeting of the Industrial Council executive committee to discuss ways to continue negotiations. Talks had not deadlocked, he said.

Retraining funds a top NUM priority

Blomay 221571
THE creation of retraining funds has emerged as one of the National Union of Mineworkers' (NUM's) top priorities in mining retrenchment talks between employers and the union

NUM spokesman Roy Sewnarain said demands for training funds were based on the need to equip unskilled workers with basic training, enabling them to find work in other categories such as brick-laying and carpentry

Retraining had not yet been established at the various mines affected by retrenchments as the union was still investigating how to best utilise these funds, he said

Sewnarain said the NUM was currently negotiating retrenchments at several mines including Vaal Reefs, Western Deep Levels and Doornfontein near Carltonville, Stilfontein near Klerksdorp and Africa Crysolite Asbestos near Neispruit

At Western Deep Levels, the union was negotiating the retrenchment of about 500 workers, while about 600 were involved at Doornfontein. At Stilfontein the NUM was negotiating a retrenchment package which would see about 3 000 jobs being phased out by the end of the year

The NUM and management at

Harmony gold mine near Virginia signed a "satisfactory" retrenchment deal in March, Sewnarain said

The agreement includes one month ex gratia payment, one month notice pay and two weeks severance pay for every completed year of service

The number of workers to be retrenched had been reduced from 9 000 to 4 500 by implementing an extended leave scheme, Sewnarain said. In terms of the scheme, employees are required to take three months unpaid leave in each 12 month working cycle

In addition, management agreed to establish a R1m retraining fund

Rand Mines spokesmen were unavailable for comment

At Eskom, the union has also negotiated a lump sum to deal with job creation schemes for workers

Sewnarain stressed the NUM could not provide a long-term solution to the issue of retrenchments. While it could intervene and make a contribution in areas such as retraining, broader political intervention was required to address the issue

1401
VERA VON LIERES

8/day 22/5/91

Cosatu to debate economic policy

(18) VERA VON LIERES (140A)

ABOUT 300 delegates will attend Cosatu's first national economic policy conference today in Johannesburg to thrash out new economic policy framework for the labour federation

The three-day conference will be attended by delegates from all Cosatu affiliates and regions

Cosatu spokesman Neil Coleman said yesterday delegates would focus on economic policy and an approach to skills training, company housing schemes, the hostels' future, worker control and industrial restructuring

He said the conference would also decide on retrenchment and job creation demands which would be made at a national level with employer body Saccola and government Parties agreed previously that talks on these subjects would be held soon

Cosatu said in a statement that yesterday workers needed to fight for economic reconstruction, based on sound economic policy guidelines

The federation said workers needed an economic policy and strategy to enable them to act to "change the economic situation"

The agenda still had to be finalised at the time of going to press but Cosatu education officer Alec Erwin will speak at the opening and ANC and SACP speakers are expected

Cosatu to discuss economic policy

(140A)

ET 22/5/91

Own Correspondent

JOHANNESBURG — About 300 delegates will attend Cosatu's first National Economic Policy Conference here today, to thrash out new economic policy framework for the labour federation

The three-day conference will be attended by delegates from all Cosatu affiliates and regions

Cosatu spokesman Mr Neil Coleman said yesterday that delegates would focus on economic policy and an approach to skills-training, company housing schemes, the hostels' future, worker-control and industrial restructuring

He said the conference would also decide on retrenchment and job-cre-

ation demands, which would be put at national-level talks with employer body Saccola and government

Parties had previously agreed that talks on these subjects would be held soon

Cosatu said in a statement yesterday that workers needed to fight for economic reconstruction based on sound economic policy guidelines

The federation said workers needed an economic policy and strategy to enable them to act to "change the economic situation"

The agenda was still to be finalised at the time of going to press, but Cosatu education officer Mr Alec Erwin, as well as ANC and SACP speakers, will speak at the conference opening

Workers claim Iscor is oppressing blacks

PRETORIA. — Hundreds of workers marched on the nerve centre of South Africa's steelworks yesterday and accused Iscor of intimidating the black workforce.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), chanted and toyi-toyed opposite Iscor's Pretoria headquarters

Numsa's regional organiser, Mr Herman Ntlatleng, told Iscor's human resources manager, Mr Johan Prinsloo, that the workers had come to a unanimous conclusion that the steel corporation was oppressing black workers.

The workers also demanded that Iscor suspend planned retrenchments pending a meeting with the union — Sapa

Workers accuse Iscor of racism

Sowetan 23/5/91
HUNDREDS of workers marched on Iscor steelworks yesterday, accusing the company of intimidating the black workforce

The workers, all members of the National Union of Metalworkers of South Africa, chanted and toy-toyed opposite Iscor's Pretoria headquarters, a "key strategic" industry in terms of security legislation

Demand

Numsa's regional organiser, Mr Herman Ntlatleng, told Iscor's human resources manager, Mr Johan Prinsloo, the workers had come to a conclusion that the steel corporation was oppressing black workers

The workers also demanded that Iscor suspend planned retrenchments pending a meeting with the union

A memorandum was handed to Iscor management, demanding the reinstatement of workers

who were dismissed following a stayaway early this year, and the nullification of warning letters served on other employees.

Protest

The memorandum also demanded that Iscor should not act against workers participating in yesterday's protest

The corporation was asked to respond to the memorandum within 30 days

The hour-long march started at Iscor's plant in Pretoria West and proceeded towards the corporation's head office in the background of the Voortrekker Monument south of the city

Alert

Earlier at the plant, armed Iscor security forces wearing protective helmets stood on alert, backed outside the premises by members of the police riot squad.

There were no violent incidents - Sapa

Cosatu works on economic policy proposals

By DREW FORRES ~~44~~ (140A)
CONCRETE proposals for negotiation with business and the government are expected from the Congress of South African Trade Unions' first economic policy conference in Johannesburg this week

A broad economic perspective has already emerged from economists and intellectuals within Cosatu unions, but the conference — to be attended by 300 delegates from all affiliates — will be

Wiman 24/5-29/5/91
the first test of rank-and-file feeling Taking place against the backdrop of deepening recession, it will firm up demands for economic reconstruction "We can no longer sit back and watch the capitalists and the state make a mess of the economy," says a Cosatu document "We need an economic policy and strategy to change the economic situation, stop retrenchments, create jobs and begin the struggle for socialism"

Proposals on the economic framework, skills training, company housing schemes, the future of hostels, worker control and industrial restructuring will go forward to Cosatu's July conference

The conference will also frame demands for talks with Saccola and the state on retrenchments and job creation which Cosatu plans for early next month. It will consider who should attend these talks

Deadlock looms in key metal industry pay talks

SQUEEZED between high worker militancy and a tough employer stance, central wage talks covering 400 000 workers in three key sectors are moving ominously towards deadlock

Worker impatience over what is seen as employer intransigence in the engineering, tyre and auto-assembly sectors spilled over into work stoppages coinciding with the fifth and final round of Metal Industrial Council negotiations on Tuesday

The Steel and Engineering Industries Federation (Seifsa) said it had received only 30 calls from member firms reporting demonstrations or stoppages

A *Weekly Mail* correspondent reports production was halted at firms throughout the eastern Cape National Union of Metalworkers' regional organiser Bimba Manqashana said Tues-

Key metal industry pay talks are heading for problems as employers plead for wage restraint and workers embark on work stoppages, reports
DREW FORREST

day's action had been preceded by a week of lunch-hour demonstrations

The metal industry talks, in Germiston, were broken off mid-stream after about 150 singing and dancing Numsa members disrupted proceedings. Complaining that meaningful negotiations were impossible, Seifsa negotiators walked out.

The talks are likely to resume — a meeting of the industrial council executive committee was scheduled for yesterday to discuss ways of putting them back on track — but prospects for settlement seem slim

Seifsa has tabled a final offer of be-

tween 9,6 and 12 percent, while Numsa, the largest union party to the council, has yet to shift from its opening demand of a R2 guaranteed personal increase — which is 48 percent at the bottom

In other negotiations approaching finality, tyre employers have offered seven percent and auto bosses have also warned of below-inflation rises. In the motor industry, employers have suggested an effective wage freeze

At a press conference this week, Numsa national organiser Les Kettle-das complained the unions were being expected to take an employer package of real wage cuts and retrenchments to their members

There was a clear hint at the conference that Numsa might accept wage restraint — but only as part of a negotiated plan for industrial reconstruction

Seifsa had agreed to join the union in an industrial council sub-committee on job creation, Kettle-das said, but had little else to offer in stemming job losses and creating new employment. "A consistent employer argument is that they can't discuss rationalisation with their competitors," he complained.

In particular, Seifsa had failed to respond to the union's "minimum conditions" for restructuring talks, including disclosure of financial information and a moratorium on retrenchments

Seifsa denied this, saying it had agreed to discuss the conditions next month, as the issues were complex and required "extensive employer discussion and mandating"

Numsa's Alistair Smith said the union wanted Seifsa to grant an additional five percent to offset the effect of VAT, which would be twice as burdensome as GST for workers.

High executive salaries amid mass retrenchment of hourly-paid workers and the need for an increase in actual earnings were other concerns. Seifsa's nine percent offer on scheduled artisan rates would amount to an effective five percent, he said.

Kettle-das said a decision on whether to move to a dispute in the various sectors would be made at industry council meetings early next month.

w/mail 24/5-29/5/91

(157) (140A) (K+)



Fawu wants action on Aids

By DICK USHER

Wimail 24/5-29/5/91

THE Food and Allied Workers' Union is to push food employers for action on Aids; a disease it fears could undo the "fruits of the liberation struggle"

In a document emerging from a Fawu Aids conference earlier this month, to be put to its June national congress for ratification, the union also undertakes to launch a national campaign against economic and political conditions fuelling the spread of the illness

Fawu is one of the few unions to have formulated an Aids policy. But alarm over the threat to workers is mounting in labour circles — the Congress of South African Trade Unions is planning an Aids conference next month. A Cosatu policy paper spotlights Aids as an issue around which a "massive campaign" should be a priority

Outlining the need for a policy on Aids, Fawu says "racial capitalism" has created fertile ground for its spread. It calls for employers and the state to share responsibility for combating the disease, stressing that the state's response "has lacked all credibility in the eyes of our people". Among its proposals are

● A clear and easily applied workplace policy to combat prejudice and fear, prevent the disease and care for sufferers. This should form part of a comprehensive health and safety programme (140A) (82)

● A ban on the dismissal of workers purely because they are infected. Benefits should not be affected and workers should ensure benefit scheme trustees do not discriminate against sufferers

● Confidentiality should be observed, without covering up Aids in the workplace. Infected workers should be under no obligation to inform employers

● Testing should be voluntary and preceded by a clear explanation of what the test is for. Results should be confidential

● Workers found to have Aids should have access to health services and counselling. Where appropriate, workers and first-aid staff should be trained to provide this for sufferers and their families

It also proposes that education seriously address the stigma attached to the use of condoms, as well as free access to condoms supplied by the state

Iscor is 'union bashing'

■ Claims of "union bashing" this week sparked a march by 3 000 National Union of Metalworkers members from Iscor's Pretoria works to the company's headquarters in the city, according to Numsa. National organiser Tony Kgobe said workers were angered by Iscor's restrictive policy on political stayaways.

Reports by Weekly Mail staff, Ana

~~12~~ 24/5/91 - 29/5/91
W/M (140A)

Slim prospect of wages pact today

B10ay 27/5/91

14011

VERA VON LIERES

CENTRAL wage talks in the motor industry, covering about 35 000 workers, are set to continue today

Prospects for an early settlement in the talks, due to end today in terms of a timetable agreed to by employers and unions, seem slim

National Union of Metalworkers of SA (Numsa) spokesman Les Kettledas said recently a settlement would depend largely on the extent to which the parties could reduce differences on wages and other non-wage demands, including child-care

Employers, at the second round of negotiations, warned of below-inflation pay increases

Unacceptable

Numsa told employers below-inflation increases were unacceptable, and would not be considered

The union said it was interested in negotiating an improvement to members' standards of living, not a deterioration

Employers tabled increased offers of between 8% and 12% at the fourth round of national pay talks earlier this month, Automobile Manufacturers Employers Association chairman Dave Kirby confirmed at the weekend

The offer was rejected by Numsa and the SA Iron, Steel and Allied Industries

Union

Numsa has demanded an increase of R2 an hour or 25%, whichever is the greater

Kettledas, at a news conference last week, said the union was expected to take wage cuts and retrenchments back to its members in the engineering, tyre and auto-assembly sectors

Kirby told a wage restraint seminar last week employment in the motor industry had dropped from over 50 000 in 1983 to just over 30 000 at present

The number of passenger cars sold had dropped from over 300 000 to about 200 000 last year

He said the main debate in the annual wage talks this year was on the question of balancing rising wages and the demand for job security

The motor industry had "unwillingly established a leadership role in the wage inflation push effect", Kirby said. Minimum hourly wage rates ranged from R6,60 to over R8

Employers and unions were also debating the future of the industry

Numsa had put forward a number of proposals on restructuring and training, while employers were focusing on productivity proposals, he said

Union seeks talks on hunger strikers

~~THEO RAWANA~~ THEO RAWANA

THE National Union of Metalworkers of SA (Numsa) has requested an urgent meeting with Justice Minister Kobie Coetsee to discuss hunger strikers

Numsa's request came as the Human Rights Commission (HRC) countered weekend speculation that the hunger strike was being suspended because of the release of eight political prisoners.

The HRC said yesterday 73 prisoners — nine of them awaiting trial — were on hunger strike. The number of hunger strikers had dropped as some had been released and others had suspended their action.

Numsa general secretary Moses Mayekiso said yesterday his union had faxed a request to Coetsee for a meeting tomorrow "to advise him of our concern over our members' failing health and the failure of the state to release them following their applications for indemnity"

A statement said five unionists — Richard Ngobeni, Jeffrey Mtshali, Malvert Ngubane, Malan Khumalo and Samuel Malepo — and non-member Joseph Bhengu had been on hunger strike for 22 days.

The men had been in custody since April last year after a strike at Haggie Rand, and were in hospital because of ill-health, Numsa said.

A Justice Department spokesman would not say whether or not Coetsee had received Numsa's request.

A Correctional Services Department spokesman refused to give updated figures on the number of prisoners on hunger strike

6 accused in
hospital after
refusing food

By Shareen Singh

Six men who were arrested in April last year after a strike at Haggie Rand, were admitted to hospital last week after a 22-day hunger strike, their union said yesterday.

The men, five of whom were members of the National Union of Metalworkers of South Africa (Numsa), were arrested on charges of murder, attempted murder, arson and unlawful possession of arms and ammunition.

Numsa believes the cases of these workers fall within the Government's indemnity requirements for political detainees and has instructed its attorneys to apply for indemnity for Richard Ngobeni, Jeffrey Mtshali, Malvert Ngubane, Malan Khumalo, Joseph Bhengu and Samuel Malepo.

The union is deeply concerned about the workers' health.

TGWU demands national bargaining

w/maw 30/5-66/91
By DREW FORREST

THE 40 000-strong Transport and General Workers' Union is to demand national bargaining in all its sectors and move to "mass industrial action" if the demands are refused.

In a resolution at its national conference in Johannesburg at the weekend, the union calls for living wage conferences in all its sectors — goods transport, passenger transport, cleaning and security — to formulate demands. These would be followed by national disputes and industrial action, including strikes, if employers resist sector-wide bargaining.

Cosatu's rail affiliate, Sarwhu, Nactu and non-aligned unions should be drawn into the conferences and the broader campaign, it says.

Summit on mining's future

by DREW FORREST

W/mail 30/5 6/6/91
BLACK and white unions, all major mining employers and a government team headed by Mineral and Energy Affairs Minister George Bartlett are to attend the mould-breaking summit on the future of mining industry.

The one-day conference, in Johannesburg on Monday, aims to "explore a co-ordinated approach to the long-term viability of mining", said Chamber of Mines spokesman Peter Bunkell

Bartlett will be among the speakers, and the meeting will be chaired by Idasa director Van Zyl Slabbert.

Delegations from the National Union of Mineworkers, the Council of Mining Unions, officials associations the Chamber and the state will look at issues such as retrenchments and the closure of mines and training, retraining and literacy. Invitations have also gone out to non-Chamber

mines and De Beers ~~***~~ (140A)

A pioneering move towards union-employer co-management in mining, the summit also raises the prospect of closer co-operation between white and black labour

NUM general secretary Ramaphosa also revealed that the NUM and the CMU — the major representative of white miners — had held preliminary talks and would meet again more formally to formulate a common platform for the conference

Ramaphosa stressed that the summit could not in itself provide solutions but should be "a foundation on which to build. We want the industry to appreciate the importance of unions, and especially our union, in restructuring," he said

It is understood the NUM wants the summit to establish a permanent forum representing the industry's major players

Cosatu demands talks on economy

HE Congress of South African Trade Unions has formulated a broad platform of economic demands for negotiations with employers and the state

These include a retrenchments freeze and a national programme of adult education and training. The employer body, Saccola, will also be asked to support the call for an interim government, constituent assembly and an end to political violence.

The demands, emerging from Cosatu's economic policy conference last week, were unveiled at a Cosatu press briefing yesterday. After discussion within affiliates, they would be finally endorsed and refined at a special central executive committee meeting, said Cosatu press officer Neil Coleman.

Coleman said the conference, attended by 300 delegates, had been a first crucial airing of grassroots worker thinking on the economy but had not drawn up a definitive economic policy. This would be done at the federation's congress in July.

The demands for negotiation with Saccola and the state — the aim is to hold the first round of talks next month as a prelude to the congress — were of an interim nature and directed at check-

1404

Negotiations with the state and employers on a wide range of economic issues was one of the chief demands drawn up by the Congress of South African Trade Unions at its economic policy conference last week, reports

DREW FORREST

ing job losses and creating employment. Broad-er proposals for economic restructuring would be addressed at a later date.

Key elements of Cosatu's negotiating platform include

- A retrenchments moratorium, and negotiations on a job creation programme
- An end to privatisation and commercialisation, and negotiations on the sale of strategic stockpiles. The state would also be asked to avoid policies leading to job cuts, such as the precipitate lifting of tariff barriers
- Saccola support for an interim government, constituent assembly and an end to violence.
- Employer and government agreement to a nationally integrated system for basic adult education and training
- The reduction of wage gaps.



Neil Coleman, conference was a crucial airing of grassroots worker thinking on the economy

● Pensions changes, including an end to racial discrimination in pension payouts, the reduction of the retirement age to 55 years and pensions for all those entitled to them

● One provident fund per industry. This would facilitate the use of provident money for development, Coleman said

● Saccola would be asked to fund a feasibility study on the conversion of hostels to single and family accommodation. Employers would also be asked to give time off for consultation with hostellers

Coleman said the National Council of Trade Unions (Nactu) would be approached to join the negotiations as part of a union front. Black employer bodies such as the National African Federated Chamber of Commerce and Industry (Nafcoc) and the Foundation for African Business and Consumer Services (Fabcos) would be invited, and Cosatu wanted state representation to include public sector employers.

It was envisaged that next month's opening encounter would be the start of an ongoing tripartite process, he said. After adopting an economic policy, Cosatu would also take it to its alliance partners and the Broad Patriotic Front.

Coleman said sectoral reports at the conference revealed an economy-wide crisis and that neither the state nor employers had a global vision on how to tackle it.

"The employer response is to cut wages, retrench and seek unilateral rises in productivity — there is no job creation perspective and no productive investment. Monopolisation and the export of capital continues."

THE campaign by trade unions to persuade companies to provide for a provident fund for unskilled labourers instead of a pension fund, gained momentum with the recent establishment of a provident fund in the metal industry

The launching of this fund offers the possibility to members of the Metal Industry Group Pension Fund (MIGPF) - one of the largest funds in South Africa and valued at about R4-billion - of an alternative fund for the payment of pensions. This new provident fund is specifically aimed at unskilled labourers and became effective on May 1

According to Seifsa it is expected that about 60 percent of the 240 000 members, who contribute to the MIGPF, will switch to the new provident fund. The biggest advantage of the provident fund would be that workers receive their full pension benefits at retirement or resignation in a single large amount

It took two years of negotiations for Seifsa and the eight trade unions in the metal industry to reach an agreement. Numsa general secretary Moses Mayekiso said the new fund is an "important step forward in the history of negotiated benefits in South Africa"

The introduction of a provident fund in the furniture industry is also an important issue on the agenda of Saccawu this year

Joshua Doore managing director David Sussman said Saccawu had already approached them with the proposal that a provident fund be formed

"Saccawu is negotiating with other big employers in the industry about the creation of such a fund. When they have agreed, the details of such a step can then be negotiated," he said

The issue of pension funds versus provident funds has been a concern of most trade unions since 1981 when the government proposed legislation aimed at the protection of pension funds. This drew the attention of trade unions to the benefits which traditional pension funds

Provident fund breakthrough in metal industry

C/Pres 21/6/91

1404



Important step... Numsa general secretary Moses Mayekiso.

offer, in particular, to unskilled labourers

The new Pensions Act was strongly opposed by various trade unions which called strikes in protest against its introduction

These trade unions submitted objections against existing pension funds and proposed a number of alternatives. One of the most important points of criticism was that pension funds were devised for "First World" workers, while most of the members of the trade unions still live in "Third World" circumstances

Prof Andrew Levy of labour consultants Andrew Levy, Johan Piron and Associates, said other points of criticism against pension funds include

■ Most workers don't ever expect to receive benefits other than a repayment of their own contributions, plus a small additional amount from the pension funds

■ Should a worker be dismissed, his first priority is to take care of his family. When his unemployment benefits have been used, he needs money. It is therefore important that a dismissed worker should also be eligible for a portion of the money invested on his behalf by the company. Payments should also include full interest earned on the money

■ The biggest priority for an unskilled worker is not to save for his own retirement, but to pay for housing for his family and the education of his children. Workers made it clear that they expect a provident fund to take into account the needs of its members during years of employment

■ The death rate among black workers

is on average higher than among whites and it is discriminatory to let black workers retire at the same age as white workers. An earlier retirement age is preferable for most unskilled black workers because the type of work they do - often manual work - is too strenuous for a worker older than 65. A provident fund would enable them to retire at 55 or later

■ At retirement a black worker needs a large sum of money which could be used to buy, at present prices, a small business. The monthly payment of his pension would not cover, for instance, his return to a homeland

■ Should a member of a provident fund be dismissed before reaching retirement age, he is eligible for a repayment of all his contributions, plus a percentage of the employer's contributions, plus full interest calculated on the number of years of service

■ Should a member of a provident fund die, his dependents receive a single sum - usually three times his annual salary - plus his contributions, his employer's contributions and interest

■ Provident funds can also provide that a worker going on temporary leave or being temporarily absent from work (with or without payment) could remain a member of the fund

Labour experts contend that the advantages of a provident fund for employers are

■ Strengthening of a positive attitude towards the company, and

■ Improved labour relations because the trade union is involved in the management of the fund

It is understandable that employers would often consider the long-term benefits of a pension fund to be more advantageous to the well-being of employees than the bulk payment of a provident fund

But such an employer must always take into consideration that the needs of a skilled white worker and those of an unskilled black worker are different

For black workers the provident fund is a more flexible and more attractive option which can satisfy a variety of short-term and long-term needs.

Summit to focus on mining crisis

By Shareen Singh

211 140A
Mine bosses, the State and black and white trade unions will meet in Johannesburg today in their first joint summit to address the crisis facing the industry, which has shed 80 000 jobs since 1989

Minister of Mineral and Energy Affairs George Bartlett will address the meeting, to be chaired by Idasa director Dr Van Zyl Slabbert

Among others attending will be deputy director-general of Manpower Joel Fourie, the National Union of Mineworkers (NUM), the Council of Mining Unions, mine surface and underground officials associations, the Chamber of Mines and major mine bosses

The NUM, which initiated the summit, believes the solution to problems in the industry hinge

on restructuring it, with participation by the State, mine employers, political organisations and trade unions

Some 40 000 workers lost their jobs last year and the NUM is expecting a further 150 000 job losses by the end of this year

Mining houses say rationalisation measures, closures and retrenchments are necessary to keep the mines operating

The current economic climate, with its high inflation rate coupled with the static gold price over the past few years, has placed the industry on shaky ground, and its future remains uncertain

The crisis had reached a stage when it could no longer be seen as an NUM/Chamber of Mines issue, but rather as a national problem, the NUM said when it resolved at its annual

congress this year to call the summit *Star 3/6/91*.

The union also resolved to pressure the chamber to negotiate a national retrenchment agreement, and demand worker participation in decision-making and running of mines

It would also campaign for legislation on fair retrenchment procedures and demand tax exemptions on retrenchment pay

Mineworkers demanded the establishment of a training fund to be financed by the State and mine bosses.

These issues will be discussed at the summit, but the parties are not expecting this forum to provide solutions.

The NUM hopes the summit will pave the way for ongoing discussions in such a forum with all the major players involved in the mining industry

Union (140A) wants to expand

PRETORIA. — The SA Chemical Workers' Union (Sacwu) has applied to the Department of Manpower to allow expansion of its membership into a wider range of job categories, according to a recent notice in the Government Gazette.

The union's proposed expansion would include the road passenger and goods storage and transport trades, the foods and snacks industry and the catering trade, the iron, steel, plastics, textile, engineering and metallurgical industries and the glass-manufacturing industry.

Any registered trade union wishing to oppose Sacwu's expansion plans may lodge objections with the Department before June 30 — Sapa

Mining summit moves to secure long-term survival of troubled

Industry

A SUMMIT of the mining industry's key players yesterday set up a high-level steering committee in an attempt to ensure the troubled industry's long-term viability

Employers, black and white trade unions, government, and officials' associations agreed to work together "to secure the future long-term viability of the SA mining industry", summit chairman and Idasa director Van Zyl Slabbert told a news conference after the one-day meeting in Johannesburg

Representatives at the summit appointed the steering committee to establish working groups within the next two weeks to investigate a wide range of issues. These

included **Blyden 4/6/91**

- Developing guidelines for mine closures and scaling down of operations with a view to finding alternatives,
 - The retraining of retrenched miners and assistance to communities affected by mine closures and the scaling down of operations
 - Devising ways to prolong the lives of mines for as long as possible and expanding the industry, and
 - Reaching agreement on, and ensuring the enforcement of, basic conditions of employment and of acceptable standards of health, welfare and safety for workers
- Talks will focus on tax reform and substi-

**VERA VON LIERES
and ANDREW GILL**

disation of marginal mines, productivity, new technology and training

NUM general secretary Cyril Ramaphosa said the summit had arisen from an understanding that "structural changes" in the industry needed to be addressed at a conference level. He said all parties had been receptive to ideas put across.

Participants in the summit included a team of Cabinet Ministers headed by Mineral and Energy Affairs Minister George Bartlett.

The NUM put forward a number of pro-

1140A

posals for the short-term relief of problems besetting the industry, including state assistance to marginal mines to allow them to operate during adjustment periods, assistance for retrenched workers, and the appointment of worker directors on the boards of mining companies

Bartlett said little help could be expected from new mines as most new major gold mines in the Witwatersrand basin would be operating at depths of more than 2 000m — costly ventures which could be viable only at a gold price much higher than the current \$360

Chamber of Mines president Clive

Knobbs said a significant number of factors contributing to the crisis in the gold mining industry lay in areas over which all delegates had control. They had to "reverse the tide running against us"

Mines Surface Association of SA executive president Robbie Botha suggested marginal mines should no longer be considered a party to the Reserve Bank's gold marketing arrangement but should be allowed to enter into a processing or beneficiation arrangement with a manufacturing entity, making its gold available for manufacturing into jewellery or another value-added commodity

Numsa calls for probe of docks blast

South 6/6 - 12/6/91
 (140A)



GRIEVING: Mrs Nadeema Hajee, wife of gasblast victim Ismail Hajee and their four-year-old son, Ozayr

PIC YUNUS MOHAMED

THE National Union of Metalworkers of South Africa (Numsa) has expressed concern at the refusal of a Cape Town engineering company to agree to an independent inquiry into the cause of a blast on a super tanker in Cape Town harbour last week

Six Globe employees were killed and another man seriously injured after an explosion in the No 2 hold of the Iranian tanker, Alborz, last Wednesday

Mr John Stuart, the operations manager for Globe Engineering, confirmed the company had refused Numsa's demand for an independent inquiry

Safety

Key areas Numsa wants investigated include whether adequate safety precautions were taken, the cause of the explosion and whether the rescue operation was speedy enough

Those killed were Mr Gary Davids, Mr Errol Phillips, Mr Hennie Oosthuizen, Mr Ismail Hajee, Mr Michael Ngaka and Mr Jameson Ntukatu

The sole survivor, Mr Patrick Ngalo, is in the intensive care unit at Groote Schuur Hospital

The men were working about 35 metres down the hold, repairing a faulty valve

Workers on board at the time of the blast have questioned whether the gas level in the hold was adequately monitored

High-risk

Also unclear is the cause of the blast. Numsa said the tragedy highlighted the question of health and safety

Mr Adrian Sayers, the acting regional secretary for Numsa in the Western Cape, said health and safety were particularly important in the Cape Town docks where workers often performed repairs on ships that were in a poor condition

"Metalworkers in the docks have consistently performed work that has a high-risk level, requiring effective health and safety precautionary measures," Sayers said

Stuart said the company could not comment on the issue until the Department of Manpower had completed its investigations

Govt attends union summit

South 616-1216(9)
THE National Union of Mineworkers (NUM) established a steering committee to deal with the crisis in the gold mining industry at its historic one-day summit in Johannesburg on Monday. ~~211~~ ~~1216~~ 1407

The summit was attended by a broad range of bodies, including the Chamber of Mines, a government delegation headed by the Minister of Mineral and Energy Affairs Mr George Bartlett, major mining employers, and other trade unions and associations, said NUM researcher Mr Martin Nicol on Wednesday.

The eight-member committee includes representatives of the Chamber of Mines, NUM and the Department of Mineral and Energy Affairs. It will meet for the first time within the next two weeks.

NUM emphasised the need for the committee to look at a concerted programme that would deal with the increasing retrenchments in the gold mining industry.

Joint effort to rescue sinking mining industry

BATTERED by rising labour costs and weak markets, the mining industry entered a new era this week when unions, management and government sat down to face the practicalities of rescuing the sector.

Beset in the past by poor labour/management relations, the industry witnessed the emergence of the first signs of a new pragmatic approach by all parties.

A day after the indaba, the NUM and the Chamber of Mines entered the opening round of annual wage negotiations.

The NUM is seeking a spread of increases of not less than 20% on the minimum gold mine rates — its lowest opening demand since it began negotiating in 1984 — and substantially more on the collieries.

The chamber's opening offer is understood to be around the 4% level on the gold mines while the offer for coal mines is believed to be higher. Although they are still poles apart, both sides admit that the practical-

ties of the situation dictate reason. In its 1991 pay platform for the gold mines, the NUM's focus is on non-wage demands including social, human, and union rights.

This focus flows from a 1991 congress resolution calling for a focus on non-wage demands. It arises partly out of the realisation that there needs to be a fundamental restructuring of the mining industry and partly out of the difficult economic circumstances in the industry, union sources say.

Substantial wage increases are no longer possible unless the industry is restructured through areas such as retraining and the improvement of the social conditions of miners.

Non-wage demands include full-time shop stewards, facilities for shaft stewards and union officials, simpler procedures to process stop orders, freedom of association, the right to strike and the right to representation. The NUM also wants control of hostels by worker committees.

VERA VON LIERES
and improved facilities for family visits.

But the summit also signified the possible emergence of a so-called "social contract" between the main stakeholders in the industry.

Commentators who have raised the idea of a social contract see such a contract involving primarily business and trade unions, but also government. The idea, according to senior research officer for the Centre of Policy Studies, Steven Friedman, is that key political and economic leadership agree on the economic approach that will underpin a democracy.

The general argument is that business would have to accept negotiations over broader social and economic issues, and new avenues for worker participation. Unions would have to accept the need for greater

industrial peace and stability. Anglo American public affairs and industrial relations director Bobby Godsell argues that in a free and democratic society adversarial contest between business and labour must carry on. But unions and management have obvious overlapping interests, like job security.

In the most successful industrial relations systems, the best balance is struck by a combination of competing interests and balancing interests, he says. The key issue around partnerships is whether business and labour have taken the decision to move towards each other on common goals.

However, the real challenge for management and organised labour in SA is to produce an industrial relations system that addresses development needs and poverty, Godsell says.

NUM economist Martin Nicol says a social contract or co-determination between employers, unions and

government is based on a democratic system of government that does not exist in SA. Co-determination is a political process as much as an industrial relations system, he says. It has to be seen as a social process that will take place over a lengthy period of time.

For the NUM there is a range of reforms that the union is anxious to push through in a way that will either reduce the declining size of the mining industry or assist production on the mines, labour sources say. The question is, what are the incentives for unions which support management in reforms that will allow for new investment?

Workers will obviously want new forums which give greater power to express their views.

Also, in terms of normalising the industrial relations environment, there will be a need for new avenues of worker participation, and the question to focus on is how to extend such participation.

LETTERS

(140A)
Sowetan
31/6/91
**Union
wants to
be heard**

ABOUT 200 members of the Paper, Printing, Wood and Allied Workers Union marched on the Industrial Council's offices in Johannesburg yesterday to hand over a letter demanding recognition as a bargaining body.

This came after four days of sit-ins at various factories where workers are represented by the PPWAWU in their campaign for centralised bargaining.

Union organiser Mr Jacob Ngakane was met by Mr PC Smit, general secretary of the Industrial Council, who assured the organisers that the matter was receiving urgent attention from the IC's secretariat.

The marchers later dispersed peacefully -
Sapa.

Ppwawu sit-ins (140A)

■ The Paper, Printing, Wood and Allied Workers' Union staged sit-ins at the offices of the Natal and Transvaal furniture industrial councils this week to demand council membership.

Further nationwide action was planned on the issue, warned Ppwawu general secretary Siphso Kubheka, adding that five workers had been arrested for trespassing after the Natal sit-in.

Nactu's National Union of Furniture and Allied Workers, the industry's majority union, is currently the only party to councils nationwide and enjoys closed-shop protection.

Ppwawu's bid to join the Transvaal council has been held up for several years on technical grounds. Natal council secretary Johan Olivier said a working group had been set up to probe the union's application for membership.

W/MCA 7/6-13/6/91
Reports by Weekly Mail staff

Low offer for gold miners

with copy 7/6/1-13/6/91
By DREW FORREST ~~25~~ 140A

THE Chamber of Mines offered a four percent wage rise for 400 000 black gold miners in the opening round of annual pay talks with the National Union of Mineworkers this week.

Chamber spokesman Peter Bunkell would only say that further talks were due today, but the offer of four percent on the goldmines, and a range of increases of less than 10 percent on the coalmines, was confirmed by an unimpeachable source. ~~25~~

The NUM has demanded rises of not less than 20 percent and the narrowing of wage gaps in gold, but has shifted its focus to non-wage issues and industry restructuring in response to the sector's crisis. In coal, which it says is faring much better, it has demanded an average 55 percent rise.

In further evidence of the woes of South African mining, De Beers last week offered a 3,5 percent increase at the bottom in the second round of talks with the NUM. ~~25~~

The union is currently demanding 24 percent across the board for the 8 000 workers employed at De Beers' five diamond mines.

140A

with Bop ministers

with May 7/6-13/6/91

■ The Congress of South African Trade Unions is to meet the Bophuthatswana cabinet this week to seek clarity on the recent "agreement" between Cosatu and the homeland on union rights.

Cosatu understands the deal, in which Bop pledged itself to international standards on freedom of association and movement, as implying acceptance of its right to organise in the homeland. Recent public statements by homeland officials suggest otherwise.

South African unions may not operate in Bop in terms of its labour legislation.

This week Cosatu put the agreement to the test by sending organisers to Bop's Babelegi industrial area. Stop-order claims were lodged at various companies and further negotiations were planned, said Cosatu's Donsie Khumalo.

Although Bop police spokesman Colonel David George described the organising drive as "obviously illegal", no police action was taken.

SA mining crisis: No easy way out

W/Mail 16-13/6/91
The major players in the mining industry attended a summit this week. The conference was marked by concern for the crisis in the industry — and deep divisions among delegates.
By Weekly Mail Reporter

THIS week's mine summit made ground-breaking progress towards co-management of the crisis on South Africa's mines — but also highlighted deep divisions in the restructuring strategies of labour and employers

Attending the Johannesburg conference were all major players in the industry — the government, the Chamber of Mines, the Council of Mining Unions, officials' associations and the National Union of Mineworkers

Its key achievement, signalling that employers now accept a union role in shaping the industry's future, was to set up a joint steering committee charged with establishing working groups.

Among other issues, these will investigate how to prolong the life of mines and expand the industry, the co-ordination of mine closures and downscaling, the protection of job conditions and health and safety standards, training and retraining of retrenched, literacy and numeracy training and relief for rural areas and mining towns hit by retrenchments

All summit participants will sit on the steering committee, which will try to



Clive Knobbs ... no to nationalisation

recruit members from the departments of finance and manpower.

Echoing chamber president Clive Knobbs, NUM economist Martin Nicol described the tone of the summit as "positive". He added, however, that the state did not seem to appreciate the depth of the crisis or its national importance

"In terms of the impact on communities, the loss of foreign exchange, and knock-on effect in other industries, we are looking at a tidal wave, not just a ripple effect," he said.

Believing that 200 000 jobs are likely to be lost in the mining industry by 1995 if no relief is forthcoming, the union proposed a three-stage rescue plan. To alleviate the immediate crisis, it suggests state subsidies to enable marginal mines to adjust, a new tax formula and various retrenchment measures, including a national severance package and income-generating projects

Although it settled for the steering committee idea, it originally proposed a permanent mining commission to oversee restructuring.

Longer-term proposals include skills training and re-organisation of work to render the industry more productive.

In one vital respect — the need for literacy and numeracy training and adult education — the NUM and the chamber appear to be of one mind. Knobbs said the chamber would launch an education drive on all mines in collaboration with the union

But there were also significant differences in outlook. Reacting to NUM demands for a centrally co-ordinated approach to mine downscaling, Knobbs stressed that the chamber was not a command structure and mining houses could not be expected to collaborate on retrenchments or closures

He also expressed reservations about state subsidies, suggesting these would impoverish the country

And while the NUM urged "the adoption of progressive and modern" labour policies, including the recognition of full-time shaft stewards and worker directors, Knobbs complained of workplace violence and stressed that since 1986, 365-million manhours had been lost through industrial action.

Calling for a sound investment climate, Knobbs also hit out at NUM support for sanctions. Nationalisation, which the recent NUM congress backed as part of an economic reconstruction plan, would lead to the "undoing of the industry", he said.

LABOUR

w/m an
7/6-13/6/91
Metal unions join forces in Seifsa dispute

By DREW FORREST *(1401)* *(600)*
NACTU'S Metal and Electrical Workers' Union (Mewusa) has joined Cosatu's National Union of Metalworkers in declaring a formal dispute in metal industrial council talks covering 380 000 workers.

This is the third year on the trot that the two unions have jointly been in dispute with the Steel and Engineering Industries Federation (Seifsa)

At the final round of scheduled talks last week, Numsa and another small Nactu union, Sēawusa, dropped their pay demands to an across-the-board rise of R1,50 an hour. Mewusa's

opening proposal of R2,50 remained unchanged

It was the Cosatu union's first move on wages since tabling R2 or 25 percent, whichever is larger, at the start of negotiations. Its R1,50 proposal still amounts to 36 percent at the bottom — employers held fast to their earlier final offer of between nine and 12,6 percent.

Seifsa said that while it was still willing to consider further adjustments "of a minor nature in certain categories", union demands were still well beyond what the industry could afford.

Seifsa spokesman Hendrik van der Heever said retrenchments reported to

the council were rising, reaching 2 363 in March and 2 507 in April. The actual figure was likely to be higher, he said.

Giving background to the dispute, Numsa complained that employers' current offer, amounting to a cut in real wages, showed they were aiming to restructure through low wages and low employment.

Numsa's proposals, embracing training and education, revised grading structures and job creation schemes, envisaged a high-wage, efficient industry supplying goods and services and able to compete internationally

Demos to halt retrenchments

THOUSANDS of members of the National Union of Metalworkers of South Africa yesterday staged lunch-hour demonstrations countrywide

The protests were aimed at attempting to force managements to halt looming retrenchments at various plants

The demonstrations and marches at various city centres were also part

Sowetan 12/6/79

By IKE MOTSAPI

of the Cosatu affiliate's campaign to force employers to accede to a demand for a R2 an hour increase

~~48c~~ **Talks** 140A
Workers have instead been offered 48c an hour

Placards-carrying workers took to the streets and danced as they sang freedom songs

Numsa and the Steel and Engineering Industries Federation of South Africa, which represents the employers, have been locked in wage negotiations since the beginning of the year

Another round of talks between the two parties was held yesterday morning, but no progress was made

Instead, Seifsa has now declared a dispute

with the same trade unions which have rejected its wage, a move that would enable employers to consider lockouts if settlement is not reached

"The parties then discussed various options open to them in terms of the dispute resolution procedures and mutually agreed to refer the matter for mediation," Seifsa said in a statement

GILLIAN HAYNE

TRADE unions will have to add VAT to members' dues when the new tax system is implemented on September 30

The Federation of Salaried Staff Associations of SA (Fedsal), which has 250 000 members, has hit out at the taxation of union subscriptions. The organisation is to meet Finance Minister Barend du Plessis on August 13 to discuss the implications of VAT on members' fees and try to get an exemption

Fedsal general secretary Piet Heymans said "Trade union subscriptions are paid with money which has already been taxed, and it will now be subjected to double taxation"

If an exemption was not granted, Fedsal would call for a trade union summit to

Union dues will be caught in VAT net

discuss putting pressure on government to reconsider its ruling, Heymans said.

Cosatu spokesman Neil Coleman said the unions were also very concerned about broader VAT issues, such as its effect on the cost of living

Cosatu had commissioned a study on VAT which showed that each household would have 5% less to spend on essentials after the introduction of VAT.

"Although the increase in union membership fees obviously concerns us, at this stage we are more concerned about how VAT will influence the cost of living for the

□ To Page 2

Union dues

lower income group and the poor," he said. National Union of Mineworkers (NUM) spokesman Martin Nickel said the NUM had not yet decided how to respond to the taxation of union subscription

Arthur Andersen tax manager Shane Ferguson said trade unions, because they provided a service to members, would have to charge VAT

But the unions themselves would benefit from the introduction of VAT. They would have to register as vendors and as such would benefit from being able to claim

refunds on their inputs — such as legal expenses, office expenses and the like

Other tax experts said in most cases trade union fees were collected by employers on behalf of unions. Unless unions explained to their members why there would be an increase in dues, employers could find themselves "facing the flak" for the increase, they warned

They said if trade union members became "difficult" because of increased pay deductions, employers could leave VAT collections to the union

□ From Page 1

16/9/91
12/6/91
BID

(140A)
(BID)

NUM and Ergo shake hands on ground-breaking pay settlement

ANGLO American's Ergo and the National Union of Mine Workers (NUM) have reached an unprecedented profit- and performance-based wage settlement which is likely to form the basis of this year's gold mining agreement between the NUM and the Chamber of Mines.

The agreement, signed on Monday and released to Business Day yesterday, provides for a moderate 5% across-the-board wage increase for NUM members at Ergo. However, it tops that up with bonuses of as much as 19% depending on company profit levels and performance.

An Ergo spokesman describes the agreement as "a quantitative leap forward" in SA labour relations.

It is understood that the initiative for the deal has come from the NUM. Until now Cosatu affiliates have rejected proposals to the Chamber of Mines where annual wage talks are in progress.

Such a proposal will require separate subsidiary deals at each production unit to determine the criteria for profit and performance bonuses, and will cut across standing NUM wage policy which supports movement towards an equal rate for the job on all mines.

NUM general secretary Cyril Rama-

ALAN FINE

phosa confirmed this yesterday. "Because of the gold mines' difficulties we have had to put aspects of wage policy in abeyance, including movement towards a uniform wage structure on the gold mines," he said. The agreement states that the objective is to pay a bonus to minimise inflation and to use possible improved performance to improve their performance. "to pay a bonus and an improved gold price wage increase".

The bonus scheme is divided into two target, employees become entitled to a

parts and amounts are payable each half year. The first "tier" applies at Ergo division only. It provides for a bonus payment equivalent to 4% of each man's wages over six months once the division has made a R2m half-year operating profit.

The second tier is performance-based. It is calculated according to a complex formula which depends on a combination of such factors as head grade, tonnages, recovery, gold produced, gold revenue, acid revenue and costs.

A target figure has been set for each factor. If performance reaches 100% of the target, employees become entitled to a

5.5% bonus. This can increase to 15% once performance reaches 120% of the target.

A key part of the agreement is an undertaking by the company to provide relevant financial information to the union to enable it to monitor the bonus scheme. The company will also "obtain from its external auditors, Alken & Peat, a certificate verifying additional profits calculated in terms of the detailed rules of the scheme".

In addition Ergo agreed to provide the union with information on career path and skills training for employees. It also agreed in principle to extend its educational assistance scheme.

Union's congress (1409)

THE Paper, Printing, Wood and Allied Workers Union will hold its annual national congress in Soweto from today

Sowetan 13/6/91

The congress is expected to reach a climax at the weekend when important resolutions regarding the union's future operations are adopted.

An organiser said Mr Govan Mbeki, senior member of the African National Congress and the South African Communist Party, will be among the speakers.

Sowetan Reporter

NUM proposes Ergo wage deal as model

Own Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) will use its ground-breaking wage deal with Anglo American's Ergo as a model in its negotiations with the Chamber of Mines

The chamber's external affairs manager Johann Liebenberg disclosed yesterday that the industry had received from the NUM a profit and performance-linked wage proposal similar to that agreed between the union and Ergo on Monday

Liebenberg said the proposal, intended to apply to gold mines only, was made by the NUM at the fourth round of industry wage talks earlier this week.

He said gold mining members of the chamber were considering the proposal. He would not comment further.

It appears the Ergo deal — especially unofficial indications from both sides that a chamber/NUM agreement for the gold mining sector could be modelled on it — has caused tensions between some mine owners.

Yesterday afternoon the chamber's public affairs department issued a statement saying that to suggest the Ergo agreement was "likely to form the basis of possible agreement" between the chamber and the NUM created a misleading impression.

It made no reference to Liebenberg's confirmation that the NUM's proposal had been received. It said the Ergo agreement had been noted with interest, but it would be "premature to comment on the likely nature of any settlement reached."

Genmin management resources CE At du Plessis, whose company is party to the chamber negotiations, yesterday applauded the Ergo agreement.

JCI took a more cautious view. "Management is aware of current developments on negotiations in the industry. JCI management does not reject any proposals outright which are put to them. Should proposals similar to the Ergo agreement be put to management these would be considered also," a spokesman said.

Gold Fields spokesman Michael de Kock refused to comment at all on the matter. He also refused to comment on speculation that Gold Fields was the mining house taking the toughest line in the wage talks.

Rand Mines also declined to comment.

Meanwhile Ergo manpower manager Fanie Ernst said yesterday his company was "very proud" of the agreement.

He said the idea on which the agreement was based was initially put forward by Ergo management.

Anglo American and Ergo spokesman James Duncan said "From the union's side it shows an understanding of the difficulties confronting Ergo and, from management's side, a willingness to conceive of and motivate an arrangement which rewards employees according to financial results for their contribution to productivity and profitability."

The agreement provides for a 5% across-the-board wage increase, and a new employee bonus scheme, based on financial results and operating performance, which can add a half-year bonus to each employee's wage up to a maximum 14,5% of employees' earnings.

Sactwu under fire from the radical left

By DREW FORREST (140A)
COSATU'S third largest affiliate — the South African Clothing and Textile Workers' Union — is facing a challenge from the radical left on its alleged "reformism" and lack of worker control

Last month saw the launch in the Western Cape of a "campaign for a militant Sactwu", backed by the Marxist Workers' Tendency of the African National Congress, a Trotskyist group.

Sactwu is a particular bugbear of the MWT, which devoted an entire recent issue of its journal to an attack on the union's national minimum wage stance.

w/m and 14/6 - 2016/91.
MWT member Tom Adams said the campaign had worker support in up to 20 Western Cape factories and there were moves afoot to extend it into other areas

He claimed Sactwu leaders had reacted by threatening to raise MWT infiltration of the unions with Cosatu as a whole

"They've declared war on us," he said.

Among workers' complaints, Adams alleged, were official inactivity on dismissals and the fact that the union's minimum wage policy had not been canvassed with members. The MWT is pressing for a R250-a-week statutory minimum, while key Sact-

wu leaders hold minima should be set in bargaining

Workers were also angry at wage deals clinched last year in the Cape cotton textile sector, and could not accept demands that politics be kept out of the union.

Reacting, Sactwu's Ebrahim Patel said 12 workers had attended last month's meeting to elect a campaign steering committee, in a Sactwu region of 68 000 members.

"Our main concern is the way in which outside groups relate to our constitutional structures and independence," he said

"The principle must be that members take decisions."

Numsa declares dispute in motor industry talks

CAPE TOWN — Motor industry pay talks deadlocked yesterday, with the National Union of Metalworkers of SA declaring a dispute on behalf of its 100 000 members in the sector

Numsa negotiator, Les Kettledas said employers indicated they were prepared to discuss minimum prescribed wages without tabling any adjustments.

"This means nothing. Their proposal amounts to a wage freeze. All three unions in the negotiations are unanimous in rejecting the employers' position."

SA Motor Industry Employers' Association chief secretary Vic Fourie said employers were disheartened at Numsa's disclosure that it had entered talks with a mandate for a

dispute.

The union had refused to accept their suggestion that wage talks be deferred until September, when conditions in the financially embattled industry might have improved, he added

New wage rates varying between 30 and 40% on the lowest grades had been set for December 1 last year. While these were not yet gazetted, the employers' association had done everything in its power to persuade its members to introduce the new rates, he said.

Explaining Numsa's stance, Kettledas said: "Wages are still very low, despite the December 1 increases. Workers still do not earn a living wage."

The basic weekly rate for a petrol pump attendant

was currently R112,50, despite a 25% increase last year, he said.

Numsa demanded a R2 across-the-board increase on the hourly rate, or 25%, whichever was the higher

Numsa argued that its members needed at least a 20% increase to keep up with cost-of-living increases, plus 5% to accommodate VAT once it was introduced in September, Kettledas said.

Employers, he claimed, had refused to consider union proposals that survival strategies be discussed for the future of the motor industry

The union had also tabled other non-wage demands

An industrial council dispute meeting would be held in Port Elizabeth on July 18 and 19 — Sapa.

LABOUR Fm 14/6/91

SIGNS OF SANITY (140A)

Giant union federation Cosatu could soon call for a 40-hour working week, in an attempt to save jobs

At the moment labour law provides for an average working week of 48 hours. The proposal — to be considered by the Cosatu executive committee on June 28 — is one of several strategies being examined to limit retrenchments and create jobs. The National Union of Mineworkers has already negotiated agreements whereby annual leave is increased from three weeks to anything up to two months.

CURRENT AFFAIRS

Fm 14/6/91

(140A)

Workers obviously get paid less if they are given long unpaid leave or shorter working weeks. But it seems that some financial hardship is now seen as better than the alternative permanent unemployment.

But Nedbank economist Edward Osborn believes that a 40-hour working week would see a "deterioration in productivity levels, which will undermine competitiveness. If you reduce the level of production per individual at the workplace, you reduce productivity. A shorter work week is not a solution — unless we get superb management and increased shift levels. But in SA, where productivity is low and international competitiveness is poor, a shorter week will make things worse."

Osborn believes that the unemployment problem is insoluble in SA, and that instead of "chasing the holy grail of an ultimate solution, which we have pursued for 20 years and achieved nothing, it is better to alleviate the social distress that permanent unemployment will cause."

According to labour analysts Andrew Levy & Associates, 41% of the potential labour force is jobless. Sanlam has estimated that within the next nine years only one in ten workseekers stands any chance of getting a job.

Major discussions on economic restructuring between Cosatu, employer federation Saccola and government are scheduled for

July. Cosatu will argue for a moratorium on retrenchments. While unionists privately recognise that this is not feasible, they want a more considered approach to job creation.

A retirement age of 55 was suggested as another way of creating jobs. Osborn says this suggestion is also not helpful. "We are talking about the availability of skills, which we are chronically short of. When we have a surplus of skills we can reduce the retirement age, but this suggestion now will not add to employment opportunities — there will be no people to fill the gaps created by skilled people retiring."

Cosatu argues that massive skills upgrading programmes have to be started immediately, along with a national system of basic adult education and training.

Job creation suggestions include housing construction, with its infrastructure — water, sewage, roads, schools and hospitals. Funding for the schemes, Cosatu believe, can come from a tax on companies and new investment by provident and pension funds.

Centralised bargaining — increasingly demanded in negotiations, and considered inevitable by some labour analysts — was a key issue at the conference. The idea is to produce industry-wide career paths and standardised job grading in particular industries.

This in turn would be tied to minimum wages for standardised jobs. While unions

are not wedded to a national minimum wage scale, they want standardisation of wages for equivalent work.

There is also discussion on whether the estimated R186bn in private pension and provident funds should come under union control and be invested in economic reconstruction programmes. Delegates to the conference said there should be one pension or provident fund per industry, arguing that this would streamline the efficiency of these schemes, and that unions should control the schemes with maximum worker participation. They suggested that employers should make a minimum contribution of 6% of each employee's input (which is lower than that presently offered by many corporate employers) and that funds should be transferrable across industries.

The transferring of funds across industries is aimed at preventing employees cashing in on pension benefits early, and at increasing domestic savings.

Cosatu has not abandoned the concept of nationalisation, particularly with regard to essential services. Delegates stressed that basic services such as rubbish collection must be provided for all communities, otherwise apartheid inequalities will remain. Cosatu and the ANC have clearly taken note of employer resistance to talk of nationalisation, and they are taking a more moderate position. ■

Mining houses react warily

NUM styles new demands on Ergo deal

140A

BIDAY

14/6/91

THE National Union of Mineworkers (NUM) will use its ground-breaking wage deal with Anglo American's Ergo as a model in its negotiations with the Chamber of Mines.

The chamber's external affairs manager Johann Liebenberg disclosed yesterday that the industry had received from the NUM a profit- and performance-linked wage proposal similar to that agreed between the union and Ergo on Monday.

Liebenberg said the proposal, intended to apply to gold mines only, was made by the NUM at the fourth round of industry wage talks earlier this week.

He said gold-mining members of the chamber were considering the proposal. He would not comment further.

It appears the Ergo deal — especially unofficial indications from both sides that a chamber/NUM agreement for the gold-mining sector could be modelled on it — has caused tensions between some mine owners.

Yesterday afternoon the chamber's public affairs department issued a statement saying that to suggest the Ergo agreement was "likely to form the basis of possible agreement" between the chamber and the



U. B. J. S. H. G.

ALAN FINE

NUM created a misleading impression. "These negotiations are ongoing, and bear no relation to wage negotiations conducted by companies outside" the chamber, the statement added.

It made no reference to Liebenberg's confirmation that the NUM's proposal had been received. It said the Ergo agreement had been noted with interest, but it would be "premature to comment... on the likely nature of any settlement reached".

Genmin management resources CE At du Plessis, whose company is party to the chamber negotiations, yesterday applauded the Ergo agreement.

"A deal such as the one between Ergo and the NUM is a very positive step. In hard times like this both employers and employees would benefit from it," he said.

JCI took a more cautious view. "Management is aware of current developments on negotiations in the industry. JCI management does not reject any proposals outright which are put to them. Should proposals similar to the Ergo agreement be put to management these would be considered also," a spokesman said.

Gold Fields spokesman Michael de Kock refused to comment at all on the matter. He also refused to comment on speculation that Gold Fields was the mining house taking the toughest line in the wage talks.

Rand Mines also declined to comment. Meanwhile, Ergo manpower manager Fanie Ernst said yesterday his company was "very proud" of the agreement.

□ To Page 2

NUM

BIDAY 14/6/91

140A

□ From Page 1

"Our trust relationship with the union has grown strongly. We came together to save the company. There is a change in the climate between management and workers who all recognise we need to work together towards the new SA," Ernst said.

He said the idea on which the agreement was based was initially put forward by Ergo management.

Anglo American and Ergo spokesman James Duncan said "From the union's side it shows an understanding of the difficulties confronting Ergo and, from manage-

ment's side, a willingness to conceive of and motivate an arrangement which rewards employees according to financial results for their contribution to productivity and profitability."

The agreement provides for a 5% across-the-board wage increase, and a new employee bonus scheme, based on financial results and operating performance, which can add a half-year bonus to each employee's wage up to a maximum 14.5% of employees' earnings.

● Comment: Page 6

LABOUR

By DICK USHER and Elnews ^{W/mcut}
THE 130 000-member Food and Allied Workers' Union has fully supported as a democratic right the wearing of "many hats" by union leaders. ^{14/6-20/6/91}

The position, adopted at Fawu's national congress last week in Umtata, holds that there is "absolutely nothing wrong" with worker leaders being elected to posts in other progressive organisations which advance worker interests

The wearing of many hats — and, specifically, overlapping leadership of the Congress of South African Trade Unions and its allies, the African National Congress and the South African Communist Party — is a hot issue and will be aired at Cosatu's July national congress. While some affiliates hold that dual leadership threatens union independence, Fawu has tradi-

Fawu endorses dual leadership

tionally identified closely with the congress movement.

Also at its congress, Fawu adopted a comprehensive policy on Aids — becoming the first union in the country to do so

Among other features, the policy demands negotiated Aids agreements with employers, aimed at combating fear and prejudice, and a ban on discrimination against or dismissal of infected workers (For full details, see *The Weekly Mail* May 24-29)

The congress also called for an economy

based on socialist principles, saying socialism had not failed but that Eastern bloc leaders had departed from Marxist-Leninist theory.

Delegates also resolved that the Cosatu national congress should not adopt an economic policy, but that this should be done at a special conference once the relevant documents had been translated and circulated among workers

● A possible merger with the National Union of Leatherworkers will be discussed at the national congress of the South African Clothing and Textile Workers' Union this weekend

A merger would be the last link in the chain towards one union for all sectors of the industry

A Sactwu spokesman said congress would also spell out Sactwu's position on economic policy, the two-hats issue and the national minimum wage

Samwu push on wages (140A)

■ Cosatu's 70 000-strong South African Municipal Workers' Union has vowed to restructure municipal wages as part of a living wage policy.

At its recent national congress in Cape Town, Samwu noted huge differentials between wages for the same job in different municipalities and the lack of a consistent wage structure in councils with the same municipal grading. In response, it said it was co-ordinating negotiations nationally for the first time.

Reports by Weekly Mail staff
w/mail 14/6 - 20/6/91



Aids another hazard for drivers

W/Mail 14/6 - 20/6/91
140A

BY JENNIFER POGGRUND
"AIDS on wheels" — that's the hazard facing South Africa's long-distance truck drivers, who spend weeks or months away from home, often travelling through deepest, darkest, disease-infected Africa.

"There is a general perception among employers and management that truck drivers are responsible for the importation of Aids into South Africa," says Bafana Seripe, Aids education officer for the Transport and General Workers' Union (TGWU).

"They argue that Aids has been spread along transport routes to and from Zimbabwe, Malawi, Zambia and Zaire.

"But our belief is that nobody has done a study to prove that, and this represents a way of discriminating against truck drivers as a group, of identifying and labelling them, and blaming them. You can look at a lot of

industry sources. "But it gave an indication that truck drivers are vulnerable to HIV."

The union acknowledges that there are problems — truck drivers are away from home for long stretches of time, and at the stop-overs there are women selling sex, "but also to alleviate the loneliness of the middle of the night in the middle of nowhere", says Seripe.

Often drivers are forced to sleep in their trucks, as it is their on the road responsibility to look after the trucks at the stop-overs.

To counteract this, the union is negotiating that drivers spend more time at home — either a day a week, or a weekend a month. And that when they are on the road, they are provided with

skills in people or training them when they might fall ill or die," says Seripe. The union feels strongly that its education programme should be developed in consultation with its members, and not imposed from above.

The issue is a highly sensitive one, says Seripe, and there is denial and resistance from the workforce. "People see Aids as a political plot from the state and from management, or as a white or homosexual disease, or as a result of sex across the colour bar. These prejudices need to be addressed."

Employers will be addressing Aids issues in an industry-wide seminar to be held next week. Pre-employment testing and legal considerations are high on the agenda, said a representative for the umbrella Road Freight Association, which considers dealing with the Aids crisis a priority

Unions fear businesses will evade labour laws

TRADE unions fear that falling trade barriers will tempt SA businesses to shift operations to other African countries where unions are not as strong as here

Pressure for higher wages is weaker in other African nations

The Congress of SA Trade Unions (Cosatu), the major union federation, and the smaller National Council of Trade Unions (Nactu) attended a conference of the Southern African Trade Union Co-ordinating Council (SATUCC) which drafted a code of worker rights

International relationships and regional links will be discussed at the July congress of Cosatu, which has 1.5-million members

The SADCC Monthly Report a newsletter published by the Cape Town-based International Research and Information Services, says the

By JANE ARBOUS

concept of worker unity has been given impetus by the relaxation of trade barriers against SA

Alan Horwitz, national organiser for the SA Commercial Catering and Allied Workers Union (Saccawu), says the trend is evident in Sun International's wage structure

Forum

Saccawu wants wage negotiations with Sun International to be conducted at one central bargaining forum and has formed alliances with unions in Namibia, Botswana and Swaziland

Mr Horwitz says wages are higher at businesses where Saccawu is organised and were increased unilaterally by management when changes in Transkei and Ciskei allowed the union to or-

ganise there. Pay is lowest in countries such as Swaziland and Lesotho

He told SADCC Monthly Report that SA business would "try to export exploitation to maintain profits"

Mr Horwitz says union movements outside SA are much weaker and labour ministers have strong powers over the right to strike

Cosatu, in a position paper prepared for pre-congress discussion, proposes that it develop "a much clearer international policy"

On a continental level, it proposes affiliation to the Organisation of African Trade Union Unity (OATUU). At regional level, it proposes membership of SATUCC and the maintenance of bilateral relations with national union federations

The paper recommends that Cosatu remain unaffiliated to any international co-ordinating centre. But it calls for participation in the Interna-

tional Confederation of Trade Unions (ICTU) co-ordinating committee on SA and puts forward proposals to restructure the committee

Another proposal is that Cosatu should strengthen its relations with the Commonwealth Trade Union Congress (CTUC) because "this gives us greater access to meet with many national centres in the developing world"

Mr Horwitz says unions should form corporate councils to seek centralised bargaining for corporate operations in different countries

This would make it possible for industrial action in one country to be exported to others

A draft charter of worker rights, demands that governments recognise the right of workers to strike and engage in other forms of effective industrial action, including solidarity action, without dismissal

Mine group strikes historic labour pact

EMPLOYERS are hailing the profit-sharing and productivity bargain struck between East Rand Gold and Uranium and the National Union of Mineworkers this week as a historic breakthrough in labour relations.

Ergo and the NUM agreed on a five percent across-the-board pay increase topped up with bonuses of up to 15 percent, depending on profit levels and employee performance.

Said one of SA's most eminent industrial relations experts, "The agreement is a monumental breakthrough. It's the first time since the mid-70s that black trade unions have acknowledged economic reality. I think this could be a first step towards healthy Japanese and Swedish-type pay practices."

Industrial relations observers regard the bargain as a breakthrough because of what they call its "win-win" nature.

THE SUNDAY MORNING ASSESSMENT

by David Carte

In the age-old stand-off between labour and capital, the employer wants to maximise work and minimise wages. The union and its members want to maximise wages and minimise work.

This means that one side always wins in negotiations and the other loses. Productivity bargaining and profit sharing enables both sides to win. Mr Clem Sunter, chairman of Anglo's gold division, said he was delighted with the agreement.

Mr At du Plessis, manpower director at Gencor, said the union's agreement on profit sharing was a welcome break from its oft-stated

socialistic views.

Neither the National Union of Mineworkers, nor the Congress of SA Trades Unions (Cosatu), the umbrella body to which it belongs, is prepared to make too much of the agreement. They see it as "necessary in the straitened circumstances of SA gold mining."

Wages

The agreement was signed as the NUM and the chamber went into the fourth round of negotiations on pay levels on dozens of mines.

The chamber's chief negotiator, Mr Johann Liebenberg, said the NUM had asked the chamber for a similar deal on loss-making and marginally profitable gold mines.

Mr Marcel Golding, assistant general secretary of the NUM, said the Ergo agreement had been signed "because wages at Ergo were higher

than at other mines"

"The company was narrowly breaking even and it was considering retrenchments. The deal was conditional on full disclosure and subject to review and scrutiny."

Mr Golding said he did not want to discuss negotiations with the chamber because the NUM's demands might change.

Cosatu spokesman Neil Coleman said his organisation did not prescribe to member unions. Nor did it negotiate. There could thus be no suggestion of disagreement between Cosatu and the NUM over productivity bargaining.

"This is a very particular crisis situation. The productivity deal with Ergo and the similar proposal to the Chamber of Mines are limited to marginal gold mines. This is not the beginning of a new trend."

"In principle, Cosatu is against

piecemeal bargains linking productivity and wages because they tend to keep the unions and workers in the corner they are in.

"Guided by our affiliates, we have mapped out a macro approach towards restructuring the entire economy. Productivity bargaining is not part of the plan."

Deals

But the NUM has set a precedent. If it has signed this deal and is prepared to sign other deals with gold mines in trouble, can it be long before it heads the argument of Mr Liebenberg that coal mines are also stretched and require similar arrangements?

After that, how long will it be before other unions sign deals with industrial and commercial companies also under pressure? The steel and engineering industries are

shedding thousands of workers every month

If Ergo employees have a good experience with this agreement, we can expect many more. And there are quite good prospects.

Thanks to the fall in the rand and a slight rise in the gold price in the past fortnight, the mines are receiving R100 an ounce more for their gold now than last financial year.

The bottom line is that employed, unorganised workers are already an elite of "insiders", conscious of the millions of unemployed "outsiders" ready to compete for their jobs.

The outsiders are now the proletariat and the workers, with company-sponsored housing and medical aid, are already middle class. They have a vested interest in "the system" and the last thing they want to do is be cast out among the outsiders as firms close down.

Workers' rights 'key to lifting of sanctions'

By SHARON SOROUR
Labour Reporter

THE largest trade union in the Cape has called for the lifting of sanctions to be linked to the development of worker rights

At the biggest union national congress held in Cape Town, the 190 000-strong SA Clothing and Textile Workers' Union (Sactwu) said the relaxation of sanctions had to be linked to "progress" in two areas achieving a democratic political settlement and developing worker rights

Union assistant general secretary Mr Ebrahim Patel said the congress had called for a conference, to be convened by Cosatu, to thrash out the rights trade unions could expect in a new constitution

When sanctions were lifted completely and international trade links resumed, there had to be an understanding that basic labour rights be recognised, Mr Patel said

Sactwu, which has about 68 000 Western Cape members, also resolved to campaign for basic foodstuffs and other necessities to be exempted from value-added tax (VAT)

The congress, held at the weekend, decided to explore the possibility of employers giving an "unscheduled, interim wage increase" to workers to compensate for the expected increase in inflation from VAT

Other major decisions taken at the congress included

- A drive to include cotton and wool workers in the union and to have the Labour Relations Act extended to all farm-workers

- Asking employers to re-structure the industry to create jobs and stem the spate of factory closures through a major training and re-training strategy

Cosatu general secretary Mr Jay Naidoo and ANC constitutional committee member Mr Kader Asmal addressed delegates

ARGUS 18/6/91
140A C

Disputes head for bargaining forum

(140A) VERA VON LIERES (18/11/91)

DEADLOCKED auto assembly and tyre industry pay talks would be referred to national bargaining forum and industrial council dispute meetings today, the National Union of Metalworkers (Numsa) said yesterday (18/11/91)

Numsa negotiator Les Kettledas said the union had declared a dispute in both sectors on June 7

The union declared a formal dispute in the metal industry last month. Steel and Engineering Industries' Federation of SA employers responded last week by declaring their own dispute

And in another move, Numsa last week declared a dispute on behalf of its 100 000 members in the motor industry (principally service station workers), saying employers' proposals amounted to a wage freeze

Numsa, which represents about 8 000 workers in the tyre industry and 37 000 in the auto assembly industry, is demanding a R2 across-the-board increase on the hourly wage or a 25% increase — whichever is the greater — in the auto negotiations. B Day 18/11/91.

In tyre talks the union is also demanding a R2 an hour increase and the retention of the current hourly R5,50 minimum

Kettledas said auto employers have offered increases ranging between 13,3% at the bottom pay levels and 12,5% at the top

Tyre manufacturers' final offers ranged between 14,6% at the bottom pay levels to 12% at the top

Kettledas said the union had rejected the wage offers as they were below the inflation rate and failed to take into account the effect the introduction of VAT would have

Union calls for rethink on sanctions

THE 190 000-strong Clothing and Textile Workers' Union (Sactwu) — the third biggest union in Cosatu — called at the weekend for a review of sanctions

Sactwu is the second major union to call for a rethink on sanctions. The NUM in April called for a conference on sanctions involving all parties which had earlier called for punitive economic measures, among them trade unions and churches.

Sactwu linked the lifting of sanctions to the formulation of a labour code for foreign investors. The NUM, in its decision, linked the lifting of sanctions to an investment code and the achievement of "irreversible" change in SA.

Sactwu assistant general secretary Ebrahim Patel said yesterday delegates to the conference accepted a

Bl Day 18/6/91

VERA VON LIERES

"necessary link between the pace of lifting sanctions and the progress towards a political settlement"

He said the lifting of sanctions had to comply with basic trade union rights. "As sanctions are lifted, you have to ensure that governments elsewhere and foreign investors agree to the terms on which they invest. These would have to be in compliance with a labour code."

He said delegates decided on the organisation of farmworkers, VAT, industrial restructuring, industrial training, the closed shop and the organisation of workers in Swaziland and Lesotho. In a move that signals a shift towards regional concerns, Sactwu committed itself to working more closely with workers in Swazi-

(1404) (255)
land and Lesotho, and to consider including them in the union.

Sactwu would also campaign for the removal of VAT on basic foodstuffs and necessities and will consider asking employers to grant an unscheduled interim wage increase to compensate for the anticipated increase in inflation related to VAT.

Other conference resolutions included organising cotton and wool workers, strengthening the union's organisation in the leather and clothing retail sectors, and considering a national strike to achieve a national industrial council in the sector.

Delegates also discussed restructuring the industry to create jobs and ending factory closures by introducing a training strategy, through greater beneficiation of wool and by becoming more export-orientated.

Metalworkers' union warns of ballot

DISPUTE meetings in the auto assembly and tyre industries failed yesterday, with the National Union of Metalworkers (Numsa) declaring it would ballot its members early next week unless employers revised their positions

Numsa negotiator Les Kettledas said yesterday the union would start balloting its members in the auto assembly and tyre industries after its third national congress, to be held in Johannesburg this week

The union represents about 8 000 tyre workers and 37 000 auto assembly workers

Kettledas said it had dropped its demand from a

By Vera von Lieres
VERA VON LIERES

R2 across-the-board increase to R1,50 at yesterday's dispute meeting with auto assembly employers. This was in line with the rise in the cost of living and to deal with the effect of VAT's introduction

Security

While there had been substantial progress on training demands, no progress had been made on the union's demands around job security

Employers were unwilling to address seriously the area of job security and proposals on restructuring the industry, Kettledas

said

Numsa had also dropped its wage demands at yesterday's tyre industrial council dispute meeting. Employers in turn revised their offer marginally, although it was still below the current inflation rate

However, there had been no progress on key proposals around employment security and restructuring of the industry

Mediation in metal industrial council talks, covering more than 270 000 workers, continue today

A date for a dispute meeting for the motor industry talks involving 100 000 workers has not yet been set

THE National Union of Metalworkers of South Africa will hold its national congress tomorrow.

Numsa general secretary Mr Moses Mayekiso described the event as crucial in a "changing country".

Addressing a Press conference yesterday, Mayekiso said the union, which has about 286 393 paid-up members, needed to be ready "to function properly" once apartheid had been scrapped.

He said "Unlike in the past, this years congress will follow a new pattern

"The issues which are to be discussed by trade union movements can no longer be summed up in individual resolutions

"Resolutions which try to do this have become too long and difficult for members to be able to implement them

"As a result, the old

Numsa adapts to changes

Sowetan 19/6/91

By IKE MOTSAPI

concept of congress as being an isolated meeting held once in two years, where policy is made, must be changed

Apartheid

Mr Bernie Fanaroff, Numsa's organising secretary, said key issues to be debated at the congress were

- * Destroying apartheid and building democracy,
- * Economic restructuring for the future,
- * Internal structures and constitutional matters



Mr Bernie Fanaroff (left) and Numsa's general secretary Moses Mayekiso addressing the Press conference yesterday. Pic SELLO MOTSEPE

Union rejects political jobs

VERA VON LIERES

140A

THE 40 000-member Chemical Workers' Industrial Union (CWIU) has voted against office bearers holding dual posts in trade unions and political organisations

The decision was taken by 216 delegates at the CWIU's third biannual national congress which ended at the weekend *B/W am 19/6/91*

In a statement the CWIU said delegates also decided to extend the decision that national office bearers should not hold two posts in labour federation Cosatu

Delegates at the congress resolved to campaign for centralised bargaining as opposed to factory level bargaining, and fight against retrenchments and for job security

The congress said it would also campaign for improvements in the Machinery and Occupational Safety Act

Numsa more than double in size since '87 despite huge job losses

DESPITE the loss of more than 2 000 jobs a month in the steel and engineering industries, the National Union of Metalworkers (Numsa) has more than doubled its paid-up membership since its launch in 1987

Announcing the union's third national congress starting tomorrow, Numsa organising and collective bargaining head Bernie Fanaroff told a media briefing yesterday the union's latest paid-up membership was 286 393 compared with 131 000 in 1987 and 188 013 in 1989

In the engineering, iron, steel and metallurgical sectors, membership exceeded 170 000 while in the motor components sector it was over 76 000. Membership in the tyre manufacturing sector was over 10 800.

Fanaroff attributed the increase to the "general upsurge in unionism around the country". Numsa had also managed to raise its profile in the motor industry mainly due to increased militancy and union organisation. The union had also been involved in projects in the homelands.

In the steel and engineering industries, Numsa had expanded its area of operation, and was now also dealing with smaller companies.

General secretary Moses Mayekiso said Numsa intended to embark on a new

VERA VON LIERES

policy-forming pattern at its congress

He said issues under discussion in Numsa had become too long and complex to be implemented at factory-floor level and that the format of policy-forming congresses needed to be changed.

Instead, debates on key issues would be set out in the general secretary's report. The main themes would be discussed and debated by about 1 100 delegates and certain key issues would then be voted on.

Fanaroff said the idea was to move towards a "new congress" where delegates could debate platforms for policy decisions and initiate programmes.

Main congress themes to be debated include "economic restructuring for the future, destroying apartheid and building democracy, and constitutional matters".

Fanaroff said the congress would also discuss the current deadlock in national industry negotiations in the iron and steel, motor components, auto assembly and tyre manufacturing industries. The final decision on whether to begin balloting in the various sectors would be taken at the congress, subject to the results of dispute meetings being held this week.

(140A) Numsa set

for crucial star 19/6/91 congress

By Brendan Templeton

The crucial issue of trade union participation in a future economy will be discussed at the national congress of the 286 300-strong National Union of Metalworkers (Numsa) which starts tomorrow.

It was reported earlier this year that the union was actively considering a "reconstruction accord" with the ANC which would strengthen the push towards socialism.

According to the SA Labour Bulletin, the accord would give unions a strong economic platform and ensure their militant independence. Once concluded, the accord would be used as a basis for negotiations with business.

Other issues for discussion at the four-day congress are the dismantling of apartheid, and strategies the union can adopt to effectively and democratically coordinate its rapidly burgeoning membership.

Deadlock

ANC deputy president Nelson Mandela will speak on destroying apartheid and building democracy.

Numsa said in a statement that its membership had nearly doubled since its 1987 launch when it had 131 000 members.

The congress comes at a time when the union is deadlocked in vital talks with employers in the key industrial sectors of engineering, auto assembly spares and tyre manufacturing, which employ more than 740 000 workers.

Numsa announced it intended to ballot its members for strike action if dispute meetings before the congress did not bear fruit.

nesday June 19 1991

Threat of lockout to metalworkers

Sowetan 19/6/91

1409

METAL industry employers have threatened to lock out thousands of workers if the dispute between employer body Seifsa and the 12 unions party to metal industry pay talks is not resolved.

The annual talks, which affect wages and working conditions of about 360 000 workers, reached deadlock at the end of May

The dispute, originally declared by all trade unions, went to mediation yesterday, according to Seifsa executive director Mr Brian Angus

Last week management also declared a dispute with the unions for failing to accept the final employer offer, leaving the way open for a lockout should the dispute not be resolved.

The Independent Mediation Service of SA would act as mediator, Angus said.

Although the parties were far

apart, he believed mediation offered the best chance of settlement.

"But if the dispute cannot be resolved, Seifsa will hold a lockout ballot," he said

The Cosatu-affiliated National Union of Metalworkers of SA - the largest union in the negotiations representing 113 000 workers - warned of mass industrial action if employers did not improve their offer.

Dispute

Union spokesman Mr Alastair Smith said a strike was one of the options the union was considering when the dispute was declared two weeks ago.

He said the union was, however, "committed to settlement" and would approach mediation "with an open mind"

Seifsa has offered wage increases of nine percent for artisans

and 12,6 percent for labourers - increases ranging from 48c to 86c an hour.

Numsa asked for increases of between 20 percent and 36 percent when the talks broke down but has reverted to its opening demand of R2 an hour or 25 percent - whichever is the greater - which amounts to increases of up to 48 percent.

Last year Seifsa and Numsa gained ballots in favour of a lockout and strike respectively but neither exercised the option - *Sowetan Correspondent*.

Community News

READERS are reminded that the deadline for Community News is noon today.

Telephone the *Sowetan* at 474-0128 or hand in your news at our offices at 61 Commando Road, Industria West.

Union alarm over VAT

14/6 - 20/6/91

The introduction of VAT later this year will be an added burden on consumers. Organised labour seeks to create a broad front to examine the new tax system

140A
BY DREW FORREST

AS ITS September 30 implementation date looms, Value Added Tax — and specifically its impact on workers and the unemployed — is emerging as a central issue on the labour front.

This week, the Congress of South African Trade Unions said it would welcome a joint union drive on VAT. "In fact there is room for a much broader front — civics and consumer bodies have also expressed concern," said Cosatu press officer Neil Coleman. The issue could find its way on to the agenda of a special central executive committee meeting later this month, he added.

Cosatu was reacting to a call by the 250 000-member Federation of Salaried Staff Associations (FedSal) for a union summit to fight the levying of VAT on union dues, which it described as double taxation. FedSal also called for talks with Finance Minister Barend du Plessis on the issue.

Cosatu's concerns about the new tax, due to replace GST on September 30, are much broader than this. Research by the Labour Research Service (LRS), commissioned by the federation, argues that VAT at the proposed rate of 12 percent will more than double the sales tax paid by the poor.

"Low-income households will pay, on average, between R26 and R38 a month more sales tax. This will reduce the money that each household can spare for essential goods and services by five percent," it says. It goes on to

had set aside R220-million for "targeted aid schemes" for the severely indigent.

This was less than half the R546-million in extra sales tax low-income households would pay in the 1991/2 budget year, "not a very good deal in anyone's books".

In addition, Vatcom, the government-appointed committee on VAT, had estimated the number of South African and homeland residents deserving assistance at 16,3-million. On the doubtful assumption that relief could be directed to all deserving cases, each person would receive R2,25 a month.

At the same time, the government would spend R25-million less in 1991/2 on job creation and R20-million less on training for the unemployed than last year.

The LRS also takes issue with the exemption of machinery purchases from VAT, which it says will save manufacturers R3,75-billion in the six months after the tax is introduced.

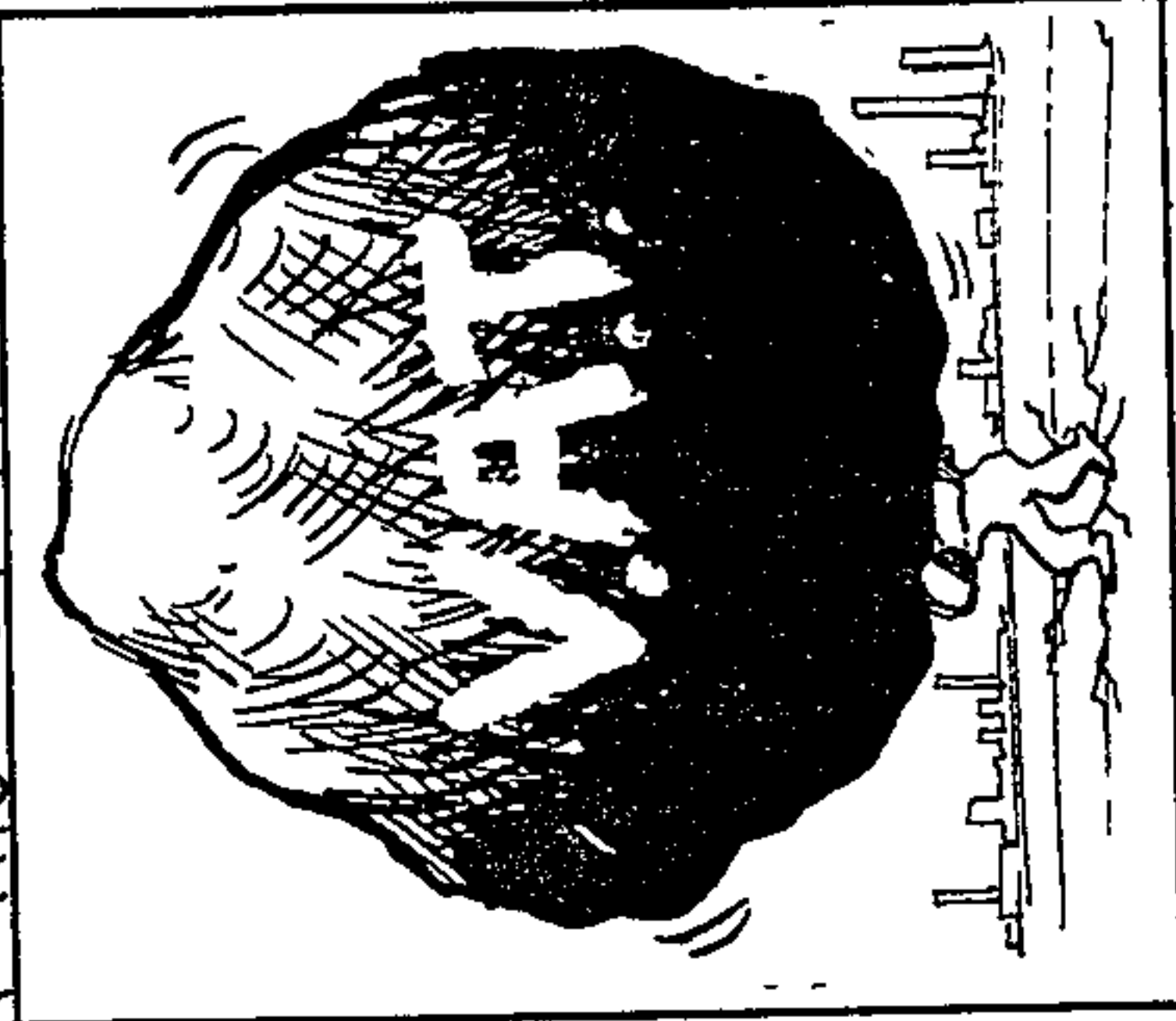
Under recessionary conditions, this is more likely to be pocketed than invested in new jobs or passed on to the consumer in the form of lower prices, it says.

It also stresses that by reducing capital costs relative to those of labour, the concession is likely to undermine job creation.

The effect of VAT will be to redistribute wealth away from the poor to the economically privileged, it contends.

LRS argues that a six percent VAT would be equivalent to the current 13 percent GST rate and therefore "fair for workers while still reducing the cost of investment".

Lost revenue should be recovered from the rich, by reintroducing the tax on dividends, by taxing capital gains, company profits and luxury goods, and through higher estate and gift taxes, it holds.



Heavy burden . . . VAT will hit the poor hardest

argue that in order to maintain the purchasing power of workers' wages, union negotiators need to press for inflation plus five percent this year.

The LRS findings are already feeding into pay negotiations. In metal industrial council talks, the National Union of Metalworkers has demanded an additional five percent to offset the impact of VAT.

The key difference between GST and the new tax, the LRS stresses, is that a wide range of essentials — including white bread, meat, fish, milk, vegetables, fruit, medical services and medicines — will no longer be tax-exempt.

The government had acknowledged that VAT would impose a heavy burden on the poor and



Cosatu gears for VAT action

(140A)
MEMBERS of Cosatu's national campaigns committee will meet next week to consider action on the new VAT system.

8/Day 20/6/97.
Cosatu media officer Neil Coleman said yesterday a report commissioned by Cosatu from the Labour Research Service (LRS) — arguing that VAT at a rate of 6% would be fairer than the proposed 12% — would be discussed at the meeting.

The report proposes revenue lost through lower rates should be recovered by introducing taxes on wealth.

This could include the reintroduction of tax on dividends and an increased tax on company profits. Further taxes could include the taxing of capital gains, increasing the tax on estates and introducing tax on gifts or donations.

Policy options highlighted by the LRS report argue that at a rate of 6% consumers would pay the same amount of VAT as GST with a rate of 13% — making VAT a much fairer system than that proposed by government.

"VAT is, technically, a better sales tax than GST because there is less evasion. But at 12% VAT will hit the poor harder than GST does."

Working on a household earnings figure

VERA VON LIERES

of R778 a month, the report says low-income households would pay, on average, between R26 and R38 a month more under VAT, reducing household expenditures on essential goods and services by 5%.

For VAT to be effective, it needed to be broad-based with few exemptions, and the rate should be low.

The LRS is a research institute providing economic analysis to the trade union movement.

VAT and its effect on workers' cost of living will be one of the main issues on the agenda of the campaigns committee meeting scheduled for June 26 and 27.

Coleman said the question of policy, strategies and campaigns on VAT still had to be determined within Cosatu structures.

He said the fact that the 250 000-member Federation of Salaried Staff Associations of SA (Fedsal) last week called for a trade union summit to discuss pressing government to reconsider the levying of VAT on union dues, raised the possibility that other groupings could be drawn into initiatives around VAT.

Sactwu votes for closed shop

South 20/6 - 26/6/91
140A

By Waghied Misbach

THE South African Clothing and Textile Workers Union (Sactwu) became the first union to endorse the closed shop at national congress level at their third national congress held in Cape Town last weekend.

The closed shop compels workers to join a majority union and to eradicate "free riders" — those workers who reap the benefits of union initiatives without joining up

The 190 000-strong Sactwu proposed that the closed shop should be extended to all unorganised factories.

In his speech at the start of the congress, Professor Kader Asmal, a member of the ANC's Constitutional Committee, called for the closed shop to be entrenched constitutionally.

Newly elected Sactwu assistant general secretary, Mr Ebrahim Patel, said on Tuesday that Cosatu had already adopted the closed shop informally.

Patel conceded that there were dangers inherent in the closed shop, and

that the measure would also keep an unrepresentative union in power.

He said, however, that the union did not intend to apply the resolution "top down".

The resolution was aimed at a small minority of the workforce — some two to 10 percent — who reaped benefits from the trade union without paying subscriptions or joining strikes.

In other resolutions, Sactwu called for

● industrial restructuring with a nationwide anti-retrenchment demonstration on September 4;

● a campaign for the removal of Value Added Tax from basic foodstuffs and other necessities,

● an organising drive to include cotton and wool workers in the union, and to extend the Labour Relations Act to all farm workers,

● linking Sactwu with workers and organisations in Southern Africa, particularly in Lesotho and Swaziland,

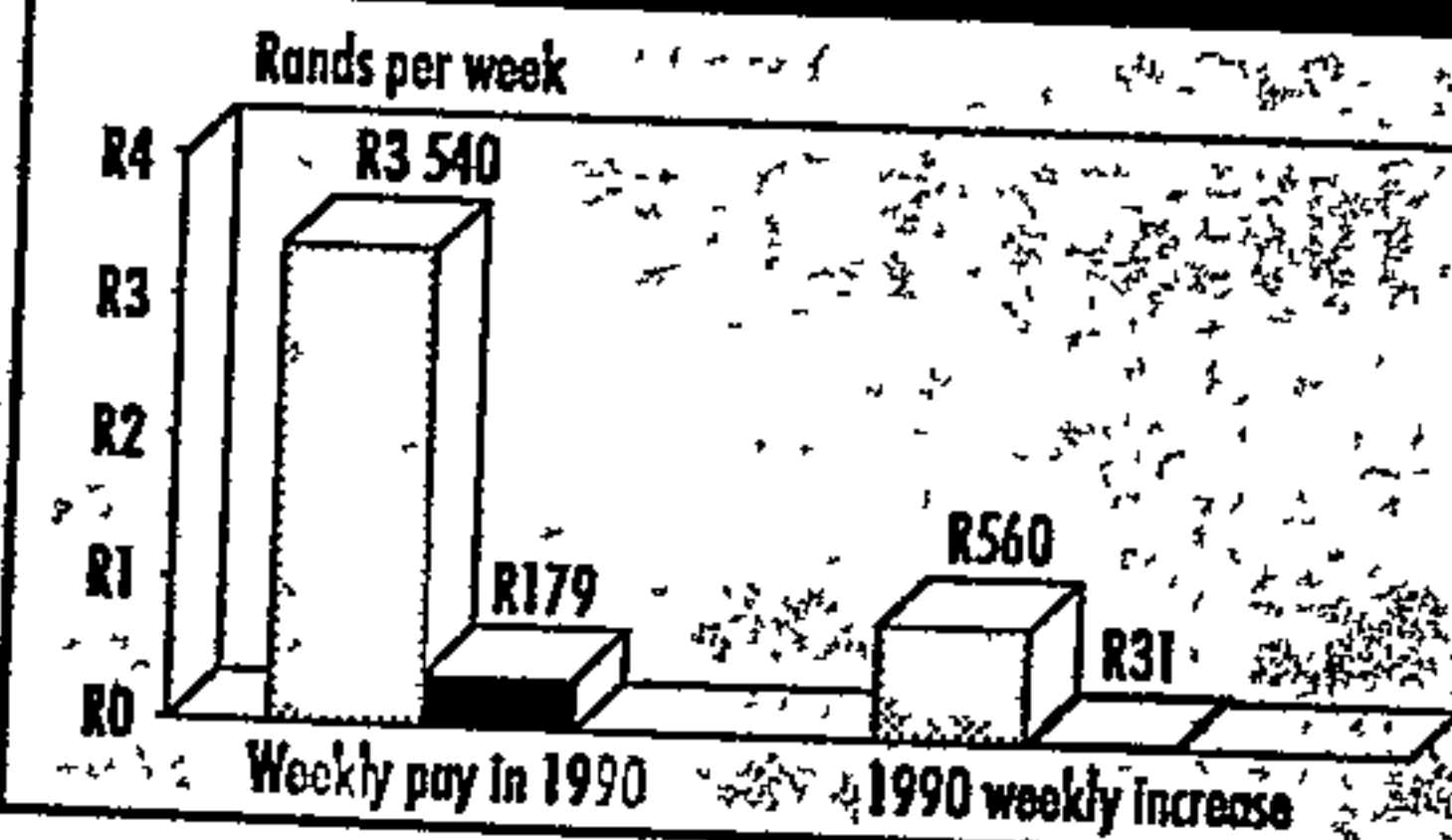
● a review of sanctions at a conference convened by Cosatu and its allies, and the linking of any lifting of sanctions to compliance with social clauses in trade agreements covering

basic trade union rights.

The leadership of the union, elected for the next two years, are Amon Ntuli (president, a worker at Framme Textile complex in Pinetown), Johnny Malebo (first vice-president, a worker at an AngloVaal textile subsidiary in Cape Town), Theodora Steele (second vice-president, a worker at Da Vinci Clothing in Durban); Connie September (treasurer, a worker at Rex Trueform Clothing in Cape Town); John Copelyn (general secretary) and Ebrahim Patel (assistant general secretary).

DIRECTORS LIVE IT UP

504/7
20/6-26/6/91



14017
~~187~~
~~187~~

COSATU'S "Retrench the Bosses" slogan gains new meaning from figures on executive earnings released by the Labour Research Service.

LRS found the 1 079 directors who control the top 100 companies earned a total of R199 million in 1990 — enough to support 14 547 families on R1 140 a month. The 129 directors employed by the 10 top-paying companies took home just under R1 mil-

lion each week in 1990. The 10 are: Malback, which pays directors an average of R9 615 pm, Trenoer (R9 475), Barlow Rand (R 8 814), Murray & Roberts (R8 028), Wooltru (R7 051), Seardel (R6 584), FSI (R6 381), Plate Glass (R6 308), Rembrandt (R6 282) and Sentrachem (R5 522).

The 12 directors of Johannesburg Consolidated Investments earned R11 058 a week.

FM 21/6/91

CURRENT AFFAIRS

SANCTIONS

140A

MAKING THE LINK

Two major Cosatu unions have called for a review of sanctions — an action which could provide impetus for toppling the policy at the ANC conference in the first week of July. However, there is a *quid pro quo*: sanctions are to be lifted in exchange for what are termed "social clauses in trade agreements."

The 190 000-member SA Clothing & Textile Workers' Union (Sactwu), Cosatu's third largest affiliate, envisages that these social clauses will cover basic trade union rights — to join unions, to strike and picket.

Sactwu assistant general secretary Ebrahim Patel says the lifting of sanctions needs to be linked to progress towards the achievement of a political settlement, and compliance by employers with basic labour rights in a labour code.

Precise definitions will be worked out at a special conference to be convened soon — but the definition of political progress seems destined to be left deliberately vague so that it does not itself become an impediment to progress.

Patel says the labour rights would include protection for workers not now covered by labour legislation, such as farm workers. The effect of such a code, and its adoption by foreign governments, would bring to bear

continue — D

CURRENT AFFAIRS

FM 21/6/91

140A

further pressure for rapid labour reform and strengthen the hand of the union movement.

In April, the National Union of Mineworkers (NUM), Cosatu's largest affiliate with 275 000 members, called for a conference on sanctions involving the tripartite alliance it has with the ANC and SA Communist Party, as well as church and anti-apartheid groups active in calling for sanctions in the past.

The FM of May 24 noted that a powerful bloc in Cosatu rejected the ANC's commitment to sanctions and that the issue was being increasingly debated in union circles. All eyes are now on this weekend's conference of the National Union of Metalworkers of SA, Numsa, Cosatu's second largest affiliate with 275 000 members.

Numsa has tended to be one of the most militant pro-sanctions unions. But faced with major layoffs, it may decide on a more tactical approach — and if so, there is little doubt that the ANC conference will support the conditional lifting of sanctions, particularly if President F W de Klerk releases remaining political prisoners by June 30.

The conditions likely to be imposed will include social responsibility and union rights agreements from new investors. Support for the total lifting of sanctions would require the scrapping of security legislation, particularly the Internal Security Act. Yet the ANC may even take a pragmatic view on

this law as long as all political prisoners are freed and violence is ended or dramatically reduced.

In December the ANC rejected a document on the easing of sanctions by international department secretary Thabo Mbeki. At the time elements in the union movement were its most hostile opponents — but those unionists re-examining the sanctions issue are now thinking along similar lines to Mbeki.

□ Most Cosatu unions will have held their annual congresses before the federation's fourth congress in Johannesburg on July 24. Though the Cosatu conference, in turn, will be affected by whatever decisions are taken at the ANC conference in Durban, it could take decisions that do not necessarily merely rubber-stamp those made by the ANC.

Charlene Smith

Union scores victory over pay

By IKE MOTSAPI

THE Steel, Engineering and Allied Workers Union of South Africa scored a major victory when it successfully negotiated pay increases for its members at Flamecut Company, a union spokesman said yesterday.

The additional 22c for all members will be added to the offers negotiated by Flamecut and the Steel and Engineering Industries Federation of South Africa and applies to people of various grades in the company.

This means that if an employee falls under the H job grade and was to get a 48c an hour increase as negotiated by Seifsa and Flamecut, that person will now get an extra 22c an hour.

Seawusa organiser Mr Philemon Ntombela said in a statement: "Flamecut and the union entered into negotiations relating to wages and other conditions of employment for

the 1991/1992 year.

"This supplementary wage agreement will be implemented on July 1 1991 and shall operate up to an including June 30 1992."

Meanwhile, members of the National Union of the Metalworkers of South Africa are still locked in battle with various managements over wage increases.

Numsa has rejected increases offered to their members. Both parties have declared a dispute.

Numsa members have been staging countrywide demonstrations to highlight their plight.

140A

Wage deadlock: co-ordinated ~~75~~ strikes looming

By DREW FORREST ^{21/6-27/6/91} ~~Wimail~~

SOUTH Africa's first co-ordinated cross-sector strikes — potentially involving half a million workers — are looming following simultaneous deadlock in four key industry pay negotiations

At the heart of the storm is the National Union of Metalworkers, which is in dispute with bosses in the engineering, tyre, motor and vehicle assembly sectors. Wages and job security amid mass retrenchments are the flash-points. This weekend, Numsa's national congress is certain to endorse the holding of strike ballots by 200 000 engineering, tyre and auto assembly members.

In motor, an industrial council dispute meeting has still to be held. Given that employers have not tabled a wage offer — instead demanding a 12-month pay freeze — settlement seems highly unlikely.

Two rounds of mediation were held this week between the Steel and Engineering Industries Federation (Seifsa) and metal unions including Numsa and the Confederation of Metal and Building Unions, the voice of white metalworkers. Little progress is believed to have been made, although further mediation is planned.

In the tyre and auto sectors, dispute talks also involving Numsa broke down this week. In both encounters, the union moderated its R2-an-hour pay demand to R1,50 — about 20 per cent in both sectors — but the parties remain widely separated.

Also in dispute, said Numsa national organiser Gavin Hartford, were job security and creation demands. While Numsa wanted to restructure the tyre sector to make it more competitive, employers insisted on dealing with the issue plant by plant.

In auto, no response had been offered to Numsa "minimum conditions" for restructuring talks, including a moratorium on retrenchments.

Given the small number of tyre and auto plants, and the proverbial militancy of the workforce, conditions favour co-ordinated strike action.

In motor and engineering, where the workforce is dispersed over thousands of plants, the obstacles are greater. Numsa has only 76 000 members in the 234 000-worker motor industry, and has been weakened by a closed shop

Pointing to surging retrenchments in metal and engineering — currently running at 2 500 a month — employers doubt the union has strike capacity in these industries.

But they are girding up their loins. Seifsa has declared its own dispute, opening up the possibility of an industry lockout, and plans strike and lock-out workshops for members in three

centres if mediation breaks down.

Ergo deal not a shift in policy

w/matt 21/6-27/6/91
By DREW FORREST

THE National Union of Mineworkers' revised bargaining approach on the gold mines does not signal a watershed shift by labour to profit-related pay.

Reacting to the NUM's recent pay deal with the East Rand Gold and Uranium Company (Ergo) and compromise proposals in wage talks with the Chamber of Mines, some commentators have expressed the hope that the unions may be shifting towards profit-linked pay bargaining widely used in Europe. There is no real sign of this.

The Congress of South African Trade Unions' Neil Coleman is on record as saying that such bargaining does not form part of Cosatu proposals for economic reconstruction. Cosatu's platform for restructuring talks with the employer body Saccola in fact stresses the need to close pay gaps.

And NUM economist Martin Nicol this week emphasised that the union's revised bargaining stance was "a temporary adjustment to economic circumstances in the gold industry."

"There is no change in policy. Mineworkers continue to support our demands for a uniform rate for the job and a general rise in mine wages to levels in other sectors — and we have told the chamber this."

The Ergo deal and the NUM's proposals for marginal mines to the chamber embody a similar principle, but there are major and significant differences of detail, indicating that the Ergo package is not seen as a model. "We are looking for something drastically different on the gold mines," said NUM general secretary Cyril Ramaphosa.



NUM's Cyril Ramaphosa ...looking for something different

Ergo shop stewards are known to have applied pressure for settlement.

The Ergo agreement provides for a five percent across-the-board award and two further possible bonuses: of four percent if the Ergo division makes at least R2-million operating profit per half year, and 5,5 percent depending on the performance of the company.

This means that workers can expect a maximum increase of 14,5 percent regardless of how well the company performs. "There's a cap on the profit-sharing scheme at below inflation, and that's not far," said one unionist.

A further weakness, union commentators said, was that the second bonus was partly determined by a "performance index" calculated on additional gold and acid produced. "Proper profit-sharing should be based simply and clearly on declared profits," one said.

In talks with the chamber, the NUM has proposed a five percent increase and future profit-sharing in respect of chamber gold mines which it considers marginal. But Ramaphosa stressed that the union would reject any performance component or attempt to cap the distribution of profits.

Numsa delegates meet to discuss strikes

By DREW FORREST

W/M and 21/6 - 27/6/91. (140A) (132)
ELEVEN hundred delegates of the Congress of South African Trade Unions' largest affiliate — the National Union of Metalworkers — meet for the union's national congress this weekend against the stormy backdrop of threatened strikes in all sectors it organises

Delegates will decide whether to launch strike ballots in the engineering, vehicle assembly and tyre sectors, where central pay talks have ended in deadlock.

In the motor industry a dispute meeting is pending, while mediation is underway in the giant metal industries. Settlement in both seems remote.

The congress is to be addressed by, among others, African National Congress deputy president Nelson Mandela, United Autoworkers of America president Owen Bieber and Albert Schunk, international secretary of Germany's 3,7-million-strong IG Metall. In addition to constitutional issues, it will focus on

● "Destroying apartheid and building democracy", including the functioning of Cosatu's alliance with the ANC and South African Communist Party, the "two hats" issue and the demand for a constituent assembly

● Cosatu and Numsa proposals for economic restructuring.

● The weakness of Numsa structures, and how to redress it

Numsa sees the congress less as a framer of definitive policy than part of a process of policy and organisational development. Debates will be set out in the general secretary's report and delegates will be asked to adopt broad platforms on major themes

The weakness of Numsa structures is undoubtedly the product of rapid growth — the union now has 286 000 members, more than double the 1987 figure, and 65 offices

Organising secretary Bernie Fanaroff told a press conference this week the union had been especially successful in recruiting and winning recognition in the homelands, and that many small engineering firms had been organised in areas such as the Free State

Central bargaining forums were under negotiation in the two largest homelands, he revealed

'Two hats' debate rages in Cosatu

140A
140B

w/mca 21/6-27/6/91

THREE major labour congresses last week further divided the Congress of South African Trade Unions on the issue of "two hats" — dual leadership of political organisations and unions

Central to the issue is Cosatu's relationship with its alliance partners, the African National Congress and the South African Communist Party. It provides a key test of unions' political orientation.

Vigorous debate on the question is expected at Cosatu's national congress next month.

At its Johannesburg congress, the Chemical Workers' Industrial Union agreed that CWIU and Cosatu national office-bearers should not wear two hats. More controversial — suggesting resistance from the rank and file — was a ban on overlapping leadership by full-time officials and executive members of the union and the federation, passed by a narrow majority in a secret ballot.

The South African Clothing and Textile Workers' Union's standing opposition to two hats was not an issue at its Cape Town congress, said Sactwu's Ebrahim Patel.

A resolution makes indirect reference to the policy by calling on the leadership not to compromise Sactwu's independence and unity through actions outside the union, and barring leaders from speaking on other platforms without a mandate.

By contrast, the Paper Printing Wood

The issue of dual leadership of trade unions and political organisations is threatening to divide the Congress of South African Trade Unions, reports

FERIAL HAFFAJEE

and Allied Workers' Union (Ppwawu) resolved at its Soweto congress that "key leaders in the trade unions should take up positions in the ANC so as to make sure that they (the ANC) have their experience". Cosatu's food and mine affiliates have taken a similar stance.

In another key resolution, Sactwu called for a conference convened by Cosatu and its allies on sanctions, and for the lifting of sanctions to be coupled with "compliance with social clauses in trade agreements, covering basic union rights".

Similar to a recent congress resolution of the National Union of Mineworkers (NUM), this reflects growing union anxiety that the resistance movement is being overtaken by events on the sanctions front. The paper union also called for a review of sanctions by Cosatu and the ANC.

Sactwu also decided to campaign for "unscheduled wage increases" to compensate for the expected rise in inflation after the introduction of VAT, and will fight the payment of VAT on union subscriptions.

In an advanced resolution on women, the CWIU will press employers to

adopt an affirmative action employment programme aimed at equalising the male female ratio in the industry. The union will also petition employers to remove all forms of sex discrimination within a year.

Sactwu rejected the establishment of women's structures in the union, instead resolving that issues affecting women should be integrated in its constitutional structures. Ppwawu called for the strengthening of women's structures.

Sactwu called for a national clothing industrial council and is to consider a national strike to enforce demands for a national council in textiles. It also became the first Cosatu union to formally endorse the closed shop principle, calling for the extension of the closed shop to all unionised factories.

On industrial restructuring, the union called for an export orientation, greater beneficiation of wool and a major training and retraining push. It plans a union-wide retrenchment demonstration on September 4.

The CWIU is also to step up its drive for centralised bargaining in the chemical sector, and plans a bargaining conference early next year to advance this campaign.

Ppwawu also revealed that it is soon to start unity talks with the South African Typographical Union and Nactu's National Union of Furniture and Allied Workers, with which it has been locked in long-standing organising battles.

Boycotts hurt N Tvl towns

THE Northern Transvaal boycott coordinating committee, representing the ANC, Azapo and Cosatu, this week claimed its action in towns in the area was "99-percent effective"

According to a committee spokesman, the Conservative Party town of Potgietersrus has been hard hit. A boycott was launched there after the chief magistrate rejected a Cosatu-called march on June 15.

However, businessmen in the town are adopting a "wait-and-see" attitude and believe most white-owned shops will survive until a solution to the deadlock is found.

In Messina, an Afrikaanse Sakekamer spokesman said the town's economy had been hit hard.

Star
22/6/91

DIRK NEL

Town councillor Jack Klaff said negotiations were under way to end the boycott, organised by the Nancefield Civic Association, who are demanding the resignation of the Nancefield Town Council.

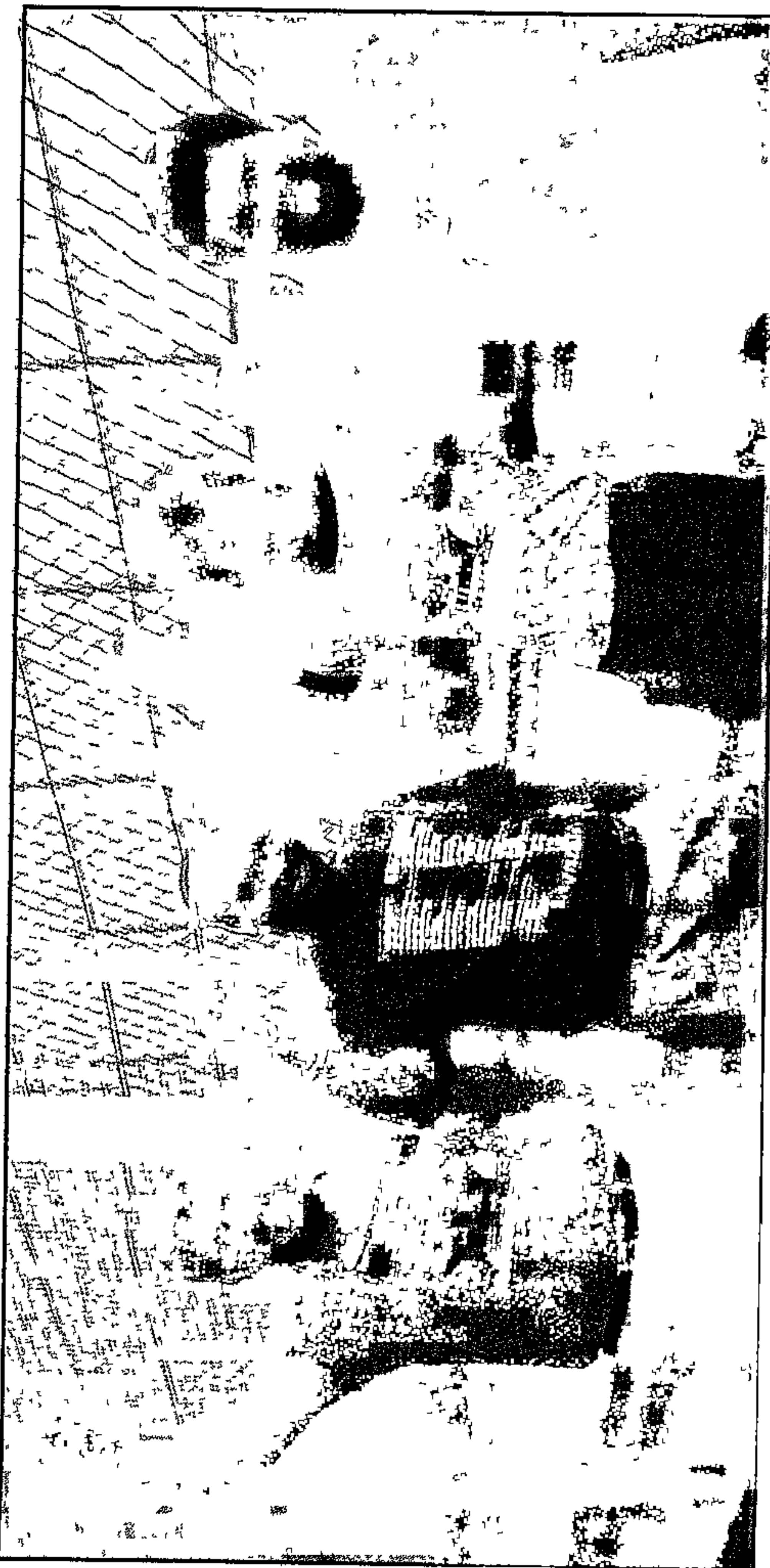
A boycott is being planned in Pietersburg next week, to protest against the town council's refusal to allow a June 16 march.

However, chamber of commerce chairman Frank Greyling said his organisation had set up a meeting to discuss the issue on July 1 and the ANC, he said, had accepted an invitation to attend.

White workers take a Left turn

Star 22/6/91

1408



UNION POWER: White Spoornet workers, disillusioned with their white staff association, are flocking to join the mainly black Sarwvu, from left Attie Herbst, Daniel Madlwa, Andre van Wyk and Jonas Makhavhu.

WHITE transport workers are hoping to get a better pay deal by leaving their own staff association and joining the South African Railway and Harbours Workers Union (Sarwvu).

Union officials say that there are now about 2 000 white workers from Transnet, the holding company for Spoornet and other transport groups, who have joined the 55 000 strong union — a Cosatu affiliate.

"But because we don't categorise membership racially we are not sure of the exact number of whites who have joined us," said Sarwvu official Mr Johan Beaurain — one of the first white workers to join the super union.

Whites began joining Sarwvu soon after the bitter 1990 railworkers strike. And now, on the brink of the latest round of wage negotiations with Spoornet, more whites are having second thoughts about their union

power. Saturday Star spoke to some white Sarwvu members at the City Deep depot, where the union claims almost all the white staff at Spoornet's containerisation depot are members. They told of their disillusionment with the white staff association, Spoorbond.

PAT DEVEREAUX

While Sarwvu plans to negotiate for a 40-percent increase for workers, Spoorbond and Blatu (the black trade union of Transnet) are said to be already decided on settling for an 11,5-percent increase.

"But Spoorbond and Blatu have not even consulted their members and white workers have forgotten that unions are about rights. They think it is just another office which decides for

the workers," said one former Spoorbond member. Former Spoorbond chairman, Mr Attie Herbst (35), a Spoornet truck driver, said "I noticed that Sarwvu was much more effective as a union. At one time Spoorbond requested change rooms for the drivers. We were promised a Zozo hut — in the end we got nothing but broken promises all the way.

"However, when Sarwvu made demands they ensured they got what they wanted. So I decided to join them. My wife was very scared about me joining. But I told her they are the majority so I'm going to join them," said Mr Herbst.

Another truck driver, Mr Andre van Wyk (37), said he had been a member for three years. "The union, although it is mainly black, is non-racial in

its approach. I saw that Sarwvu had more power than Spoorbond so I joined.

"Sarwvu solved a problem I and other workers had with a costly increase in fares for use of the staff bus. The fare was increased from R5 to R20, then to R50 each month. The union helped us fight it and now I pay R20," said Mr van Wyk.

The two said after they had joined Sarwvu they were initially victimised by other white workers. "But now they can see that it wasn't a stupid move," said Mr van Wyk.

"If necessary, we will even go on strike with fellow Sarwvu workers," added Mr Herbst. Asked about Sarwvu's affiliation with Cosatu, and its links with the ANC and the South African Communist Party, the white workers said "if the Government can sit down with them, why shouldn't we?"

Two fellow drivers at the depot, Mr Jonas Makhavhu (35) and Mr Daniel Madlwa (39), said they were pleased that white workers were joining.

Hot debate on '2 hats' expected

THERE is expected to be intense debate at Cosatu's annual congress this weekend on whether trade union leaders should be allowed to hold leadership positions in political organisations, and on the desirability of Cosatu's alliance with the ANC and SACP

The South African Commercial Catering and Allied Workers' Union (Saccawu), whose congress started on Thursday, has opposing positions in its ranks on the question of "two hats" — holding offices in political organisations and trade unions. Its Johannesburg branch resolved last year that dual office should not be allowed.

On the question of the Cosatu/ANC/SACP alliance, the branch decided that, first, such an alliance should not be to the detriment of trade union independence and, second, that the alliance should be broadened to include "all progressive organisations".

Star
22/6/91 **SHAREEN SINGH** 1401

Other Saccawu branches believe dual office is acceptable

The 280 000-strong National Union of Metalworkers (Numsa), whose congress also started on Thursday, is more directly involved in the "two hats" issue. Its general secretary, Moses Mayekiso, is an SACP office-bearer.

Some Numsa unionists believe the union's congress would hold to the view proposed by its leadership last year — that dual office is fine as long as it does not interfere with union work.

Apart from the Chemical Workers Industrial Union and the South African Clothing and Textile Workers Union, which held their congresses last week, members of other Cosatu unions presently appear to support the status quo on dual leadership and the alliance.

Strengthen left-wing alliance - Numsa

Star 24/6/91

140A

The National Union of Metalworkers of SA (Numsa) resolved at the weekend to strengthen the ANC/Cosatu/SACP alliance and agreed that trade unionists could hold leadership positions in political organisations

But the 1 025 delegates at the union's third national congress at Nasrec, outside Johannesburg, reasserted that the trade union must remain independent and stressed the need for mandates, accountability and mass involvement by the alliance partners

Alliance campaigns had to be planned and conducted jointly at all levels

Numsa also resolved that Cosatu should take part in national negotiations with the Government

A workers' charter, guaranteeing basic employment and organisational rights, needed to be protected by a constitution drawn up by a constituent assembly, the union decided

Delegates called for the unifi-

cation of the political "Left" as well as a "patriotic front" which was committed to mass action and campaigns for peace, unity and a constituent assembly

The union decided to urgently draw up a draft code of investment which encouraged the development of the manufacturing industry, mining and agriculture

Nationalisation

Such a code, compiled against the backdrop of dwindling sanctions, would direct investment in favour of the "working masses" and exclude speculative financial or property investment.

Numsa remained firmly committed to nationalisation and the retention of sanctions against South Africa.

It foresaw a "democratically-planned socialist economy" based on the key principles of

worker control and nationalisation of the land

Cosatu and its allies should meanwhile develop a campaign programme against privatisation and commercialisation, economic restructuring and retrenchments

Numsa decided at the congress to start balloting its members for a strike if pay talks, currently at mediation, failed

Mediation, which started last week, was continuing today

Several other resolutions on job training linked to economic planning, job creation and the fight against retrenchments were passed at the congress and these will be taken to the Cosatu congress in July

Moses Mayekiso was re-elected general secretary and Maxwell Xulu replaced Daniel Dube as president

Other new office-bearers are first vice-president Mtuthuzeli Tom and second vice-president Percy Thomas - Sapa

Govt urged to drop charges against 4

Sowetan 24/6/91
By SONTI MASEKO

14019

THE International Confederation of Free Trade Unions has called on the Government to drop charges against four Cosatu officials who are to appear in the Johannesburg Magistrate's Court today.

Mr Jay Naidoo, Mr Sydney Mafumadi, Mr Baba Schaik and Mr Moses Mayekiso are to appear on charges of kidnapping, assault and robbery arising from an incident last year when a policeman found allegedly spying on the union's headquarters in Johannesburg was apprehended by Cosatu officials.

The ICFTU, which represents more than 100 million workers throughout the world, argues that the men's arrest had clear political overtones.

Much at stake as unionists go on trial

JO-ANNE COLLINGE considers how the trial of four trade union leaders could add fuel to the conflict over what constitutes a political trial.

FOUR senior officials of the Congress of South African Trade Unions (Cosatu) go on trial this week on charges of assault and kidnapping.

Demonstrations in central Johannesburg and the presence in the public gallery of political heavyweights — such as anti-apartheid veteran Archbishop Trevor Huddleston, the ANC's Thabo Mbeki and the SA Communist Party's Joe Slovo — are likely to underscore the labour body's belief that this is a political trial.

"Messages of support have poured in from trade unions and trade union federations from around the world. They have demanded that the State drop the charges against the Cosatu leadership on the basis that the trial is a political one, and contravenes the State's undertaking to stop political trials," Cosatu announced yesterday.

The charges against the four may be the same as in the recent trial of Winnie Mandela. But while there was obvious ambivalence in the democratic movement about whether to view the Mandela trial as political or criminal, there is no such division of opinion on the Cosatu trial.

The charges against Cosatu general-secretary Jay Naidoo, assistant general-secretary Sidney Mafumadi, staffer Baba Schalk and National Union of Metalworkers of South Africa general-secretary Moses Mayekiso arise from events on August 28 last year.

A man, later identified as police agent Constable Monge Maleka, was observed near the Cosatu head office behaving in what the labour organisation described at the time as a "suspicious" manner.

Later that day Mr Maleka appeared at a press conference convened by Cosatu at which he demonstrated the use of a two-way radio and made known that his task was to monitor Geraldine Fraser, a worker for the SACP, which has offices in the Cosatu building.

Mr Naidoo, Mr Mafumadi and Mr Schalk were arrested in a massive police operation at the Cosatu offices later that day and appeared in a specially convened night court, where bail of R1 500 each was set. Mr Mayekiso was charged months later.

According to the charge sheet Mr Maleka was abducted in Rissik Street and taken 60 m into the Cosatu offices.

Lawyers for the Cosatu four have made it clear that their clients will be pleading not guilty to performing these acts.

Interest in the trial extends well beyond the questions posed by the formal charges. Many observers will have as great an interest in what Constable Maleka was doing outside the Cosatu offices.

They will be looking to the trial to clarify what police spokesman Captain Eugene Opperman meant when he said on August 28 "At times the police, in the line of duty, monitor certain organisations, groups and individuals."

Was Ms Fraser the target of such surveillance? If so, was she the sole target or did it extend to the SACP and Cosatu?

In an information document on the trial, Cosatu makes the point that evidence was led during the Harms Commission that Cosatu was perceived as an enemy of the State and that its leadership were viewed as targets in covert operations.

Similarly, the Hiemstra Commission of Inquiry into the Johannesburg City Council spy ring made it clear that Cosatu was under surveillance.

The Cosatu document points out that the unsolved bombing of Cosatu House in May 1987 and countrywide attacks on union offices and officials in the last six years should be seen against this background of surveillance by the State.

Cosatu feels the trial should be seen in the context of these events. □

16/9/69
27-24/69

Numsa to fight for (140A) socialism

JOHANNESBURG —
The struggle for socialism, commitment to alliance politics and economic restructuring were pivotal resolutions adopted by the third national congress of the National Union of Metalworkers of SA at the weekend

Numsa committed itself to the "smashing of the present apartheid-capitalist state" and replacing it with a "democratic people's state"

It foresaw a "democratically-planned socialist economy", based on the key principles of worker control, "social ownership that includes nationalisation of the leading heights of the economy" and nationalisation of the land

Mr Moses Mayekiso was re-elected general-secretary — Sapa

Unions wary of share schemes

By SHARON SOROUR
Labour Reporter

TRADE union leaders are suspicious of companies allocating shares to workers, says industrial relations journal I R Data.

A report in the latest edition said trade unionists did not agree that having worker representatives on company boards would improve relations.

National Union of Mineworkers

AREUS 24/6/91
(NUM) general secretary Mr Cyril Ramaphosa said the Anglo American share scheme, four years old and worth 0,6 percent of Anglo's portfolio, was "degenerated tokenism" and the demand for a living wage remained.

Cosatu general secretary Mr Jay Naidoo said, "Equity participation doesn't redress fundamental inequalities and certainly won't resolve the unemployment crisis"

'Fronts' for Govt slammed

THE Government was trying to broaden its base by creating fronts which want to achieve their goals through violence, a trade union conference heard yesterday.

Delegates attending the National Union of Metalworkers of South Africa conference in Johannesburg also resolved that a "patriotic front" of all organisations be formed to campaign for peace, unity and a constituent assembly.

In order to stop the Government and its allies from achieving their objective, people who wanted to see a new democratic government should unite and fight off the threat, Numsa resolved.

Some fan 24/6/79

140A
324

1

Cosatu men beat me up, cop claims

80weta 2576/91
(1404) (25)

A SENIOR Cosatu official allegedly threatened to shoot a security policeman suspected of spying on Cosatu House on August 28 1990, the Johannesburg Regional Court was told yesterday.

Constable Monge Joubert Maleka told the court that while he was standing outside Cargo Motors in Rissik Street he was confronted by three people, one of whom threatened to shoot him.

He identified the man as Mr Jay Naidoo, who is the general secretary of Cosatu.

Naidoo (36), Baba Schalk (30), Sydney Mafumadi (32) and Moses Mayekiso (40) are facing charges of kidnapping and assault before Mr O Rautenbach.

The State alleges that the four men kidnapped and assaulted Maleka on August 28 1990. The accused, all senior unionists, have pleaded not guilty.

Counsel for the four men, Mr John Myburgh, said Maleka had the building under surveillance in Rissik Street housing Cosatu and SA Communist Party offices "because he was looking for a Miss Fraser, a member of the SACP".

When Maleka said he did not even know where Cosatu offices were, Myburgh replied: "You must be the only security officer in Johannesburg who does not know Cosatu's offices."

Maleka alleged that on the day of the incident Naidoo and two other people took him to National Acceptance House, where he was assaulted, punched and kicked several times "even at a Press conference which was held at the building".

He said the incident occurred after he had been found in possession of a two-way radio and a photograph of a Miss Fraser, an SACP member working at the same building. The case continues today.

Union calls for nationalisation

JOHANNESBURG. — The 100 000-member SA Commercial, Catering and Allied Workers Union (Saccawu) advocated mass nationalisation without compensation at its third national congress held at the weekend.

Saccawu said in a statement yesterday the "working class" should control the economy through the eradication of "apartheid capitalism", cheap labour and bad education. — Sapa

Blow for retirement planning

LINDA ENSOR

CAPE TOWN — A last minute change to the Income Tax Act promulgated last week fundamentally tampers with the vested rights of those planning for their retirement, Life Offices Association tax committee convenor and Old Mutual's legal advisor Abri Meiring said in an interview

He said the change had come as a surprise to the industry especially in the light of a categoric government undertaking that changes to the taxation of retirement benefits, as recommended by the Margo Commission, should not adversely affect the vested rights of people providing for their retirement. This was seen as being necessary to promote self-provision for retirement.

The sudden deletion of section 7A

(4) of the Act withdrew the provision allowing those who receive a gratuity payment at the time of their retirement to spread the taxable portion thereof over three years

Whereas previously the first R30 000 of a retirement gratuity was exempt and the tax obligation on the balance was lowered by spreading the tax liability over three years, the entire balance over R30 000 will now be taxed at the time of receipt

Apart from the loss of the "time value of money" Meiring said the situation would be aggravated because the tax rate would be based on income received in the year of retirement which was normally higher

The amendment takes effect from August 1 but there is a provision to

allow people who have exercised the option before that date to continue to benefit from the 3-year spread

However, he said "The long existing plans of people providing for adequate retirement income will be thrown out and the closer they are to retirement, the more difficult they will find it to rectify the position"

An Inland Revenue spokesman said the change had been introduced to streamline the tax system and make SITE more effective

He said that in terms of an existing provision of the Act a person receiving a gratuity on retirement would benefit by having the gratuity taxed at a lower rate. The gratuity would be taxed separately

In addition, the first R30 000 of any retirement gratuity would be exempt from tax

Nationalise, says Saccawu

THE 100 000-strong SA Commercial, Catering and Allied Workers' Union (Saccawu) advocated extensive nationalisation without compensation at its third national congress held at the weekend in Johannesburg

Yesterday Saccawu said it resolved that health, transport and utilities should be nationalised without compensation and banks and other financial institutions should be nationalised

There should also be "socialisation of the means of production, distribution and exchange" (140A)

The union also resolved to remain independent of any political party and to prohibit its top officials from being office-bearers in other organisations

The union said independence from other organisations, the state and "bosses" was in order to position its forces "for a socialist revolution" — Sapa

Taxman gets VAT's initial phase rolling

GERALD REILLY

PRETORIA — The first major practical step for the introduction of VAT from September 30 — Operation Vendor Registration — was launched yesterday

Inland Revenue operational control chief director Chris Dampers said yesterday more than 500 000 forms had been posted to vendors with the warning that they had to be returned within 21 days

Preparations for the introduction of the new tax were virtually complete, he said

The department had appointed 780 additional staff, more than 600 of whom would go to the inspectorate staff. A further 386 new workers still had to be appointed. Most would be used to strengthen the inspectorate

Dampers said the additional cost of nearly 1 200 new staff members would be more than compensated for by the more efficient collection of VAT.

The department was confident that with intensive policing, revenue drainage through loopholes, as experienced with GST, would be plugged

Dampers said large-scale tax evasion was rife in the GST system. Inspectors had recovered more than R400m in unpaid tax in one year.

The department was confident opportunities for evasion would be reduced to a minimum. But internationally the total elimination of evasions had been found to be impossible

A more sophisticated audit system for VAT inspections would make evasion extremely difficult and, taking into account penalties, extremely hazardous

?
ve?
s for
ar/
on the
inance
e work

5

y

ind

C

Form defence units union

Sowetan
25/6/91
140A

DEFENCE units must be formed by trained soldiers of the ANC and PAC to protect blacks from harassment by organisations such as the CCB, trade unionists said at the weekend.

Delegates attending the third national congress of the South African Commercial Catering and Allied Workers Union in

By IKE MOTSAPI

Johannesburg were told that defence units should be formed by all cadres of the liberation struggle.

These could come from the ANC's Umkhonto we Sizwe and the PAC's Azanian Peoples Liberation Army "as a matter of urgency".

In one of the resolu-

tions adopted by the congress, Saccawu said: "These units must be equipped and armed for defence.

"Members of the community must be urged to join them regardless of political affiliation because they will be expected to democratically run, control and monitor such defence units."

The union also re-

solved to work hard towards the "total eradication" of the homeland system

To achieve this the union pledged to vigorously campaign in all homelands with the aim of gaining more support to help destroy them.

During elections Ms Edna Sithembe became the first woman to be elected as first vice-president of Saccawu

International unions condemn trial of Cosatu/Numsa leaders

By SHARON SOROUR, Labour Reporter

INTERNATIONAL trade unionists have "strongly condemned" the trial in Johannesburg of senior leaders of Cosatu and the National Union of Metalworkers of S A (Numsa)

Members of 11 overseas unions, who have attended Numsa's annual congress in South Africa, said the accused had their full support

Cosatu general secretary Mr Jay Naidoo, assistant general secretary Mr Sydney Mafumadi, staffer Mr Baba Schalk and Numsa general secretary

Mr Moses Mayekiso face charges in the regional court of kidnapping and assaulting a security policeman, Mr Monge Maleka

The international unionists said they intended asking their governments to "make strong representation to President De Klerk to immediately withdraw all politically motivated attacks on the trade union movement"

South Africa's trade union movement, particularly Cosatu, was subjected to "repeated and continuing violence, detentions and political attacks"

"It is our opinion, and we believe it is the opinion of the international trade union movement, that the accused are leaders in developing and struggling for democracy and peace in this country where repression and violence are still a day-to-day occurrence," the statement said.

The unionists also condemned the shooting of Numsa leader Mr Sam Nyawo in Northern Natal in May and said there appeared to be a campaign of intimidation and violence against trade union members in the area.



Court told of 46 attacks on Cosatu

ARGUS
26/6/91

140A

The Argus Correspondent

JOHANNESBURG. — A long list of evidence about attacks on union officials and buildings has been led in the trial of top Congress of South African Trade Union (Cosatu) officials in the Regional Court here.

Cosatu general-secretary Mr Jay Naidoo, 26, assistant general-secretary Mr Sydney Mufamadi, 32, staff member Baba Schalk, 30, and National Union of Metalworkers of South Africa general-secretary Mr Moses Mayekiso, 32, have pleaded not guilty to kidnapping and assaulting Mr Monge Maleka on August last year.

At the hearing yesterday, defence lawyer Mr J Myburgh said between 1986 and last year 46 attacks on Cosatu were recorded in the Press, including the bombing of Cosatu House in 1987. Mr Myburgh said the accused would say they were worried about Mr Maleka's behaviour because of the attacks.

Mr Maleka, a security policeman, said under cross-examination he was unaware of attacks on Cosatu. He had heard of the Harms Commission, but was unaware that CCB agent "Peaches" Gordon had been instructed to

burn a minibus which purportedly belonged to Mr Naidoo.

He said he was also unaware the Hiemstra Commission heard that the Johannesburg City Council spy ring had a death list which included Mr Naidoo and National Union of Mineworkers general-secretary Mr Cyril Ramaphosa.

Mr Naidoo, Mr Mufamadi and Mr Mayekiso were present during the first of three assaults, he said. During the other assaults, none of the accused was present.

Mr Myburgh said the accused had arranged for the police to fetch Mr Maleka from National Acceptances House.

Mr Maleka was allegedly abducted outside the building by Cosatu officials, assaulted and made to attend a Press conference. He told the men he was a security guard because he was afraid what would happen if they knew he was a policeman.

Former South African Communist Party leader Mr Sathyandranath "Mac" Maharaj attended the trial in the morning. He said "This trial has no merits as a criminal trial. It is pre-eminently political and emerges from a background of harassment of unions."

(140A) ~~151~~
Wage talks
deadlocked ~~152~~

WAGE negotiations between the Chemical Workers Industrial Union (CWIU) and three major corporations in the petroleum industry have deadlocked. *South 2716 - 3/7/91*

The major demands of the union, which represents about 1 500 workers at BP, Caltex and Total Oil, are around wages, centralised bargaining and job security, CWIU national coordinator Mr Martin Jansen said on Wednesday.

Jansen said it was "evident" that the companies had coordinated their responses to the union's demands

"All these companies' proposals on wage improvements average between 14 and 16 percent and the union's demands vary between 20 and 28 percent," Jansen said.

Only Total Oil had agreed to centralised bargaining

The companies' argued that they did not want to "sit around the negotiating table with their competitors" was "ludicrous" in the context of a highly-centralised and regulated petroleum industry, with a long history of voluntary cooperation and joint ventures.

Attempts to contact company spokespersons for comment were unsuccessful.



Sowetan 27/6/91.

Violence ~~warning~~ warning

THE Inkatha-linked United Workers Union of South Africa yesterday warned that planned industrial action by the National Metalworkers Union of SA would promote violence.

Uwusa issued the warning in reaction to Numsa's strike ballot, which is being conducted among about 130 000 workers following a deadlock in wage negotiations with the Steel, Engineering and Iron Federation of South Africa.

Uwusa spokesman Mr DR Sennakgomo said the union was not opposed to the strike ballot provided those not in favour of the action were not "disturbed". - Sapa.

140A

16/19/91
27/6/91

140A

303

Fight over unionists' dual roles

THE issue of union officials simultaneously holding positions in political structures is likely to dominate discussions at Cosatu's biennial national congress next month.

Three major affiliates oppose unionists' holding dual positions while, several others support overlapping leadership

The three unions are the Chemical Workers Union of South Africa (CWIU), the SA Clothing and Textile Workers Union (Sactwu) and the SA Commercial, Catering and Allied Workers Union (Saccawu)

On the other hand, one of Cosatu's larger affiliates, the 286 000-member National Union of Metalworkers of South Africa (Numsa), endorsed a resolution enabling its members and officials to take part in political parties of their choice — provided the standard of work, discipline and commitment to Numsa was not affected, and as long as they did not form blocs in the union.

Mandates

But the delegates reasserted that the trade union movement should remain independent and stressed the need for mandates, accountability and mass involvement by alliance partners

Mr Moses Mayekiso, who was unanimously re-elected general secretary of Numsa, said in an interview this week: "The working class should be able to shape the policies of the ANC. We don't say there should be no academics, they are needed"

In April, the National Union of Mineworkers (NUM) at its biennial national congress, fully committed itself to help build the ANC and strengthen it as a political vehicle to unify the people of South Africa.

Significantly, congresses of the South African Railway and Harbours Workers Union, Post Office and Telecommunication Workers Association and Paper, Printing, Wood and Allied Workers Union were officially opened by either Mr Nelson Mandela, Mr Joe Slovo or Mr Govan Mbeki.

'Police spy' acted on his own - claim

CONSTABLE Monge Maleka was not instructed to spy on the building housing the South African Communist Party and Cosatu, a senior police officer said yesterday.

Lieutenant Johan Engelbrecht of John Vorster Square told Mr O Rautenbach in the Johannesburg Regional Court that although he knew that the South African Communist Party's offices were housed at National Acceptance House, he did not tell Maleka to keep an eye on the building.

Engelbrecht said he had information that a Miss Fraser, an employee of the SACP, might visit the building and only told Maleka to look for her at Rissik Street.

Maleka was allegedly accosted by Cosatu officials who took him into National Acceptance House on August 28 last year after being suspected of being a police in-

By MOKGADI PELA

former.

Four Cosatu officials, Mr Jay Naidoo (36), Mr Baba Schalk (30), Mr Sidney Mafumadi (32)

and Mr Moses Mayekiso, face charges of kidnapping and assault. They have pleaded not guilty.

Replying to defence counsel Mr John Myburgh's question as to what the State's interest in Miss Fraser was, Engelbrecht said she was believed to have information about "Operation Vula".

Earlier, Colonel George Lewitt told the court that police became aware that Maleka had been allegedly kidnapped from as early as 11.30am on that day.

He said police only acted on the matter at 5pm, leading to the arrest of Naidoo, Schalk and Mafumadi.

The case is continuing

Fears as September 30 nears

Star 28/6/91

140A 178

THE sales tax load to be carried by the average low-income black family threatens to rocket by more than 100 percent in the switch-over from GST to VAT unless the Government agrees to slash the proposed new 12 percent tax rate, according to a special report released by trade union leaders

The report was commissioned by the Congress of South African Trade Unions and compiled by the Labour Research Centre (LRC) in Cape Town.

It estimates that the sales tax burden on low-income families threatens to grow by no less than R546 million in the 1991/92 Budget year — by between R26 and R38 a house hold

Cosatu planned to hold a top-level meeting of national executive members in Johannesburg today to discuss pressures on the Government to seek radical changes to current VAT proposals

The researchers recommend that the rate of VAT should be chopped back from 12 percent to 6 percent — with any shortfall in revenue to be made good by heavier taxation on the wealthy

LRC researcher Dasi Moodley says the report made a special study of the impact of VAT at 12 percent on an average black family trying to survive on about R778 a month — around what the Unisa Bureau for Market Research considers a minimum supplemented living level

A breakdown of the typical budget (see table) shows that the amount of sales tax to be shouldered would climb from R33,06 to R70,85 a month as basic food items, now tax-free under the GST system, are drawn into the tax net, Mr Moodley says

Cosatu has been told by the LRC that the living standards

GST and VAT on a monthly income of R778

| The basket | Amount spent | GST paid | VAT paid |
|------------------------------|---------------|--------------|--------------|
| Meat | 133,35 | — | 16,00 |
| Clothing | 108,06 | 14,05 | 12,97 |
| Cleaning & Household | 79,84 | 10,38 | 9,58 |
| Electricity | 47,48 | — | 5,70 |
| Alternative fuel | 43,07 | 5,60 | 5,17 |
| Vegetables | 42,37 | — | 5,08 |
| Milk, cheese, eggs | 37,36 | — | 4,48 |
| Fruit, nuts | 25,77 | — | 3,09 |
| Medical | 19,87 | — | 2,38 |
| Fats, oils | 18,33 | — | 2,20 |
| Coffee, tea | 12,28 | 1,60 | 1,47 |
| Fish | 11,59 | — | 1,39 |
| Sugar | 11,07 | 1,44 | 1,33 |
| Rent | 44,30 | — | — |
| Education | 2,47 | — | — |
| Transport | 50,31 | — | — |
| Grain | 57,59 | — | — |
| Pension | 33,23 | — | — |
| TOTAL | 778,34 | 33,06 | 70,85 |

Sources: United Bureau of Market Research and Central Statistical Service.

The sales tax burden on low-income families is likely to soar in the switch-over from GST to VAT, reports MICHAEL CHESTER.

of low-income families will drop even lower if the Government presses ahead with proposals to replace the current 13 percent GST system with VAT at 12 percent on September 30

The report argues that the R220 million set aside by the Government to plough into special poverty-relief schemes to cushion the blow of VAT on low-income families "will not go far"

It says families deserving first call on assistance, based on current proposals, are likely to receive no more than R2,25 a month — "hardly

enough for two loaves of bread"

All in all, the proposed 12 percent rate of VAT looks likely to cost consumers as a whole an additional R1,22 billion a year as a result of the removal of concessions on basic food items alone

The LRC report reminds Cosatu that Government revenue from sales tax is set to climb to more than R20 billion in 1991/92 in the switch from GST to VAT. That compares with revenue of no more than R1,7 billion in 1980/81, when the rate was far lower

"The VAT system proposed

by the Government will redistribute income," it adds "But not from the rich to the poor, but from the poor to the rich."

It underlines that manufacturers look likely to benefit from current VAT proposals with a massive R3,75 billion in 1991/92 in tax breaks as capital and intermediary goods used in the production process are allowed to escape the tax net

The Government, it goes on, is "perhaps waiting for a miracle" in hoping that the tax concessions will ultimately find their way to consumers in the shape of lower retail prices and lead to investments that create new jobs

The report says any shortfall in total tax revenue from a cutback in the proposed VAT rate from 12 percent to 6 percent, which would ensure that low-income households were no worse off than under GST at 13 percent, could easily be made good by additional taxes on the rich, such as

- Reintroduction of taxes on dividends drawn by shareholders in companies, which were ended in the 1991 Budget at a cost of R650 million a year

- Introduction of a capital gains tax on profits made out of the sale of residential property and company shares, which would in turn "encourage productive investment instead of speculative buying and selling of shares and properties"

- Minimum taxation of 25 percent on all company profits, cutting across various concessions that result in many companies paying far less than an official 48 percent company tax rate at the moment

- Special excise duties on luxury goods

- High estate-duty taxes, now down to only 15 percent on the value of estates worth more than R1 million □

NIS agent testifies at Cosatu hearing

By Susan Smuts

leka had been apprehended by ANC officials

(140A) Star 28/6/91

A National Intelligence Service agent testified *in camera* and a classified document — with sensitive information deleted — was handed in as evidence yesterday in the Johannesburg Regional Court where four Cosatu leaders are appearing on charges of kidnapping and assault.

The magistrate, Mr O Rautenbach, allowed the press to attend on condition they did not reveal the agent's name

Cosatu general-secretary Jay Naidoo (36), assistant general-secretary Sydney Mufamadi (32), staffer Baba Schalk (30) and National Union of Metalworkers general-secretary Moses Mayekiso (42) have pleaded not guilty to kidnapping and assaulting Monge Maleka on August 28 last year

The witness said he had been contacted by ANC member Gibson Makandla, who said Mr Ma-

leka had been apprehended by ANC officials

Mr Makandla had asked for telephone numbers of senior security policemen

Mr Naidoo took the telephone from Mr Makandla and said he was not interested in Mr Maleka himself, but wanted to know why he had photographs of SACP worker Geraldine Fraser, the witness said

The agent sent a report of the conversation (the classified document) to his head office

Defence lawyer John Myburgh said the facts in the report were incorrect

Interested

"Mr Maleka was apprehended by Cosatu, not the ANC. He denied, rather than admitted, he was a policeman," Mr Myburgh said

Mr Naidoo would say he did not know Mr Maleka's name by the time contact had been made with the witness, and Mr Mufamadi knew a General Erasmus in the security police and did

not need to ask the witness for a contact, Mr Myburgh said.

The witness said Mr Makandla and Mr Naidoo had been interested in establishing contact with two security policemen (a Colonel Voges and a Brigadier du Toit) at John Vorster Square, and not in getting policemen to remove Mr Maleka

Later, he received another telephone call from the Cosatu offices in National Acceptances House, he said

He denied he had spoken to Colonel Edgar Lewitt, the investigating officer in the case. During an earlier appearance, Colonel Lewitt said the witness initially told him he had not been contacted by Cosatu, but later said he had

Dr Mary Barsky, who examined Mr Maleka after his alleged assault, said his head injuries could have been inflicted by a blunt object and that an abrasion on his leg was consistent with being kicked with a booted foot. There was a bloodstain on his trousers, she said

The trial continues

AS the African National Congress gears up for its crucial national conference, profound trade union misgivings about the movement's political style are once more in the spotlight.

"Cosatu and other Mass Democratic Movement organisations have been politically paralysed," a senior Congress of SA Trade Unions official is quoted as complaining in the latest *SA Labour Bulletin*, due to appear next week. "They have had to stand back as the ANC moved to centre stage."

Unionists fear that the ANC is losing ground to the National Party, which is increasingly projecting itself as "the only force capable of ushering in the new South Africa". Violence has shattered ANC structures, while the movement's negotiating style has demoralised and demobilised activists and their constituencies.

What is striking about *SALB* editor Karl von Holdt's survey of Cosatu attitudes is that traditionally Charterist union men are among the ANC's sharpest critics. They include Food and Allied Workers Union president Chris Dlamini and the Paper, Printing Wood and Allied Workers Union's Siphon Kubheka.

This suggests that despite divergent "workerist" and "nationalist" tendencies in Cosatu, criticism of the ANC is universal.

And there are strong hints in the article that Cosatu is to review its role in constitutional negotiations at the congress. Affiliates, it says, are discussing two options — direct participation and the seconding of skilled union personnel to ANC negotiating teams.

Key unionists, including Cosatu general secretary Jay Naidoo, now declare that the federation's decision to stand back from negotiations was a mistake.

Chief among the union complaints is the ANC's lack of consultation with its allies, especially Cosatu.

But unionists also point to the "top-down" style within the ANC itself, its lack of an organising programme or programme of action, "secretive" negotiations with the state and a readiness to compromise on major issues such as the constitu-

The ANC's national conference is likely to see the displacement of many exile leaders and steps to democratise the movement. This cannot come soon enough for trade union critics, reports

DREW FORREST

ent assembly, a lack of coherence and collectivity in the leadership and the dominance of exile leaders lacking experience of mass action or organisation.

Concerns over unilateral decision-making surfaced last year, particularly on the suspension of the armed struggle. But Von Holdt shows that they reached new heights this year on the violence question.

In April, the ANC confronted the state with its seven-point violence ultimatum, without consulting its allies. While the alliance was debating ac-

Union grievances with ANC back in spotlight

tion to enforce the demands, there was a surprise announcement that ANC deputy president Nelson Mandela was to meet President De Klerk. Later the ANC moderated its demands — again without consultation.

Unionists, Von Holdt says, accuse the ANC of poor negotiating skills, and of failing to understand how to link talks with mass action. "How can you mobilise your membership for action, when at any moment someone will go off and negotiate with your opponent? You don't know the mandate, the demands, what was agreed," one unionist comments.

Fuelling Cosatu's resentment at being treated as a junior alliance partner has been the ANC's failure to consult on the all-party constitutional conference — initially touted as a possible alternative to a constituent assembly — and on progress in negotiations with the state.

Steeped in a culture of public accountability, unionists criticise the secrecy of "talks about talks"

Adds Von Holdt "Many of the NEC members clustered around him are ineffectual men with no independent base, who constantly seek his favour because he is seen as the source of power."

Lack of coherence in the leadership is a further source of frustration. "They keep giving different positions and changing their decisions," is one comment.

Conflicting ANC statements, ambiguity on key policies and the hiatus between talks and mass action suggest to the union men a lack of strategic perspective. Some complain that neither the Freedom Charter nor the Harare Declaration seems to guide the organisation.

Severe criticism there may be — but there is no evidence, as one press report recently suggested, that Cosatu intends partially disengaging from the alliance at its July congress.

With one dissenting voice — that of textile unionist John Copelyn, who argues that too much union influence could weaken the ANC by narrowing its cross-class appeal — unionists interviewed by the bulletin want a tighter partnership with a stronger ANC, and an ANC programme which more closely reflects a worker agenda.

and the joint working groups set up in terms of various minutes. "The government and the ANC reached agreement on the return of exiles and release of prisoners," says Dlamini, "but no-one knew what was entailed in these agreements. When the government said the ANC was renegotiating... we were unsure what action could be taken."

The cannyness of the seasoned union negotiator shines through Naidoo's observation. "The ANC often makes vague agreements which can be interpreted or changed later by the regime. It is unwise simply to rely on your opponent's 'integrity'."

Also under fire is Mandela himself, a man of "great personal strength and discipline" but whose "imperial style" discourages collective and democratic decision-making. Although describing him as "the greatest leader our people have produced", many unionists doubt he shares their conception of democracy.

The International Confederation of Free Trade Unions
which groups 144 national trade union centres in 101 countries representing 100 million workers
worldwide, views with grave concern the decision to go ahead with the trial of

Jay Naidoo,
Sydney Mafumadi,
Moses Mayekiso and
Baba Schalk

of the
CONGRESS OF SOUTH AFRICAN TRADE UNIONS.

The spurious charges of kidnapping and assault refer to an incident in August 1990 when COSATU officials apprehended a man acting suspiciously outside COSATU headquarters. The man turned out to be a police agent carrying a two-way radio and photographs of a COSATU employee. The trial, the political overtones of which cannot be denied, breaks the government's undertaking to halt 'political trials' in South Africa, which it gave in the Pretoria Minute agreed with the ANC last year.

It will do nothing to create a climate in which negotiations for a new democratic South Africa can take place.

The independent trade union movement in South Africa, which will be an important social partner in a future democratic society, not least in ensuring that the injustices of decades of apartheid rule are eradicated, should be allowed to carry out its activities without harassment, in line with international labour standards.

John Vanderveken
General Secretary
ICFTU

The ICFTU's affiliates are as follows

- 1 Antigua Workers' Union (AWU)
- 2 Confederacion General del Trabajo de la Republica Argentina (CGT)
- 3 Australian Council of Trade Unions (ACTU)
- 4 Osterreichischer Gewerkschaftsbund (OGB)
- 5 Commonwealth of the Bahamas Trade Union Congress (CBTUC)
- 6 Bangladesh Jatto Shramik League (BJSL)
- 7 Jatiya Shramik Party (JSP)
- 8 Bangladesh Free Trade Union Congress (BFTUC)
- 9 Bangladesh Jatyatabadi Shramik Dal (BJSB)
- 10 Barbados Workers' Union (BWU)
- 11 Solidaridad de Trabajadores Vascos (STV-ELA)
- 12 Federation generale du Travail de Belgique (FGTB)
- 13 Bermuda Industrial Union (BIU)
- 14 Botswana Federation of Trade Unions (BFTU)
- 15 Confederacao Nacional dos Trabalhadores em Comunicacoes e Publicidade (CONTCOP)
- 16 Organisation nationale des Syndicats libres (ONSL)
- 17 Canadian Labour Congress (CLC)
- 18 Union Syndicale des Travailleurs du Centrafrique (USTC)
- 19 Union Nationale des Syndicats du Tchad (UNST)
- 20 Central Democratica de Trabajadores (CDT)
- 21 Comite de Coordinacion y Enlace entre la CIOSL y el Movimiento Sindical Chileno
- 22 Chinese Federation of Labour (CFL)
- 23 Confederacion de Trabajadores de Colombia (CTC)
- 24 Frente Unitario de Trabajadores Democraticas (FUTD-CUT)
- 25 Confederacion Costarricense de Trabajadores Democraticos (CCTD)
- 26 Confederacion Nacional de Trabajadores (CNT)
- 27 Confederacion Autentica de Trabajadores Democratica (CATD)
- 28 Sentral di Sindikatonnan di Korsou (SSK)
- 29 Cyprus Workers' Confederation (SEK)
- 30 Cyprus Turkish Trade Unions Federation (TURK-SEN)
- 31 Czech and Slovak Confederation of Trade Unions (CS KOS)
- 32 Landsorganisationen i Danmark (LO)
- 33 Funktionsaeremes og Tjenestemaendenes Faellesrad (FTF)
- 34 Dominica Trade Union (DTU)
- 35 Waterfront and Allied Workers' Union (WAWU)
- 36 Confederacion Nacional de Trabajadores Dominicanos (CNTD)
- 37 Confederacion Ecuatoriana de Organizaciones Sindicales Libres (CEOSL)
- 38 Central de Trabajadores Democraticos de El Salvador (CTD)
- 39 Eesti Meremeeste Union (EMU)
- 40 Falkland Islands General Employees' Union (FIGEU)
- 41 Fiji Trades Union Congress (FTUC)
- 42 Suomen Ammatilijtojen Keskusjarjesto (SAK) r y
- 43 Toimihenkilo-ja Virkamesjarjestojen Keskusliitto (TVK) r y
- 44 Confederation generale du Travail - Force Ouvriere (CGT-F O)
- 45 Confederation Francaise Democratique du Travail (C F D T)
- 46 A Tia I Mua
- 47 Gambia Workers' Union (GWU)
- 48 Deutscher Gewerkschaftsbund (DGB)
- 49 Trades Union Congress (TUC)
- 50 Greek General Confederation of Labour (GSEE)
- 51 Grenada Trade Union Council (GTUC)
- 52 Confederacion de Unidad Sindical de Guatemala (CUSG)
- 53 Guyana Trades Union Congress (GTUC)
- 54 Confederacion de Trabajadores de Honduras (CTH)
- 55 Hong Kong and Kowloon Trades Union Council (HKTUC)
- 56 Aithyusamband Islands (ASI)
- 57 Bandalag starfsmanna rikis og beaja (BSRB)
- 58 Hind Mazdoor Sabha (HMS)
- 59 Indian National Trade Union Congress (INTUC)
- 60 Kongres Buruh Islam Merdeka (KBIM)
- 61 Gabungan Serikat 2 Buruh Islam Indonesia (GASBIINDO)
- 62 Gerakan Organisasi Buruh Sjarikat Islam Indonesia (GOBSI)
- 63 Sarikat Buruh Muslimin Indonesia (SARBUMUSI)
- 64 General Federation of Labour in Eretz-Israel (HISTADRUT)
- 65 Confederazione Italiana Sindacati Lavoratori (CISL)
- 66 Unione Italiana del Lavoro (UIL)
- 67 National Workers' Union of Jamaica (NWU)
- 68 Bustamante Industrial Trade Union (BITU)
- 69 Trades Union Congress of Jamaica (TUCJ)
- 70 Jamaica Association of Local Government Officers (JALGO)
- 71 Japanese Trade Union Confederation (JTUC-Rengo)
- 72 Kiribati Trades Union Congress (KTUC)
- 73 Federation of Korean Trade Unions (FKTU)
- 74 Ligue des Syndicats des Employes et des Ouvriers dans la Republique libanaise (LIGUE)
- 75 Federation des Syndicats-Unis des Employes et Ouvriers au Liban (SYNDICATS-UNIS)
- 76 Federation ouvriere des Offices autonomes et des Entreprises publiques et privees au Liban (OFFICES AUTONOMES)

- 77 Federation of Petroleum Trade Unions in Lebanon (PETROLEUM)
- 78 Federation des Syndicats des Employes de Banques au Liban (BANQUES)
- 79 Federation of Insurance Sector Employees in Lebanon (INSURANCE)
- 80 Federation des Syndicats des Employes du Commerce au Liban (COMMERCE)
- 81 Federation of Syndicates of Health and Education Sector in Lebanon (HEALTH & EDUCATION)
- 82 Workers' Syndicates Federation of Sea Transport in Lebanon (SEA TRANSPORT)
- 83 Federation of Airlines Companies Employees and Labours of Lebanon (AIRLINES COMPANIES)
- 84 Federation syndicale des Employes at Ouvriers des Offices autonomes et services publics au Liban (OFFICES AUTONOMES & SERVICES PUBLICS)
- 85 Federation des Syndicats d'Ouvriers des Imprimeries et de l'Information au Liban (IMPRIMERIES)
- 86 Federation des Employes des Hotels, Restaurants et Lieux de Loisirs au Liban (HOTELS)
- 87 Lesotho Federation of Trade Unions (LFTU)
- 88 Lesotho Congress of Free Trade Unions (LCFTU)
- 89 Liberia Federation of Labour Unions (LFLU)
- 90 Confederation generale du Travail du Luxembourg (CGTL)
- 91 Fivondronamben'ny Mpiasa Malagasy (FMM)
- 92 Trades Union Congress of Malawi (TUCM)
- 93 Malaysian Trades Union Congress (MTUC)
- 94 General Workers' Union (GWU)
- 95 Mauritius Labour Congress (MLC)
- 96 Confederation de Trabajadores de Mexico (CTM)
- 97 Montserrat Allied Workers' Union (MAWU)
- 98 Union Marocaine du Travail (UMT)
- 99 Federatie Nederlandse Vakbeweging (FNV)
- 100 Union des Syndicats des Ouvriers et Employes de Nouvelle Calédonie (USOENC)
- 101 New Zealand Council of Trade Unions (NZCTU)
- 102 Confederacion de Unificacion Sindical (CUS)
- 103 Landsorganisasjonen i Norge (LO)
- 104 Pakistan National Federation of Trade Unions (PNFTU)
- 105 All-Pakistan Federation of Labour (APFOL)
- 106 All-Pakistan Federation of Trade Unions (APFTU)
- 107 Confederacion de Trabajadores de la Republica de Panama (CTRP)
- 108 Papua New Guinea Trade Union Congress (PNGTUC)
- 109 Confederacion de Trabajadores del Peru (CTP)
- 110 Confederacion Nacional de Trabajadores (CNT)
- 111 Trade Union Congress of the Philippines (TUCP)
- 112 NSZZ "Solidarnosc"
- 113 Uniao Geral dos Trabalhadores (UGT-P)
- 114 Federacion del Trabajo de Puerto Rico (AFL-CIO) (FTPR)
- 115 St Helena General Workers' Union (GWU)
- 116 St Kitts-Nevis Trades and Labour Union (TLU)
- 117 St Lucia Seamen Waterfront and General Workers' Trade Union (SWGWTU)
- 118 St Lucia Workers' Union (WU)
- 119 Commercial, Technical and Allied Workers' Union (CTAWU)
- 120 Confederazione Democratica Lavoratori Sammarinesi (CDLS)
- 121 National Workers' Union (Seychelles) (NWUS)
- 122 Sierra Leone Labour Congress (SLLC)
- 123 Singapore National Trades Union Congress (SNTUC)
- 124 Union General de Trabajadores (UGT)
- 125 Ceylon Workers' Congress (CWC)
- 126 Algemeen Verbond van Vakverenigingen in Suriname "DE MOEDERBOND"
- 127 Progressive Federation of Trade Unions (C-47)
- 128 Centrale van Landsdienaren Organisasies (CLO)
- 129 Swaziland Federation of Trade Unions (SFTU)
- 130 Landsorganisationen i Sverige (LO)
- 131 Tjanstemannens Centralorganisation (TCO)
- 132 Schweizerischer Gewerkschaftsbund (SGB)
- 133 Labour Congress of Thailand (LCT)
- 134 Thai Trade Union Congress (TTUC)
- 135 Friendly Islands Teachers' Association/Tonga Nurses' Association (FITA/TNA)
- 136 Trinidad & Tobago Labour Congress (TTLC)
- 137 Union generale tunisienne du Travail (UGTT)
- 138 Türkiye Isçi Sendikaları Konfederasyonu (TURK-IS)
- 139 National Organisation of Trade Unions (NOTU)
- 140 American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
- 141 United Mine Workers of America (UMWA)
- 142 Associazione Dipendenti Laici Vaticani (ADLV)
- 143 Confederacion de Trabajadores de Venezuela (CTV)
- 144 Public Service Association (PSA)

140A
w/mant
25/6-4/7/91

NUMSA 28/6 - 417/91
140A

Numsa code for foreign investment

By DREW FORREST

THE National Union of Metalworkers has spelt out its conditions for foreign investment in post-sanctions South Africa.

At its weekend congress, Numsa called for a code, to be jointly developed with the Congress of South African Trade Unions and canvassed with its allies, to ensure investment "benefits the working class".

The terms of foreign investment must be made public and open to negotiation between the state and civil society, including unions, it says.

Numsa calls for investment to develop manufacturing, mining, agriculture and social services — and a ban on speculative financial or property investment. Investment on the JSE must be "limited".

"Investment must comply with the short, medium and long-term policies laid down by the state in negotiations with the mass organisations of civil society," the resolution says.

Investors must agree to support centralised bargaining and national and industry training programmes, and will also be bound by minimum labour standards. They will have to comply with nationally negotiated wage levels.

Spying is alive and well, trial indicates

140A

Witness 28/6 - 4/7/91

AN application to give evidence in camera in the trial of the "Cosatu Four" suggests that the state's intelligence services are still maintaining high-level surveillance of anti-government organisations.

On Thursday the state was granted permission for the evidence of a National Intelligence Service (NIS) official to be heard in camera.

During the application, the official told the Johannesburg Magistrate's Court that he was involved in projects which had as their subject organisations whose supporters might be in court. He said he feared being recognised by people who "do not know me as an NIS official", and that "somebody in court may at some stage see me with another member of the organisation and that person's life would then be in danger".

This suggests the NIS is actively engaged in infiltrating organisations that are aligned with or are sympathetic to the Congress of South African Trade Unions.

Four Cosatu officials are accused of kidnapping and assaulting police constable Monge Moleka. They are Cosatu secretary general Jay Naidoo, Cosatu assistant secretary general Sidney Mafumadi, National Union of Metalworkers of South Africa secretary-general Moses Mayekiso and Cosatu staffer Baba Schalk.

Security police denied this week that they had been keeping watch on the headquarters of Cosatu and the South African Communist Party when Moleka was allegedly kidnapped.

However, Lieutenant Gerhardus Engelbrecht, of the Crime Combating

unit would testify that past attacks on Cosatu offices made the officials wary of Moleka, and that he had entered the building voluntarily.

Moleka told the court that while he was watching the street, four men — of whom he only recognised Jay Naidoo — came up to him. Naidoo threatened to shoot him if he moved. He was grabbed, his two-way radio was removed and he was forced into National Acceptance House.

Moleka said he was taken to an office, where he was searched and a photograph of Fraser was found. When the men asked him who he was, he told them that he was a security guard with a private company and that he was helping a Sergeant Motaung of John Vorster Square find the woman in the photograph. He had lied because he feared he would be killed.

Moleka said he was told that the woman worked in the building and that she would be fetched. Naidoo then slapped him on the back of the head and left. The men in the room began to hit and kick him until Fraser entered and instructed them to stop beating him.

Moleka was then left alone in the office until he was taken to a press conference. He was instructed to tell the media how he had been recruited, and what his task had been.

He said he did not want to attend the press conference and hid his face with his jersey to prevent his photograph being taken. He was beaten again to force him to show his face.

Later he was taken back to an office where he was watched by Cosatu staff member Baba Schalk until police raided the building.

Secret testimony in the Congress of South African Trade Unions hearing suggests ongoing spying of anti-government organisations.

By WEEKLY MAIL REPORTERS

and Information Service (formerly the security police), admitted he had instructed Moleka and others to look for SACP employee Geraldine Fraser. He said he had been instructed by security police chief Brigadier Piet du Toit to order Moleka to look out for Fraser, as she might make contact with "other persons" connected to the Operation Vula case.

Engelbrecht said he knew Fraser was in the employ of the SACP, and that he knew the SACP and Cosatu head offices were in National Acceptance House in Russik Street. But, he told the court, he had not instructed Moleka or any other policemen involved in the operation to watch the building.

Moleka had earlier testified that he did not know at the time that he was standing near the Cosatu headquarters. He said he also did not know that the SACP had offices in the building. He had merely been given a photograph of a woman and had been told to search for her in the streets of Johannesburg.

He told the court no one had told him to stand in the same spot near National Acceptance House for an hour and twenty minutes. "Taking initiative is within our powers," he said.

Counsel for the defence said the ac-



NOTEWORTHY SUPPORTER ... Archbishop Trevor Huddleston, who returned to South Africa this week, attended the trial.

Photo: ABDUL-SHARIFF

Employees need to be consulted on rationalisation

140A
28/6/91

STRIKE action related to retrenchments is increasing. Preliminary figures show that retrenchments in the second quarter of this year were an issue in 16% of all strikes compared with a negligible amount last quarter and 2% in the comparable quarter last year.

Reorganisation and retrenchments are complex exercises. They are concerned with job security, continued viability of businesses, endeavours to sustain relationships and ensuring that the processes meet minimum statutory requirements. These goals are at times incompatible and can escalate conflict unless correctly handled.

Cosatu is currently preparing an economic policy. Among its tentative proposals are that job losses and job creation should become a national issue, and that Cosatu should be involved in discussions with government and employer federation Saccola on the issue.

Cosatu also contends that retrenchments cannot be seen in isolation of SA's current economic position. It is considering suggesting a freeze or moratorium on retrench-

ments and a halt to privatisation and rationalisation which it believes lead directly to job losses.

Employers have already felt the impact of these draft policies with demands that retrenchment be handled centrally within groups of companies or even at industrial councils. There is a prospect of mass action by workers in protest against job losses.

There is also likely to be increased difficulty in achieving consensus on potential retrenchments. Severance packages may have to include training and other help to enable retrenched workers to get other jobs.

Employers also face the difficulty of improving their competitiveness in a declining economy, and potential exposure to international competition. They continually have to look at productivity and the quality of products and services, as well as rationalisation of their businesses.

International business trends and the introduction of fair labour practices in SA have resulted in new value systems being adopted which cause businesses to move away from a paternalistic attitude towards employees in favour of seeking to devel-

need to reduce labour costs by a given percentage.

Engaging employees about the underlying problem and corporate objectives will give them the feeling that they are potentially able to influence the solutions and not be faced with a predetermined choice of events.

Labour law is continually eroding management prerogative regarding reorganisation and retrenchments. Management discretion, by and large, remains intact where this reorganisation is concerned with a change of shareholding.

However, as soon as the reorganisation affects the identity of the employer, and terms, conditions and potential retrenchments, then the employer is generally obliged to engage with the employees or their representatives before decisions are made and implemented.

Consultation gives employees the opportunity to explore alternatives and influence the outcome. Where the anticipated change is a permanent alteration, for example in markets, the alternatives will be limited.

Where the changes are cyclical or

seasonal then the range of alternatives such as short time, lay-offs and job rotation would become more real possibilities. Recently the Industrial Court has confirmed that job-sharing must be considered as an alternative to retrenchment.

It is fairly settled law that in most cases retrenched employees will be entitled to severance pay.

Preserving corporate culture, satisfying legal norms and maintaining good industrial relations practices obliges the parties to focus on the processes which precede any possible retrenchment. The increased interest of trade unions in job losses and job creation represents a potential common ground with employees which can be seen as a way of reducing rather than escalating conflict in the workplace.

Retrenchments, particularly where they are perceived to have been imposed, can seriously scar future relationships. A problem solving approach can build reciprocity into the relationship.

□ Beaumont is managing executive, industrial relations at FSA-Contact (Pty) Ltd.

LETTERS

M&R had lost no time in selling Much Transport and Tankfreight to Unifreans

ways won business from private road hauliers at a time when fleets were never been able to think of a single example where shareholders do not

prizes 34% of the cost of a the current year

waited at the other two of the

to thousands of small investors to ramp up the price. The

five team would take the

to thousands of small investors to ramp up the price. The

to thousands of small investors to ramp up the price. The

to thousands of small investors to ramp up the price. The

to thousands of small investors to ramp up the price. The



BOBBY GODSELL. Equals in bargaining



MARCEL GOLDING. Inequalities entrenched

Harsh memories linger for miners

STimes (Sun Times) 30/6/91

By DAVID CARTE

ANGLO AMERICAN industrial relations director Bobby Godsell and National Union of Mineworkers assistant general secretary Marcel Golding took a break from pay negotiations this week to debate the future of gold mining.

In contrast to an acrimonious debate between the two in 1988, the proceedings at the SA Institute of Race Relations offices in Johannesburg were so congenial that a worker asked: "Has NUM been co-opted by the chamber?"

Mr Golding hastened to assure him that a wide gulf still existed between employer and employee in mining. Mr Golding said there were different views and agendas on the long path to democracy and progress was patchy. He made no apology for devoting most of his talk to the past and the present.

Mr Golding said, "Notwithstanding the good endeavours of Bobby's corporation, others are dragging their feet. There is much talk about dismantling apartheid, but its legacy remains. Inequality is entrenched in the mines and there are vast discrepancies between what people say and do."

the gold price has fallen by 30% in rand terms. "In 1980, 10 mines reported losses. Were they to close, the country would lose production of 80 tons of gold worth R2.5-billion. About 88 000 jobs would be lost directly and another 40 000 indirectly.

"The only way we can manipulate the gold price, it seems, is to enter negotiations with NUM. The short surge in the gold price to \$800 in 1981 brought a lot of new production on the world market. At current prices a lot of this new capacity is no longer profitable, so we expect supply to decline."

"On the demand side, the low gold price has fuelled jewellery off-take, which at 1 800 tons last year for the first time equalled new mine production. Many of us believe we can increase jewellery demand substantially."

black miner only R482 - a 13th as much. "To talk about a new era, we must have reciprocity. We must remove curtailment of rights, which reduce collective bargaining to collective begging."

Mr Godsell said gold mines faced a triple crisis - grade, cost and price. "The average grade has fallen from 10 grams a ton to five. For the past 15 years costs have risen in double digits and in five percentage points a year."

"But the Reserve Bank has defended the currency for the last three years and

Mr Golding said Gold Fields of SA, for example was harassing poor Libanon miners who had been out of work for three months by means of protracted litigation against them thus using financial muscle to thwart them.

"Racial discrimination still applies to compensation under the Occupational Disease Act. A white miner with asbestosis, for instance, receives R43 000 and a

"Management and the security forces are allowed to be present. There can be no political issues or slogans and singing and dancing are banned."

"It's all very nice to talk about new relationships, but there are realities."

"Since then Anglo and NUM have fashioned a code of conduct and a new procedure on unfair dismissals. New power arrangements have been concluded. We recognise the rights of workers to have meetings and marches."

"I think we have changed the grammar of bargaining. The partnership is more equal. We treat each other as adults and the relationship is no longer purely adversarial. I believe we can reverse the maximum of Keppel-Jones that SA advances politically by disaster and economically by wildfall."

IMAGINE an investor's

IND. REL. WORKERS' Organisation
COSATU 1991

JULY — AUGUST.

NEWSPAPER reports on union harassment were relevant evidence because they contributed to the state of mind of four Cosatu officials appearing on charges of kidnapping and assault.

This ruling by the presiding magistrate, Mr O Rautenbach, came after the State had objected to newspaper reports being presented as evidence saying the validity or correctness of the reports could not be tested.

Defence lawyer John Myburgh said the evidence was not being led for its factual merit, but because it contributed to the state of mind of the union officials.

Cosatu general secretary Jay Naidoo (36), as-

Cosatu tells court of 'military assault'

stant general secretary Sydney Mufamadi (32), Baba Schalk (30) and National Union of Metal Workers general secretary Moses Mayekiso (42) have pleaded not guilty to kidnapping and assaulting Monge Maleka on August 28 last year.

Naidoo told the court

of numerous attacks on unions, including the 1987 bombing of Cosatu House, where several people narrowly escaped death.

"There was a military assault on our offices. Doors were broken down, equipment was damaged and the offices were systematically ransacked. We had to go to court to apply for a restraining order," he said

Although Cosatu had co-operated with police investigations into numerous attacks, no prosecutions followed.

"In some cases we brought in our own forensic expert and made their evidence available to the police," he said

The trial continues -
Sowetan Correspondent

Unions see themselves as key actors

8/Dec 11/79
TRADE unions see themselves playing a wider role in political and economic spheres, judging from national congresses of major Cosatu affiliates in the past three weeks

The congresses have included those of the 230 000-member National Union of Metalworkers (Numsa) and the 200 000-strong SA Clothing and Textile Workers' Union (Sactwu)

Cosatu unions have isolated as key challenges their role in economic and industrial restructuring and their role and position in Cosatu's alliance with the ANC and SACP

Strong signals were sent out that union and political party interests were not one and the same thing.

Underlying the positions adopted at the various congresses is the unions' view of themselves as powerful social actors in SA's transition.

At its third national congress last week, Numsa resolved to strengthen the alliance and confirmed its acceptance that union officials could hold leadership positions in political organisations — provided this did not affect their union duties. But the 1 025 delegates attending the congress

VERA VON LIERES

reasserted the need for trade union independence and the need for mandates, accountability and mass involvement by alliance partners

At the same time, the 216 delegates to the Chemical Workers' Industrial Union congress in Johannesburg committed themselves strongly to 'worker control in the union, Cosatu and the alliance.

'Two hats'

However, they took a stronger stand on Numsa towards union independence, passing policy barring union executive members and full-time officials from holding positions in political parties. The CWIU intends to try to have this extended to the whole of Cosatu

The "two hats" debate is likely to be fiercely contested, but with Numsa and the NUM the two largest affiliates accepting dual leadership subject to efficiency requirements, this view is likely to win

The 200 000-strong Sactwu re-

solved that employers be required to restructure the clothing and textile industry to end factory closures and job losses by becoming more export-orientated and through greater beneficiation. Sactwu also confirmed its opposition to dual leadership

The Numsa congress resolved to remain committed to nationalisation and sanctions against SA. Delegates called for a "democratically planned socialist economy", which included worker control of factories, farms, and mines and nationalisation of parts of the economy

The CWIU congress resolved that the future economy of SA "have a socialist orientation based on production for the needs of the people, democratic planning and state intervention". It foresaw economic restructuring assisted by nationalisation of conglomerates

The 100 000-strong SA Commercial, Catering and Allied Workers' Union (Saccawu) agreed that the economy should be controlled by the working class through nationalisation of health facilities, transport and utilities without compensation

Naidoo tells court of suspicious behaviour

By Susan Smuts

Several men who allegedly assaulted a security policeman in Cosatu offices could not be identified by Cosatu officials, general-secretary Jay Naidoo said in the Johannesburg Regional Court on Friday.

And union officials, who suspected the man, Monge Maleka, of being an Askari or a Civil Co-operation Bureau agent, only found out during a police raid almost six hours later that he was a policeman, he said

Worried

A National Intelligence Services (NIS) officer claimed earlier that Mr Maleka had been identified long before the police raid.

Mr Naidoo (36), Cosatu assistant general-secretary Sydney Mufamadi (32), staffer Baba Schalk (30) and National Union of Metalworkers (Numsa) general-secretary Moses Mayekiso (42) have pleaded not guilty to kidnapping and assaulting Mr Maleka on August 28 last year.

Mr Naidoo said union officials were particularly worried

about Mr Maleka's "suspicious behaviour" because of rumours of an imminent attack on the Cosatu offices.

"Mr Mayekiso, Mr Mufamadi and I approached Mr Maleka after Numsa members had reported he was behaving suspiciously. He denied being a CCB agent or Askari. We heard the crackle of his two-way radio but he would not say what it was. Mr Mufamadi lifted his jersey and took the radio."

Mr Maleka said earlier that Mr Naidoo had threatened to shoot him if he tried to move.

"I made no such threat. The thought never entered my mind," Mr Naidoo said.

The unionists took Mr Maleka to their offices. Although he was held by both arms and his belt, he did not refuse to go, Mr Naidoo said.

Mr Maleka claimed he had been "welcomed with fists" by two men already in the office.

"No one was in the office and no assault took place in my presence. In fact, no one else knew who he was or what he was doing in the building," Mr Naidoo said.

Mr Maleka had two photographs of SACP worker Geraldine Fraser, a recently returned

exile Ms Fraser, whose parents' home in Cape Town had been under surveillance, said she had been assured that the police were not watching her.

The unionists decided to hold a press conference to expose the incident as an example of union harassment.

Mr Naidoo looked into the office where Mr Maleka was being held and noticed he was wearing a shirt "I told him to get dressed and told an 'unknown person' to leave the office," Mr Naidoo said.

At the press conference, Mr Maleka only appeared reluctant to have his photograph taken. He told reporters he had been offered between R500 and R600 to watch out for Ms Fraser.

Angry

On request from a reporter, he made contact with his superiors over the radio, and told them where he was. The other person seemed very angry and told him to get off the radio and stay off, Mr Naidoo said.

Mr Naidoo later received reports that Mr Maleka had been assaulted by unknown men after the press conference.

An ANC member, who had

been asked to investigate after the photographs of Ms Fraser had been found, telephoned the NIS officer. He asked him to get hold of someone in the security branch and arrange for Mr Maleka to be picked up.

The NIS officer claimed Mr Naidoo was not interested in anyone fetching Mr Maleka. He said he had not contacted Cosatu or the ANC after the first telephone call. Mr Naidoo said the officer had telephoned again to say police would arrive to fetch Mr Maleka.

At about 5 pm, police armed with automatic weapons and shotguns entered the offices and arrested Mr Naidoo, Mr Mufamadi and Mr Schalk.

The trial is adjourned until tomorrow to allow the accused to attend a meeting between Cosatu, Nactu, Saccola and the Minister of Manpower today.

● Cosatu has declared Thursday a national day of protest in response to the trial. A press statement released last night said "We believe the trial is a politically motivated attack on Cosatu to hide the fact that the police and other arms of the State are continuing to carry out surveillance and attacks on Cosatu and its members."

140A

11/7/91

The National Union of Mineworkers suspended wage talks last Friday, claiming the Chamber of Mines had refused to address the major problem of mine management not allowing workers to hold report-back meetings.

NUM assistant general secretary Mr Marcel Golding said management at several mines had refused the union permission to hold meetings to report back to members on wage negotiations.

At Goldfields East Driefontein mine, near Carletonville, management did not allow a union meeting on June 13

Report-back meetings stumbling block: NUM

Sowetan 2/7/91

140A

2/7

because its training centre was being used for a "Christmas Tree display" the union said.

Management at Venterspost, another Goldfield mine told the union it could not hold a meeting until it had applied for a magistrate's permission.

A magistrate's permission to hold meetings was no longer required, the union said.

At Anglo American's Freddie's Gold mine, near Welkom, management requested more information when the NUM asked for permission to hold a meeting on mine property. But when the information was supplied, management said "it had come too late".

Management at Lonrho's Duiker Colliery allowed only 20 people at

a time to attend report-back meetings.

The union also experienced problems at Goldfields Libanon and Kloof mines, Golding said.

A Chamber of Mines spokesman said he was "puzzled" by the union's decision to adjourn negotiations. Talks had been making good progress when the union objected to problems relating to

meetings at two mines.

Representatives from the mines had given their assurance they would investigate and resolve the problems but the union had decided to suspend talks, the Chamber spokesman said.

The Chamber of Mines was ready to resume negotiations at any time, he added - *Sowetan Correspondent*

NUM, mines poised to sign wage deal

USA 224 CT 2/7/91

Own Correspondent

JOHANNESBURG — The NUM and the Chamber of Mines are poised to sign a 1991 wage agreement similar to last month's NUM-Ergo deal which provides for a 5% across-the-board raise with profit and performance-related bonuses up to a possible extra 15%

Sources in both the NUM and the mining industry confirmed yesterday that agreement on wage increases had largely been reached and that it remained only to finalise a few details.

Agreement was close on Friday until the NUM suspended negotiations in protest against difficulties experienced in canvassing their members on some mines — most of them Gold Fields-owned.

Only the Gold Fields group appears unwilling to participate in the bonus scheme, the sources said.

NUM assistant general secretary Marcel Golding would not confirm whether an agreement was close.

He said, however, the chamber had put forward a proposal on how to regulate profit-sharing on both profitable and marginal mines.

The NUM was "prohibited from responding as it was unable to properly engage in consultation and mandate with its members".

The bonus scheme is divided into two parts and amounts are payable each half year.

The first provides for a bonus payment of 4% if the Ergo division made a R2m operating profit per half year.

The second is performance-based if performance reached 100% of the target, employees got a further 5.5% which can increase to a total bonus of 15% once performance reached 120% of the target.

Golding said a satisfactory solution to wage negotiations required the chamber to guarantee the union "unfettered access to facilities on the mines".

Management's refusal to grant facilities was frustrating the union's capacity to operate.

In its proposals, the union was distinguishing between profitable, healthy mines and marginal mines, which required a different approach.

He said proposals put on the table were complex. The union needed substantial time and adequate facilities to obtain a mandate from members on both the nature of proposals and how they would be implemented.

The NUM yesterday attributed "an unseasonal Christmas tree display" by management at Gold Fields' East Driefontein mine as one of the reasons for the union's suspension of wage talks.

East Driefontein management refused permission for a report-back meeting to be held on June 13 because its training centre was being used for a "Christmas tree display", the union said.

The union said in a statement it had suspended negotiations after the chamber allegedly refused to address the problem of mine management granting workers permission to hold report-back meetings on different mines.

The NUM said management at several mines had refused union representatives permission to hold report-back meetings on the progress of current wage negotiations — blocking the NUM's system of operating on a feed-back and mandate system.

Management also complained it had not been notified of speaker's names and topics to be addressed, although the union said it had informed management of the intention of the meeting and the identity of speakers in an earlier letter.

At Anglo's Freddie's Gold Mine, near Welkom, management requested further explanation when the union applied to hold a report-back meeting on mine property. However, when additional information was supplied, management said "it had come too late".

And mine management at Lonrho's Duiker colliery allowed only 20 people at a time to attend report-back meetings.

The NUM said it operated "as a democratic union on the basis of mandates from the membership".

A chamber spokesman said yesterday he was "puzzled" by the NUM's decision to adjourn talks in spite of an undertaking by management representatives from the mines in question that problems and complaints would be investigated and resolved.

He said talks had been making "good progress" when the union objected to problems relating to meetings on mines and said the chamber was ready to resume negotiations at any time.

Numsa sit-in ^{140A}

NINETEEN members of the National Union of Metalworkers of South Africa (Numsa), staged a sit-in at the offices of the Department of Manpower in Pretoria yesterday to protest the delay in the gazetting of labour agreements. *Sowetan 2/7/77*

Numsa organiser in the Northern Transvaal, Mr Sam Tsiane, said the action was to highlight the Government's reluctance to officially publish certain amendments and agreements the union reached with major employer bodies.

These amendments, which were submitted to the Government last year, included the protection of workers in terms of retrenchments and better conditions of employment.

Cosatu to protest

COSATU has called for a national day of protest, including work stoppages and mass demonstrations for Thursday in protest against the trial of the union's leaders.

After a meeting in Johannesburg at the weekend, Cosatu's central executive committee also called for the resignation of the Minister of Justice, Mr Kobie Coetsee. *Sowetan 2/7/91*

Mr Jay Naidoo, Mr Sydney Mufamadi, Mr Moses Mayekiso and Baba Schalk are being tried on kidnap and assault charges

140A

Profit-related agreement close

Miners set for 'Ergo' deal with chamber

THE NUM and the Chamber of Mines are poised to sign a wage agreement which has marked similarities to last month's ground-breaking NUM-Ergo deal — which provides for a 5% across-the-board raise and profit- and performance-related bonuses up to a possible extra 15%.

Sources in both the NUM and the mining industry confirmed yesterday that agreement on 1991 wage increases had largely been reached and that it remained only to finalise a few details.

Agreement was close on Friday until the NUM suspended negotiations in protest against difficulties experienced in canvassing their members on some mines — most of them Gold Fields-owned.

Only the Gold Fields group appeared unwilling to participate in the bonus scheme, the sources said.

NUM assistant general secretary Marcel Golding would not comment on how close negotiators were to an agreement. He said, however, that the chamber had put forward a proposal on how to regulate profit-sharing on both profitable and marginal mines. The NUM was "prohibited from responding as it was unable to properly engage in consultation and mandate with its members".

The Ergo bonus scheme is divided into two parts and amounts are payable each

ALAN FINE and
VERA VON LIERES

half year. The first provides for a bonus payment of 4% if the Ergo division makes a R2m operating profit per half-year. The second is performance-based: if performance reaches 100% of target, employees get a further 5.5%, which could increase to a bonus of 15% once performance reaches 120% of the target.

Golding said a satisfactory solution to wage negotiations required the chamber to guarantee the union "unfettered access to facilities on the mines". Management's refusal to grant facilities was frustrating the union's capacity to operate.

In its proposals, the union was distinguishing between profitable, healthy mines and marginal mines, which required a different approach.

He said proposals tabled were complex. The union needed substantial time and adequate facilities to obtain a mandate from members on the nature of proposals and how they would be implemented.

The NUM yesterday attributed "an unseasonal Christmas tree display" by management at Gold Fields' East Driefontein mine as one of the reasons for the union's suspension of wage talks. East Driefontein management refused permission for a re-

To Page 2

Miners

port-back meeting on June 13 because its training centre was being used for a "Christmas tree display", the union said.

The union said it had suspended negotiations after the chamber allegedly refused to address the problem of mine management granting workers permission to hold report-back meetings on different mines.

The NUM said management at several mines had refused union representatives permission to hold report-back meetings on the progress of current wage negotiations — blocking the NUM's system of operating on a feedback and mandate system.

Management also complained it had not been notified of speakers' names and topics to be addressed, although the union said it had informed management of the

intention of the meeting and the identity of speakers in an earlier letter.

At Anglo's Freddie's Gold Mine, near Welkom, management requested further explanation when the union applied to hold a report-back meeting on mine property. However, when additional information was supplied, management said "it had come too late".

And mine management at Lonrho's Duiker colliery allowed only 20 people at a time to attend report-back meetings.

A chamber spokesman said yesterday he was "puzzled" by the NUM's decision to adjourn talks despite an undertaking by management representatives from the mines in question that problems and complaints would be investigated and resolved.

From Page 1

Cosatu, Govt set to lock horns over VAT

star 217191



140A

By Michael Chester

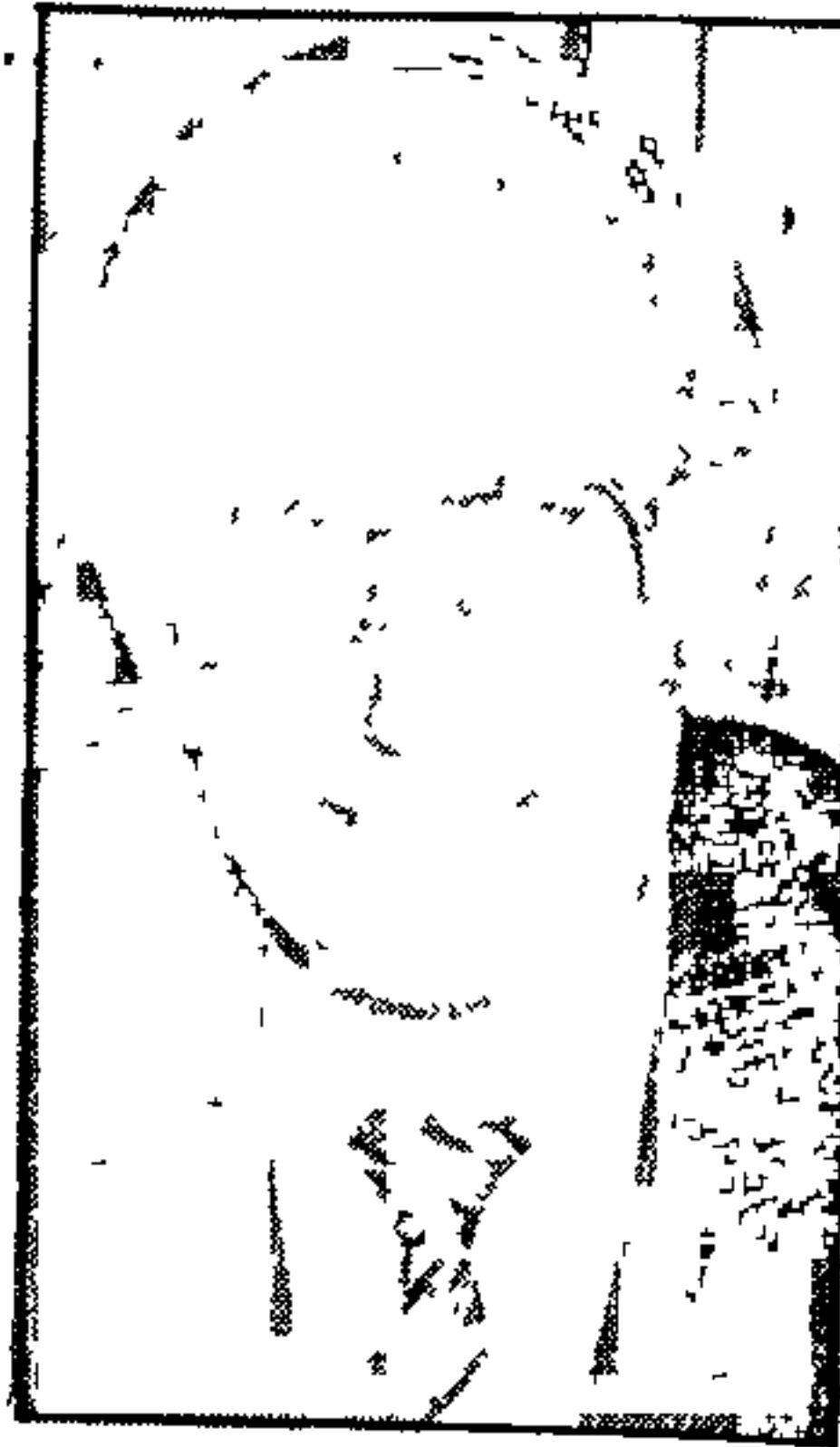
The Government faces a major battle with trade union leaders over proposals to bring basic food items within the orbit of sales tax when VAT overtakes GST three months from now

Cosatu yesterday disclosed it was seeking an urgent meeting with Finance Minister Barend du Plessis over the issue

Cosatu spokesman Neil Coleman said it was intended to try to persuade the Government to overturn its current proposals to clamp a 12 percent VAT tax on all food items — including basic foodstuffs

Insiders revealed that the Cosatu central executive committee had been alarmed by estimates that proposals to bring basic foods inside the VAT net threatened to more than double the sales tax paid by low-income families

The results of an investigation commissioned by Cosatu from the Labour Research Service in Cape Town showed that the average tax bill of households trying to survive on about R778 a month looked set to jump from R33 to more



Barend du Plessis

than R70 a month

The researchers argued that the proposed VAT rate of 12 percent would need to be slashed as low as 6 percent if low-income families hoped to be no worse off in the switch-over from GST to VAT

They calculated that the removal of tax exemption on basic food items alone would cost consumers as a whole no less than an extra R1,2 billion a year

They added that Government proposals to set aside R220 million for poverty-relief schemes was equal to no more than R2,25 a month for individuals considered "deserving of the first call on any assistance"

Mr Coleman said Cosatu acknowledged that the Ministry of Finance had made earlier approaches with proposals about a meeting

The Cosatu central executive committee had now decided to press the Government to abandon plans to bring basic food items within the VAT net

Objections would also be lodged about the proposed level of 12 percent on VAT taxes in general

"We find the whole concept of VAT unacceptable under the tax rates that have been proposed," Mr Coleman said

"As an interim measure, we shall push for all basic foodstuffs — and medicines — to be set at a zero rate"

Cosatu, he said, was inviting all individual trade unions to join a top-level delegation seeking talks with the Minister of Finance

The issue was already high on the agenda of the Cosatu annual congress due to start in Johannesburg on July 24

andra, Van der Merwe announced... distribution whatsoever towards... suburbs.

Cosatu officials 'held policeman as he failed to reveal his identity'

Blom 317191
1408

VERA VON LIERES

SENIOR Cosatu officials would not have taken a security policeman into their offices had he revealed his identity to them, Cosatu general secretary Jay Naidoo told the Johannesburg Regional Court yesterday. Naidoo said if the man had told Cosatu officials he was a policeman the organisation would have reported him to the ANC for further investigation. Naidoo, Cosatu assistant general secretary Sydney Mafumadi, office staffer Baba Schalk and Numsa general secretary Moses Mayekiso have pleaded not guilty to kidnapping and assaulting security policeman Monge Maleka. Naidoo said once it had been established that Maleka was a policeman on police surveillance, Cosatu would have used the channels "at highest level" to find out why the federation was being watched.

Union officials intended to contact the authorities through the ANC. The organisation had a "liaison mechanism" with the government to deal with issues such as harassment. Naidoo said the intention at the time was not to contact the SAP, as it was felt the matter required a political intervention. He said he did not trust the SAP in regard to the matter. Union officials felt apprehensive when Maleka claimed he was a security guard at Sterns Jewellers, had a two-way radio in his possession and was allegedly seen to be keeping the Cosatu offices under surveillance. "In that context we believed he was connected to some dark and sinister force." Naidoo confirmed that Maleka would have posed the same threat if he had

revealed he was a policeman but said the incident would then have been a police matter. Asked to comment on Maleka's evidence that if he revealed he was a policeman he feared he might have been killed, Naidoo said it was far-fetched for someone trained as a policeman to assume he would be taken into a public building by senior trade union movement leaders to be killed. The prosecution contended there existed a very real apprehension among relatively untrained security policemen that because of their positions they had to fear for their lives. Naidoo said a security policeman's protection in a circumstance such as the one Maleka was in was to disclose his identity and say he was involved in a lawful activity as a policeman. Naidoo said he believed it was Cosatu's right to apprehend Maleka and to get him to accompany them into the building for further investigation as he had given what seemed to be false reasons for standing in front of the building. He had also acted suspiciously. He denied Maleka was physically forced into the Cosatu buildings. The trial continues.

More whites than blacks back Inkatha

Business Day Reporter
A SURVEY by market researchers Markinor has found that Inkatha has more support among whites than blacks. Its poll of 800 whites and 1 300 urban blacks found that 19% of whites would vote for Inkatha, compared with 16% of blacks. The survey also found that 68% of blacks would "definitely vote" for the ANC, while 42% of whites would definitely support the NP at the polls. Respondents were allowed to express degrees of rejection for various parties and 62% of blacks completely rejected Inkatha while only 3% rejected the ANC. More than 42% of whites rejected the ANC. The researchers were unable to find a single white who would definitely support the ANC and only 2% said they would possibly vote for it. The NP and PAC were found to have a potentially large following among blacks - 40% and 41% felt "quite good" or would possibly vote for the NP and PAC respectively. Some 16% of whites would definitely vote for the CP and 6% for the DP.

ADVERTISEMENT

ive you out this,



Wednesday July 3 1991

Unionists saw spy as 'sinister force'

By Susan Smuts

Cosatu officials would have left alone the man they are accused of kidnapping if he had told them he was a policeman, the organisation's general secretary, Jay Naidoo, told the Johannesburg Regional Court yesterday.

Monge Maleka had been watching the building housing Cosatu offices, but denied being a policeman when approached by the officials.

Mr Naidoo said the matter would have been pursued through a "liaison mechanism" established through the Pretoria Minute, had Mr Maleka admitted he was a policeman.

"We did not believe his claim to be a security guard, and when we

heard the crackle of his radio we assumed he was a dark and sinister force," Mr Naidoo said.

Mr Naidoo (36), Cosatu assistant general secretary Sydney Mufamadi (32), staffer Baba Schalk and National Union of Metalworkers (Numsa) general secretary Moses Mayekiso (42) have pleaded not guilty to kidnapping and assaulting Mr Maleka on August 28 last year.

Under cross-examination by prosecutor Joe Davidowitz, Mr Naidoo said. "It would have been a police matter, and we would have been extremely foolhardy to take a policeman into the building."

Mr Davidowitz said Mr Maleka thought he would be killed if he admitted he was a policeman.

Mr Naidoo replied that Mr Maleka had had noth-

ing to fear. Cosatu members included policemen and prison wardens, and the union federation had helped to form a union for policemen.

The trial continues

● Five unionists were bitten by dogs and 100 arrested yesterday after a protest march by supporters of the Cosatu leaders on trial.

Police spokesman Captain Eugene Opperman said the protesters were arrested when they refused to leave the area after being warned.

All those arrested must appear in court on August 28 unless they pay an admission-of-guilt fine of R300 each. They are charged with demonstrating within 500 m of a court building.

Cosatu information officer Neil Coleman criticised the arrests, saying they were "unnecessary and provocative".

140A

Star 3/7/91

(Handwritten mark)



Cosatu protest spreads

140A

Sowetan 4/7/91

WORKERS are expected to participate in Cosatu's national day of protest today to support the demand for an end to the prosecution of four senior officials

The trial of unionists Mr Jay Naidoo (36), Mr Baba Schalk (30), Mr Sidney Mufamadi (32) and Mr Moses Mayekiso (42) charged with kidnapping and assault, continues in the Johannesburg Regional Court today.

Charges arise out of an incident on August 28 last year when the Cosatu officials apprehended a young man who was found spying on National Acceptance House in Johannesburg, Cosatu headquarters, its affiliates and the South African Communist Party

At a Press conference the man confessed to being a police spy. Two photographs of a SACP member, Ms Geraldine Fraser a returned exile, and a two-way radio were found in his possession.

Yesterday, the Civic Associations of Southern Transvaal, of which Mayekiso is president, called on its members to join the protest

Sapa reports that Cast general secretary Mr Sam Ntuli warned that they would defy any police orders

By SONTI MASEKO and THEMBA MOLEFE

"taking action against anyone".

Cosatu's 14 affiliates countrywide, representing 1,3 million members and the International Confederation of Trade Unions, representing about 120 million workers have already sent messages of protest to Minister of Justice Mr Kobie Coetsee

The United Mine Workers of America in a letter to Coetsee said. "Is it that the police were so embarrassed at being exposed for spying on the trade union movement that the Government felt compelled to prosecute these labour leaders for kidnapping?"

"How can such a blatantly political trial square with your Government's stated desire to usher in a new era of freedom and democracy?"

The Japanese National Confederation of Trade Unions said the trial was a contravention of the United Nations and Harare declarations on South Africa, which called for an end to political trials before the process of negotiations could begin.

Cosatu wanted to expose harassment, court told

140A B/D Day 4/7/91

S
a
to
es
at
in-
SA
et-
by
ipe
ill
ied
ity
BC
re-
vi-
out
ure
and
ov-
3M
ian
ter-
e a
luc-
ies,
ans
du
ion
wer
and
ted
the
air

COSATU officials did not use the man they allegedly kidnapped as a pawn to enhance their political interests but wanted to expose the harassment of Cosatu, its general secretary Jay Naidoo said yesterday

Naidoo told the Johannesburg Regional Court that senior union officials had called a news conference at Cosatu's offices to expose the harassment and fears the federation had experienced and to enable security policeman Monge Maleka to explain what he was doing when he was apprehended outside the Cosatu building

Naidoo, Cosatu assistant general secretary Sydney Mafumadi, office staffer Baba Schalk and Numsa general secretary Moses Mayekiso have pleaded not guilty to kidnapping and assaulting Maleka on August 28 last year

Naidoo said he did not consider Maleka a pawn as Maleka had in his possession two photographs of SACP official Geraldine Fraser and had admitted he was watching the building and was to contact his superior if Fraser left the building

Naidoo said it was not a premeditated decision to hold the news conference before the police arrived. A conference ex-

VERA VON LIERES

plaining what Maleka was doing would be important in putting pressure on the police to investigate the matter

"To have Maleka himself having to explain in a Press conference may have been stronger than us explaining as Cosatu"

Naidoo denied he put pressure on Maleka to attend the media conference and said Maleka agreed to address it

He conceded that Maleka's reaction at the news conference was fearful, but said his fear was based on the fact that he did not want to be photographed

Asked by prosecutor Joe Davidowitz whether the Cosatu officials felt they were entitled to take the law into their own hands, Naidoo said he did not think they had taken the law into their own hands

He said the intention in apprehending Maleka was to get the SA Police to investigate suspicions "with greater enthusiasm and success" than in the past. This required a political intervention which was made by contacting the ANC's security department

The case continues

Tambo's daughter linked to R3m home

B/D Day 4/7/91

Business Day Reporters

ONE of ANC president Oliver Tambo's two daughters is believed to have bought a R3m mansion in Johannesburg's northern suburbs, while her famous father will soon move into a house in Wattville, Benoni, worth R850 000

An ANC spokesman confirmed yesterday that one of Tambo's daughters and her husband, believed to be an American banker, were buying a property

An estate agent operating in the north-

ern suburbs said the house had been sold for more than R3m and the property behind it for an undisclosed sum

It was previously widely speculated that Tambo would swap his Wattville home for a larger Sandhurst property, Villa Rosa

The spokesman said Tambo would definitely move into the house in Wattville, where he lived before leaving SA



Naidoo: we had right to seize him

By Susan Smuts and Sapa

Cosatu officials were not taking the law into their own hands when they apprehended a man outside their offices, general-secretary Jay Naidoo said yesterday in the Johannesburg Magistrate's Court.

"The primary responsibility for the prevention of crime lies with the police, but individuals have a right to apprehend when they believe their lives are threatened, and get the police to investigate further," he said.

A code of conduct was to be drawn up for police because "it is widely held that they are not operating in a non-partisan way"

Mr Naidoo (36), Cosatu assistant general-secretary Sydney Mufamadi (32), staffer Baba

Ster 4/7/91
Schalk (30) and National Union of Metalworkers general-secretary Moses Mayekiso (42) have pleaded not guilty to kidnapping and assaulting Monge Maleka on August 28

Mr Naidoo said he was angry when he saw that Mr Maleka had been made to undress, because "incidents like that happening in detention were always criticised"

Prosecutor Joe Davidowitz said "Knowing that Mr Maleka had been forced to strip, you took no steps to ensure his future safety"

Mr Naidoo replied that he had instructed another unionist not to allow anyone to enter the room where Mr Maleka was being held

Although Mr Maleka's presence would have "strengthened"

1401
a press conference to expose union harassment, it would have been held even if the police had come to fetch Mr Maleka before it started, Mr Naidoo said.

"You are embellishing your evidence and using Mr Maleka as an excuse," Mr Davidowitz said.

Mr Maleka's presence at the press conference was not a "premeditated decision", Mr Naidoo said.

The hearing continues
● The Civic Associations of the Southern Transvaal has called on members to take action today in support of the four accused unionists.

General-secretary Sam Ntuli warned: "We will defy the orders of any policeman taking action against anyone."

LABOUR

Weekly Mail Reporter

THE Congress of South African Trade Unions will call for a new state strategy on Aids if the draft discussion document from its watershed Aids conference in Johannesburg last weekend is accepted at the federation's congress later this month.

Cosatu will also host a national summit with all Aids organisations after it adopts an Aids policy.

At the conference, Cosatu's health and safety working group also proposed that a "meeting with the African

W/week 5/7-11/7/91
Cosatu to call for new state strategy on Aids

National Congress' department of health be set up as part of the process of policy formulation".

A central demand was that Aids legislation be negotiated with representatives of workers and communities.

The document calls on Cosatu's central executive committee to "raise the issue of Aids in negotiations with Saccola and the state".

The conference also urged unions to

raise Aids demands in negotiations with employers

Another important resolution called for all Aids testing to be voluntary and confidential

Delegates rejected compulsory testing, "noting that pre-employment and pre-training testing is discriminatory".

Testing as a membership condition of insurance and pension schemes was also rejected

140ft

Holding that the state had the main responsibility for education, the conference nevertheless carved out a comprehensive Aids education programme, to be run at the "workplace, locals and the regions".

Cosatu education packages will form the basis of the programme, which will seek to train activists to promote Aids awareness

The conference proposed that em-

ployers provide facilities for health centres to disseminate Aids information and supply condoms.

Cosatu is also planning to convene a meeting with the National Education Crisis Committee and the South African Democratic Teachers' Union (Sadtu) to discuss Aids education at schools.

Noting that "socio-economic factors contribute to the spread of Aids", Cosatu called on the state to upgrade hostels, provide adequate and affordable housing and improve primary health care

Cosatu team for economy talks

By DREW FORREST

Warant 517-117191
THE Congress of South African Trade Unions is to send a 50-strong team — including representatives from all affiliates and regions — to the historic first round of talks on the economy with employers and the state next month.

Cosatu, a heavyweight Saccola delegation and state representatives, including Manpower director general Joel Fourie, met in Johannesburg for preparatory talks this week. Manpower Minister Eli Louw also put in a brief appearance.

It was agreed that a joint document would be drafted setting out the aims of the talks, that documents on substantive issues would be exchanged after Cosatu's congress and that negotiations would start in August.

Deadlines will be set for settlement on specific issues, and it was agreed that

funds would be raised to facilitate the process. *140 A*

At this week's meeting, Cosatu indicated that its main focus would be job losses and retrenchments, macro-economic policy, including privatisation and commercialisation, short-term mechanisms for work creation and social issues such as pensions.

Cosatu wants to involve all unions and it is likely that other employer bodies, including the National African Federated Chamber of Commerce and Industries (Nafcoc) and the Foundation for African Business and Consumer Services (Fabcos), will be invited. The Manpower Department has agreed that other state departments may have to be drawn in.

It is understood that Independent Mediation Service director Charles Nupen is likely to act as a facilitator.

Cosatu trial: Policeman's story 'far fetched'

Weekly Mail Reporter
 (140A) (17/19)

"FOR any sane person, especially one trained as a security policeman, to suspect that he would be killed after he had been taken by senior leaders of the trade union movement to a press conference in a public building is a bit far fetched," Congress of South African Trade Unions secretary general Jay Naidoo told the Johannesburg Magistrate's Court this week.

Naidoo, National Union of Metalworkers secretary general Moses Mayekiso, Cosatu assistant general secretary Sidney Mafumadi and Cosatu staffer Baba Schalk are facing charges of kidnapping and assaulting Constable Monge Maleka at Cosatu headquarters on August 28 last year.

Under cross-examination, Naidoo said union officials feared the presence of Maleka outside National Acceptance House because he might have been "part of a dark and sinister force" responsible for attacks on Cosatu personnel and offices.

Naidoo insisted that if Maleka, a security policeman, had told the men who approached him he was a policeman, they would not have asked him into the building.

"It would have been a police matter and we would have been extremely foolhardy to take a policeman into our building."

Naidoo said he had received reports from Mayekiso and other Cosatu members that a suspicious looking man was watching the building. He looked out of an office window and saw Maleka observing the building.

Attacks on Cosatu personnel and buildings had caused Cosatu members to fear for their lives. Naidoo, Mayekiso, Mufumadi and a fourth man, named only as Lazarus, went to investigate why Maleka was keeping the building under surveillance.

Mufumadi asked Maleka if he was a policeman. He denied this and claimed he was a guard at Sterns Jewellers.

They did not believe this story and asked him to go with them into the building to investigate further.

The prosecutor put it to Naidoo that Maleka's fear of revealing himself as a policeman was understandable as black policemen were regarded by large sections of the black community as traitors and had been killed.

Naidoo responded "Cosatu's position is that policemen are workers. Municipal policemen are members of the South African Municipal Workers' Union. Cosatu has helped organise a

police and prison warders' union. Cosatu does not have a policy that says anyone should be killed."

He said that while Maleka appeared reluctant, he did not physically resist being taken into the building.

Asked why he had not called the police when they noticed the suspicious man Naidoo replied that Cosatu viewed harassment as a political issue to be solved through political channels.

He added that he did not trust senior SAP officers at John Vorster square with political matters. He decided to pursue the matter through the liaison mechanism, established by the Pretoria Minute, between the African National

Congress and the government. Describing Maleka as "a pitiful, cowering figure at the press conference," the prosecutor asked Naidoo if he expected the court to believe Maleka had willingly attended the conference.

"In my presence Maleka agreed to attend the press conference," answered Naidoo. "Maleka's fear only came when he saw photographers and realised that his picture would appear in the press."

Yesterday the state finished two days of cross examination of Naidoo. The defence surprisingly closed its case without calling any other witnesses. Argument begins today.



A demonstrator is led away from the Johannesburg Magistrate's Courts yesterday, after a crowd gathered to show support for Cosatu leaders on trial for kidnapping and assault

Picture ROBERT BOTHA

Protesters clash with police at Cosatu trial

810am 517191 VERA VON LIERES 140A

POLICE yesterday told a group of Cosatu demonstrators that a union member, who had been bitten by a traffic officer's dog and lay bleeding in front of the John Vorster Square police station, had to be charged before an ambulance could be called

The woman, Alvina Nkosi, was bitten on a leg by the dog after police dispersed protesters who gathered to demand the release of about 30 Cosatu members arrested earlier in front of the Johannesburg Regional Court

The 30 had been demonstrating for an end to the "political trial" of Cosatu leaders Jay Naidoo, Sydney Mufamadi, Baba Schalk and Numsa general secretary Moses Mayekiso

All four union leaders have denied charges of kidnapping and assaulting a security policemen at Cosatu's head offices in Johannesburg on August 28

Several hundred workers from Cosatu's 14 affiliates gathered in the morning to show support for the four accused

Before the trial began police moved in and arrested about 15 people. A short while later a second group of about 15 were arrested and taken to John Vorster Square. They were still in the process of being charged and summonsed last night

Cosatu said in a statement last night 11 of its members had been bitten by traffic department and police dogs and its lawyers had been instructed to lay charges against police and traffic officers involved

During the trial magistrate O Rautenbach granted a request by prosecutor Joe Davidowitz for more time to prepare the State's case

Defence counsel John Myburgh objected to the request, saying there was pressure for the trial to be concluded as soon as possible

The trial continues today

| Surname | First names | Address |
|---------|-------------|--|
| Werth | Carl Henry | Cassia Close 8, Valley View Road Morningside Gardens, Durban |

RETURNING OFFICER
(5 July 1991)

NOTICE 604 OF 1991

PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE

PORT NOLLOTH PROPOSED ABALONE FARMING AT McDOUGALLS BAY

Notice is hereby given in terms of section 3 (5), of the Sea-Shore Act, 1935 (Act No 21 of 1935), that it is proposed to enter into a lease with Port Nolloth Fisheries (Pty) Ltd in which provision is made for the proposed abalone farming

A locality sketch of the area affected by the proposed abalone farming lies for inspection at the office of the Chief Director Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town

Objections to the proposed lease must be lodged with the Chief Director Works, Private Bag X9078, Cape Town, 8000, on or before 5 August 1991
(5 July 1991)

NOTICE 605 OF 1991

DEPARTMENT OF TRADE AND INDUSTRY

Notice is hereby given that the following promissory note issued by the Department of Trade and Industry to **Aberdare Cables Africa Limited** as set hereunder, has been mislaid

Promissory note issued to Aberdare Cables Africa Limited

| Promissory Note No | Date of issue | Due date | Face value (R) |
|--------------------|---------------|----------|----------------|
| 4794 | 90-05-04 | 92-05-03 | 115 002 |

The above-mentioned promissory note will after the date of publication be regarded as cancelled. Should the promissory note be retrieved, it must please be returned to the Department of Trade and Industry, Private Bag X84, Pretoria, 0001
(5 July 1991)

NOTICE 606 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Chemical Workers Industrial Union. Particulars of the application are reflected in the subjoined table

| Van | Voorname | Adres |
|-------|------------|---|
| Werth | Carl Henry | Cassia Close 8, Valley Viewweg, Morningside Gardens, Durban |

KIESBEAMPTE
(5 Julie 1991)

KENNISGEWING 604 VAN 1991

PROVINSIALE ADMINISTRASIE VAN DIE KAAP DIE GOEIE HOOP

PORT NOLLOTH VOORGESTELDE PERLEMOEN BOERDERY TE McDOUGALLSBAAI

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet No 21 van 1935), word hiermee bekendgemaak dat dit die voorneme is om 'n huurooreenkoms met Port Nolloth Vissery (Edms) Bpk aan te gaan waarin voorsiening gemaak word vir die voorgestelde perlemoenboerdery

'n Liggingsplan van die gebied wat deur die voorgestelde perlemoenboerdery geraak word, lê ter insae by die kantoor van die Hoofdirekteur Werke, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 430, Dorpstraat 9, Kaapstad

Besware teen die voorgestelde verhuur moet by die Hoofdirekteur Werke, Privaatsak X9078, Kaapstad, 8000, ingedien word voor of op 5 Augustus 1991
(5 Julie 1991)

KENNISGEWING 605 VAN 1991

DEPARTEMENT VAN HANDEL EN NYWERHEID

Hiermee word kennis gegee dat die volgende promesse uitgereik deur die Departement van Handel en Nywerheid aan **Aberdare Cables Africa Limited** soos hieronder uiteengesit, verlore geraak het

Promesse uitgereik aan Aberdare Cables Africa Limited

| Promesse No | Uitreikingsdatum | Vervaldatum | Sigwaarde |
|-------------|------------------|-------------|-----------|
| 4794 | 90-05-04 | 92-05-03 | 115 002 |

Na datum van publikasie word bogenoemde promesse as gekanseleer beskou. Indien die promesse gevind sou word, moet dit asseblief aan die Departement van Handel en Nywerheid, Privaatsak X84, Pretoria, 0001, teruggestuur word
(5 Julie 1991)

KENNISGEWING 606 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Chemical Workers Industrial Union. Besonderhede van die aansoek word in onderstaande tabel verstrekk

140A Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

TABLE

1 *Name of trade union* Chemical Workers Industrial Union.

2. *Date on which application was lodged* 22 April 1991

3 *Interest and area in respect of which application is made*

(1) All persons, excluding artisans, chemists, foremen and travellers, employed in the Chemical Manufacturing Industry in the Magisterial Districts of Bellville, Benoni, Brits, East London, Goodwood, Inanda, Kimberley, Krugersdorp, Letaba, Malmesbury, Nelspruit, Pietersburg, Potgietersrus, Pretoria, The Cape and Vereeniging

For the purposes hereof "Chemical Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of any chemical product or substance, including any one or more of the following

(i) Medicinal products, antiseptics, disinfectants, insecticides, fungicides, herbicides, pesticides, pharmaceutical preparations, fertilisers, synthetic resins,

(ii) washing blue, washing soda, caustic soda, detergents, soap, bleaching agents,

(iii) toilet preparations, cosmetics, perfumes and scents, deodorants;

(iv) paints, pigments, distempers, lacquers, varnishes, finishes, bottom fillers, waxes, polishes, paint thinners, enamels, dubbin, putty,

(v) office paste, writing and printing ink, adhesives, glues, sealing compound, cements,

(vi) industrial alcohol, rectified or absolute alcohol, cane oils, methylated spirits, benzine, ether, ammonia,

(vii) any automotive chemicals or additives, including brake fluid,

(viii) flavouring essence, extracts, colouring matter for foodstuffs or vinegar;

(ix) matches, carbide, explosives, metal oxides and salts,

(x) chemical products, including basic chemicals for industrial use and chemical products for photographic purposes,

and includes all operations incidental thereto or consequent thereon

(2) All persons, excluding artisans, chemists, foremen and travellers, employed in the Gas Industry in the Magisterial Districts of Durban, East London, Goodwood, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, The Cape and Witbank

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

TABEL

1 *Naam van vakvereniging* Chemical Workers Industrial Union

2. *Datum waarop aansoek ingedien is* 22 April 1991

3 *Belange en gebied ten opsigte waarvan aansoek gedoen word*

(1) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Chemikaleenwyerheid in die landdrostdistrikte Bellville, Benoni, Brits, Die Kaap, Goodwood, Inanda, Kimberley, Krugersdorp, Letaba, Malmesbury, Nelspruit, Oos-Londen, Pietersburg, Potgietersrus, Pretoria en Vereeniging.

Vir die doeleindes hiervan beteken "Chemikaleenwyerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van enige chemiese produk of stof, met inbegrip van enigeen of meer van die volgende

(i) Medisinale produkte, antiseptiesemiddels, ontsmettingsmiddels, insekdoders, swamdoders, onkruidodders, plaagdoders, farmaseutiese preparate, kunsmisstowwe, sintetiese harse,

(ii) blousel, wassoda, bytsoda, detergente, seep, bleikmiddels;

(iii) toiletpreparate, skoonheidsmiddels, parfums en reukwaters, reukweerders;

(iv) verwe, pigmente, distempers, lakvernisse, vernisse, dekverwe, ondervulstowwe, was, politoere, verfverduunners, emaljes, leersmeer, stopverf,

(v) kantoorlym, skryf- en drukink, kleefstowwe, gom, seelmengsel, bindmiddels;

(vi) industriële alkohol, gerektifiseerde of absolute alkohol, rietolies, brandspiritus, bensien, eter, ammoniak;

(vii) enige motorchemikalieë of bymiddels, met inbegrip van remvloeistof,

(viii) geuessens, ekstrakte, kleursel vir voedingsmiddels of asyn,

(ix) vuurhoutjies, korbied, springstowwe, metaaloksiede en -soute,

(x) chemiese produkte, met inbegrip van basiese chemikalieë vir nywerheidsgebruik en chemiese produkte vir fotografiese doeleindes,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

(2) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Gasnywerheid in die landdrostdistrikte Die Kaap, Durban, Goodwood, Johannesburg, Krugersdorp, Lower Umfolozi, Oos-Londen, Pinetown en Witbank

For the purposes hereof "Gas Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of any gases, including any one or more of the following

- (i) Gases for industrial use, 140A
- (ii) gases for medical use,

and includes all operations incidental thereto or consequent thereon

(3) All persons, excluding artisans, chemists, foremen and travellers, employed in the Candles, Oils and Fats Industry in the Magisterial Districts of Alberton, East London, Goodwood, Klip River and The Cape

For the purposes hereof "Candles, Oils and Fats Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of any oil and fat products, including any one or more of the following

- (i) Expressed oil,
- (ii) candles, household or cooking oils, edible oils or fats, vegetable oils,

and includes all operations incidental thereto or consequent thereon

(4) All persons, excluding artisans, chemists, foremen and travellers, employed in the Rubber and Rubber Products Industry in the Magisterial Districts of Alberton, Durban, Germiston, Letaba and Pinetown

For the purpose hereof "Rubber and Rubber Products Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of any rubber products, including any one or more of the following

- (i) Rubber, including synthetic rubber, reclaimed rubber, scrap rubber or compounded rubber, ebonite, vulcanite or any similar form of hard rubber,
- (ii) any article consisting wholly or mainly of rubber,
- (iii) solution,
- (iv) the retreading or rebuilding of rubber goods, excluding tyres, carried on using any one or more of the articles specified in paragraphs (i), (ii) and (iii),
- (v) rubber soles or heels, except in an establishment engaged in the manufacture of footwear,

and includes all operations incidental thereto or consequent thereon

(5) All persons, excluding artisans, chemists, foremen and travellers, employed in the Industrial Minerals Industry in the Magisterial Districts of Alberton, Johannesburg, Nigel, Springs and Welkom

Vir die doeleindes hiervan beteken "Gasnywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van enige gasse, met inbegrip van enigeen of meer van die volgende

- (i) Gasse vir nywerheidsgebruik,
- (ii) gasse vir mediese gebruik,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

(3) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Kers-, Olie- en Vetnywerheid in die landdrostdistrikte Alberton, Die Kaap, Goodwood, Kliprivier en Oos-Londen

Vir die doeleindes hiervan beteken "Kers-, Olie- en Vetnywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van enige olie- en vetprodukte, met inbegrip van enigeen of meer van die volgende

- (i) Uitgeperste olie,
- (ii) kerse, huishoudelike of kookolies, eetbare olies of vette, plantaardige olies,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

(4) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Rubber- en Rubberproduktenywerheid in die landdrostdistrikte Alberton, Durban, Germiston, Letaba en Pinetown

Vir die doeleindes hiervan beteken "Rubber- en Rubberproduktenywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van enige rubberprodukte, met inbegrip van enigeen of meer van die volgende

- (i) Rubber, met inbegrip van sintetiese rubber, geregenereerde rubber, afvalrubber of saamgestelde rubber, eboniet, vulkaniet of enige soortgelyke vorm van harde rubber,
- (ii) enige artikel wat uitsluitlik of hoofsaaklik uit rubber bestaan,
- (iii) rubberlym,
- (iv) die versoling of herbou van rubbergoedere, uitgesonderd buitbande, verrig deur gebruik te maak van enigeen of meer van die artikels gespesifiseer in paragrawe (i), (ii) en (iii),

(v) rubbersole of -hakke, behalwe in 'n bedryfsinrigting betrokke by skoeiselveervaardiging,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

(5) Alle persone uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Nywerheidsmineralenywerheid in die landdrostdistrikte Alberton, Johannesburg, Nigel, Springs en Welkom

140A

For the purposes hereof—

“Industrial Minerals Industry” means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of any industrial minerals, including any one or more of the following

Talc, kaolin, silicates, bentonite or limestone,

and includes all operations incidental thereto or consequent thereon

(6) All persons, excluding artisans, chemists, foremen and travellers, employed in the Products of Petroleum and Coal Industry in the Republic of South Africa, but including artisans in the Magisterial Districts of Benoni, Durban, Highveld Ridge and Kempton Park

For the purposes hereof—

“Products of Petroleum and Coal Industry” means the industry in which employers and their employees are associated for the purpose of carrying on the refining and/or preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of any products of petroleum and coal, including any one or more of the following

(i) Petroleum, products of petroleum and coal, motor and other spirits for fuel, lubricating oil and greases,

(ii) miscellaneous products of petroleum and coal, including bituminous and allied emulsions and damp-coursing,

and includes all operations incidental thereto or consequent thereon

(7) All persons, excluding artisans, chemists, foremen and travellers, employed in the Plastics Industry in the Magisterial Districts of Alberton, Bellville, East London, Goodwood, Inanda, Kempton Park, Krugersdorp, Kuils River, Letaba, Port Elizabeth, Springs, The Cape, Umzinto, Vereeniging and Wynberg

For the purposes hereof—

“Plastics Industry” means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or bottling and/or wrapping and/or packing and/or containerising of basic plastics, plastic articles and/or parts of articles consisting wholly or mainly of plastic, and includes all operations incidental thereto or consequent thereon, and

“plastics” means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, normally through the application, singly or together, of heat and pressure

(8) All persons, excluding artisans, chemists, foremen and travellers, employed in the Glass and Glassware Industry in the Republic of South Africa

Vir die doeleindes hiervan beteken—

“Nywerheidsmineralenywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van enige nywerheidsminerale, met inbegrip van enigeen of meer van die volgende

Talc, kaolien, silikate, bentoniet of kalk,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

(6) alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Nywerheid vir Petroleum- en Steenkoolprodukte in die Republiek van Suid-Afrika, maar met inbegrip van ambagsmanne in die landdrostdistrikte Benoni, Durban, Hoefeldrif en Kempton Park

Vir die doeleindes hiervan beteken—

“Nywerheid vir Petroleum- en Steenkoolprodukte” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die raffinering en/of bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van enige produkte van petroleum en steenkool, met inbegrip van enigeen of meer van die volgende

(i) Petroleum, produkte van petroleum en steenkool, motor- en ander petrol vir brandstof, smeerolie en ghries,

(ii) allerlei produkte van petroleum en steenkool, met inbegrip van bitumineuse en verwante emulsies en vogweringsmateriaal,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit

(7) Alle persone uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Plastieknywerheid in die landdrostdistrikte Alberton, Bellville, Die Kaap, Goodwood, Inanda, Kempton Park, Krugersdorp, Kuilsrivier, Letaba, Oos-Londen, Port Elizabeth, Springs, Umzinto, Vereeniging en Wynberg

Vir die doeleindes hiervan beteken—

“Plastieknywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of bottel en/of toedraai en/of verpakking en/of behouering van basiese plastiek, plastiekartikels en/of dele van artikels wat uitsluitlik of hoofsaaklik uit plastiek bestaan, en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit, en

“plastiek” enigeen van die groep stowwe wat as 'n essensiele bestanddeel 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte staat solied is, in die een of ander stadium van die vervaardiging daarvan geforseer is of geforseer kan word, dit wil sê deur vloei in verskillende fatsoene gegiet, gekalandeer, deurgedruk of gevorm is of kan word, gewoonlik deur die aanwending van slegs hitte of slegs druk of van albei saam

(8) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Glas-en Glaswarenywerheid in die Republiek van Suid-Afrika

For the purposes hereof—

(1401) "Glass and Glassware Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or smelting and/or decorating and/or bending and/or colouring and/or silvering and/or cutting and/or bevelling and/or wrapping and/or packing and/or containerising of any glass products, including any one or more of the following

- (i) Glass, safety glass, laminated glass,
- (ii) any article consisting wholly or mainly of glass,
- (iii) slag-wool, rock-wool, mineral-wool, fibreglass,
- (iv) insulating materials consisting wholly or mainly of fibreglass,

and includes all operations incidental thereto or consequent thereon.

(9) All persons, excluding artisans, chemists, foreman and travellers, employed in the Pottery, China and Earthenware Manufacturing Industry in the Magisterial Districts of Camperdown, Krugersdorp, Kuilsriver and Malmesbury.

For the purposes hereof "Pottery, China and Earthenware Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or wrapping and/or packing and/or containerising of any ceramic products, including any one or more of the following

- (i) Vitreous and semi-vitreous china table and kitchen articles for preparing, serving or storing food and drink,
- (ii) vitreous china plumbing fixtures, and china and earthenware plumbing fittings and bathroom accessories,
- (iii) porcelain electrical supplies,
- (iv) art and ornamental pottery,
- (v) industrial and laboratory pottery,
- (vi) stoneware, coarse earthenware and unglazed red earthenware articles,

and includes—

— all operations incidental thereto and consequent thereon, and

— quarries at which activities with regard to the manufacture of any of the products referred to in (i) to (vi) above are carried on

(10) All persons, excluding artisans, chemists, foreman and travellers, employed in the Dry and Wet Cell Battery Industry in the Magisterial District of East London

For the purposes hereof "Dry and Wet Cell Battery Industry" means the industry in which employers and their employees are associated for the purpose of carrying on the preparation and/or manufacture and/or wrapping and/or packing and/or containerising of batteries, including dry cell and lead acid batteries, and includes all operations incidental thereto and consequent thereon

Vir die doeleindes hiervan beteken—

"Glas- en Glaswarenywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of smelt en/of versiering en/of buig en/of kleuring en/of versilwering en/of sny en/of afskuinsing en/of toedraai en/of verpakking en/of behouering van enige glasprodukte, met inbegrip van enigeen of meer van die volgende

- (i) Glas, veiligheidsglas, gelamelleerde glas,
- (ii) enige artikel wat uitsluitlik of hoofsaaklik uit glas bestaan,
- (iii) slakwol, klipwol, mineraalwol, veselglas,
- (iv) isoleermateriaal wat uitsluitlik of hoofsaaklik uit veselglas bestaan,

en omvat dit alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit.

(9) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Pottebakkers-, Porselein- en Erdewarenywerheid in die landdrostdistrikte Camperdown, Krugersdorp, Kuilsrivier en Malmesbury

Vir die doeleindes hiervan beteken "Pottebakkers-, Porselein- en Erdewarenywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die bereiding en/of vervaardiging en/of toedraai en/of verpakking en/of behouering van enige keramiekprodukte, met inbegrip van enigeen of meer van die volgende

- (i) Glasporselein- en halfglasporseleintafel- en -kambuisartikels vir die bereiding, opdiening of berging van voedsel en drank,
- (ii) vaste loodgieterstoebehore van glasporselein, en los loodgieterstoebehore en badkamerbybehore van porselein en erdewerk,
- (iii) porselein elektriese benodigdhede,
- (iv) kuns- en siererdeware,
- (v) nywerheids- en laboratoriumerdeware,
- (vi) steenerdeware, growwe erdeware en ongeglasuurde rooi erdewerkartikels,

en omvat dit—

— alle werksaamhede wat daarmee gepaard gaan en daaruit voortspruit; en

— klipgroewe waar werksaamhede betreffende die vervaardiging van enige van die produkte in (i) tot (vi) hierbo bedoel, verrig word

(10) Alle persone, uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die Droe- en Natbatterynywerheid in die landdrostdistrik Oos-Londen

Vir die doeleindes hiervan beteken "Droe- en Natbatterynywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om die volgende te verrig Die voorbereiding en/of vervaardiging en/of toedraai en/of verpakking en/of behouering van batterye, met inbegrip van droe-en lood-suur-batterye, en omvat dit alle werksaamhede wat daarmee gepaard gaan en daaruit voortspruit

140A For the purposes hereof "artisan" means an employee who is engaged in work normally performed by a skilled artisan, and for the purposes of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Manpower Training Act, 1981, or who holds a certificate of proficiency issued to him by the Registrar of Manpower Training in terms of section 27 (1) of the said Act or a certificate issued to him by the said Registrar in terms of either section 30 (6) or (7) or section 28 (1) of the said Act

4 *Postal address of applicant* P O Box 18349, Dalbridge, Durban, 4014

5 *Office address of applicant* 5 Eaton Road, Congella, Durban

6 *Interests and areas in respect of which registration is held* All persons, excluding artisans, chemists foremen and travellers employed in the—

(a) Chemical Manufacturing Industry in the Magisterial District of Alberton, Boksburg, Durban, Germiston, Highveld Ridge, Johannesburg, Kempton Park, Lower Umfolozi, Pietermaritzburg, Pinetown, Port Elizabeth, Springs, Umzinto and Witbank,

(b) Gas Industry in the Magisterial Districts of Alberton, Germiston, Highveld Ridge, Port Elizabeth and Pretoria,

(c) Candles, Oils and Fats Industry in the Magisterial District of Durban,

(d) Rubber and Rubber Products Industry in the Magisterial Districts of Benoni, Boksburg and Johannesburg,

(e) Industrial Minerals Industry in the Magisterial Districts of Durban and Germiston,

(f) Products of Petroleum and Coal Industry in the Magisterial Districts of Benoni, Durban, Highveld Ridge and Kempton Park,

(g) Plastics Industry in the Magisterial Districts of Durban, Germiston, Johannesburg, Malmesbury, Pinetown and Pretoria, and

(h) Glass and Glassware Industry in the Magisterial Districts of Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Pinetown, Port Elizabeth, Springs and Welkom

The industries referred to under item 6 (a) to (h) are as defined in item 3 (1) to (8) respectively

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

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

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

D. W. JAMES,

Industrial Registrar

(5 July 1991)

Vir die doeleindes hiervan beteken "ambagsman" 'n werknemer wat werk verrig wat in die reel deur 'n geskoolde ambagsman gedoen word, en by die toepassing van hierdie woordskrywing beteken die uitdrukking "geskoolde ambagsman" 'n persoon wat sy vakleerlingskap uitgedien het in 'n ambag wat kragtens die Wet op Mannekrageopleiding, 1981, aangewys is of geag word daarkragtens aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat wat deur die Registrateur van Mannekrageopleiding ingevolge artikel 27 (1) van genoemde Wet aan hom uitgereik is, of 'n sertifikaat wat deur genoemde Registrateur ingevolge of artikel 30 (6) of (7) of artikel 28 (1) van genoemde Wet aan hom uitgereik is

4 *Posadres van applikant* Posbus 18349, Dalbridge, Durban, 4014

5 *Kantooradres van applikant* Eatonweg 5, Congella, Durban

6 *Belange en gebiede ten opsigte waarvan registrasie gehou word* Alle persone uitgesonderd ambagsmanne, chemikusse, voormanne en reisigers, in diens in die—

(a) Chemikaleenwyerheid in die landdrostdistrikte Alberton, Boksburg, Durban, Germiston, Hoeveldrif, Johannesburg, Kempton Park, Lower Umfolozi, Pietermaritzburg, Pinetown, Port Elizabeth, Springs, Umzinto en Witbank,

(b) Gasnywyerheid in die landdrostdistrikte Alberton, Germiston, Hoeveldrif, Port Elizabeth en Pretoria,

(c) Kers-, Olie- en Vetnywyerheid in die landdrostdistrik Durban,

(d) Rubber- en Rubberproduktenwyerheid in die landdrostdistrikte Benoni, Boksburg en Johannesburg,

(e) Nywerheidsmineralenwyerheid in die landdrostdistrikte Durban en Germiston,

(f) Nywerheid vir Petroleum- en Steenkoolprodukte in die landdrostdistrikte Benoni, Durban, Hoeveldrif en Kempton Park,

(g) Plastieknywerheid in die landdrostdistrikte Durban, Germiston, Johannesburg, Malmesbury, Pinetown en Pretoria, en

(h) Glas- en Glaswarenywyerheid in die landdrostdistrikte Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Pinetown, Port Elizabeth, Springs en Welkom

Die nywerhede vermeld onder item 6 (a) tot (h) is soos onderskeidelik onder item 3 (1) tot (8) gedefinieer

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

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

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

D. W. JAMES,

Nywerheidsregistrateur

(5 Julie 1991)

Unions come out tops with their man Ramaphosa

140A
ARG 6/7/81

NICOLA CUNNINGHAM-BROWN

Weekend Argus Political Staff

HIGH profile trade unionist Mr Cyril Ramaphosa's landslide victory for the position of ANC secretary-general is the result of a concerted effort by Cosatu to push unionists into top positions in the ANC.

Intense behind-the-scenes canvassing by Cosatu officials and sympathisers has increased dramatically during the past few weeks and can also be seen as a move to counter the lobbying by the more moderate factions within the ANC.

Sources say Cosatu was unhappy with the political direction the ANC had taken over the past months

They felt many ANC national executive committee members involved in negotiations with the government were not equipped with the necessary negotiating and bargaining skills which had resulted in the ANC backing down unnecessarily on major issues and often taking what was viewed as a soft line.

Cosatu was also dissatisfied with the lack of accountability shown by many top-level ANC leaders to their members — a feeling, sources said, which was echoed by many rank-and-file ANC members.

Mr Ramaphosa, who is currently

secretary-general of the National Union of Mineworkers, has unquestionable negotiating skills

Coming from a trade union background, he is also deeply aware of the need for accountability with mass-based and predominantly working-class structures.

"After negotiating with Anglo, the government will seem like a piece of cake," one of his colleagues said.

Mr Ramaphosa, 38, is the son of a policeman and once held office in the Student Christian Movement.

He is from Soweto and traces his political career through the South African Students Organisation and the Black People's Convention.

After qualifying as a lawyer, he moved into trade union work.

In December 1982, he was elected the first person to serve as general-secretary of the National Union of Mineworkers.

Under his guidance, the NUM grew to 340 000 members. The union spearheaded a national strike by mineworkers in 1987.

Mr Ramaphosa gave the key note address at the launch of the Congress of South African Trade Unions in Durban in 1985.

He has been detained at least twice, once being held for 11 months in solitary confinement

Set wages cripple small business

argus 6/17/91
JEAN LE MAY

ARGUS 6/17/91
140A

Weekend Argus Reporter
SEVERAL small business owners have reacted to a report in the June 29 issue of Weekend Argus about problems with industrial councils.

All complained that industrial councils had refused them exemption from wage scales and other conditions of employment laid down in agreements negotiated between employers and trade unions.
One woman, who asked not to be named, said she owned a small factory which did work for the big clothing manufacturers.

"It is unfair that I should have to pay the negotiated wage to workers in training," she said.

"Many are not interested in the job — only in the money. Absenteeism is a terrible problem — some workers feel they can afford to take a day off whenever they feel like it. I have to pay others overtime to do their work."

Last week's report told how Mr Abraham Adamson, owner of a motor spares and repair shop in Athlone, had been refused exemption by the National Industrial Council for the Motor Industry (NIMIC) in spite of his application being supported by the Small Business Development Corporation.

Mr Adamson now stands to lose his business — and his seven employees their jobs.

The National Union of Metalworkers (Numsa), one of the employees' unions which is represented on NIMIC, com-

plained this week that trade union comment was not included in the Weekend Argus report.

In fact such comment was obtained but was omitted for reasons of space.

The comment was from Mr Nosey Pieterse, Western Cape secretary of Cosatu (to which Numsa is affiliated) who said: "Our position in principle is that all our workers must be covered, with no exemptions. We've fought hard for these rights and it is unfair if employers get exemptions, because these will leave workers open to abuse and exploitation."

Asked whether this attitude also applied to the informal sector, which has created many thousands of jobs, Mr Pieterse said: "We have not resolved the

issue of exemptions yet, We are still studying changes in the Labour Relations Act."

Numsa's comment, through its organising secretary Mr Benny Fanaroff, was: "We are obviously unhappy that people are losing jobs but we don't believe that the informal sector can solve the unemployment problem."

"Our research has shown that wage concessions to small business and in rural areas resulted in very few jobs being created

"Over a five-year period where companies in rural areas were given concessions by the Electrical Industry Industrial Council a total of 250 jobs was created while more than 60 000 jobs in the industry were lost over the same period in the urban areas."

Metal workers to strike?

A NATIONWIDE strike ballot over wages began this week among the 300 000 members of the National Union of Metal Workers of South Africa

Numsa demanded a R2-an-hour pay increase to kick off the 1991/92 wage talks with the employers' body, the Steel and Engineering Industries Federation of South Africa (Seifsa)

The demand was later changed to R1,50-an-hour for all grades

Three rounds of mediation held last week culminated in some agreements which are not being disclosed, but the parties have so far failed to agree on pay increases

However, consensus has been reached on social benefits, such as a training scheme.

The present Seifsa offer to all the unions involved in wage negotiations is a R1,01c increase for grade A workers and 53 cents for grade H workers.

If the unions accept the offer, Grade A workers will get R10,36 an hour

Grade H workers, lowest paid in the industry at R4,18c an hour, will get R4,66

Numsa's strike ballot is expected to continue until July 16. In terms of the agreements reached by unions with various companies last year, they can strike any time from now

Workers have welcomed Num-

sa's national strike balloting. Workers at Rufflette in Kempton Park said they were not prepared to accept any offer below what the union was demanding

Other unions involved are the Steel Engineering and Allied Workers' Union of South Africa, with a paid-up membership of 20 700 and the Metal and Electrical Workers' Union whose paid-up membership is 30 000

Both Mewusa and Seawusa are affiliated to the National Council of Trade Unions (Nactu)

Seawusa general secretary Colin Kotu said "At the beginning of wage talks we demanded a R7-an-hour increase across the board. It was reduced to R1,50 and presently it is R1 for all grades.

"We are not moving down any more

"We are going to hold report-back meetings with workers from this weekend and will seek a new mandate regarding Seifsa's wage proposals"

Kotu said his union would hold discussions with Mewusa to develop a common approach

Mewusa general secretary Tom Oliphant said report-back meetings with members had begun

"So far our members have shown some concern with regard to strike action. However, they are discussing what form of action they can take to pressurise Seifsa," he said

Oliphant said that at the beginning of wage talks the union demanded an increase of R1,50-an-hour for all grades and later this was reduced to R1,20

Head of the Seifsa communications department, Vander Vevers, said his organisation was only prepared to offer R1,01 for grade A workers and 53 cents for workers in grade H.

A well-placed source who participated in the mediation process said "Seifsa is prepared to agree to an implementation date of July 1 provided

■ There is no strike action before July 31,

■ Full agreement is reached between all parties by July 31, and

■ All unions agree to set off any increases granted by employers after July 1.

Numsa has put its foot down, according to national organiser Veli Mjyako

"We have made it clear to the mediator that we will mobilise our members for a strike if Seifsa does not improve its offer," he said.

He added that Numsa's national industrial council - which comprises representatives of workers in the engineering, tyre, and motor-vehicle assembly sectors - would meet on July 16 to assess the strike ballot

Parties involved in the wage talks with Seifsa will meet the following day - CP Correspondent

16/7/91
CP news

140A

COSATU
(140A)
threat
~~SP~~ ~~IS~~
on court
Cipren
hearing

717191
By **JOHANNES NGCOBO**
and **THEMBA KHUMALO**

COSATU has threatened to stage a five-day national stayaway next week if the trial of its leadership currently being heard in Johannesburg is not ended before the federation's congress later this month.

The threat was made by Cosatu information officer Neil Coleman on Thursday after police had arrested 90 protesters outside the Johannesburg Magistrate's Court.

They were protesting against the trial of four Cosatu leaders on charges of assault and kidnapping.

The accused are Cosatu general secretary Jay Naidoo, assistant general secretary Sydney Mufamadi, National Union of Metal Workers of South Africa general secretary Moses Mayekiso, and Cosatu employee Baba Schalk.

The four are charged with the kidnapping and assault of Constable Monde Maleka whom they suspected of being a spy.

They allegedly held him at Cosatu's Johannesburg offices in August and continually assaulted him.

All those arrested on Thursday were released hours later on their own recognisances after the police had warned them to appear in court on August 28. Alternatively, they could pay R300 admission of guilt fines.

Coleman told newsmen outside the court that Cosatu's four-day congress was scheduled to start on July 24. Because of the prolonged hearing there was a danger of the trialists not being able to attend.

Coleman claimed his federation had received messages of support from overseas and local trade unions and political organisations.

SACP 'double agents'

By BRIAN POTTINGER

ASTONISHED Cosatu members discovered only the day before the launch of the SA Communist Party last year that some of their highest executives had been secretly recruited by the party, claims a top union man.

Unionists were again shocked when they discovered that most of the people they had elected to represent Cosatu at a joint ANC-SACP-Cosatu meeting were also representatives of the SACP.

These disclosures by Mr John Copelyn, general secretary of the SA Clothing and Textile Workers' Union, are the latest exchanges in an increasingly bitter war of words between unionists and communists.

The row — primarily between Mr Copelyn and SACP member Jeremy Cronin — has drawn charges and counter-charges of betrayal, Stalinism, smear tactics and lack of democracy. And, claims Mr Copelyn, a unionist was recently threatened by a prominent communist with a "people's court" for questioning the ANC-SACP-Cosatu alliance.

At the heart of the row is an acrimonious dispute over whether top unionists should, or can, serve in senior positions in political organisations.

This dispute — called the "two-hats debate" by unionists — has again bubbled to the surface in the SA Labour Bulletin, a respected journal of opinion and news on the trade union movement.

Bitter row erupts as unionists accuse party of duplicity

S Times 7/1/91
 Writing in the latest edition, Mr Copelyn says that before the SACP's launch on July 29 last year, the SACP had secretly approached top members of Cosatu to serve on its Interim Leadership Group.

"Either this was done very late in the day, or all comrades concerned were asked not to discuss the matter in the union until very late in the day. Which ever way this happened, there was no debate whatsoever in Cosatu executive structures prior to July 29."

When this was challenged, Cosatu's executive committee had said it could not change the appointments to the liaison group.

"Small wonder that several unions in Cosatu began expressing real concern at those developments and began adopting resolutions attacking the whole idea of national union leadership conducting itself in this way," said Mr Copelyn.

Mr Copelyn returns to an attack on the SACP's Mr Cronin who, in an earlier article in the SA Labour Bulletin, had charged Mr Copelyn with "betraying" the debate about dual leadership in the unions.

and political organisations by discussing it at a meeting of the Institute of Personnel Managers.

"Vilifying people in the movement as traitors is unfortunately a long-standing tradition of many activists around the world," said Mr Copelyn. "While the SACP says it is changing its approach to debate, it is really disappointing to find one of its leading spokespeople falling back at the earliest opportunity on the classic Stalinist techniques of smearing individuals and alleging they are guilty of some breach of a duty of secrecy."

"I am not surprised that this is how some party people think. It comes from years of 'democratic centralism' practice where the only debate a good comrade engages in is inside the party."

Mischief

Mr Copelyn also recounts an incident at a Cosatu meeting in the Eastern Cape when a unionist stood up to question the alliance between the ANC-SACP and Cosatu.

"Raymond Mhlaba, chairperson of the (SACP) Interim Leadership Group, responded curtly 'We have had an alliance for decades. Those who challenge it are mischief-makers and need to be brought before a people's court,'" records Mr Copelyn.

It was this sort of approach, said Mr Copelyn, that needed changing in the party if it was to emerge from the years of illegality and become part of an open and vibrant debate.

Maleka was a pawn - State

Sowetan 8/7/91

1407

By SONTI MASEKO

THE State asked a regional court magistrate on Friday to convict Cosatu general secretary Mr Jay Naidoo and three senior officials on charges of kidnapping and assault.

Presenting his closing argument, prosecutor Mr Joe Davidowitz said the State had proved that Naidoo and two co-accused, Mr Sidney Mufamadi and Mr Moses Mayekiso, used physical force to drag a policeman from the streets into the Cosatu offices and assault him, with fourth accused, Mr Baba Schalk.

He said rather than checking whether or not Sergeant Monge Maleka was a policeman, the accused's primary concern was to convene a Press conference to make politi-



MOSES MAYEKISO

cal propaganda.

"Maleka was a sorry sight and was used as a political pawn," he said.

However, defence counsel Mr John Myburgh asked the court to reject the evidence of Maleka - who was found outside the Cosatu offices with photographs of a

political activist working there and a two-way radio - because it was improbable and contradictory.

The State had failed to contradict Naidoo's version that they had apprehended Maleka because he was a potential threat to Cosatu, given the history of harassment of trade unions and attacks on the homes of officials. The court had to accept this version as truthful, he said.

Myburgh opposed the State's submission that Schalk, Mufamadi and Mayekiso, - who elected not to give evidence - should be found guilty of all charges because of their failure to testify.

He said Naidoo's testimony provided direct evidence of the State of mind of his co-accused when they apprehended Maleka because they had acted in concert.

ANI

Unions to oppose 'wasteful economy'

ARGUS 8/7/91
By SHARON SOROUR, Labour Reporter (140A)

THE role of the trade union movement in a developing South Africa was to defend the democratic rights of workers, said newly-elected secretary-general of the ANC Mr Cyril Ramaphosa.

Speaking in Durban during an *Agenda* debate on TV1 last night, he said trade unions were "surging forward in many ways" to announce their role in a developing South Africa.

Redistribution of wealth had been created by workers themselves and the movement had to ensure the country's economy was run in a beneficial way

"The government has run the economy in a wasteful way and the trade union movement will fight against this," he said

Mr Ramaphosa, who relinquished his leadership of the National Union of Mineworkers to take up his ANC post, said the country's wealth had been limited to a minority of South Africans

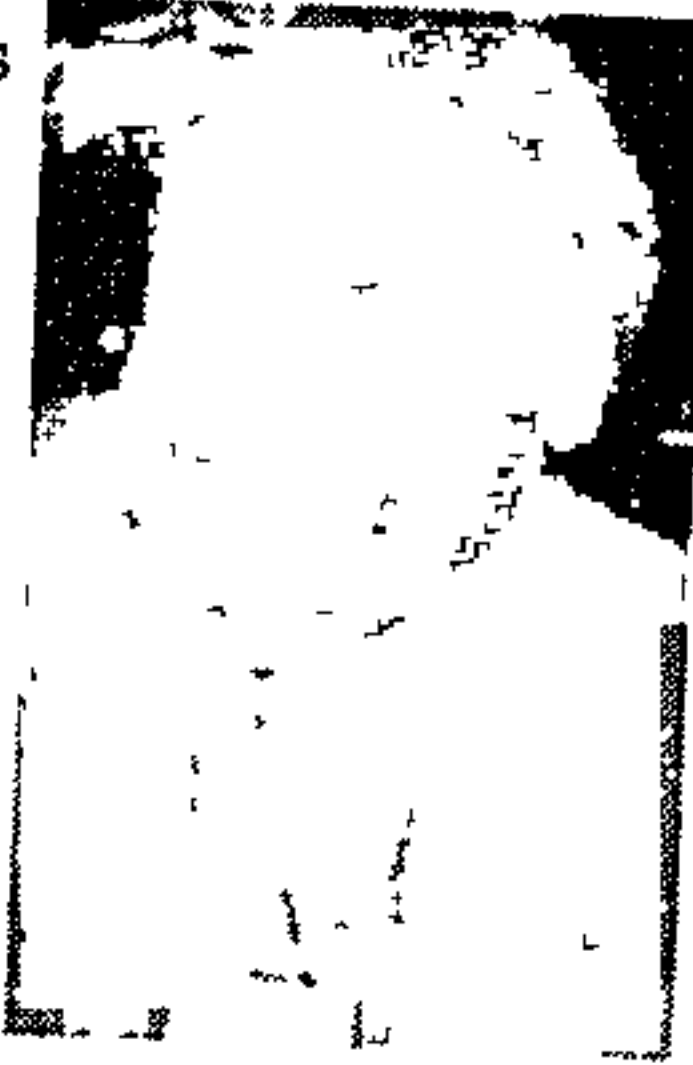
"This wealth must be unlocked before redistribution can begin," he said

Mr Ramaphosa said productivity was a priority of workers

"Productivity is not reaching optimum level in South Africa because people have not been properly trained and have not been allowed to assume their proper role where they are employed

"In the new South Africa there should be a programme of affirmative action, for men as well as women"

Women were among the most exploited and oppressed workers, he said, and the trade union movement wanted to assure women this would end



Mr Cyril Ramaphosa

End of era when weaknesses were strengths

W/M and 12/7 - 18/7/91
 The ANC successfully merged the diverse strands of the organisation at its Durban conference. Now for negotiations with the government

By PHILLIP VAN NIEKERK

WHEN Albie Sachs made his way to the front of the hall after being declared number 23 in the African National Congress' national executive committee elections, he waved the stump of his right arm — the rest of it was blown off by a car bomb in Maputo in 1987 — in an *amandla* salute that brought the house down.

It was not just theatrical proof that whites too had sacrificed in the struggle against apartheid. It stood for more. Sachs himself — he once compared his amputation to the forced removal of District Six — would be alive to the symbolism. He seemed to represent the entire journey of the ANC up to the happy exuberance of last Saturday night's elections of a movement on the verge of power.

Like Sachs, the ANC had overcome being banned, bombed and vilified, its members jailed, murdered, silenced, taking the worst the government could throw at it — yet still managing to pick itself up, dust itself off and start all over again.

Critics who have slagged off the ANC have pointed to its lack of successes, for instance as a guerrilla army, or remembered cynically that it is the oldest liberation movement in the world. Yet in a curious way the ANC's weaknesses have always been its strengths. Look at the names on the NEC most of them are people who were found out, who were tortured, who were jailed, whose significant contributions were the length of time the government victimised them.

They are symbols of the moral identity that binds the ANC together. Forget the torture at Quatro camp, Stalmsism, incompetence, corruption, the switchboard at head office. Remember for a second who brought this dying system into life. And when ANC members violated their own moral universe, remember who the dirty corrupter was.



DIVERSE LEADERSHIP ... Nelson Mandela, Albie Sachs and Cyril Ramaphosa

Few jobs for the unionists in ANC leadership

By DREW FORREST 12/7-18/7/91
 THE choice of mineworkers' leader Cyril Ramaphosa as African National Congress secretary-general has obscured the surprisingly poor trade union showing in ANC leadership elections. Despite confident predictions of a big influx of union blood into the national executive committee, there were only six unionists among 126 nominations: Ramaphosa, Congress of South African Trade Unions president Elijah Bhebe, Cosatu assistant general secretary Sydney Mufamadi, National Union of Metalworkers' general secretary Moses Mayekiso, and two other NUMSA officials, Alec Erwin and Willis Mchunu.

Of these, only Ramaphosa and Mufamadi are seen as serious contenders for the top job. At times the government outmanoeuvres the ANC but somehow it doesn't matter how much the ANC botches up, it retains the moral high ground and the popular support. Outsiders look for splits but no matter how fractious the debates are, the movement remains a broad church. That was ensured by the electoral system for the NEC posts. Each delegate was allowed to select 50 names, hardly forcing a decisive choice. At least 1.168 of the people who voted for Harry Gwala also voted for Thabo Mbeki. For all the ANC's disgust with the media, those with a high profile in print and on television won support. Thabo Mbeki, who comes across well on television, was only 34 votes behind Chris Hani, who had addressed rallies around the country, building up a popular base among the masses.

It was a populist rather than constituency-based election. Yet it was a singular achievement that the movement was able to elect such an extraordinary diverse leadership and retain its unity. "We have achieved an important milestone in our history and that is merging the different strands of our organisation," said ANC president Nelson Mandela.

Indeed, it has been crucial for the ANC to root itself in this identity before it can expand into the big task that lies ahead — negotiating a democratic constitution with the government. Mandela secured the mandate that he had been seeking these past 18 months since his release while the ANC flourished and struggled to re-establish itself. At the conference he spoke of the negotiations with urgency. "The sooner power transfers into the hands of the people, the better."

To accomplish his task, Mandela's team has been beefed up with the inclusion of Cyril Ramaphosa as secretary-general, adding a real touch of sophis-

"It was a celebrity sweepstake," one commented. "How many people outside Numsa know Erwin? Even Ramaphosa may be better known for his role in the National Reception Committee and Soweto civic affairs."

"Few good unionists make good politicians; union skills are administrative and organisational." Sources point out many successful internal leaders, such as Patrick Lekota, made their name in the early years of the United Democratic Front. The Mass Democratic Movement, operating under the Emergency, was less successful in developing a visible national leadership.

They add that unlike the SACP, which campaigned intensively for its candidates, there was no union lobby.

caution to the proceedings. The thing about Ramaphosa, the Chamber of Mines can tell FW de Klerk, is that you can never see him coming. When the National Union of Mineworkers was formed they welcomed Ramaphosa as a glorified *indutuz*, a black man in a suit who highlighted the mining industry's new-found attachment to trade unionism and freedom of association.

One day they woke up and found that he had real muscle and was prepared to use it against them. Now they still say nice things about him, but with greater tones of respect. From now on, things might move towards democracy quicker than people suspect, though Mandela has tough people around him who will ensure that he keeps to the commitment to consult with his constituency.

Yet the ANC is already preparing its members for what lies ahead. "Commitment to the bargaining table will be

unavoidable," Mandela warned thousands of supporters at the rally in Durban after the conference.

Presumably the level of compromise will depend on the other side of the negotiations — the ability of the ANC to stage mass action and wring concessions from De Klerk.

A new generation of activists, who have found their way into the NEC at the expense of nearly half the outgoing executive, met their baptism of fire during the mass anti-apartheid struggles of the 1980s and they should greatly strengthen the ANC's ability to mobilise on the streets. However, it remains to be seen whether a population burnt out by more than a decade of struggle can be brought out for the final assault on the Bastille.

The reluctance of the ANC to commit itself as a political party leaves many grey areas, not least in its still anomalous relationship with the South African Communist Party.

The SACP ensured that as the only really coherent force in the ANC it could elect its candidates through skillful lobbying and apparent block voting. This reflects both the rank and file popularity of the party and the fact that the SACP has succeeded in recruiting many of the most talented young leaders.

The ANC has much to thank them for the non-racial character of the ANC and the coherence and rigour of many of its positions. One suspects, much to do with the input of the SACP. The alliance with the SACP strengthens the movement.

But, already judging from reports in the *Citizen*, which estimated that 37 out of 55 bodies elected to the NEC were communists, and the government's swift reaction on this issue, the National Party sees the SACP as the electoral Achilles heel of the ANC.

None less than Allan Boesak has pointed out that there is a large conservative Christian population in South Africa which has been fed four decades of anti-communism.

By remaining a movement as almost a statement of principle the ANC perhaps hopes to retain its unity and sweep into power on a tide of populist sentiment.

But a new era is breaking in South Africa. Perhaps the time when one's weaknesses are strengths will be followed by a time when one's strengths become one's weaknesses.

Golding set to fill in for Ramaphosa

W/Mani 12/7-18/7/91.

By DREW FORREST

THE shoes of National Union of Mineworkers' (NUM) general secretary Cyril Ramaphosa are set to be filled by his assistant, Marcel Golding — at least until early next year.

Ramaphosa was elected secretary general of the African National Congress at the organisation's conference last week. He clearly cannot continue in his demanding union job.

Questioned on the union's next move, NUM president James Motlatsi said the national executive would meet soon and was likely to second Ramaphosa to the ANC until constitutional structures — the NUM congress or central executive committee (CEC) — decided on his position.

The NUM constitution provided for the assistant general secretary to perform the general secretary's duties until CEC or congress elections.

The next congress is in 1993 and the next CEC in February or March next year. No special CEC was planned this year, Motlatsi said.

Motlatsi dismissed speculation that a collective leadership — of Golding, national organiser Gwede Mantashe, education secretary Kgalema Mot-



Marcel Golding ... to take over Cyril Ramaphosa's duties

Photo. AFRAPIX

lanthe and area organiser Mani Dipico — would take over from Ramaphosa.

Mantashe and Kgalema were department heads and as such would meet Golding every week to assess the running of the NUM. "The collectivity already exists," he said.

● Cosatu assistant general secretary Sydney Mufamadi now wears three hats, following his election to the ANC national executive committee. He is also a member of the South African Communist Party interim leadership.

Cosatu sources said that if he joined the ANC's national working committee — the full-time NEC — it was unlikely he would be allowed to continue in his Cosatu position.

LABOUR

By DREW FORREST
 THE National Union of Mineworkers and the Chamber of Mines are on the verge of clinching a precedent-setting pay deal for 440 000 gold miners which provides for bonuses linked to the gold price.

Coupled with a low basic increase, this would provide for a revenue-sharing scheme on some healthy gold mines.

The precise details of the chamber's offer — for example the gold price at which bonuses kick in — could not be ascertained.

Precedent-setting deal in the offing on mines

It does enshrine, albeit in a different form, the NUM's proposed distinction between marginal and healthy mines.

The union proposed an average 14 percent increase on the better-off mines and five percent on the marginally profitable mines coupled with profit-sharing.

The NUM insists that its split demand represents a temporary accommodation to the depressed state of the gold mines. Union policy calls for a uniform pay structure and a general rise in mine wages.

At the same time, broad agreement has been reached on a range of "social" demands which the NUM congress decided would be the prime focus of gold

mine negotiations this year. Agreed areas include an employer commitment to freedom of association, greater democracy in mine hostels, paid time-off for shop steward training and a stop-order verification process.

Union sources said the chamber negotiations had reached a crucial stage and that settlement was possible at a meeting next Monday.

Much depended on the response of workers.

A series of report-back meetings on the employer offer was under way this week.

1409
 12/17-18/1991

Cosatu to meet Barend on VAT

1404

w/may 12/7 - 18/7/91

A HEAVYWEIGHT Congress of South African Trade Unions team is to meet Finance Minister Barend du Plessis next week to vent deeply felt union concerns over the looming introduction of Value-Added Tax.

The meeting takes place against the background of a Cosatu central executive committee decision to refuse to pay VAT on union subscriptions. Also on the cards is a Cosatu campaign, focusing both on the subscriptions issue and the levying of VAT on basic foodstuffs which are currently GST-exempt.

A Cosatu spokesman added that the new tax would be on the agenda of the federation's impending national congress and its talks on the economy with the state and employers starting next month.

There is also a possibility of a united union front on the issue. After a Cosatu approach to a range of unions, the national executive of the 200 000-member Federation of Salaried Staff Associations (Fedsal) is to discuss whether to participate in the talks with Du Plessis.

Cosatu's team will include general secretary Jay Naidoo and the National

The Congress of South African Trade Unions is to discuss concerns over VAT with Finance Minister Barend du Plessis. A united union front on the issue is also possible.

By DREW FORREST

Union of Metalworkers' Bernie Fanaroff.

The federation estimates that VAT will push up members' subs by up to 12 percent if affiliates are to maintain their financial position. This is seen as particularly objectionable given the tax breaks planned for business on machinery purchases.

A sharp rise in subs because of VAT may well increase pressure for pay increases, particularly if workers know of the benefits for employers.

It is understood that Cosatu will argue for a zero-rating of subscriptions, much as if it were a welfare organisation. There is a significant similarity in that both are associations not for gain and exempt from income tax.

The union team will also point to international precedents for the exemption of unions from VAT.

CYRIL RAMAPHOSA

(140A) FM 12/17/91

CLOSE TO THE ACTION

When Nelson Mandela gave his first speech after leaving prison last year, it was black mineworkers' leader Cyril Ramaphosa (38) who was at his side, holding the microphone. So it shouldn't come as much of a surprise to see Ramaphosa so close to the action once again — though he kept his head down for some months after Mandela's release, to the extent that some people thought that he had fallen from favour, or that his political ambitions had faded.

His election as secretary general of the ANC is undoubtedly a boost for the trade unionists who did so much to crush apartheid by their demands for better pay, benefits and working conditions for blacks in the Eighties. As a veteran of the student protest movement, in detention for a total of 17 months in the mid-Seventies, Ramaphosa's election is also a boost for the young internal leaders



Ramaphosa pushing for redistribution of wealth

who saw themselves being marginalised by the Old Guard of exiles and Robben Islanders.

But anyone who expected the burly, bearded Ramaphosa — an attorney and NUM head since its inception in 1982 — to strike off in a new direction must have been disappointed by his TV appearance on Sunday night. He toed the old party line with vigour, speaking in favour of a mixed economy, sanctions, redistribution of wealth, the liberation struggle, affirmative action.

Though he refuses to say if he's a communist, few doubt his Marxist allegiance.

The son of a policeman, Ramaphosa grew up in Soweto and matriculated at a boarding school in the northern Transvaal. It was at the University of the North in the early Seventies that he met Steve Biko, who helped

to influence his early activism in the Black People's Convention.

After completing his articles and obtaining his BProc from Unisa in 1981, Ramaphosa worked as a legal adviser to the Council of Unions of SA.

When the NUM was formed he was made secretary general. It was here that he honed his much-respected skills as a negotiator by winning important battles with formidable mine bosses.

Though the union grew dramatically over the years, membership has fallen recently to about 250 000 — from a high of 340 000 in 1986 — due to recent lay-offs and those that followed the disastrous 1987 strike that saw nine miners die.

Before his emergence at the top of the ANC pile, Ramaphosa had been working with the Soweto People's Delegation and been instrumental in the ground-breaking Greater Soweto Accord in September. He's proved over and over that he's willing to bargain long and hard.

Ramaphosa, who stood for re-election unopposed in April, says the NUM leadership will meet to discuss his position. Because of the amount of work demanded by the ANC, he may get an honorary position at NUM or act as a consultant.

It's difficult, however, to imagine him giving up his union base altogether. ■

NUM mum on who is to fill Ramaphosa's shoes

Star 13/7/91

PAT DEVEREAUX

WHO will step into the shoes of the powerful National Union of Mineworkers general secretary, Cyril Ramaphosa, following his election on to the ANC's National Executive Committee?

This is the query major mining houses who have to negotiate with the 270 000 strong union are asking

Press liaison officer for NUM Jerry Majatladi this week coyly refused to name anyone of similar political stature who could fill the gap left by Mr Ramaphosa in the union

Mr Ramaphosa was re-elected as the union's general secretary less than three months ago despite widespread rumours that he was to take up a senior position in the ANC

But Mr Majatladi denied Mr Ramaphosa's absence would affect the workings of the union

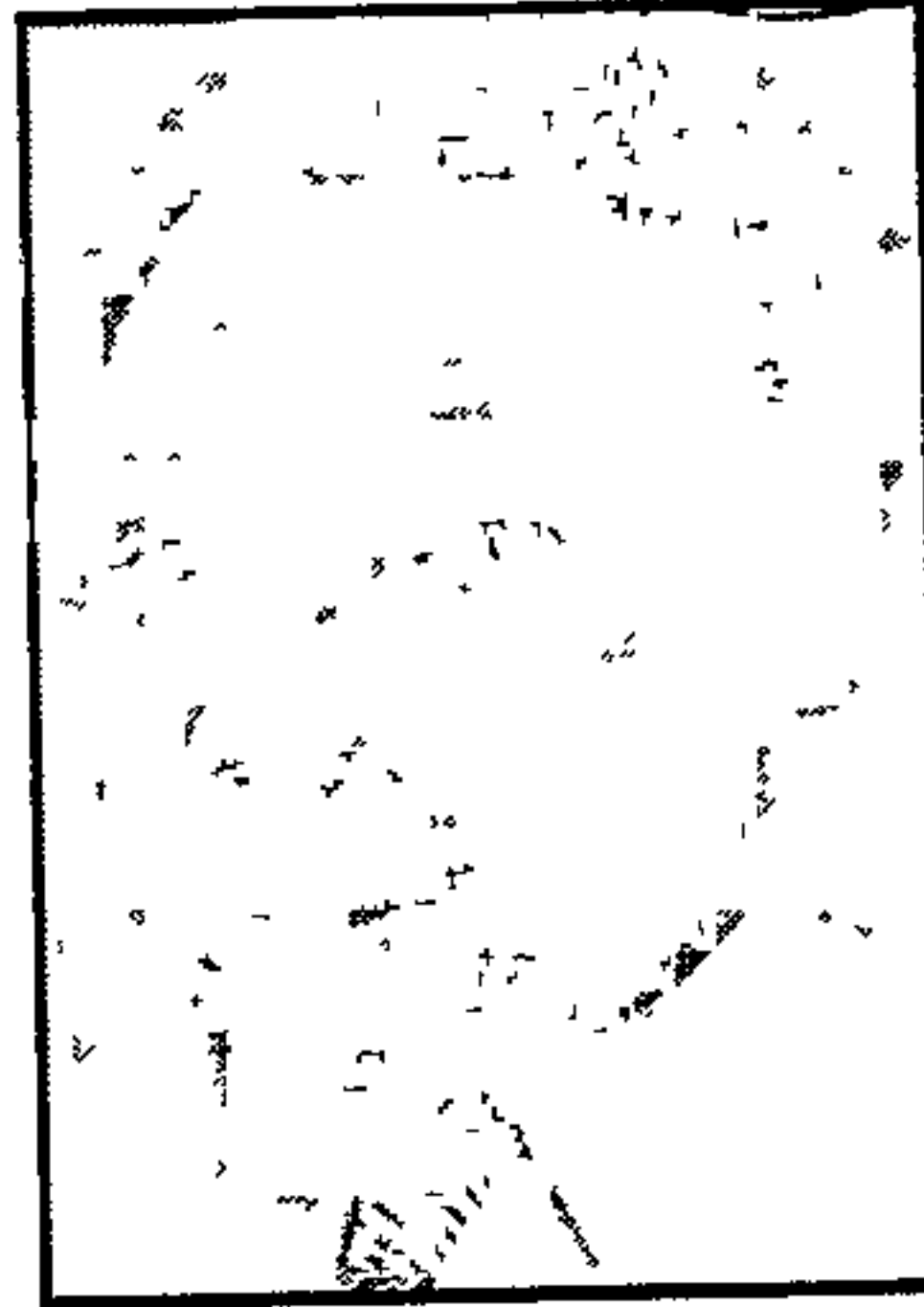
Elected

"The NUM constitution provides for the assistant general secretary, Marcel Golding, to perform the general secretary's duties until the central executive committee decides or we hold congress elections," said Mr Majatladi

"At the moment the position is open. There has been no decision yet, but the position is an elected one, so it will have to be put to the vote

"Voting is likely to take place at the next congress in 1993, but in an emergency it could be decided on by the central committee, which can be convened at any time," he said

He said NUM president, James Motlatsi, the vice presi-



Cyril Ramaphosa ... elected to ANC executive post.

dent, Elijah Barayi and the assistant general secretary, Marcel Golding, would be playing more prominent roles in future

As an extremely competent organiser and negotiator, Mr Ramaphosa was one of the founder members of the union in 1982 and, until recently, has shied away from the political limelight

Under his leadership, the union gained in strength to become the largest in the country

However, since 1987, NUM has suffered a membership decline from a high of 340 000 to 270 000 paid up members in 1991.

The membership decline was partly due to the rivalry of the National Union of Metal workers in South Africa (Numsa), headed by Moses Mayekiso, and partly due to the retrenchments of thousands of miners because of the falling gold price and the economic recession

Sarwhu backs white worker

By JOHANNES NGCOBO
and THEMBA KHUMALO

CHAOS reigned at five railway stations in the northern Transvaal this week when more than 4 000 black workers went on an unusual strike to demand the reinstatement of their white colleague, Karel Niewoudt, and five others dismissed by Transnet last month

Transnet's Northern Transvaal labour relations officer, MP van der Berg, said Niewoudt was fired because of drug abuse and epilepsy

Niewoudt is not the only white South African Railways and Harbours Union (Sarwhu) member. Last month 30 percent of Spoornet's white workers at Kazerne in Johannesburg joined the union

But it is the first time Sarwhu members have struck in defence of a white colleague.

The other five workers were dismissed after being involved in a fight.

Perishable food, is now said to be rotting at some railway stations, forcing Transnet to employ temporary workers.

Van der Berg said they were now waiting for Sarwhu to initiate talks

Ramaphosa still leads miners

By **THEMBA KHUMALO**
and **JOHANNES NGCOBO**

NEWLY elected ANC secretary-general Cyril Ramaphosa still heads the National Union of Mineworkers (NUM) and will do so until the end of the year, according to NUM president James Motlatsi.

He said Marcel Golding would continue acting as Ramaphosa's deputy until the union's central executive committee (CEC) nominated the "right man to step into Ramaphosa's boots" in March.

The NUM's national executive reserved the right to veto its CEC's nominee. Although the NUM had allowed Ramaphosa to

stand for his new position at the ANC's conference last week, the union's constitution did not allow Ramaphosa to leave his powerful position immediately.

Ramaphosa, a seasoned unionist and shrewd tactician in labour matters, was elected to the ANC position when he beat his predecessor, Alfred Nzo, and the ANC's chief of intelligence, Jacob Zuma.

Less than a week after his landslide victory in Durban, Ramaphosa headed the NUM delegation in negotiations with the Chamber of Commerce for better salaries and working conditions for miners.

Motlatsi said Ramaphosa would also continue to be a member of the working committee — drawn from unions, employers and the government — whose task it is to reconstruct the waning mining industry.

Motlatsi denied speculation that either NUM education secretary Kgalema Montlale or national organiser Gwenje Mantashe would succeed Ramaphosa.

Only the CEC could appoint nominees, Motlatsi said.

Ramaphosa's election to the ANC post comes at a time when black miners have to grapple with retrenchments as the mining industry takes a nosedive.

Dutch police to aid SA

JOHANNESBURG. —
The first visit to South Africa by a delegation representing police officers in Holland is under way to determine how they can assist the democratisation process within the SAP.

The two-week countrywide working visit, which began on Saturday with the arrival here of representatives of three Dutch middle-ranking and senior police officer organisations, is being led by Ms Anneke Visser, Commissioner of Police in The Hague.

Speaking yesterday afternoon after a visit to the Congress of SA Trade Unions' head office here, Ms Visser said the trip had been organised with the assistance of the Anti-Apartheid Beweging Nederland. — Sapa

Star 16/7/91

Fight over VAT on essentials grows

By Paula Fray and Jacqueline Myburgh

Public resistance to the levying of value-added tax on essentials such as medical services and foodstuffs is growing as the vast scope of the VAT net becomes clearer.

Recent revelations that the switch-over from general sales tax to VAT would more than double the tax burden of low-income families have sparked off grassroots resistance.

VAT will replace GST on September 30.

The Congress of South African Trade Unions has

joined concerned consumer bodies in pointing out the heavy toll of VAT on certain services.

Cosatu is set to meet the Minister of Finance on July 23 to discuss the implications of levying the new tax on foodstuffs, medicines and medical services

The meeting with the Minister precedes Cosatu's national congress on July 24, where the issue will be high on the agenda.

Cosatu spokesman Neil Coleman said. "I don't want to make threats, but at the end of the day, if the workers

have to take action they will do so"

Labour Research Services, in a recent study for Cosatu, calculated that with 12 per cent VAT, a low-income family would pay between R26 and R38 more sales tax than under GST.

"This, when workers are already living on the bread-line," Mr Coleman said.

The Housewives League has come out in support of a Consumer Council call for the public to resist VAT on medical services.

League president Lyn Morris called on consumers

● To Page 3 ●

Star 16/7/91

Fight against VAT gathers pace

● From Page 1 ●
to write to their local representatives, newspapers and MPs.

The Consumer Council has said it was shocked to find that medical costs would be subject to VAT, because the report of the Margo Commission on Taxation and the White Paper had suggested they should be excluded.

Consumer Council director Jan Cronje said taxed health services could not be defended.

"In the current economic situation and with continually rising costs,

VAT will take health care beyond the reach of most consumers," he said.

Mrs Morris said the crux of the matter was that the VAT rate was too high

Already the Medical Association of South Africa (Masa) and the Dental Association of South Africa have been in continuous consultation with the Minister and his representatives

The decision on whether medical services will be excluded from the VAT Bill has not yet been finalised Meetings

have been scheduled for early next month.

Masa director for health policy Reg Magennis said he would not comment on the consultations as the ball was now firmly in the Government's court

In an open letter to the profession, Dental Association president Wynand Dreyer said the association was opposed to the inclusion of health services in the VAT system as "it is morally indefensible and not in the best interest of the broad population".

NUM and chamber locked in wage talks

8/12/91 16/7/91

THEO RAWANA

THE National Union of Mineworkers (NUM) and the Chamber of Mines were last night locked in annual wage talks with an immediate settlement unlikely

NUM assistant general secretary Marcel Golding said during a break in the meeting that the chamber had improved its offer on coal mines.

He added a working party looking at a statement of principles on social and trade union rights was still discussing details

This non-wage issue has assumed great importance in the NUM's view, especially given low level of across-the-board in-

creases gold miners can expect to receive

It is believed the settlement for gold mines will include a small across-the-board component plus a bonus component whose size will be determined by the gold price and mine profitability

Yesterday's talks were the first since the NUM suspended negotiations on June 28, citing difficulties in consulting members on some mines. Management at several mines had refused to let union officials hold report-back meetings, the union said

CT 1817191

Cosatu's role considered

JOHANNESBURG — Cosatu's fourth annual congress next week would consider whether the union federation should play a direct role in negotiations, secretary-general Mr Jay Naidoo said yesterday.

He told a media briefing Cosatu's tripartite alliance with the ANC and the SACP would be discussed, as well as issues around which black and white workers could unite. Cosatu would also look at achieving unity with Nactu, he said (140A)

Members back union in unfair dismissals claim

SHARON SOROUR
Labour Reporter

ARG 18/7/91

140A

MEMBERS of the Construction and Allied Workers' Union have protested against claims that the union unfairly dismissed three people who applied for jobs as organisers

About 30 workers gathered outside the Department of Manpower offices to support the union yesterday.

The protest coincided with a conciliation board hearing on an application by three workers who were dismissed by the union after a three-month probation period, said union spokesman Mr Leonard Ramatlakene

He said the applicants had cited the union, a Cosatu affiliate, for dismissing them unfairly

In a statement, the union accused the three applicants of undermining union structures by going to the conciliation board and a "racist court"

The placard-bearing supporters accused the applicants of taking the

union to a "racist court" which could not "solve their problems"

A placard read "We do not expect progressive people to take other progressive organs to courts of the regime" and "Racist courts cannot solve your problems — go to democratic formations"

The job applications of the three workers, two from Cape Town and one from George, were turned down in January. They then declared a dispute with the union and appealed for reinstatement on the grounds of alleged unfair labour practices

Mr Ramatlakene said they were not hired because they were not suitable for the organiser positions

Union shop steward Mr Fred Gona, who attended the conciliation board, said the applicants had reserved their right to approach the Industrial Court for relief

● The outcome of the conciliation board is not yet known

WARM, charismatic, flamboyant — these are some of the tags usually attached to the name of Salie Manie.

All are apt descriptions of the hugely popular Cape Town unionist whose trade mark is his colourful "struggle" dress

But behind the jauntily slanted beret and black, green and gold sweaters, is a man who is deeply committed — to his union, working class interests, his family and his beliefs.

Manie, 42, shot to prominence during a landmark strike by South African Municipal Workers' Union (Samwu) members at the City Council last year, but in the world of labour he has long been respected for his integrity and hard work.

Manie readily acknowledges that it is his unswerving faith in "what is right" that ultimately ensures he remains so immersed in the struggle that he finds it hard to snatch time for his family, let alone sneak in a game of snooker.

"Almost all my spare time is spent in meetings or preparing for them," Manie says.

"The struggle isn't my life, that would be unbalanced. However, it does take up a huge chunk of my time."

Yet 10 years go there was little to indicate that Manie, who is an electrical technician by trade, would become a prominent Cape Town leader.

Then he ran a small repair shop and, unlike his younger brothers, was not involved in politics or unions.

In fact, he became a unionist by accident.

He joined the City Council as a "stop gap" measure in 1984

"I was restless and decided to use the council as a stepping stone, then I became involved in the union and here I still am," Manie recalls

More to Manie than beret and colour

South 18/7-24/7/91



The Cape Town-based charismatic and flamboyant chairperson of the Cape Town branch of the South African Municipal Workers' Union (Samwu), Mr Salie Manie, (left), is one of the unionists likely to be nominated as an office-bearer to Cosatu's national executive committee. CHIARA CARTER takes a look behind Manie's 'struggle attire' and finds out what motivates him to be first and foremost a union person:

That Manie is a union man is clear not only from what he says but from the gleam in his eye when he speaks about the worker struggle.

"I can't imagine what I would do if I wasn't involved in the unions. While I am involved in the work because of a feeling of social commitment, I admit I get tremendous personal satisfaction from being a unionist. I find the work challenging and fulfilling," Manie comments

He admits that juggling the demands of the union with the needs of his wife and three children is a difficult act, but is also committed to being a family man

"I've tried to avoid an either or situation. The interests of my family and those of broader society are linked but it isn't easy to meet one's obligations on both fronts."

Manie thinks that much of his commitment stems from his religion. His staunch Muslim background has given him a "sense of morality" which informs his work.

Born in District Six, he grew up in Athlone and Bonteheuwel. His father died at an early age and his mother singlehandedly put all six children through high school. Experiencing what it was like to struggle and go without ensured that he identified with the underprivileged and "have nots" in society.

And the beret?

Manie laughs and says his dress is one way in which he tries to identify with the people he represents

"Colours and sweaters are important in showing people what you stand for. Your conduct is however more important in showing what lies behind the slogans and logos.

"I try to live my life in such a way that people can see my belief in peace, equality, freedom and justice"

Manie has played a key role in discussions within Samwu on local government — an area which he describes as critical but delicate in the light of national negotiations on a future constitutional dispensation

He is also involved in Cosatu's attempts to examine ways to restructure the economy — an issue Manie says is probably the most crucial aspect of reconstruction.

"We can't leave issues of reconstruction until after liberation but must look at them now

"Workers have skills and expertise which will be invaluable in looking at economic restructuring. The biggest question facing the country is unemployment."

He has, however, gradually become more involved in work in the federation and is presently a member of Cosatu's regional executive committee in the Western Cape

As such he has been well placed to observe the growth of worker militancy in Cape Town

Manie says two key events have marked the point of no return for worker struggle in the Western Cape

— the entrance of the South African Clothing and Textile Workers' Union into Cosatu and the City Council strike

"The strike was a watershed. There can be no going back for municipal workers, or Cape Town as a whole," Manie recalls

His rise to prominence in the then Cape Town Municipal Workers' Association (CTMWA) was meteoric.

Almost immediately after he began working for the council, Manie threw himself into organising his workplace and within a year was elected a shop steward

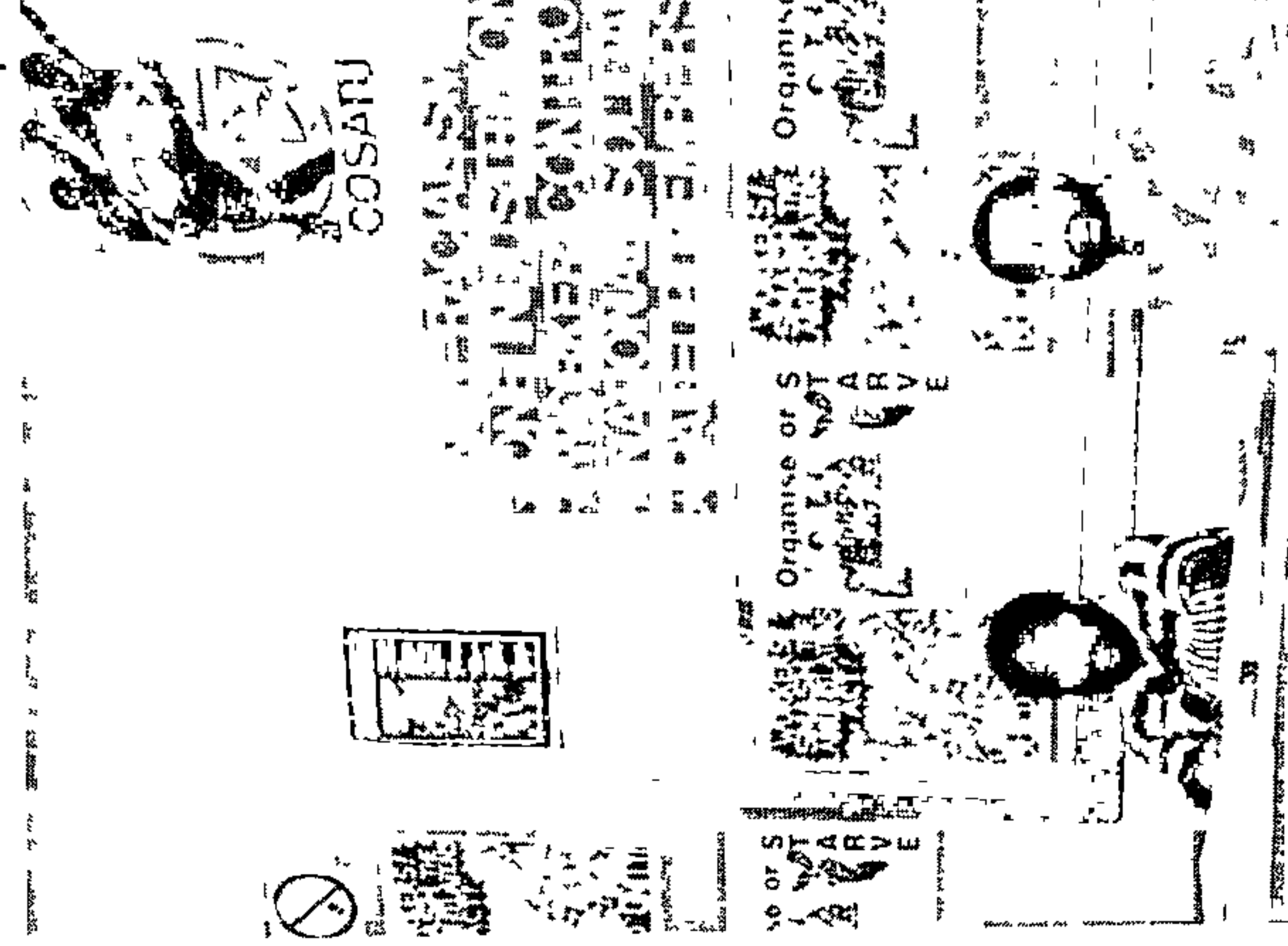
Six months later he was elected assistant chairperson of the CTMWA and later chairperson

He is justifiably proud of the role he played in launching Samwu as a national union for the municipal sector in 1987

Essentially a grassroots person, for a long time Manie focused on building Samwu. He still holds that Cosatu is only as strong as its affiliates.

Long agenda for Cosatu congress

South 18/7 - 24/7/91



VITAL: The current leadership of Cosatu will have to steer it through a vital congress. They are, from left, vice-president John Gomomo, treasurer Ronald Mofokeng, general secretary Jay Naidoo and president Elijah Barayi

A daunting task faces over 2 000 delegates to the fourth national conference of Cosatu, with issues ranging from negotiations to restructuring the economy.

MONO BADELA spoke to Cosatu publicity officer Neil Coleman:

THE fourth biennial national conference of the Congress of South African Trade Unions (Cosatu) kicks off in Johannesburg on Wednesday.

According to Cosatu's information and publicity spokesperson, Neil Coleman, the four-day congress will be unique in that the federation for the first time will chart "our way forward towards the role the trade union movement will have to play in a post-apartheid South Africa".

More than 2 000 delegates, representing 14 Cosatu affiliates, will attend the congress.

Coleman said Cosatu was not taking democratic transformation for granted. Questions such as negotiations and the removal of obstacles to transition would be on the agenda.

How Cosatu and its allies would address those obstacles, especially the question of violence, would be discussed.

The congress will also be looking at the church-initiated peace conference, and will discuss how to unite Cosatu members in the face of divisive on-

omic crisis facing the country as a whole.

According to Coleman, Cosatu cannot content itself with fighting for the betterment of working conditions for its members. It has to put forward a vision for restructuring the economy to meet these needs.

Likely demands were a moratorium on retrenchments, and job creation schemes in programmes such as mass electrification of the townships and mass housing construction.

Coleman said nearly 100 000 construction workers had been retrenched despite a dire need for the construction of more than 2 000 000 housing units.

Another issue for congress will be the fact that Cosatu is largely dependent on foreign funding and will have to examine the question of self-sufficiency.

The congress will also assess how far they have travelled towards trade union unity.

Discussion of this question will take place in terms of the slogan "one country, one federation, one industry, one union".

The conference will also discuss international policy, including relations with sister federations in Southern Africa, regional development and regional investment on terms favourable to workers.

The issue of sanctions will also be on the agenda. Cosatu believes sanctions should be maintained but the congress will have to discuss how to make those sanctions effective and the conditions under which they may be lifted.

Some affiliates, including the National Union of Mineworkers (NUM), have already suggested that a summit on sanctions should be convened with the task of arriving at consensus on strategy.

slaughters and government attempts to place through alliance structures? Another question to be debated is whether Cosatu will participate in the All-Party conference or the Patriotic Front.

The congress will also discuss Cosatu's vision of the role of trade unions in the new South Africa, including their relationship with an ANC government, and how to maintain the independence of the trade unions, lack of electricity and the eco-

economic restructuring will be a key congress theme. The objective is democratisation that gives working people a real say in the allocation of resources.

The congress will face the task of producing a programme which addresses problems like unemployment, mass retrenchments, homelessness, unhealthy and unsafe working conditions, lack of electricity and the eco-

Among the questions the congress will try to answer are: What is Cosatu's role in the negotiating process? Will Cosatu leave it to the ANC? How does Cosatu integrate itself into that process? How does the process of mandating and reportbacks take

place through alliance structures? Another question to be debated is whether Cosatu will participate in the All-Party conference or the Patriotic Front.

PIC DYNAMIC IMAGES

140A
**Union accused of
unfair dismissals**

South 18/7-24/7/91

By Thoraya Pandey

THE Construction and Allied Workers Union (Cawu) has been accused of unfairly dismissing two workers

Mr Melisizwe Zihlangu and Mr Monde Ncayo were employed on probation for three months by the union last year. After the probation period, the union assessed work done by them and their conduct as organisers of the union.

"Workers felt that they did not service the union efficiently and were involved in trying to sow division in the union. At some of the factories, they attempted to get workers to move out of Cawu," said one of its organisers, Mr Lulu Mqikena.

The dismissed men are now planning Industrial Court action against the union.

The union held talks with lawyers representing Zihlangu and Ncayo on Wednesday but could not reach agreement.

"The dismissal was fair in all respects. We cannot understand why they still want to pursue the matter."

One of the lawyers representing the men, Mr Bob von Witt, said the matter would be referred to the Industrial Court for determination.

Cosatu to debate direct role in negotiations

18/7/91 140A

COSATU'S fourth annual congress next week would consider whether the union federation should play a direct role in negotiations, secretary-general Jay Naidoo said yesterday.

He told a media briefing Cosatu's tripartite alliance with the ANC and the SA Communist Party would also come up for discussion.

The discussion, he said, would be aimed at strengthening the alliance which was "an important vehicle to build the trade union movement".

He said Cosatu was convinced that powerful elements within the security forces were involved in instigating township violence and the conference would discuss self-defence.

Self-defence was a democratic right, "particularly under a government hostile to the majority of its citizens".

Cosatu was looking at achieving unity with Nactu and debating unity with white

JONATHON REES

unions, Naidoo said. The conference would also identify issues around which black and white workers could unite.

Naidoo said delegates would discuss the effects of AIDS in the workplace and hoped to produce a concrete union policy on the killer disease. Demands for a national health system would be discussed.

The need for an efficient, accessible and cheap public transport system would also be discussed, and a key debate would focus on housing and hostels.

Naidoo said delegates would discuss transforming hostels into family units and the provision of adequate housing for all people in an integrated community.

He said Cosatu had increased membership from 912 000 to 1,258-million in the past year, excluding homelands which accounted for an additional 150 000 workers.



Cosatu general secretary Jay Naidoo and Keith Madonsela of Cosatu's communications department at yesterday's news briefing. Picture ROBERT BOTHA

Cosatu to meet to thrash out issues

Sowetan 19/7/91 (140A)

COSATU will hold its fourth national congress next weekend where some of the major political issues of the day will be discussed.

The congress, to be held at Nasrec south of Johannesburg and attended by more than 2 500 delegates, will debate a number of important labour and political issues.

These will include the labour federation's role in negotiations and a review of the tripartite alliance with the ANC and the SACP.

In a statement issued yesterday Cosatu said organisations invited to attend the congress included the ANC, the SACP, the PAC, the South African Council of Churches and the South African Catholic Bishops Conference.

Also invited are international guests from trade unions and labour federations around the world. These guests will be taken on a tour of the townships, hostels and mines.

Violence

Cosatu said its three-day programme - from Friday to Sunday - will include a number of sessions which will be open to the Press and diplomats.

The open sessions will include speeches by the leaders of Cosatu, Nactu, the ANC, the SACP, the PAC and representatives of international trade unions.

Political issues to be discussed at the congress include violence and Cosatu's role in negotiations. - *Sowetan Correspondent*

101
37E
CK
9f

Affiliation to African federation on the cards

1404

W/mam

1917-2517191

THE Congress of South African Trade Unions is likely to affiliate to the Organisation of African Trade Union Unity (Oatuu) at its national congress next week, according to the federation's international officer, Mcebisi Msizi.

But Cosatu seems set to maintain its stance of active non-alignment with regard to the international federations — the International Confederation of Free Trade Unions (ICFTU) and the World Federation of Trade Unions (WFTU).

Msizi says that affiliation to Oatuu merely ratifies a decision taken at the federation's last congress in 1989. Since then Cosatu has been actively involved with the Southern Africa Trade Union Coordinating Committee — an Oatuu sub-committee.

Oatuu general secretary Hussein Simono will be the only foreign visitor to address the congress.

Msizi says Cosatu's international policy is primarily concerned with promoting "solidarity with African workers". Its campaigns with Oatuu will concentrate on southern Africa.

The federation will also run campaigns on support for Swazi workers who, Msizi said, have little freedom of association.

Cosatu is also likely to foster its bilateral relations with the Namibian labour movement — congress will discuss the formation of a working committee with Namibian unions.

Congress will not recommend affiliation to any international trade union bodies, says Msizi. But it will maintain its bilateral and multilateral links with the Nordic trade unions.

"But Cosatu will participate in international forums it is invited to," Msizi said. It will also continue to brief the international bodies on activities in South Africa.

In a move towards normal relations — in the past they have been strained — Cosatu's Jay Naidoo and John Gomo last November addressed the executive council of the ICFTU in Tokyo. And last week Msizi attended the Gaborone conference of 39 African federations hosted by the ICFTU.

Delegations from the ICFTU, the WFTU, the Commonwealth Trade Union Centre and the Oatuu will attend the Cosatu congress.

From council of war to congress on the future

Wilmot 1917-25/7/91.
 A healthier partnership with the African National Congress — that's the big issue facing Cosatu at its national congress next week

DREW FORREST reports

IN STARK contrast to their last encounter — in the darkest hours of the Emergency — Congress of South African Trade Unions' national congress delegates will meet next week by the first feeble rays of dawn. "We're now into the beginnings of political transition, the movement is confronting all sorts of challenges and problems,"

comments Cosatu press officer Neil Coleman. While the 1989 congress was a council of war of the entire embattled democratic movement — the United Democratic Front and other organisations were almost participating delegates — next week's gathering will focus much more narrowly and intensely on labour's role at a time of political and economic transformation.

Central to the congress agenda will be Cosatu's place in the horse-trading over a new constitutional order. Conscious that the million-strong federation is the most organised component of the left, delegates will be looking at ways of boosting the worker voice and extending popular control over the negotiating process.

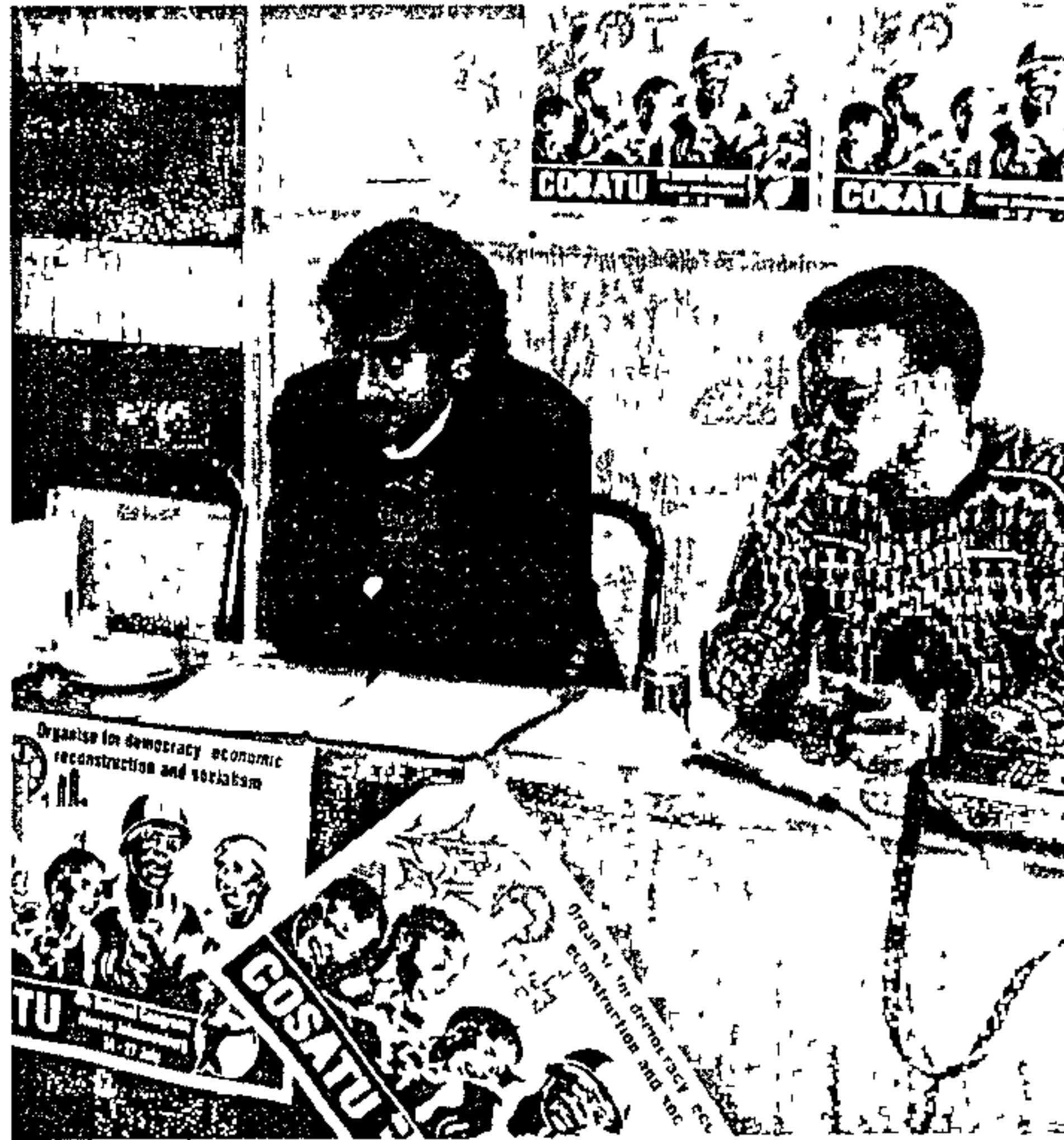
Of deep concern is the African National Congress' perceived high-handedness and "top-down" style, and labour's partnership with the ANC will come under close scrutiny.

But unionists are equally aware that political alliances are vital to the worker cause. Steps towards a more rigorous partnership with the ANC, rather than disengagement, is a certain outcome of the congress.

Delegates can draw hope from the recent ANC conference, where the need for consultation within the alliance was a persistent theme. The election of mine unionist Cyril Ramaphosa as ANC secretary general also promises stronger lines of communication.

Coleman stresses that the congress will have to look at every phase of the constitutional process and Cosatu's connection with it. Will the "broad patriotic front" be one of political tendencies or should it include labour as an independent actor? How should Cosatu be represented at an all party conference? Should unions push for a place at the negotiating table, or perhaps second negotiators to the ANC team?

"This ties with the debate about whether the ANC is a liberation movement or a party," Coleman said. "If the struggle is for national liberation and democracy, all popular organisations must be dynamically involved — not



Cosatu's alliance with the ANC and the SACP will be a key focus of the congress. general secretary Jay Naidoo (left) told a press briefing this week.

Photograph DREW FORREST

just by association."

More than on any other issue, union beefs about the ANC have centred on its handling of violence. There is deep scepticism about current peace moves, and the congress is likely to push for a broader strategy, including mass action to pressure the state.

Most Cosatu unionists see their interests being best served by a strong ANC, and this has implications for the "two hats" question — dual union-political leadership.

Alarmed by the potential erosion of union autonomy, Cosatu's chemical and textile affiliates are likely to push for a ban on multiple hats. But the majority view will almost certainly be that during transition, and as long as union work does not suffer, labour leaders

should feed their experience into Cosatu's allies.

The congress is certain, however, to endorse the demand that a future constitution guarantee trade union independence, along with other constitutional demands adopted at Cosatu's recent campaigns conference. These include strike and organising rights and accountable government.

Linked to political change is sanctions policy. Some affiliates have bitterly resisted any shift on this, at least until a constituent assembly sits, but the ANC's move to a phased lifting of sanctions must have altered perceptions.

The congress is likely to call for a broad conference of anti-apartheid organisations to

rethink the issue — and sources indicate that such a pow-wow is likely within weeks. Debate will also centre on an investment code for the post-sanctions era.

But political change forms only part of the background to the congress, just as critical to its agenda will be what Coleman describes as "the massive economic crisis which faces working people."

Retrenchments and unemployment coupled with the tantalising prospect of a sympathetic government taking the reins, have forced the unions to broaden their focus from narrow workplace issues to the economy as a whole.

The congress will adopt an economic policy which lays heavy emphasis on a state and union role in economic restructuring to create employment and meet social needs. This will underpin Cosatu's short-term job creation and security demands in upcoming talks with employer body Saccola and the government.

Heavy emphasis will be placed on literacy and training, which the federation has come to see as crucial both to workers' empowerment and economic growth. For the first time delegates will be asked to endorse a set of training principles, which look to nationally integrated schemes open to all workers and an employer duty to train.

The restructuring debate will not be without controversy. Some unionists hold that economic reconstruction cannot take place under capitalism or that union palliatives should not serve to buttress the existing regime.

The vexed issue of a social contract on the economy with employers and the state, and its connection with the federation's long-term socialist goals, is likely to generate some heat.

Cosatu's determination to shape South Africa's economic and political future lends a special urgency to its organisational goals. The need for worker unity and to deepen and extend organisation, will be central congress concerns.

Up for debate is the question of launching Cosatu's own farmworkers' affiliate, and whether public sector affiliates should merge into one super-union. Embracing a million workers, most unorganised, the public sector is seen as a vital organising objective if the independence of the labour movement is to be safeguarded.

Discussion will also focus on the needs and interests of professional groups such as teachers and nurses, which Cosatu is increasingly targeting, and white workers.

Significantly both the National Council of Trade Unions, Cosatu's smaller rival, and the Pan Africanist Congress will be addressing delegates. How to forge unity with Nactu will be an important congress theme.

See PAGE 16

COSATU CONGRESS: Women's issues and international ties will be under the spotlight, reports F.

WOMEN'S issues are climbing the Congress of South African Trade Unions' agenda — and the federation could emerge from its upcoming national congress with its first woman national office-bearer

Delegates are also likely to install Cosatu's first full-time women's co-ordinator and to endorse an affirmative action programme for women. At a press briefing this week, general secretary Jay Naidoo described women's issues as a vital question facing congress

A Cosatu women's representative points out that although women make up 36 percent of the federation's membership, they comprise less than three percent of its leaders

A resolution passed at the Chemical Workers' Industrial Union (CWIU) congress in June this year seems set to inform Cosatu's deliberations on gender issues

A key facet of this calls for affirmative action for women workers. The CWIU resolved that all its delegations to union or Cosatu congresses would include women in proportion to the number of women in the union or branch, but added that at least 12 percent of the delegation must be women

The CWIU also recommended that the federation employ a full-time women's co-ordinator and elect at least one woman national office-bearer. It also proposed the consolidation of a women's forum — and a national co-ordinator to be elected from the forum who will sit ex officio on all major Cosatu committees

Sharp debate on these proposals is expected at the Cosatu congress. At its congress last month, the South African Clothing and Textile Workers Union (Sactwu) rejected separate women's structures and called for women's issues "to be integrated in the constitutional structures of the union"

But the women's representative says Cosatu's constitutional structures "have failed to address women's issues effectively"

Another Cosatu source stresses that in unions where the majority of members are women, like Sactwu, it is not necessary to have an express programme on women. But in other unions, where women make up only 25 to 45 percent of the membership, conscious moves towards empowerment are needed — and a women's co-ordinator and women's forums are a step in this direction.

A women's co-ordinator would also ensure that women's issues are represented in central bargaining forums.

The women's representative points out that Cosatu's women's sub-committee has done

Cosatu woos the working girls

w/maul 19/7 - 25/7/91



important work since it was elected in 1989. Last year, it organised a women's march against the Labour Relations Act.

If Sactwu's view prevails at the congress, the sub-committee will be dissolved

A National Union of Metalworkers (Numsa) resolution on training for women workers is also likely to be important at the congress. It has suggested that career paths for traditional wom-

en's work, such as clerical work, should be developed and that women be encouraged to take up training opportunities in non-traditional areas of skilled employment.

Other issues likely to be aired at the congress are sexual harassment in the union movement and the workplace. Parental and child-care benefits are also likely to be discussed.

● See PAGE 19

Warning on pay rise demands to offset VAT

The Congress of South African Trade Unions has warned government that its affiliates may press employers for an across-the board five percent pay rise to offset the effects of Value-Added Tax. 1977-257791

The warning was sounded at talks this week between a high-powered Cosatu and National Council of Trade Unions team and Finance Minister Barend du Plessis on the new tax system. Leading the union delegation were the respective Cosatu and Nactu general secretaries, Jay Naidoo and Cunningham Ngcukana.

"We told the minister we believe the levying of VAT on essential foodstuffs and medical supplies and services will raise our members' cost of living by five percent," Naidoo said. "Our national congress will consider whether to press for general pay rises in compensation."

Naidoo said the minister had undertaken to respond on the issue of VAT on union subscriptions before Cosatu's congress.

Unions on edge of giant strike across 3 sectors

W/Mant 19/7-25/7/91
By DREW FORREST

THREE key industrial sectors teetered on the brink of ignition this week, after ballots which could precipitate South Africa's first co-ordinated cross-sectoral strikes.

The National Union of Metalworkers reported that 71 percent of 4 220 eligible workers in the tyre sector and 56 percent of 23 993 eligible workers in the vehicle assembly industry had voted for strike action.

On the basis of the results, national shop steward councils in both sectors endorsed a recommendation of industrial action. Pay — Numsa wants a R1,50 an hour increase in both industries — and job security are the key flashpoints.

Yesterday Numsa officials were locked in last-ditch talks aimed at averting confrontation with auto assembly bosses. Similar talks with tyre employers were also scheduled for yesterday.

Workers have also balloted in the giant metal and engineering industries, but at the time of writing Numsa had released no overall result.

A local union official told our Port Elizabeth correspondent that 86 percent of Eastern Cape metalworkers had voted for strike action. It is unclear whether this is a percentage of votes cast or eligible workers.

Employer sources say they believe Numsa has failed to secure enough votes and intends balloting more metal plants. The outcome in the PWV area — the heartland of the industry — will be critical.

Gruelling mediation between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions resumed on Wednesday.

Pay is again at issue but Numsa complained in a statement that employers had also refused to agree to a "basic programme of restructuring for the metal industries" and were seeking to restructure by forcing down real wages. This suggests that non-wage concessions may hold the key.

(140A)

Ties with ANC, SACP on Cosatu agenda

Political Staff

Star
1977/91

South Africa's largest trade union federation, Cosatu, will hold its fourth national congress next weekend, it was announced yesterday.

Major political issues will be discussed at the congress, to be held at

Nasrec south of Johannesburg. More than 2 500 delegates are expected to attend.

Also up for discussion are the labour federation's role in negotiations and a review of the tripartite alliance with the ANC and the SACP.

In a statement issued

yesterday, Cosatu said organisations invited to attend the congress included the ANC, SACP, PAC, SA Council of Churches and SA Catholic Bishops Conference.

Cosatu said its programme would include sessions that would be open to the press and diplomats.



Would an ANC-dominated government protect working-class rights, and should unions maintain their alliances with the ANC and SA Communist Party?

These linked questions will be debated at the Congress of SA Trade Unions' fourth national conference in Johannesburg on July 24-27. The conference, which will draw delegates from 14 Cosatu affiliates, will focus strongly on political issues.

A central issue will be the adoption of a workers' charter, intended to herald the entrenchment of workers' rights in a future constitution. Such a charter would cover, for example, the right to strike and belong to unions.

Before the ANC national conference, at least, the ANC leadership looked set to be attacked for its lack of consultation with Cosatu, a member of the tripartite alliance which includes the SACP. Union leaders have been dismayed particularly by the ANC's poor negotiating skills and failure to keep government to agreements.

The Cosatu conference is likely to decide on the secondment of key negotiators to the ANC for negotiations and talks-about-talks. It is a position that the National Union of Mineworkers (NUM) tried to get Cosatu to accept, shortly after the ANC was unbanned last year, but the proposal was defeated. Now it is more likely to succeed with NUM leader Cyril Ramaphosa in the ANC secretary-general's chair.

The NUM central committee is due to meet on Tuesday to appoint an acting general secretary to succeed Ramaphosa. Marcel Golding, NUM deputy assistant general secretary, is the likely choice but education officer Kgalima Motlanthe is a strong con-

tender Motlanthe, also a rising star in the ANC as head of its PWV region, will have to decide to which post he will give priority.

The so-called *two hats* debate — that of key unionists holding top positions in political organisations — will probably be the most hotly debated issue of the conference. Cosatu deputy general secretary Sydney Mafumadi, for example, now wears three hats: he is also on the ANC national executive committee and the SACP's central committee. Moses Mayekiso is another ANC committee member, general secretary of the metalworkers' union, head of the Civic Associations of Southern Transvaal.

There is a strong union lobby which argues against dual and triple leadership roles on the grounds that no job will be done properly and there will be uncertainty about which hat is being worn at a given time. There is also suspicion that political parties cannot always be trusted to place workers' interests first.

John Copelyn, general secretary of the Clothing & Textile Workers' Union, has been the most vociferous opponent of unionists having leading roles in political parties. In the latest issue of the *Labour Bulletin* he describes how the SACP approached several key unionists secretly to be part of its Internal Leadership Group. These leaders were announced as part of the SACP national leadership — without Cosatu being advised beforehand.

Subsequently, in the first meeting of the political committee of the tripartite alliance, top Cosatu office bearers ended up representing the SACP in its dealings with the unions!

Copelyn and others like him believe not only that this is undemocratic, but that it shows scant regard for the independence of the unions. Many Cosatu unionists are acutely aware of the lessons of eastern Europe, where the union movement destroyed itself and neglected worker interests by not cutting its links with political parties and, therefore, the State.

Also to be debated will be the issue of

socialism in the light of events in eastern Europe. At their May congress miners re-dedicated NUM to "building socialism and to achieve full political and economic emancipation for the working class". It argued that socialism failed in eastern Europe because "it became a bureaucratic dictatorship of the Party".

The Food & Allied Workers' Union (which supports the wearing of two hats) said at its congress last month that socialism had not failed, but rather eastern bloc leaders had departed from Marxist-Leninist theory.

Central to this debate is the issue of nationalisation and centralised economic planning — which not all unions support, and from which the ANC has been moving away.

Violence will be another topic. Unionists and their families have in recent times been targets of assassinations. Cosatu has played a key role in monitoring violence and in peace efforts in Natal and the Reef.

Proposals to restructure the economy will provoke long and complicated discussions. Though Cosatu has discussed economic planning with its affiliates, only broad ideas have emerged. Few in Cosatu are satisfied that the federation has workable ideas on economic restructuring.

However, in its greatest advance of the year, Cosatu will discuss with its affiliates the new role it hopes to play on the restructured National Manpower Commission, which is expected to begin work in October. The commission will, for the first time, include black trade unionists. This means unions will influence the drafting of labour law long before blacks have the vote. ■



Cosatu's Jay Naidoo
major debates ahead

Unions object to VAT taxation

CP Press 21/7/91
LABOUR leaders have lodged a protest against the taxation of trade union subscriptions in terms of value-added tax (VAT) ~~20~~ (140A)

Leaders of Cosatu and Nactu this week handed a memorandum to Finance Minister Barend du Plessis that highlighted the possible effects of VAT on trade union members.

If subscriptions of an organisation exceed R150 000 a year it will be obliged to register as a vendor and pay VAT

Even if organisations do not register they would remain liable if their taxable supplies exceeded R150 000

The delegation of 13 that handed over the memorandum was led by Cosatu general secretary Jay Naidoo and Nactu general secretary Cunningham Ngcukana. - CP Correspondent

140A
CP news
2117191

Cosatu to organise new areas

By **THEMBA KHUMALO**
and **JOHANNES NGCOBO**

EXPLOITATION of workers in professions unprotected by unions will be one of the focuses of Cosatu's fourth congress, which starts on Thursday at Wits-University.

Addressing a press briefing at a Johannesburg hotel this week, federation general secretary Jay Naidoo said the question of unionism in nursing and teaching would be discussed exhaustively at the congress.

Delegates would also address the issue of domestic workers and farm labourers.

"Millions of South Africa's workers are not organised. Many of them remain trapped in virtually feudal conditions without the most basic rights," said Naidoo.

Key sectors where unions have not been able to organise workers include the public sector, construction industry and in the homelands.

the
a
in-
he
nd
n,
c-
u-
d
d
n
l-
d
o
s
f
n
v
s
v
f
s
t
s

NEWS ROUND-UP

Cosatu likely to take tougher line ^{140A}

S Times
21/7/91. By EDYTH BULBRING

COSATU's fourth national congress this week will see the union giant adopting a tougher stance on negotiations and its position in the ANC/SACP alliance, a coherent economic policy and a reshuffle of its top positions

The three-day congress, which begins on Wednesday in Johannesburg, will be attended by 2 524 delegates representing 1 258 853 workers belonging to 14 unions.

Cosatu information officer Neil Coleman said two dominant positions had been put forward in a policy paper on negotiations.

Either Cosatu should play a direct role in negotiations with the government or retain its representation through the ANC/SACP alliance. However, if the second position was adopted, Cosatu would insist on proper consultation and report-backs, he said.

The National Union of Metalworkers, the biggest of the member unions, proposes that Cosatu elect a team of negotiators that will form part of the ANC team. One of the team members being mooted is Numsa education officer Alec Irwin.

Criticism

Mr Coleman said there had been growing unhappiness in Cosatu over aspects of the negotiation process.

Criticisms included insufficient involvement by Cosatu in positions taken by the ANC in talks about talks.

The congress would decide whether the trade union federation made a mistake by not being directly involved, said Mr Coleman.

On the issue of officials holding positions in both a union and a political party, Mr Coleman said all the unions agreed that a union leader could not hold two full-time positions.

However, there would be intense debate over how to keep a balance between maintaining a distance, as an independent union movement, from a new ANC government, and how to ensure active engagement to make sure there was sufficient union influence, he said.

Cosatu to review ANC link

COSATU's alliance with the SACP and the ANC will come under heavy focus during the union federation's fourth national conference in Johannesburg this week.

Mr Neil Coleman, publicity officer of Cosatu, said an important decision regarding the matter will "have to be adopted by congress."

"It has become apparent that our alliance with the ANC and the SACP has to be evaluated considering the present political climax in the country",

Coleman said violence, which has claimed hundreds of lives since the beginning of the year, will also be under discussion.

"Congress is going to tackle this matter very seriously and a decision on how people should defend themselves will be

By IKE MOTSAPI

mooted," said Coleman. The congress, which will bring together more than 2 500 delegates, will be staged against a backdrop of crumbling economic sanctions, a spectre of bloody political violence and an outcry against communism.

"The most immediate question facing us is the removal of the obstacles being created by those wishing to interrupt the transition to a democratic South Africa," Coleman added.

Peace

"Following hard on the heels of the ANC national conference, the Cosatu congress will give a very clear indication of what the working people of our country are saying."

Delegates will also discuss an overall strategy for peace, the question of self-defence, and "a

A DOCUMENTARY depicting the history of the Congress of South African Trade Unions (Cosatu) will be shown on television today and tomorrow. *Sowetan 22/7/91*

The documentary entitled 'Hlanganani - A Short History of Cosatu' will be shown on TV2 and TV3 for 30 minutes at 7.30pm today and tomorrow, according to Cosatu's head of communication, Mr Moeletsi Mbeki.

He said the documentary would look at the history of labour organisations in South Africa, contributions made by trade unions, especially Cosatu.

140A
campaign to bring the all workers under one umbrella security forces under control."

On sanctions, the congress is expected to fully back a call by its allies for the convening of a conference "of all democratic forces to develop a common stand" in the wake of the lifting of economic measures by the United States and other countries.

Coleman said Cosatu's paid-up membership had soared to 1 258 853. At the same time, however, it acknowledged it faced an uphill battle in bringing economic issues in order

"In the short term Cosatu is engaging in discussions with the State and employers on various economic issues in order

to lay the basis for an economic reconstruction programme, and to defend workers from the economic onslaught they are experiencing," he said. Other issues to be discussed are:

- * Health policy. Congress will discuss a campaign for a national health service that provides affordable and accessible basic health care for all.

- * Industrial health, safety and the environment. Hundreds of workers are killed, and thousands are injured in industrial accidents each year. Many others suffer from occupational diseases.

Health

Industry also damages the environment and health of workers and their families. Congress will address the need to include these questions as part of our broader industrial and economic restructuring programme,

Coleman said Congress will also discuss a campaign for the review of all relevant legislation; the establishment of an independent monitoring structure; training centres to retrain disabled workers; and the right for shop stewards to negotiate issues related to health, safety and the environment.

- * Public transport. Public transport is in crisis because of privatisation, deregulation, removal of subsidies, taxi wars, accidents, and long travelling distances.

Congress will address the call for the reorganisation of the transport system, and the campaign for efficient, affordable and safe public transport.

- * Hostels and housing. The housing crisis in our country is one of the most serious problems facing workers and families. Congress will have to consider various aspects

of the housing situation, including the provision of land, financing, a unified national housing policy, and company housing schemes.

Congress will also have to determine an approach to transformation of hostels, taking into account the need to unify workers, the right of all people to decent accommodation, and the views of hostel dwellers and the communities in which they live.

- * Pensions and provident funds. Congress will discuss the need for State pensions to be equalised and set an amount which provides for a decent standard of living.

Congress will also discuss the demand for industrial pension schemes to be centralised and placed under workers' control, and for funds of these schemes to be invested in ways which benefit the working people.

Apartheid alive in the mines - NUM

Sowetan 22/7/91

~~NUM~~

140A

COMPENSATION paid to mine workers for contracting occupational diseases is still racially-based, says Mr James Motlatsi, president of the National Union of Mineworkers.

Speaking at an inter-American Miners conference in Bogota, Columbia, Motlatsi rejected the view that apartheid was dead and that South Africa was democratic

"White workers will receive R49 000 while black workers will get R3 400. In all areas of life black miners still remain oppressed and exploited," Motlatsi said

Black mineworkers were among the lowest paid in the country, he said, adding that the majority of the estimated 500 000 miners were migrant workers who lived in tightly guarded hostels and saw their families only once a year

With regard to the world crisis in the gold industry, Motlatsi said the low gold price had resulted in 80 000 miners being laid off. However, progress had been made in this regard following talks between the union, employees and the Government

Asked to comment, the Chamber of Mines said legislation governed compensation paid to miners developing occupational diseases with the Occupational Diseases Commissioner being the responsible official

Spokesman Mr John Imrie admitted the piece of legislation which fell under the Mines and Works Act had a racially-based element

He stressed the chamber had made submissions repeatedly to the Government to have this changed - Sapa.



**Employers fail
to appear at
wage talks**

140A
B/PAY 22/7/91
THEO RAYANA

WAGE negotiations between the National Union of Metalworkers of SA (Numsa) and motor and tyre industry employers were held up on Friday because employer representatives were not available, Numsa said.

Numsa national secretary on collective bargaining, Les Kettleidas, said his union found it "inexplicable" that the employers should fail to come back to them at a stage when most union members had voted in support of industrial action.

Car and tyre industry workers last week voted for industrial action to support wage demands.

Kettleidas said the industry representatives were supposed to discuss union proposals for a moratorium on retrenchments during wage talks.

Employers' spokesman Vic Fourie could not be reached for comment.

Cosatu, to a large extent, spoke for the entire democratic movement. It was seen as the voice of the ANC in a situation where the ANC could not openly speak. Now the nature of the federation's political role must be reconsidered.

The key difference in the post-apartheid period is that Cosatu no longer has to attempt to speak for those political organisations. The ANC, SACP, PAC and others can now openly speak for themselves.

Cosatu's direct role is not on the political terrain of Parliament, elections and lawmaking, although its policies will continue to have major effects on these. For the federation this will probably mean a shift in emphasis from "Politics" to "politics", with its political role in the 1990s one of process and direction.

While it is Cosatu's right and duty to call for a constituent assembly as the most democratic means of drafting a new constitution, its role is not to stand for election to that assembly in the interim, however. Cosatu is still likely to play a direct political role, partly because of its mobilising ability and partly because the foundations are being laid for the country's social and political system for decades to come.

A key element of Cosatu's political activities will undoubtedly be to ensure that the voice of organised labour is heard when the policies of a post-apartheid SA are drafted. Cosatu will undoubtedly continue to draft policies on issues such as housing, medical care, social security, and training.

It is also considering economic policy in some detail — particularly the relationship between the state and the private sector, between market and non-market forces, and the role of the union movement in restructuring the economy.

It will no longer be sufficient for the trade unions to be a force of opposition and resistance. They will have to be a force for reconstruction and change.

A major task facing the federation

Cosatu may trade political centre stage for background role

JEREMY BASKIN

B/Deny 22/7/91

is the active reshaping of the country's industrial relations system. The present system acknowledges the union movement grudgingly. A new system must accept unions as necessary social institutions.

This demands that employers and unions accept a new set of "rules", including an end to the culture of violence, which has become a hallmark of industrial relations since the 1986 state of emergency, and the establishment of basic rights and powers in the workplace.

In presenting its perspectives on post-apartheid SA, the union movement needs to be aware of the dangers of sectionalism. As the voice of organised labour, unions have an inherent tendency to be sectional. Already unions face allegations of representing only a labour aristocracy — privileged workers employed by the larger corporations, or urban, rather than rural, workers.

Two aspects of sectionalism require particular vigilance: disputes involving members of the public and a tendency to represent the views of relatively better-off workers.

In the health sector strikes of 1990 a potential conflict of interest emerged between workers and the broader public. Health workers were striking for the right to join unions and earn a decent wage. On the other

hand members of the public were concerned about their health and the virtual collapse of medical services for the duration of the strike.

In situations like this the union movement will have to spend more time and energy justifying its actions to the public. This implies greater responsibility, more openness, improved publicity, and a conscious attempt to win public support during industrial action. This principally affects unions in the service sector, where workers deal directly with the public, although it may also be relevant during protracted disputes in the manufacturing sector.

SA's economy already contains a dangerous dualism, with large, technologically sophisticated enterprises operating alongside sweatshops and informal sector production. It is easier for the movement to organise, mobilise and represent workers employed by major corporations.

However, unless Cosatu can show that it is interested as much in employment creation as in a living wage, as much in public health care as in medical aid schemes for its members, its influence will decline.

The movement is used to being labelled a disruptive force and

blamed for inflation, unemployment and a variety of other ills. The unions can expect to be accused of disruption even in the post-apartheid era.

The charges will be less talk of "communists" and more of "sabotaging national reconstruction". The unions will have to take these allegations seriously, especially since they will come from a popularly elected government. Cosatu is attempting to face this challenge by developing a comprehensive programme for union involvement in social and economic reconstruction.

Combating dogmatism and intolerance within its own ranks is another difficult task facing Cosatu. In part this problem has arisen because of the situation where Cosatu was seen, and saw itself, as a flag-bearer of the banned ANC. Most unions attempted to adhere to a clearly defined line, maintaining political clarity and coherence during a period of harsh state attack.

But when there were no clear majorities to determine that line the results were deeply divisive. Unions acting as bearers of one political position are unsustainable in the current period. They are essentially mass organisations which accept all workers as members, regardless of political affiliation.

All key political organisations now accept, at least in theory, the need for political pluralism in a post-apartheid SA. This involves the right of a variety of political parties to exist, contest elections, and compete for support within all major social institutions — including the trade union movement.

When this becomes a reality it will be hard to justify linking the union movement too closely with one political line — as happened not only in the Soviet Union but with many of the social democratic parties of Western Europe.

Two options can accommodate this situation. The first envisages separate federations linked to different political parties or movements. These could co-operate on industrial issues as required. In practice the situation would not be vastly different to continuing with Cosatu, Nactu and Uwusa, allied to the ANC, PAC, and Inkatha respectively.

The other option is to have one federation for all workers, and one union in each sector. This would require a high level of tolerance for differing political views within its ranks, with majority and minority factions competing for support from the membership as a whole.

Cosatu's slogan of "One Country, One Federation" impels it towards the second option, although this has implications for the existing alliance between Cosatu, the ANC and SACP. How the process unfolds will depend on the policies of a post-apartheid government and on the union movement's decisions about its political role in a democratic society.

In its brief five years, Cosatu has shown itself capable of reaching great heights. How it resolves the challenges outlined here will have long-term implications for the future of the union movement and the country as a whole.

This is an edited extract from *Striking Back — A History of Cosatu*, to be published this week by Ravan Press to coincide with Cosatu's fourth biennial congress. Baskin is a former general secretary of the Paper, Printing, Wood and Allied Workers' Union.

State 'funded anti-Cosatu campaign'



CT 23/7/91

Own Correspondent

JOHANNESBURG — Cosatu alleged yesterday that the government had financially backed a "reign of terror", waged by the Inkatha-aligned United Workers' Union of SA (Uwusa), against Cosatu members

In a statement, Cosatu said disclosures of government funding to Uwusa and Inkatha proved that the government had been involved before and after February 2 last year in funding and supporting efforts to undermine and destabilise the ANC and Cosatu

The exact amount of government funding was unimportant "What is clear is that the government has been backing and financing the reign of terror which Uwusa has been conducting against workers, particularly Cosatu members, in the factories, hostels, communities and trains"

Resign

Cosatu members living in hostels in the PWV area had repeatedly told the federation since last July that they had been forced to resign from Cosatu and the ANC and join Uwusa and Inkatha

Uwusa members had taken over the KwaMadala hostel in the Vaal Triangle, which was being used as a base to attack non-Uwusa hostel-dwellers and neighbouring communities, Cosatu said

In PWV factories and industrial areas, Uwusa vigilantes had since the beginning of the year demanded that workers produce their membership cards. Several workers had been physically attacked for failing to produce

"correct" cards.

Cosatu said Numsa last week reported that members who were voting on strike action in the metal, vehicle assembly and tyre industries, had been harassed and attacked by Uwusa

Numsa Northern Natal regional secretary Mr Mike Mabuyakhulu said yesterday that large-scale intimidation had recently taken place in the townships of Enfeleni and Nqwelezane

Justice

He claimed the Transport and General Workers' Union had experienced a 20% drop in membership through Uwusa intimidation, but that Uwusa had failed to organise in any major factories in Northern Natal

Efforts to reach Uwusa yesterday for comment were fruitless

Cosatu also claimed that Uwusa was implicated in train attacks. Witnesses to the July 18 attack on a train at Benrose station said the attackers were known Uwusa vigilantes

"Available evidence clearly points to collaboration by the security forces in these attacks, and a refusal to bring the culprits to justice," the statement said

The federation called for an independent judicial commission of inquiry into "government involvement in violence and destabilisation of anti-apartheid organisations"

Cosatu also demanded the public disbanding of all special counter-insurgency units and "death squads" of the SAP and SADF

"Those engaged in these criminal activities, right up to the level of ministers, and if necessary the State President, should be prosecuted"

140A
CT 23/7/91

Cosatu talks with IMF 'in jeopardy'

Own Correspondent

JOHANNESBURG — The IMF's planned discussions with Cosatu are in jeopardy after the trade union movement declined the government's invitation to meet the visitors

Cosatu wants the IMF to deal directly with it and not to use the government as an intermediary. The IMF, whose scrutiny of the South African economy begins today, usually deals only through governments. The team arrived yesterday for a two-week visit.

A Cosatu spokesman said yesterday that the movement had no objection to speaking to the IMF if approached directly. It had informed the Finance Department of this in a letter declining its invitation. He added that Cosatu had not yet received a direct approach from the organisation. IMF officials could not be reached for comment.

A source said it was unlikely that the IMF would change its worldwide policy of dealing with governments to deal directly with Cosatu and the ANC.

An ANC spokesman said yesterday that no decision had yet been made on whether the organisation would meet the IMF. The ANC and Cosatu had discussions with World Bank officials on their recent missions to South Africa, as the bank does not have the same policy as its sister organisation.

The labour market forms an important part of the IMF's analysis of the economy here. This is apparent from the organisation's preliminary questions circulated among government officials.

It aims to look at trends in union membership and wants to know to what extent increased unionisation has had an effect on wage settlements and the narrowing of wage differentials. It will also analyse developments in unit labour costs, "including the impact of wage increases and of factors affecting productivity." It wants to know which factors have kept inflation high and what the outlook is for employment and growth in the labour force.

● A conference on IMF-World Bank policies in Africa will be arranged at the weekend by the Institute for African Alternatives (IAA) — known for its criticism of the two bodies.

Cosatu to review backing for talks

Cosatu, which forms part of a tripartite alliance with the ANC and SACP, will review its support for negotiations at its congress this weekend in the light of the exposure of the police rôle in Government payouts to the Inkatha Freedom Party.

star 23/7/91 (1408)
Cosatu said the controversy

would be discussed at its national congress starting in Johannesburg on Thursday.

Revelations of police collusion against the ANC and its allies were "entirely consistent" with information gathered by these organisations over a period of time, according to Cosatu. — Political Staff

New challenges for Cosatu

Star 23/7/91

140A

AT ITS launch in 1985 Cosatu decided to play an active role in the national liberation struggle and, for a period, occupied the centre stage of politics, filling in the vacuum left after the banning of the UDF, Azapo, and community and youth organisations

Its adoption of the Freedom Charter reaffirmed its position that "the struggle for national oppression and economic exploitation was complementary" Its involvement in the Mass Democratic Movement, formed after the banning of political organisations, saw it leading major political campaigns.

However, the unbanning of the ANC and SACP and the lifting of the state of emergency last year consequently relieved Cosatu of its role as a major political player but posed new challenges for the federation. What will its relationship be to the SACP and ANC? Will it relinquish its independence if it enters into an alliance with these organisations, and how can it best secure workers' interests in a future South Africa?

Given its past political profile, its alliance with MDM organisations and the fact that most of its members were ANC and SACP supporters, rank-and-file support for a Cosatu/ANC/SACP alliance was overwhelming

With its strong working-class constituency and its experience in mass mobilisation and negotiating skills, Cosatu believed it could help shape ANC programmes and policies

Moreover, Cosatu saw its involvement in the alliance as a representa-

Some 2 500 Cosatu delegates will meet this week at the federation's fourth national congress, which will finalise its political and economic policies and decide whether the federation takes part directly in constitutional negotiations with the Government, reports SHAREEN SINGH.

...tive player in the transformation process with the aim of securing workers' interests in a future South Africa.

But it was not long before problems relating to democracy and accountability surfaced, leaving some Cosatu unionists commenting that the federation was treated merely as a "junior partner" in the alliance and slating the "secrecy of the 'talks about talks'."

Commenting in the latest South African Labour Bulletin, Cosatu assistant general-secretary Sidney Mafumadi, says "The Government and the ANC reached agreement on the release of exiles and the release of prisoners, but no one knew what was agreed upon. When the Government raised new issues and said the ANC was reneging on the agreements, we were not sure who was giving the correct version. We were unsure what action could be taken."

Adding to this, Cosatu general-secretary Jay Naidoo said "The ANC often makes vague agreements which can be

reinterpreted or changed by the regime"

But who is to blame for the dissension in the alliance? Some unionists say all three partners are to blame, others say the key weakness in the alliance is the ANC's lack of a clear negotiating strategy and programme of action

However, National Union of Mineworkers (NUM) president James Mohlatsi argues that Cosatu itself has made a serious mistake

Quoted in the Labour Bulletin, he says "At the very time when the ANC was unbanned, we as NUM proposed that Cosatu should join the ANC's negotiating team — but we were outvoted

.. We could have brought our experience and corrected the problems right from the beginning"

In hindsight, most unions agree with Mr Mohlatsi that Cosatu made a mistake not to take part in negotiations.

This issue is a major item on Cosatu's congress agenda, and unionists believe a decision cannot be delayed.

Some union sources say a proposal made by the National Union of Metalworkers (Numsa) is likely to be adopted This position calls for the secondment of skilled union leaders to slot into the ANC's negotiating team, as opposed to Cosatu taking part directly in the negotiations.

Numsa argues that the trade union movement cannot change so ciefy on its own and needs a strong alliance with its natural allies. There is wide acceptance on this issue, according to Cosatu spokesman Neil Coleman.

Contrary to speculation by some labour commentators that Cosatu would consider a tougher stance against union leadership holding dual office, the federation has majority support to maintain the position that union leaders may wear "two hats" as long as this does not interfere with union work

But there are opposing positions in the federation on whether dual office is a temporary or permanent arrangement

Some argue that when the ANC and SACP become firmly rooted and when a new government is in power, leaders will have to choose which organisation to represent This position is based on the assumption that the ANC would become the future government

But others, including Numsa general-secretary and member of the SACP Interim Leadership Group, Moses Mayekiso, argue for a more permanent arrangement "We want the ANC to have a bias towards the working class and represent their interests when it is in government If we are forced to resign from the union, we will lose touch with our base and can no longer influence the ANC. We have to help drive the wagon and not just be driven," Mr Mayekiso said.

Debates on the alliance and "two hats" would form part of the debate on Cosatu's policy.

Whatever decision is taken will have far-reaching consequences for the content of negotiations and could alter the class interests in talks with the Government □

State aided reign of terror against us, claims Cosatu

by VERA VON LIERES

COSATU alleged yesterday that government had financially backed a "reign of terror" waged by the Inkatha-aligned United Workers' Union of SA (Uwusa) against Cosatu members.

In a statement, Cosatu said disclosures of government funding to Uwusa and Inkatha proved that government had been involved before and after February 2 last year in funding and supporting efforts to undermine and destabilise the ANC and Cosatu.

The exact amount of government funding was unimportant. "What is clear is that the government has been backing and financing the reign of terror which Uwusa has been conducting against workers, particularly Cosatu members, in the factories, hostels, communities and trains."

Cosatu members living in hostels in the PWV area had repeatedly told

the federation since last July that they had been forced to resign from Cosatu and the ANC and join Uwusa and Inkatha.

Uwusa members had taken over the KwaMadala hostel in the Vaal Triangle, which was being used as a base to attack non-Uwusa hostel dwellers and neighbouring communities, Cosatu said.

In PWV factories and industrial areas, Uwusa vigilantes had since the beginning of the year demanded that workers produce their membership cards.

Cosatu said Numsa last week reported that members who were voting on strike action in the metal, vehicle assembly and tyre industries, had been harassed and attacked by Uwusa.

Numsa northern Natal regional

secretary Mike Mabuyakhulu said yesterday large-scale intimidation had recently taken place in the townships of Enfelem and Nqwelezane.

He claimed the Transport and General Workers Union had experienced a 20% drop in membership through Uwusa intimidation.

Efforts to reach Uwusa yesterday for comment were fruitless.

Cosatu also claimed that Uwusa was implicated in train attacks.

"Available evidence clearly points to collaboration by the security forces in these attacks."

The federation called for an independent judicial commission of inquiry into "government involvement in violence and destabilisation of anti-apartheid organisations".

Cosatu also demanded the public disbanding of all special counter-insurgency units and "death squads" of the SAP and SADF.

Business helped fund Inkatha

Business Day Reporter

BEACON Sweets chairman Arnold Zulman confirmed yesterday that he and other businessmen had given R100 000 to the same Inkatha rally which government sponsored to the tune of R150 000.

Zulman said he arranged for the money to be paid into the Inkatha "peace fund" through which government's money was channelled.

The money was collected from 16 or 17 businessmen, Zulman said. He added he had been a personal friend of Inkatha president Mangosuthu Buthelezi for more than 20 years.

He said a Buthelezi staff member told him he was concerned about the cost of hiring a stadium and equipment for the rally.

He was surprised to learn on his return from overseas that he was not the only sponsor

(140A)
23/7/91
Cosatu talks with
IMF in the balance

GRETA STEYN

THE IMF's planned discussions with Cosatu are in jeopardy after the trade union movement declined government's invitation to meet the visitors

Cosatu wants the IMF to deal directly with it and not to use government as an intermediary. The IMF, whose scrutiny of the SA economy begins today, usually deals only through governments.

A Cosatu spokesman yesterday said the movement had no objection to speaking to the IMF if approached directly. It had informed the Finance Department of this in a letter declining its invitation. She added Cosatu had not yet received a direct approach from the organisation. IMF officials could not be reached for comment.

A source said it was unlikely the IMF would change its worldwide policy of dealing with governments to deal directly with Cosatu and the ANC.

An ANC spokesman said yesterday that no decision had yet been made on whether the organisation would meet the IMF. The ANC and Cosatu had discussions with World Bank officials on their recent missions to SA, as the bank does not have the same policy as its sister organisation.

The labour market forms an important part of the IMF's analysis of the SA economy. This is apparent from the organisation's preliminary questions circulated among government officials.

It aims to look at trends in union membership and wants to know to what extent increased unionisation has had an effect on wage settlements and the narrowing of wage differentials. It will also analyse developments in unit labour costs, "including the impact of wage increases and of factors affecting productivity". It wants to know which factors have kept inflation high and what the outlook for employment and growth in the labour force are.

The head of the IMF mission to SA, Manuel Gutan, is expected in the country only at the weekend. His arrival will coincide with a conference on IMF/World Bank policies in Africa, arranged by the Institute for African Alternatives (IAAF) — known for its criticism of the two bodies.

IAAF director Ben Turok is expected to argue that finance from these organisations would cause more harm than good.

Cosatu to get new leader

Sowetan 24/7/91

1404

NATIONAL Union of
Metalworkers of

South Africa member
John Gomomo is set
to take over the presi-
dency of Cosatu.

The federation, which
boasts a million members,
starts its fourth national
conference in Johannes-
burg today.

Gomomo, who is also
a member of the Interim
Leadership Group of the
SA Communist Party,
emerged this week as the
clear favourite ahead of
present president and Na-
tional Union of
Mineworkers' vice-
president Elijah Barayi.

Cosatu assistant gen-
eral secretary Sidney
Mufamadi is expected to
relinquish his position.

Top contenders are
NUM's Marcel Golding,
and Post and Telecom-
munications Workers'
Association's Vusi
Khumalo.

Grassroots

Mufamadi is a mem-
ber of the SACP's ILG
and was this week elected
to the ANC's 25-member
shadow cabinet.

Though Cosatu has
been keeping a relatively
low profile since the un-
banning of political
parties in February last
year, it has nevertheless
been busy consolidating
its own constituency and
strengthening its mem-

SOWETAN CORRESPONDENT

to one of the input papers

But against a backdrop
of growing disenchant-
ment within the feder-
ation at the way the ANC
has been pursuing its pro-
gramme of negotiations
with the Government, and
increasing divergence be-
tween Cosatu's basically
socialist economic pro-
gramme and the ANC's
increasingly moderate
policies, Cosatu looks set
at this week's congress to
redefine and clarify its
participation in the al-
liance.

Taking the ANC to
task for its past lack of
consultation with its revo-
lutionary allies and accus-
ing it of arbitrary
decision-making and of
taking Cosatu's position
on issues of common con-
cern for granted, the
paper goes on to stress the
need for greater indepen-
dence within the tripartite
alliance.

It also emphasises the
need for South African
unions to locate them-
selves more clearly within
the context of the interna-
tional workers' struggle,
and at the same time to
strengthen alliances with
other working-class
groupings inside South
Africa - which would not
necessarily share Cosatu's
support of the ANC's na-
tional liberation struggle.

Struggle

reinterpreted the alliance
decision to merely
demand gestures of good
faith on the part of the
Government, before
resuming negotiations.

In a pointed interven-
tion, the secretary's dis-
cussion paper isolates as
an issue for discussion at
the congress the seeming
conundrum of what is
meant by the common-
place of referring to the
ANC's leadership of the
tripartite alliance, while
accepting the principle of
independence of organisa-
tions within the alliance.

Cosatu is expected to
find a solution in its
redefinition of the nature
of the alliance.

According to sources,
it will be pushing for a
more integral role not so

MIR JOHN GOMOMO

much in policy within the
ANC but in terms of
strategy.

Remembering a series
of abortive and poorly or-
ganised programmes of
mass action called by the
ANC, Cosatu will be
wanting to play a far
more central role in
strategising and executing
such interventions.

The question is also
raised how Cosatu will
participate in the negotia-
tions process once this
finally gets off the
ground.

One possibility
mooted - along with
others whose purpose is
equally clearly to impose
a system of checks and
balances on the ANC - is
that Cosatu demand rep-
resentation through al-
liance structures at the
negotiating table.

Alliance

Balanced against the
more central role it will
be wanting to ensure for
the individual organisa-
tions which make up the
alliance, Cosatu has al-
ready ensured that it has a
significant voice within
the ANC's leadership
structures.

Although it returned a
low number of candidates
at the ANC's national
conference in Durban two
weeks ago, Cosatu
nevertheless has two vi-
tally important voices in
the ANC's National
Working Committee.

The first is that of
newly elected general
secretary Cyril
Ramaphosa, who, while
he is certain to relinquish
his position as general
secretary of NUM, never-
theless will remain
sympathetic to the union
voice in alliance politics
and was himself active in
framing a good deal of
Cosatu's current policy.

The other is the joker
in the pack, influential
and dynamic deputy
secretary-general,
Mufamadi.

Among the proposals
to be put before confer-
ence is one that any call
for the relaxation of sanc-
tions be linked to the im-
position of an investment
code which sets socially
acceptable standards for
trade and investment.

Violence and peace in-
itatives will also feature
prominently in the three-
day conference.

Although most of the
preconditions set out in
the Harare Declaration
have been met, a new ob-
stacle of violence has
arisen, Cosatu said in one
of the papers.

"It is not only an ob-
stacle to the negotiations
process, but an obstacle to
the democratic transition
of the country as a whole

"It remains the most
serious threat to the win-
ning of freedom and dem-
ocracy."

level.

Now, as it goes into its congress, the federation is faced with decisions about its future which could change the course of resistance politics in the foreseeable future

Perhaps the most significant of these relates to Cosatu's relationship with the ANC

Although Cosatu is expected to reaffirm its commitment to the tripartite alliance with the ANC and the SACP, it will call for stringent democratic principles in the alliance

The federation will reaffirm its organisational independence and policy not to affiliate to any political party.

"We retain the right to be politically active and will act against any decision that detrimentally affects our members, both now and in a future non-racial, democratic South Africa

"We will not support decisions of the alliance being unilaterally changed by any party to the alliance," according

Cosatu's drive towards a more independent status is prefaced by numerous instances where the ANC has invoked the alliance in its campaigns and actions without prior consultation or discussion.

Perhaps more importantly, it comes in the wake of an increasing alienation of Cosatu membership from the ANC's top leadership, especially Nelson Mandela - whose often autocratic style has become something of an anathema to the relentlessly democratic modus operandi within the union federation.

Most recently Mandela provoked the ire of Cosatu's constituency when this week, in an interview with Stanley Uys, he softened a hardline alliance decision that the ANC should refuse to enter into discussions until certain conditions, including the ending of the township violence, were convincingly met.

As he has done repeatedly in the past, Mandela unilaterally

Sowetan

24/7/91

8/Day 24/7/91

Cosatu to protest against Inkatha funding

PRETORIA — Cosatu plans a mass march in Pretoria on August 7 to protest against government's financial support of Inkatha and its trade affiliate Uwusa and the lifting of US sanctions, Cosatu PWV coordinator Donsie Khumalo said yesterday

At a joint ANC, Cosatu and SACP news conference a stayaway on August 19 was also announced to pro-

GERALD REILLY

test against the Bophuthatswana government's "re-eging" on an agreement allowing Cosatu to operate in the homeland

Khumalo said the August protest march would submit petitions to the US embassy protesting against the lifting of sanctions and the implicit recognition of

Bophuthatswana as an independent state

Petitions will also be submitted to the Manpower Department protesting against the transfer of money to Bophuthatswana for UIF payments to unemployed workers "who never receive the benefits"

Khumalo said the funding of Uwusa undermined Cosatu's policy of working towards labour unity

140A (43)

Golding (140A)
takes top
NUM post
CT 25/7/91
Own Correspondent

JOHANNESBURG —
The National Union of
Mineworkers yesterday
announced that assis-
tant general secretary
Mr Marcel Golding had
been appointed to suc-
ceed Mr Cyril Rama-
phosa in NUM's top post

The union's president,
Mr James Motlatsi, said
in a statement yesterday
that its national execu-
tive committee had en-
dorsed Mr Ramaphosa's
secondment to the ANC
following his election as
secretary-general

During this second-
ment, Mr Golding would
act as general secretary,
Mr Motlatsi said

Mr Golding comes
from an academic back-
ground at UCT. He
worked for the SA La-
bour Bulletin as a writer
before joining NUM
several years ago

New Cosatu leaders

South 257-317191.
MR JOHN Gomomo of the National Union of Metalworkers of South Africa (Numsa) is set to take over the presidency of the Congress of South African Trade Unions (Cosatu) from Mr Elijah Barayi at its fourth national congress which will be held in Johannesburg from Thursday to Saturday. (1407)

Gomomo is a member of the Interim Leadership Group of the SACP

Cosatu delegates will also have to find a replacement for its assistant general secretary Mr Sidney Mufamadi, who was elected to the ANC's National Working Committee last week and who is expected to relinquish his Cosatu post

Crucial decisions that could have a far-reaching impact on the political and economic order of the country will be taken during the congress

It is likely that Cosatu will seek affiliation to the Organisation of African Trade Unions but seems set to maintain its non-aligned stance towards the International Confederation of Trade Unions and the World Federation of Trade Unions.

The congress will be opened to the media and diplomats after lunch on Saturday. This will be followed by the election of national office-bearers.

Numsa man gunned down

140A

South 2577-317/91

By Thoraya Pandey

A NATIONAL Union of Metal Workers of South Africa (Numsa) organiser, Mr Pepsi Amos Mahlangu of Springs, was gunned down last Saturday by unknown men, according to a statement released by the union on Wednesday

Mahlangu, a returned Umkhonto we Sizwe cadre, was called out of his home and was later found with bullet wounds. He died on the way to hospital, the statement said.

"His death comes at a time when assassinations are becoming common, and evidence of state involvement is becoming more and more compelling," the statement said.

There has been a spate of attacks on Numsa members over the past five years

Three shop stewards in the Johannesburg area were

murdered recently and attacks have been made on their homes and families. Numsa has called for a proper investigation into the killing of Mahlangu and for its members to participate in local defence units

The funeral will take place on August 3

* By the time of going to press, the National Union of Metalworkers of South Africa's (Numsa) national industrial council and the National Association of Automobile Manufacturers (Naamsa) were still holding talks in Johannesburg as the country-wide strike in the auto, motor and component industry entered its third day

Numsa was expected to come out of its meeting with a response to the employers' amended final offer, made at a meeting of the motor manufacturing industry's National Bargaining Forum last weekend

The offer is understood to include a moratorium on retrenchments in the industry for the duration of the agreement period

A total of 21 000 workers are involved in the strikes

STATE 'DIRTY TRICKS'

THE INKATHA-BACKED United Workers' Union of South Africa (Uwusa) maintained a news blackout this week after the Minister of Law and Order, Mr Adriaan Vlok, confirmed that it had received R1,5 million from the government.

Attempts by reporters to contact the Pietermaritzburg and Durban office of Uwusa or its officials proved fruitless.

The Congress of South African Trade Unions (Cosatu) this week said the Government had backed and financed "the reign of terror which Uwusa has been conducting against workers, particularly Cosatu members, in the factories, hostels, com-

South 25/7-31/7/91

Where exactly is Uwusa?

By Uwusa's first anniversary, its officials claimed a membership of 100 000 with 200 recognition and 250 access agreements.

Last year a legal adviser of Uwusa, Mr Alpheus Mthembu, claimed a membership of 200 000 in 12 regions.

ACCORDING TO researchers of the Natal-based Labour Monitoring Project, however, Uwusa's membership is estimated at less than 50 000.

The researchers found Uwusa had

not been able to draw significant membership away from Cosatu affiliates, but from unorganised workers employed by small businesses.

Uwusa's link with Inkatha has alienated many workers as the Zulu movement is seen as "anti-union".

Uwusa has also faced a crisis in leadership and organisers

It "inherited" few organisers from other unions, unlike Cosatu which has the structures of the defunct Federation of South African Trade Unions

to build on.

Recent developments have also placed Uwusa's real support in question. Its May Day rallies were sparsely attended.

Workers at Kwazulu industrial growth points like Isithembe are moving from Uwusa to Cosatu affiliates

Kwazulu civil servants, expected to join Uwusa, have instead joined Cosatu affiliates like the National, Education, Health and Allied Workers Union (Nehawu)

All indications are that the government is channelling funding to a "paper tiger".

A new role for unemployed union

South 25/77-31/7/79

THE Congress of South African Trade Unions (Cosatu) will determine the fate of its unemployed workers section at its congress this week, according to Mr Shaheed Mohamed of the Western Cape Unemployed Workers Union (Wecuwu). (140A)

The federation has for some time been discussing the role of the unemployed workers movement and believes that it cannot be responsible for it alone, as many of its members belong to the ANC, SACP and civic structures.

Wecuwu has drawn up a resolution that argues for the unemployed to remain in Cosatu and hopes to table it at congress, if supported by two unions.

"We also hope to raise the possibilities of Cosatu taking up the 20 cents campaign nationally that has already started in the Western Cape."

All unions were requested to collect 20 cents from workers that would then be forwarded to the unemployed union for administrative costs and the setting up of co-operatives, Mohamed said.

14pA

EXCERPTS FROM THE BOOK:

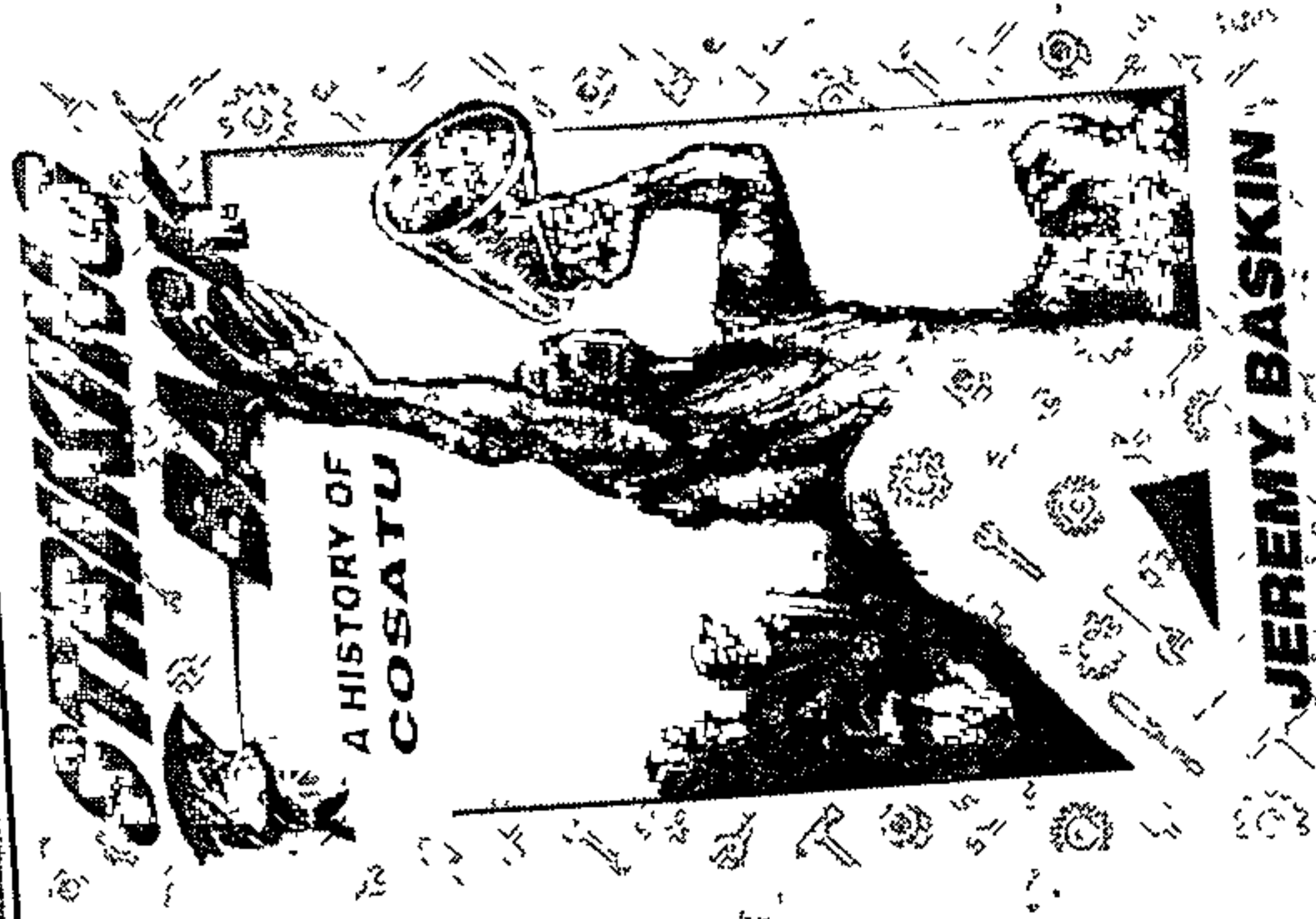
"Striking Back"

by Jeremy Baskin.

South 25/7 - 31/7/91

Cosatu's political role has been called into question since the unbanning of the ANC and SACP. Why, some have asked, should Cosatu remain politically active? This view fails to understand the relationship between the trade union movement and politics. Cosatu did not become politically active simply because the ANC was banned. Its outlook came from an understanding, which pre-dated the federation's formation, that the union movement could not achieve its union goals without fundamental social and political changes.

A democratic system does not restrict politics to political parties. It is a peculiarly South African concept, propagated over the years by the National Party, that politics is something which belongs in parliament. Politics affects the entire social fabric. The union movement, like all major social institutions, has political interests. Economic policies affect its membership. So too do the structures and constitution of society. The right to freedom of speech or assembly; whether international trade barriers are restrictive or open, whether a new constitution is drafted by a constituent assembly or behind closed doors; the structure of the industrial relations system, whether the health-care system is centred on public or private medicine: these are all political issues which impact on the union movement, its members, and the working class more generally.



NEW FROM RAVAN PRESS
25/7 - 31/7/91

STRIKING BACK is the first history of the Congress of South African Trade Unions (Cosatu), the world's fastest growing union federation. The author, Jeremy Baskin, is currently national co-ordinator of Cosatu. He speaks with the authority and commitment of an insider who has witnessed both Cosatu's triumphs and its defeats. He identifies strongly with workers and their struggles. Nonetheless, he provides an exceptionally balanced and constructively critical account of Cosatu's first five years.

R29,95 excl Gst

Marcel Golding takes top NUM post

(1400) B/10/25/71/91

VERA VON LIERES

THE NUM yesterday announced that assistant general secretary Marcel Golding had been appointed to succeed Cyril Ramaphosa in the union's top post.

NUM president James Motlatsi said in a statement yesterday the union's national executive committee had endorsed Ramaphosa's secondment to the ANC following his election as secretary-general.

During this secondment, Golding would act as general secretary, Motlatsi said.

Golding comes from an academic background at the University of Cape Town. He worked for the SA Labour Bulletin as a

writer before joining the NUM several years ago. He has served as assistant general secretary for more than two years.

NUM spokesman Jerry Majatladi said recently the NUM's constitution provided for the assistant general secretary to take over the general secretary's duties until members endorsed the appointment at the next NUM congress or the central executive committee appointed someone to the post. The next NUM congress is scheduled for 1993.

Cosatu congress to make vital choices

VERA VON LIERES 1/40 A

COSATU's relationship with the ANC and SACP will be scrutinised by more than 2 500 delegates to the federation's fourth national congress which starts at the Nasrec show-grounds near Johannesburg today

The conference will be attended by delegates from 14 affiliated unions

The ANC, SA Communist Party, PAC, SA Council of Churches and the SA Catholic Bishops' Conference have been invited, as have guests from trade unions and labour federations around the world

A key issue on the agenda will be the adoption of a workers' charter, to ensure that a future constitution will entrench workers' rights and guarantee trade union independence. Such a charter would include the right to strike, organise, belong to a union and the right to a democratic government

Congress delegates would consider whether Cosatu should play a direct role in the negotiation process, Cosatu general secretary Jay Naidoo told a news briefing last week

Cosatu's tripartite alliance with the ANC and SA Communist Party will also come under scrutiny. Naidoo said discussions would be aimed at strengthening the alliance

Delegates will discuss how the issue of overlapping union and political leadership in the alliance can be regulated to ensure that it does not compromise the federation's independence

Delegates are likely to support a broader strategy for peace and will discuss self-defence. They will also focus on adopting an economic policy with the emphasis on a union role in economic and industrial planning to create jobs and meet basic social needs

Sugar sector outlook 'strong in long term'

Own Correspondent
25/7/91

DURBAN — The long-term sugar market could be viewed optimistically, outgoing chairman of the SA Sugar Association, Glyn Taylor, said at the annual meeting yesterday

Making a forecast for the short term he said a modest improvement was expected in domestic market sales following last year's exceptionally high growth. The sales estimate figure was 1,329-million tons of which 88% would be white sugar

The proceeds would be boosted by the recent price rise but the increase had to be measured against sharply escalating production costs due to high inflation

The export market had seen prices slumping from \$357 a ton just over a year ago to \$200 a ton for deliveries in December this year

World production had surpassed consumption two years in a row while some countries had cut purchases due to recession and foreign exchange shortages. Export proceeds for farmers would not be "very remunerative"

But the premium on the export market for white sugar "has been remarkably strong at over \$100 a ton and a good premium seems set to continue"

This appeared to present an opportunity for SA, which was examining the feasibility of further increasing refining and conditioning capacity. A back-end plant attached to a sugar mill would require investment of about R75m.

The past 40 years had seen a steady 2% growth in world consumption which by the year 2000 would reach 131-million tons — a rise of

21-million tons. That annual rise was equal to SA's total annual output

Taylor said most production would be consumed where it was grown but a "significant quantity will be left for the world market"

"At the current depressed price levels nobody is going to invest capital for additional world market sugars and this should have the price trending upwards in the medium to longer term

"I remain optimistic that the 1990s will be altogether better years for SA sugar and sugar cane producers than the 1980s," Taylor said

Sanctions

Discussing the reasons for the differential between the domestic price of sugar and the world price Taylor said the world price represented a "dumped price"

SA sold all its sugar into this market and it had no preferential arrangements — SA enjoyed a US quota which represented a price premium on the 10 000 to 20 000 tons sold there, but this fell away under sanctions. Dropping of US embargoes could revive that market

On escalating food prices Taylor said the industry sugar price was now, in real terms, lower than it was five years ago — the aggregate rise in sugar prices was below the rise in the food and consumer prices indices

He said that keeping these price rises down was made very difficult by steeply rising costs of all agricultural and factory inputs

Taiwan's development plans hold promise for SA

LINDA ENSOR

CAPE TOWN — The Taiwanese government's plans to spend about \$2bn on capital projects to develop Taiwan's economic infrastructure during the next six years has huge potential for SA construction and engineering companies.

SA trade counsellor in Taipei Stephan Pretorius yesterday told the Cape Town Chamber of Commerce SA companies had successfully tendered for large capital projects in the past.

There were orders, for example, for trams, rails, asphalt plants and locomotives as Taiwan upgraded its transport system.

Pretorius said the fast-growing Taiwanese economy had outgrown its infrastructure

The country was not self-sufficient in terms of expertise and skilled labour, and would have to look abroad for assistance

Taiwanese figures show that trade between Taiwan and SA amounts to about \$2bn annually. SA exports concentrate on coal, steel and iron ore. Steel exports total about \$300m, and 25% to 30% of Taiwan's coal requirements come from SA

Pretorius said Taiwanese exports to SA tended to be consumer products. Government and industry were working together to export more value-added goods, such as supermarket products

SA fruit juices and beer had been very successful. Ceres exported 55% of its fruit juice production to Taiwan, while 300 000 cases of Castle beer had been sold there this year.

Pretorius said it was possible that Castle, now fifth in the beer ranks, could take the top slot next year. SA biscuits were also sold

He said he had received many inquiries from SA motor manufacturers about export of components to Taiwan, which had restricted Japanese imports because of that country's large trade surplus with Taiwan

ANC, PAC share Cosatu platform

JOHANNESBURG. — Political unity and frank admissions about its own weaknesses marked the first day of the fourth national congress of the 1,3-million member Congress of SA Trade Unions yesterday.

More than 2 400 delegates from Cosatu's 14 industry-related affiliates gathered at the National Exhibition Centre south of Johannesburg to hear ANC national chairman Mr Oliver Tambo and the president of the Pan Africanist Congress, Mr Clarence Makwethu, exhort the union federation to intensify the struggle for a constituent as-

sembly
It was the first time that top-ranking office-bearers of the traditionally rival organisations shared a common platform at a Cosatu congress

In an open admission of serious weaknesses, Cosatu general-secretary Mr Jay Naidoo said these had to be addressed if Cosatu was to play a leading role in building a society free from racism and exploitation

The federation had to move beyond sloganeering and rhetoric
Cosatu president Mr Elijah Barayi said

in his opening address that workers had to be vigilant and guard against a "false liberation" which retained the white monopoly over the country's wealth

Yesterday's debate in closed session focused on social, organisational and educational matters. Political and constitutional matters are on today's agenda

Mr Tambo said the collective challenge of the ANC-SACP-Cosatu alliance was clear "We must compel the Pretoria regime to remove all obstacles to a negotiated settlement. We must persuade it to abandon apartheid completely" — Sapa

140A 26/7/91

Golding is NUM's man for the job

140A
Sowetan
26/7/91

THE National Union of Mineworkers has announced that Mr Marcel Golding would act as the union's general secretary.

This follows the appointment of former incumbent Mr Cyril Ramaphosa to the ANC national executive committee.

Golding is presently the assistant general secretary.

NUM president Mr James Motlatsi said the union's NEC had agreed to "second" Ramaphosa to the ANC.

During this period of secondment, he added, Golding would act as general secretary.

"The (NUM) NEC



MARCEL GOLDING

wished Ramaphosa well in his new position and the challenges which face him as secretary general of the ANC. The NEC confirmed full support for Ramaphosa," said Motlatsi - Sapa.

Cosatu lists attacks by Uwusa *w/many* 'vigilantes' *2-6/7-11/91*

By GAVIN EVANS

AT least 19 attacks have been carried by "Inkatha/United Workers Union of South Africa (Uwusa) vigilantes" on Congress of South African Trade Unions members over the past year, according to a Cosatu document circulated at the federation's congress yesterday.

It notes that 295 people were killed and several hundred injured in the attacks, many of them Cosatu members.

The document also lists 25 attacks on Cosatu leaders and members by "alleged Inkatha/Uwusa vigilantes", since 1986 when Uwusa was formed.

Cosatu has accused the the "government as a whole" of responsibility for the attacks, and says that taxpayers' money has been used to fund Inkatha, set-up Uwusa and to carry out a "covert war against the democratic movement".

The 2 500 delegates to the conference are preparing to pass a hard-hitting resolution on the issue today, and plan to disclose the names of employers they believe are "implicated in the Inkatha/Uwusa violence".

A draft resolution, currently under consideration, calls for an independent multi-party inquiry into the scandal and notes that "the government has repeatedly appointed Major General Ronnie van der Westhuizen to investigate allegations of security force involvement in violence" and that "he has produced nothing".

It also demands reparations to victims of violence, intensified international pressure, the resignation of the government and the "installation of an interim government immediate effect".

It notes, however, that Inkatha has "the right to exist" and makes a "special appeal to ordinary Inkatha members" to pressurise their leaders to "bind themselves to democratic transformation".

30 000 out as strike sweeps car factories

Wimand 26/7-1/8/91
140A
155
157

By DREW FORREST

UP to 30 000 workers are now on strike countrywide at all major car manufacturers, after industrial action spread to the giant Volkswagen plant in Uitenhage on Wednesday.

In what may be South Africa's first cross-sector strikes by the same union — in this case, the National Union of Metalworkers — about 3 500 tyre workers also downed tools on Monday at General Tyre and Firestone. Tycon, the other employer party to the bargaining forum, is not affected.

In crisis talks on Wednesday, Numsa's national strike committee in the auto sector, comprising shop stewards from all plants, adopted a set of recommendations for settlement to be referred to the union's membership.

If accepted, these would be forward-

ed to employers, said Numsa national organiser Les Kettleidas.

He complained that some auto employers, notably Toyota, were acting "improperly" by offering plant-level increases to induce strikers to return to work. "Offers should be made inside the central bargaining forum," he insisted.

In both sectors, Numsa's last publicised wage demand was for a R1,50-an-hour or 25 percent, whichever is higher.

Auto bosses have offered R1 across the board, representing 15 percent on minima and 12,4 percent on industry averages, while at the last round of talks, tyre companies revised their previous R1,10 proposal to a phased offer of R1,05 from July and another 10c from December.

Numsa complains that both offers represent a cut in real wages, adding that the looming implementation of VAT — which it believes will raise the living costs of the lowest paid by five percent — is a "critical consideration".

Equally central to the dispute are union proposals on job security and job creation, including demands for an unconditional retrenchment moratorium.

In the auto industry, Kettleidas confirmed, employers had offered a moratorium, but had tied it to a number of conditions, including the achievement of monthly production schedules. It would also not apply in the case of partial or total plant closures or sales. Some progress had also been made

in tyre negotiations on training and job security, Kettleidas said. The national strike committee in the sector would meet towards the weekend to assess the situation.

Meanwhile, two other key Numsa industries are also teetering on the edge of confrontation. Strikes in the engineering and motor industries potentially involve half a million workers.

In engineering, mediation aimed at breaking a protracted wage deadlock is scheduled to restart on Monday. And in motor, where industrial council talks start later than in other Numsa sectors, the South African Motor Industry Employers' Association has repeated its call for a wage freeze until August next year, Numsa says.

Saccawu also alleges that the bank has given the Inkatha linked federation, Uwusa, representation without membership — a claim which the bank refuted

Durnacol action signals NUM resurgence

W. M. 28/7-1/8/91 (140A)

By DREW FORREST

THE entire 5 000-strong black workforce at Iscor's Durban Navigation Colliery (Durnacol) staged a three-day wage strike recently — signalling that the National Union of Mineworkers has recovered from last year's ethnic-political upheavals at the mine.

Iscor's Ernest Webstock confirmed an illegal strike between July 9 and 11 at Durnacol, near Vryheid in northern Natal, in protest against an annual pay rise of 10 percent implemented on July 1 at all the corporation's mines.

The dispute was settled after negotiations between management and the NUM, he said.

In September last year, 1 500 Xhosa miners were sent back to Transkei and Ciskei after ethnic-political violence in which at least one worker died.

The "repatriated" workers have since been dismissed

The violence was apparently sparked by rumours that Xhosa miners had insulted Zulu leaders and that the NUM was an African National Congress front.

The NUM alleged an alliance between Inkatha, the police and mine management aimed at rolling back the NUM presence at Durnacol.

Cosatu examines flaws

W. M. and 26/7-11/91

The Congress of South African Trade Unions' strength was underlined at its national congress this week — paradoxically by a soul-searching report which highlighted the giant federation's weaknesses

By DREW FORREST (140A)

THE weaknesses of the Congress of South African Trade Unions are placed under the spotlight in a remarkably frank report which was presented by general secretary Jay Naidoo to the federation's fourth national congress this week. The secretariat report highlights the threefold increase in membership since Cosatu was launched, to its current figure of 1.25-million, as well as Cosatu's growing unity. "Differences are debated with more openness than previously," it says.

It also stresses "massive expansion of unionisation" in the public sector and in the homelands, and the increasing success of Cosatu campaigns, notably on the Labour Relations Act and privatisation. But Naidoo also homes in on Cosatu's shortcomings, including

- Its heavy dependency on grant finance, which last year accounted for 83 percent of income

The report stresses that if all affiliation fees are regularly paid — and some affiliates are known to be in arrears — an annual income of R1.5-million would be realised. The cost of the congress alone is given as R1-million.

Also revealed in the report is the recent discovery of a major fraud within Cosatu, resulting in the theft of more than R166 000

- The weakness of key regions, notably Cosatu's largest, the Witwatersrand. In this region, mass actions had been poorly attended and affiliates had "consistently failed to focus on basic organisational work at both a political and trade union level"

The report reveals that only one May Day rally, attended by 4 000 people, was staged in the Wits

and leadership, understanding of key issues confronting the federation, such as the economic crisis, was limited to a "small layer of officials and worker leaders"

- Cosatu's key public service affiliate, the National Education Health and Allied Workers' Union, remained "structurally, administratively and organisationally weak", despite Cosatu assistance.

The South African Domestic Workers' Union remained weak, and despite progress in consolidating membership and moving towards self-sufficiency, problems persisted in the Construction and Allied Workers' Union.

- Cosatu's attempt to organise the unemployed through the National Unemployed Workers' Co-ordinating Committee had failed, while some of the R1-million allocated to the project had not been accounted for.

The report says organisation of the jobless cannot be addressed by Cosatu alone, adding that a broader workshop involving allies and civics is planned

Naidoo reports "signs of improvement" and better co-ordination in Cosatu's alliance with the ANC and SACP, although much remained to be done in building the partnership

Problems highlighted include the lack of a clear alliance programme, lack of consultation with Cosatu, "often treated as a junior partner", poor co-ordination and a lack of solid organisation and effective mass action.

However, Naidoo stresses that Cosatu "remains committed to the alliance despite these problems", as the surest way to achieve "many of our basic democratic demands".

- In a statement delivered at the congress, ANC national chairman Oliver Tambo stressed that Cosatu's independence would be "defended by all democratic forces."

"Even under a democratic government, we shall be richer by having independent trade unions not subject to state control," he said

However, he added that worker struggles could only succeed when workers acted in concert with "other progressive forces in society".



Jay Naidoo ... delivered a remarkably frank report

region. Although 200 000 people attended such rallies nationwide, half the attendance was in the Eastern Cape

Cosatu's second-largest region, Southern Natal, is also criticised for inconsistent participation by affiliates, while the Western Cape and Northern Natal are singled out for lack of affiliate co-operation.

- As a result of political violence and the involvement of Cosatu activists in rebuilding the African National Congress and South African Communist Party, attendance had dropped at many federation and affiliate meetings
- "Key officials and leaders began spending too much time on work at a political level, and not sufficient on consolidating our organisational base," the report says

- Despite Cosatu's policy of worker control

LABOUR

By FERRAL HAFFAJEE
THE Congress of South African Trade Unions' refusal of government's invitation to meet the International Monetary Fund signals its deep suspicion of international financial institutions.

In a report tabled at the federation's national congress this week, Cosatu general secretary Jay Nardoo comments that "if the activities of the IMF and the World Bank in other countries are any indication, their proposals will not meet our people's needs and will hit the working class in particular".

Cosatu's Neil Coleman said the federation had turned down government's invitation because Cosatu was an independent organisation which should be approached independently by the IMF.

But IMF policy is to meet only governments, according to the finance ministry, which is coordinating the IMF mission. To date, Cosatu has not been approached by the IMF.

Cosatu was likely to discuss its future relationship with the IMF and the World Bank at this week's congress, said Coleman. "There is concern in Cosatu about the IMF dictating economic policy to African countries," he stressed, adding

Cosatu wary of IMF's 'tarnished reputation'

that Cosatu's proposed investment code was likely to run counter to IMF policy in Africa.

He also said the federation would be guided by the Organisation of African Trade Union Unity (Oatuu), which has set up an alternative programme to that of the IMF.

Reports this week suggested the IMF was interested in discussing with Cosatu the effects of increased unionisation on the wage settlements and wage differentials. It would also investigate the impact of wage increases and the factors inhibiting productivity.

Ben Turok, director of the Institute for African Alternatives and noted critic of the IMF and World Bank, said the IMF was clearly attempting to assess the strength of the South African labour movement.

He warned that IMF policy in Ghana and Zambia had forced governments to "put the squeeze

on strong trade unions". In addition, the fund typically demanded public service job cuts as a way of reducing state expenditure.

Cosatu's stance on the IMF is linked to the fund's historical closeness to South Africa. The IMF gave a loan to South Africa in 1976, just five months after the Soweto uprising.

Vishnu Padyachee, of the Institute for Social and Economic Research at the University of Durban-Westville, said the IMF had helped to placate South Africa's foreign bank creditors in the aftermath of the Soweto upheavals. "The IMF played an important role in supporting the apartheid state," he added.

In an exclusive interview with *The Weekly Mail*, Oatuu secretary general Hassan Summonu, who is delivering a keynote address at the Cosatu congress, said the IMF's reputation in Africa was tarnished.

He said that far from providing financial relief, the IMF was responsible for bankruptcy of many African states.

The IMF set structural adjustment programmes for all countries it helped, but imposed the same regime for every African economy. "It's a quack doctor," he said, "prescribing the same medicine for different illnesses."

The five typical features of the fund's programmes in Africa were currency devaluation, public service retrenchments, dropping of government subsidies, trade liberalisation and privatisation.

Summonu said currencies had been devalued by up to 300 percent in countries such as Ghana and Nigeria. Public services in many African states had been slashed by almost half, with disastrous results for health and education.

By insisting on the removal of state subsidies on food, fuel, education and housing, the prices of these commodities had rocketed, Summonu claimed. Many local industries had been destroyed by IMF-imposed trade liberalisation.

Oatuu's alternative adjustment programme was "people-centred rather than balance of payments-centred", he concluded.



Socialism to guide Cosatu

Sowetan 26/7/91

(140A)

THE guiding policy facing the fourth national congress of the Congress of SA Trade Unions would be how to organise for democracy, economic reconstruction and socialism, Cosatu president Mr Elijah Barayi said yesterday.

He was addressing more than 2 500 delegates meeting near Johannesburg to guide the 1,2 million-strong trade union federation on policy matters for the next two years

Barayi warned that



ELIJAH BARAYI

violence posed the gravest threat to the transition to a new South Africa.

"Our congress takes place at the most trying and complex period of our history. It is a period fraught with grave dangers, but pregnant with good prospects," he said

Challenges facing the congress were encapsulated in its theme "Organise for democracy, economic reconstruction and socialism."

The congress had to assess whether the current period of transition had the necessary ingredients for a peaceful transition to democracy, Barayi said.

It was expected that all political parties and organisations would have an equal and unfettered chance in mobilising around their own perspectives and programmes

- It seemed the Govern-

ment, by its comments after the July congress of the African National Congress and its allies had not accepted the ANC's sovereign right to determine its character and direction, Barayi said

"We fail to understand why it should be a matter of concern for State President FW de Klerk if communists are elected onto the national executive committee of the ANC," he said.

Cosatu saw anti-communist hysteria as the property of those who had fought to preserve minority domination and privilege - Sapa.

TRADE UNIONS

TAXING THE WORKERS

Finance Minister Barend du Plessis has been told by union leaders to expect "stern resistance" by workers "if there is an inadequate process of consultation and the implementation of VAT goes ahead" in October

This emerged from the Minister's meeting last week with a high-powered union delegation to discuss the issue of VAT on union subscriptions, basic foodstuffs and medical supplies and services

The delegation of 13 was jointly led by Cosatu general secretary Jay Naidoo and his Nactu counterpart, Cunningham Ngakula. It included NUM deputy chief Marcel Golding, textile union leader Johnny Copelyn, Numsa's Bernie Fanaroff and Cosatu treasurer Ronald Mofokeng

While the unionists reiterated their long-standing opposition to "taxation without representation", they welcomed the meeting with Du Plessis and told him that their



Du Plessis demand for VAT relief by unions

present concern was the effect of VAT on their members, low-income groups and economic development in SA

Du Plessis was also informed that a resolution before Cosatu's congress this week calls for unions to demand a 5% wage increase to offset the expected inflationary effects of VAT. The unions have already threatened not to pay the new tax on dues

The following demands were presented to Du Plessis.

- All the food items now exempt from GST should be zero-rated under VAT,
- Prescribed medicines, medical services, medical aid schemes and sick pay benefits should also be exempt,
- Any relief programmes that are introduced need to be expanded and negotiated with the union movement and community organisations, and
- Union subscriptions and federation affiliation fees should be zero-rated

According to the unions, low-income households can expect to pay between R26 and R36 extra a month in tax on purchases if VAT is set at 12%, with only brown bread and mielie meal exempted. Only at a rate of

6% would these households be paying the same in VAT as they now pay on GST. Without exemptions for food and medical services they will be spending 5% more of their income on tax

Such an income drop for poorer households excludes the possible effect of other VAT-induced price increases, say the unions. "It is widely accepted that the introduction of VAT will have a negative impact on inflation, say 2%, as the tax is applied to services, administration and so on, and the costs are passed on to consumers"

Imposition of VAT on exempted food would defeat the object of the 1984 concession which, it is argued, was mainly to compensate for the increase in GST from 7% to 10%. Such a sudden jump in household inflation for their members and poor families, said the delegation, "will leave the trade union movement with no choice but to demand an interim increase of 5% on current wage rates to sustain the real income of our members"

They suggest "it is not a major problem to have certain food items, medicines and medical services taxed at a zero or low rate". Businesses in SA have been able to cope with the existing exemption of foods, they add, and most European countries that apply VAT tax foods at a zero or low rate

The unions note government's acknowledgment that taxing previously exempted items will mean poor people paying more and that government has promised R220m for targeted poverty relief this year. But it has not spelled out how the money will be spent, nor is it clear that this programme will be in operation by October 1

The allocation is too low anyway, the unions feel. With 16,3m people estimated to be living below the minimum living level, according to the report of the VAT Committee last February, the R220m budgeted for poverty relief amounts to R13,50 per person. The unions say this should be compared with the R546m that the Labour Research Service has estimated low-income households will be paying in tax in the first six months of VAT

Cosatu, therefore, told Du Plessis it believes these households will be paying for any poor-relief programme government introduces, plus a "bonus" with which to subsidise business purchases. Further, the 1991-1992 Budget allocates R25m less on job creation and R20m less on training for the unemployed than last year

Since SA has no well-developed social security system, zero-rating of basic foodstuffs would be a means of assistance able to reach even those in remote areas, says Cosatu — adding that an expanded relief programme is called for in any case. These should be negotiated with the trade unions and community bodies with a long-term government commitment to sufficient funding

Cosatu will be "urgently" submitting further representations to Du Plessis, who it says has agreed to further talks on these and macro-economic issues



ANC secretary-general Cyril Ramaphosa and Cosatu general secretary Jay Naidoo at yesterday's opening of the fourth national congress of Cosatu being held at Nasrec outside Johannesburg

Picture CATHERINE ROSS

Cosatu 'must move beyond rhetoric'

By Day 26/1/91

140A

POLITICAL unity and frank admissions about its own weaknesses marked the first day of the fourth national congress of the 1,25-million member Congress of SA Trade Unions yesterday.

Sapa reports more than 2 400 delegates gathered at Nasrec, Johannesburg, to hear ANC national chairman Oliver Tambo and PAC president Clarence Makwetu exhort the union federation to intensify the struggle for a constituent assembly.

It was the first time that top-ranking office-bearers of the traditionally rival organisations had shared a platform at a Cosatu congress.

In an open admission of serious weaknesses in the country's largest labour federation, Cosatu general secretary Jay Naidoo said much needed to be done in addressing these if Cosatu was to play a leading role in building a society free from racism and exploitation.

While Cosatu had grown to just under 1,3-million members — and had achieved tighter unity among its affiliates — it had to move beyond sloganeering and rhetoric, build mass participation and consolidate its ability to mobilise at grassroots.

Cosatu president Elijah Barayi, in his opening address, said workers had to be vigilant and guard against a "false liberation" which retained the white monopoly over the country's wealth.

Colour and zest was added to proceedings by delegates who danced

behind their union banners and sang as they filed into the conference hall.

VERA VON LIERES reports Barayi said President F W de Klerk should "please clean his house".

Referring to the Inkatha funding scandal, Barayi said the labour movement had for many years said the people of SA were governed by criminals, and he urged De Klerk to put his house in order.

Makwetu called for the resignation of the "whole apartheid Parliament", saying he was not going to call for individual ministers to resign.

Democracy

He said the only credible way in which SA could be democratised was through a democratically elected constituent assembly.

In his address, Barayi said key challenges facing the trade union movement were how to organise for democracy, economic reconstruction and socialism.

Tambo said political violence was the most serious obstacle to a peaceful settlement and efforts to persuade government to end the violence had met with a lukewarm response.

He said the labour movement had to defend its independence even under a democratic government. But it had been proved that worker struggles succeeded only when workers acted in co-operation with other progressive forces in society.

Gomomo new Cosatu boss

JOHN Gomomo from the eastern Cape was yesterday elected as Cosatu's new president at the union body's fourth national congress at Nasrec outside Johannesburg.

He takes over the reigns from Elijah Barayi.

Gomomo, 43, is from Uitenhage and is employed by Volkswagen.

He is a former president of the National Automobile Workers Union of SA, a Cosatu affiliate, and chief shop steward at the Volkswagen plant. He also serves in the executive of SACP internal leadership.

Jay Naidoo was re-elected as general-secretary and Sam Shiloa assistant general secretary of Cosatu.

Other elected officials are Chris Dlamini first president, Godfrey Oliphant, second vice president, and Ronald Mofokeng, the treasurer.

Cosatu, for the first time, conducted a secret ballot for the position of presidency. Chris Dlamini was the other candidate.

Shiloa, who is employed by a private security guard company, succeeds Sidney Mafumadi who is now a NEC member of the ANC.

Sapa reports that Cosatu appealed yesterday to ordinary Inkatha members to bind their leaders to democratic change following the "Inkathagate" scandal.

"Inkatha, like any political organisation, has the right to exist," said a declaration on "Inkathagate" adopted by the conference.

"However, Inkatha cannot claim a special place for itself. It has to take its place alongside other parties, and win support through normal democratic practices, not through covert assistance or coercion," Cosatu said.

Sources at the congress said the declaration addressing Inkatha had initially been resisted by delegates from the floor. However, when the appeal was made to ordinary In-

katha members and not the leadership, the clause was accepted.

The declaration was issued in the wake of evidence that the South African government secretly funded Inkatha and its trade union wing, the United Workers' Union of SA (Uwusa).

The Security Police, according to Cosatu, set up Uwusa in 1986 with the sole purpose of trying to destroy Cosatu. Taxpayers' money was used to set up Uwusa, which had "brought only division, intimidation and violence to workers in the mines, factories, and shops", said the Cosatu declaration.

Calling for an end to covert security force operations, Cosatu demanded a full disclosure of government funds to Inkatha and Uwusa.

It has also requested details on the expenditure of funds - reportedly at least R1.5-million to Uwusa - and who accounted for the money.



TAKING OVER ... Cosatu's new strongman, John Gomomo

IFP silent on Amasinyora

By S'BU MNGADI

City Press 28/7/91

INKATHA has still not responded to allegations that a covert SADF, Inkatha and KwaZulu Police (KZP) alliance trained and armed the notorious anti-ANC "Amasinyora" gang in Kwa-Mashu over the past three years.

The allegations were made in a report in last week's City Press after Inkatha failed to respond to the allegations.

On July 13, City Press sent Inkatha central committee member Walter Felgate a copy of the story for comment. He denied the allegations and asked for time to investigate them.

City Press agreed to hold publication of the story until the following week.

On July 17, Felgate promised to respond on July 19. However, on that day, he said he and other Inkatha central committee members were occupied with the Inkathagate story in the *Weekly Mail*.

This week, a joint SAP/KZP investigation unit appealed to people with information on "Amasinyora" to contact them at (031) 309-4747.

A MASSIVE LAUNCH AND THEN UWUSA FADED AWAY

THE United Workers' Union of South Africa — closely linked to Inkatha and given at least R1.5-million by the government — was launched at a huge rally amid a fanfare of publicity, but then it kept a remarkably low profile for years.

In December 1985, former Inkatha secretary-general Dr Oscar Dhlomo said Inkatha was considering forming a union to challenge the newly formed umbrella organisation, the Congress of South African Trade Unions.

He said from the outset that Cosatu — the biggest union federation in South Africa — had been openly hostile to Inkatha.

Inkatha then launched an advertising campaign to gather support for Uwusa. In April 1986 a pamphlet claiming that if ANC leader Nelson Mandela were released he would attend the union's launch was distributed in Durban townships.

Even before the launch, Cosatu and Uwusa began a heated war of words that later turned into a battle costing the lives of supporters on both sides.

On May 1 1986 — Workers' Day — an estimated 70 000 people attended Uwusa's launch at King's Park Stadium in Durban. Cosatu held a rival ral-

lly at nearby Curries Fountain. About 22 trains from the Reef and towns in Natal and KwaZulu transported supporters free of charge.

Hundreds of buses also brought people to the stadium and, during the rally, a helicopter bearing the letters UWUSA hovered above the crowd.

Thousands of union T-shirts with the words "Uwusa — jobs, not hunger" were sold at the rally for R1 each. Cosatu's May Day centenary T-shirts were being sold at the Curries Fountain rally for R7 each.

At the launch, Chief Mangosuthu Buthelezi asked the crowd: "Is it your wish that disinvestment and sanctions should be imposed on South Africa?"

The crowd roared: "No".

The new union's first president was former schoolteacher and compound manager Mr P Ndlovu. Its first general secretary was Mr Simon Conco, outspoken former KwaZulu Legislative Assembly chief whip and former president of the National African Chamber of Commerce.

Another president, Mr Jabulani Dlamini, was expelled from the union at a special meeting in Ulundi in 1989. At the same meeting a decision to expel general secretary Dumisani Dludda was reversed.

Mr Dludda is still the general secretary and the current president is Mr AB Mtshali.

Officials of Uwusa are known for their three-piece suits and smart cars. Shortly after the May Day launch, Uwusa claimed 82 000 members,

THE SUNDAY MORNING ASSESSMENT

By Ryan Cresswell

fire-bombed. In 1987 the National Union of Mineworkers alleged that at least 12 of its members were killed in fights with Uwusa trade unionists on the East Rand.

An interim interdict ordering members of Uwusa at the Coronation mine in Vryheid not to assault, threaten or intimidate members of the NUM was obtained and later extended.

In September 1988 the 370-member Natal Municipal Transport Employees' Association joined Uwusa as its first affiliate.

The union established its headquarters in Empangeni in northern Natal and set up offices in many other centres in South Africa.

However, Uwusa kept an unusually low profile for a trade union until Law and Order Minister Adriaan Vlok

began to extol the virtues of a free-market economy and claimed Cosatu had been hijacked by leaders with socialist ideologies.

Cosatu counteracted with claims that the new union had been formed to divide the "workers' struggle" and support big business.

Clashes broke out between supporters of the two organisations within weeks of the rally. Several people were killed at Madadeni in northern Natal and a number of Cosatu members went into hiding.

Later in 1986, members of Uwusa obtained a temporary court interdict in Durban preventing members of the Sweet, Food and Allied Workers' Union from interfering with them. Uwusa's Newcastle office was later

admitted last week it was funded by government slush money.

Mr Vlok has meanwhile said every cent the police gave to Uwusa was accounted for.

Mr Vlok was responding to an accusation by the Weekly Mail newspaper, which branded him a liar because an investigation had shown Uwusa's finances were in a mess.

The Law and Order Minister said police funds channelled to Uwusa were used for specific purposes, such as office accommodation, vehicle leasing, fuel costs, telephone rentals, salaries and rallies.

All these expenses were accounted for by the SAP, he said.

However, Uwusa's broader financial affairs were not regulated by acceptable accounting procedures.

Because of this, the SAP had requested an in-depth investigation into the financial affairs of the union.

The investigation's finding was that Uwusa could not be supported without exorbitant expenditure.

The police were not prepared to support Uwusa financially and decided to scale down and terminate funding by July 31 this year, Mr Vlok said.

'No tax' threat as Cosatu acts on slush fund

THE Congress of South African Trade Unions (Cosatu) is mobilising towards a general strike and has launched a tax boycott to protest against the Inkatha funding scandal.

Plans to call a boycott of all taxes, including VAT, will be finalised at a meeting next month.

The decision was made at Cosatu's fourth national congress in Johannesburg this weekend. The strategy

would continue until "we are satisfied that our money is no longer being used to kill workers and their families", said a Cosatu declaration read by general secretary Jay Naidoo.

Asked if a general strike would not further inflame violence, Mr Naidoo said "The only option left to us is to get this government out of power to let it continue would lead to greater damage and injury than if we replaced it through mass action".

The congress also called for

- The resignation of the government and the installation of an interim government,

- Reparations for victims of violence perpetrated by those funded with public money;

- The freezing of all secret funds allocated to the security forces or intended for use in clandestine operations,

- A public audit of all weapons supplied to and by the SAP, SADF and KwaZulu police,

- A multi-party commission of inquiry.

Alliance

During the three-day congress, Cosatu's 2 460 delegates reaffirmed their commitment to the ANC-SACP-Cosatu tri-partite alliance.

The crucial decision on whether Cosatu will take part directly in the negotiation process as part of an alliance team, or as part of the ANC, was deferred to an executive meeting in October.

Cosatu decided that all members were free to join and become leaders of organisations of their choice, but could not hold more than one full-time position.

This saw Sydney Mufamadi quit his post as assistant secretary-general in favour of a position on the ANC's working group, while Chris Dlamini was

By DAWN BARKHUIZEN

able to retain his position as Cosatu's vice-president and remain on the SACP's Internal Leadership Committee.

Replacing Mr Mufamadi was Mr Sam Shilowa of the Transport and General Workers' Union.

Mr John Gomomo of the National Union of Metalworkers replaced an aged Mr Elijah Barayi as president of Cosatu.

All other office bearers were re-elected.

REVOIL tax

Cosatu call as FW prepares reply

THE Congress of South African Trade Unions (Cosatu) is to mobilise for a nationwide general strike over the Inkatha-funding scandal.

Yesterday Cosatu general-secretary Mr Jay Naidoo said employers would also be approached to stop paying PAYE tax on behalf of workers, while a mass campaign to boycott all taxes, including VAT, was also on the cards.

A separate Cosatu statement said this strategy would continue until "we are satisfied that our money is no longer being used to kill workers and their families".

The move by Cosatu was announced after the union's fourth congress in Johannesburg, as the focus shifts to tomorrow's official response by the government on the secret funding controversy.

President F W de Klerk is expected to announce changes in the control and supervision of secret funding but no cabinet heads are expected to roll.

The Ministers of Law and Order and Defence, Mr Adriaan Vlok and General Magnus Malan both said over the weekend that they would not resign because of the controversy.

Mr De Klerk is also unlikely to fire them.

Instead, he is expected to reiterate that both ministers and the government officials not only operated within the law, as approved by Parliament but also in terms of government policy at the time.

He is also likely to emphasise that the secret funds were established in the pre-February 2, 1990 era and were necessary to fight sanctions.

But he is expected to announce an end to secret funding of organisations like the Inkatha Freedom Party and

the United Workers Union of South Africa (Uwusa).

Addressing a news briefing at the end of the three-day Cosatu congress, Mr Naidoo said detailed plans for the general strike will be drawn up by Cosatu's central executive committee.

ANC pressure

He said negotiations on a new constitution had to be reviewed urgently in the light of the latest Inkathagate revelations.

In further developments yesterday ● The ANC turned up the pressure warning that negotiations have been seriously endangered.

In a statement the ANC SACP and Cosatu said senior government officials' reaction to the situation had been "evasive and they seemed not to understand the extent to which they had endangered a peaceful resolution to South Africa's problems".

"Our people will be watching De Klerk's performance very carefully. De Klerk will be judged in terms of his response to the demands which have been made by a wide range of forces," the alliance statement said.

The demands include the dismissal of Mr Vlok and General Malan, a multi-party commission to investigate government involvement in violence and the secret funding of political activity and the public dismantling of all SAP and SADF special counter-insurgency forces.

● Dr Andries Treurnicht announced yesterday that his Conservative Party is to ask the advocate-general to investigate the government's slush fund activities.

We will also be requesting the advocate-general to investigate all other covert projects funded with public monies since 1986," he said. — Sapa Own Correspondents and Political Staff

32

32 29/7/91 140A

104 304

140A

CT 29/7/91

Cosatu backs alliance with ANC, SACP

JOHANNESBURG — The Congress of South African Trade Union (Cosatu) congress held at the weekend has reaffirmed the union federation's alliance with the ANC and SA Communist Party

It also called for a summit of anti-apartheid organisations to map out a programme to force the government to resign in favour of an interim government

The conference was marked by a strong display of political unity a reassertion of trade union independence and frank admissions of organisational weaknesses

It adopted resolutions on issues ranging from negotiations and the peace process to economic restructuring and Aids

Efforts will also be made to form a single union federation incorporating Nactu and other trade unions

Meeting at Nasrec near Johannesburg the 2 460 delegates committed Cosatu to the tripartite alliance with the SACP and ANC and gave all but paid full-time Cosatu office-bearers the go-ahead to take leadership positions in political organisations

"We have no problem with people occupying two leadership positions if they do they stay with their Cosatu

mandate" said Cosatu general-secretary Mr Jay Naidoo

Metalworkers leader Mr John Gomo beat Cosatu vice-president Mr Chris Dlamini in the election for president of the federation Mr Dlamini was then re-elected vice-president Both are members of the SACP internal leadership group

Following the congress's decision to bar full-time workers from multiple leadership posts Cosatu deputy general-secretary Mr Sydney Mufumadi stood down because of his recent election to the ANC's national working committee

Mr Jay Naidoo was re-elected general-secretary while Mr Mufumadi was succeeded by Transport and General Workers' Union president Mr Sam Shilowa

Delegates resolved that Cosatu had to play a leading role in the peace process

In other resolutions delegates also came out in favour of

- A multi-party peace conference convened by a non-partisan body

- A programme of economic restructuring leading to an interim high wage/low cost economy and eventually socialism

- Campaigns for an end to retrenchments and against the implementation of VAT

Cosatu decides on independence

(1404)

Sowetan 29/7/91

IN an effort not to undermine the federation's independence, Cosatu at the weekend decided that no member can hold fulltime positions both in the union and in a political organisation.

However, the fourth national congress held at Nasrec, Johannesburg, reaffirmed its commitment to the tripartite alliance with the African National Congress and the South African Communist Party.

"This alliance is the engine of our struggle for fundamental transformation," the congress said

By DON SEOKANE

The federation also resolved to support the formation of a broad patriotic front in an effort to unite organisations of the oppressed and all those who supported the call for a constituent assembly

Conference

The congress endorsed the call for an all-party conference Cosatu said such a conference would "determine transitional arrangements"

It was agreed that all national parties and organisations should at-

tend and decisions made at the all-party conference should be made public and be subject to ratification by the participating organisations

The congress said it was committed to the organisational independence of Cosatu. It also reaffirmed its policy not to affiliate to any political party.

It was decided that all Cosatu members were free to join any political organisation of their choice but, as an organisation, Cosatu retained the right to have a political orientation.

● See also Page 6



ANC national chairman Oliver Tambo pictured at the Cosatu conference.

Resign now, Cosatu tells Government

Southern 29/7/91

140A ~~*200A*~~

COSATU has called for the immediate resignation of the Government and an urgent review of the negotiations process.

These were among the resolutions taken by the 1,25 million-member federation at its national conference in Johannesburg at the weekend.

On the "Inkathagate" scandal, Cosatu said security police set up United Workers Union of South Africa (Uwusa) with the sole purpose of trying to destroy Cosatu and the unionisation of workers in the country

By DON SEOKANE

Cosatu disclosed that some employers have supported or have been implicated in the actions of Inkatha, Uwusa and the security forces.

The names of the companies would only be revealed at a later stage.

War

"A meeting with Saccola, the State, Seifsa and the Chamber of Mines will be held to discuss their relationship with the federation," Cosatu's general secretary, Mr Jay Naidoo said.

The secret war being

conducted by the Government had now placed the whole negotiations in jeopardy, necessitating an urgent review of the negotiations process

"The Government cannot be trusted to rule this country in a way that will allow peaceful development to democracy.

"We therefore demand the resignation of the Government and the installation of an interim government with immediate effect," said Naidoo

He added that congress supported the negotiation process

Coleman sets record straight ^{140A}

Sowetan 29/7/91
Neil Coleman, Cosatu's information officer, writes:

The story in *Sowetan* of July 22 headed "Cosatu to review ANC link" attempted to create the impression that I had suggested in an interview that Cosatu was reconsidering its alliance with the ANC and SACP.

The journalist who wrote the story is entitled to his own view on the tripartite alliance. What is astounding, however, is that his whole story is based on an "interview" with me which never took place.

Furthermore, I certainly don't share the view that Cosatu is likely to reconsider its alliance with the ANC.

In fact, Cosatu's pre-congress Press briefing makes precisely the opposite point. It says: "Congress will have to devise its strategies to ... make the alliance a more effective vehicle of liberation through building powerful alliance structures at national regional and local levels."

Sowetan's article literally put words in my mouth.

The Press has a lot to say these days about unfair treatment they have received at the hands of anti-apartheid organisations. But the responsibility created by Press freedom cuts both ways.

Sowetan acknowledged the error in its second edition on Friday. Cosatu's official position is that it wishes both to consolidate its own identity and to increase the power of the alliance with the ANC and SACP as an "instrument of liberation."

Editor

Naidoo keeps ^{140A} key union job

Sowetan 29/7/91
SOWETAN Reporter

MR JAY NAIDOO, Cosatu's general secretary, has retained his position after being elected unopposed while Mr John Gomomo eclipsed Mr Chris Dlamini to become the federation's new president.

Gomomo polled 1 175 votes while Dlamini received 1 045. Dlamini will retain the position of first vice-president and Mr Godfrey Oliphant was elected second vice-president.

Cosatu's executive committee is:

- * John Gomomo, president;
- * Chris Dlamini, first vice-president;
- * Godfrey Oliphant, second vice-president;
- * Jay Naidoo, general secretary;
- * Sam Shilowa, assistant general secretary, and
- * Ronald Mofokeng retained his position as national treasurer. He was unopposed



The African National Congress delegation arriving at Nasrec, Johannesburg. Flanked by national chairman Mr Oliver Tambo (left) and general-secretary Mr Cyril Ramaphosa is deputy president Mr Walter Sisulu.
Pic: JOE MOLEFE

Cosatu plans tax revolt and strike

Star 29/7/91

The Congress of South African Trade Unions has reaffirmed its independence, while calling for an intensification of the drive to unseat the Government in alliance with the ANC and the SA Communist Party.

The country's largest labour federation also plans to mobilise towards a general strike and a withholding of tax payments in the wake of the "Inkathagate" scandal.

The congress, held at Nasrec outside Johannesburg, resolved that it supported the independence of mass organisations and trade unions from the Government and political parties.

Committed

However, the congress, which is Cosatu's highest policy-making body, committed the organisation to the tripartite alliance with the SACP and ANC.

It gave all but paid, full-time Cosatu office-bearers the go-ahead to join and take leadership positions in political organisations.

Delegates also resolved to call for a summit of anti-apartheid organisations to press for the Government's resignation in the wake of Inkathagate.

The federation planned to hold a summit of anti-apartheid organisations in the first week of September to discuss a programme of action for the Government's resignation, general-secretary Jay Naidoo told a press conference.

Delegates decided that Cosatu would urge employers not to

pay PAYE tax, to pressure the Government into ending covert funding and complicity in violence. Affiliate unions could launch an anti-VAT campaign.

Delegates identified violence as the main obstacle to negotiations and resolved that Cosatu had to play a leading role in the peace process.

Other resolutions included:

- The development of a programme of economic restructuring leading to an interim high-wage/low-cost economy and, eventually, socialism.
- Sanctions should stay until democratic transition was certain, but Cosatu called for a conference to review economic tactics and their replacement with an investment code.
- A bill of workers' rights should be included in the ANC constitution.
- Affiliation to the Organisation of African Trade Union Unity.
- The strengthening of ties with other union federations in southern Africa and the southern hemisphere.
- Cosatu's executive committee was instructed to draft a programme for a union of farm workers.

Second vice-president John Gomomo was elected Cosatu president and first vice-president Chris Dlamini retained his position. Godfrey Ollifant took over as second vice-president.

Jay Naidoo was voted for a fourth consecutive term as general-secretary, with Sam Shilowa as his assistant. Ronald Mofokeng was elected national treasurer. — Sapa

Cosatu set to 'mobilise' for general strike

(40A)
Biday 29/7/91
VERA VON LIERES

COSATU's 1.25-million members set to stage at the weekend for a general strike in response to the Inkatha funding scandal.

The announcement came at the end of Cosatu's fourth national congress at Nasrec, Johannesburg.

The congress — marked by a strong display of political unity, a reassertion of trade union independence and frank admissions of organisational weaknesses — called for a summit of anti-apartheid organisations to map out a programme to force government to resign in favour of an interim government

Addressing a news briefing at the end of the three-day congress on Saturday, Co-

satu general secretary Jay Naidoo said the 14-union federation would mobilise for a general strike

Employers would be approached to stop paying Paye tax on behalf of workers and a mass campaign to boycott all taxes, including VAT, was in the offing

A separate Cosatu statement said this strategy would continue until "we are satisfied that our money is no longer being used to kill workers and their families"

Detailed plans for the general strike will be drawn up by Cosatu's central executive committee.

Cosatu accused some employers of complicity in covert operations and said business should make public any links between it and "forces of violence"

Evidence of employer involvement in covert activities would be disclosed at a later stage.

Naidoo said negotiations on a new constitution had to be reviewed urgently in the light of the latest Inkathagate revelations.

Important resolutions taken by the 2 460 delegates included.

The adoption of an AIDS policy enabling Cosatu and other organisations to take

To Page 2

Cosatu

practical steps to combat the pandemic;
 The establishment of a scheme to provide accommodation for families and individuals, including upgrading of hostels,
 A conference to review the sanctions issue will be organised by Cosatu and other organisations.

Cosatu reiterates its commitment to a democratic socialist system with a democratically planned economy focusing on workers' interests. Economic policy would be finalised at a special conference,

Current peace initiatives to end the violence were endorsed and the congress reiterated the right of workers to establish self-defence committees;

The commitment to the ANC and SA Communist Party alliance was reaffirmed. Practical steps to ensure the convening of a Patriotic Front with other liberation movements were also planned,
 There should be union independence under a new government, with a workers' charter to guarantee workers' rights, including the right to strike,

On the "two hats debate", the congress resolved that no person could occupy more than one full-time position, but union members and leaders not employed full-time by

the union were free to become members or leaders of any political organisations,

The role to be adopted by Cosatu in the negotiation process will be finalised by the central executive committee in October, and

Separate unions are to be established for the public sector and farmworkers. Efforts will also be made to form a single union federation incorporating Nactu and other trade unions

Following the congress's decision to bar full-time workers from multiple leadership posts, Cosatu's deputy general secretary Sydney Mufumadi stood down because of his election to the ANC's national working committee

Numsa's John Gomomo beat Cosatu vice-president Chris Dlamini in the election for the presidency. Dlamini was then re-elected vice-president. Both are members of the SACP internal leadership group

Jay Naidoo was re-elected general secretary. Mufumadi was succeeded by Transport and General Workers' Union president Sam Shilowa

● Picture: Page 3

All-out effort to end strike

Sowetan
30/7/91
140A
157

THE country's biggest trade union goes into critical negotiations with employers today in a last-ditch attempt to resolve the longest and most costly car and tyre industry strike in South Africa.

The industry's future, measures to improve productivity and job security, and to make cars more affordable for South Africans, would come under the spotlight, the National Union of Metalworkers said.

Numsa national negotiator Mr Les Kettleas said the union, which represents striking workers at tyre and vehicle assembly plants across the country, would meet employers today in an attempt to resolve the situation

As part of a compromise, the 28 000 striking workers would return to work today and normal production was expected to resume for the first time since the industrial action began last Monday on the strength of a 56 percent strike ballot.

There was no production yesterday at the affected plants, which include Delta, Samcor, Firestone and Gentyre in Port Elizabeth and Volkswagen in Uitenhage.

The National Association of Automobile Manufacturers said it would comment only after today's meeting with Numsa.

"The object of this meeting is to settle the dispute," Kettleas said. - Sapa

Vehicle industry dispute talks set to begin

TALKS between employers and the National Union of Metalworkers (Numsa), aimed at settling the costly dispute in the vehicle assembly industry, are likely to start today.

Numsa national negotiator Les Kettledas said yesterday both parties agreed last week to the meeting in an effort to resolve the strike which entered its second week yesterday.

He said Numsa would enter the talks in "a serious endeavour to settle

By Day 30/7/91

VERA VON LIEREB

the current dispute" Talks would focus on wages, the future of the industry, and measures to improve productivity and job security.

Kettledas said the more than 24 000 union members who had been on strike since last Monday would return to work today.

The main object of the meeting was to settle the dispute.

He criticised certain employers' refusal to attend today's meeting as "highly irresponsible", and urged them to attend. Numsa said some vehicle assembly employers yesterday informed the union that they would not attend the meeting in the light of employees' failure to return to work yesterday.

Employer spokesmen were unavailable for comment yesterday and were believed to be in a meeting.

Car, tyre strikers return to work

By Shareen Singh ^{Star} 30/7/91

Some 25 000 workers in the car and tyre industry are to resume work today after a week-long national strike, pending further talks between employers and their union

The National Union of Metalworkers (Numsa) and motor companies had arranged to meet today in a last-ditch attempt to reach a wage settlement and end the strike, which had brought production to a standstill

Numsa spokesman Les Kettledas said workers had agreed to return to work pending further talks with employers on the union's revised demands

The union had initially demanded an across-the-board increase of R1,50 an hour which was based on a 15 percent inflation rate and the impact of value added tax, but in a bid to reach settlement, workers had agreed to lower their demand

to R1,30, Mr Kettledas said. Numsa still held on to its demand for a moratorium on retrenchments but made some concessions in this area

If employers halt retrenchments, Numsa would accept changes to working hours and agree to temporary layoffs, he said

At the time of deadlock, employers had offered an across-the-board increase of R1 an hour

In a statement yesterday, National Association of Automobile Manufacturers of South Africa president Spencer Sterling said that by agreeing to meet the union, employers did not want to create expectations that further concessions would be granted beyond the employers' final offer

He added that the success of today's meeting would depend on good-faith bargaining on the part of both parties and the taking into account of current economic circumstances

Strike in car trade stopped

Saetun 31/7/91. 140A

THE most costly strike in the local auto assembly industry was partially suspended yesterday.

This comes in the wake of the meeting of employers and the National Union of Metalworkers of South Africa in Port Elizabeth.

Numsa last Thursday agreed to suspend the strike, which started last Monday, pending the outcome of yesterday's talks.

Several plants remained closed yesterday, with sporadic attendance by up to 30 000 workers who were reported to have been on strike over pay and job security.

The strike had cost up to R300 million in lost production, according to employers represented by the auto assembly industry's National Bargaining Forum.

Some companies closed their operations yesterday because of incomplete attendance.

Among these were Toyota in Durban, which shut down its Prospecton assembly plant. No workers reported for duty at the Mobeni stamping division, said company personnel and industrial relations group director Mr Theo van der Bergh.

According to industry sources, the Delta plant in Port Elizabeth had also been shut down and Samcor at Rosslyn, Pretoria, had reportedly sent its workforce home.

At Volkswagen in Uitenhage, workers held a meeting on the company premises, but the majority of the 6000-strong workforce went home afterwards, said a company spokesman.

Production was kept up at the BMW plant in Rosslyn, according to

sources, and Mercedes-Benz spokesperson Ms Wendy Hoffman said the East London assembly plant and Pinetown's parts division were operational yesterday.

Numsa members also reported for work at the Nissan plant at Rosslyn, according to sources.

Pay and union calls for a blanket moratorium on retrenchments remained the main stumbling blocks to a settlement.

Numsa is demanding a R1,20 across-the-board increase on hourly wages, a drop in 30 cents on its opening claim.

Van den Bergh warned that wage negotiations at national level could only resume once all vehicle manufacturers were back in production.

Hoffman said Mercedes-Benz had sustained production at the East London plant throughout last week. - Sapa.

Cosatu vows to rise mass action

By ANTHONY JOHNSON
Political Correspondent

COSATU yesterday promised to embark on a programme of mass action to protest against President F W de Klerk's failure to respond "adequately" to any of the demands of anti-apartheid organisations

The threat came amid widespread charges from political organisations that the government was not prepared to come clean on secret projects or state-sponsored violence and could not be trusted to enter good faith negotiations

The ANC's national executive committee — which held a marathon meeting yesterday to formulate its response to Mr De Klerk's attempts to clear the air after the secret slush fund scandal and allegations of security force collusion in violence — last night called off a planned press conference

The organisation will now spell out its response later this morning

The latest wave of militancy coincided with the refusal by Finance Minister Mr Barend du Plessis to provide any more details on government funding projects

Mr Du Plessis told Sapa yesterday that at no stage was it the intention of the government to make a full disclosure on how many secret projects had been cancelled, or were under consideration, or

THE Mayor of Cape Town, Mr Gordon Oliver, and the Anglican Archbishop of Cape Town, Archbishop Desmond Tutu, are to speak at a rally concerning the "Inkathagate" scandal in Cape Town City Hall at lunchtime today.

Democratic Party, ANC and religious leaders will also address the rally

would be continued

"The government has already given as much information as can be deemed necessary for the public to form a reasonable understanding of the whole issue," he said

According to reports more than 41 projects were being shelved following Mr De Klerk's promise to cut back on secret projects on Tuesday night

Law and Order Ministry spokesman Captain Craig Kotze confirmed that the police yesterday paid the last instalment of the R1,5 million earmarked for the anti-ANC United Workers' Union of South Africa (Uwusa) He said the programme officially ended yesterday but would not disclose the amount to be handed over to Uwusa by the SAP

Meanwhile, Cosatu announced that it

would consult with its political allies on the form its mass protest action would take

Cosatu declared that the state president this week had "failed to provide the answers which the country and the international community have been demanding about the government's role in undermining anti-apartheid organisations and sponsoring the violence"

Although it stopped short of saying it would urge the ANC to pull out of the negotiation process, Cosatu said Mr De Klerk's response to the crisis showed that the government was "not yet prepared to enter into good faith negotiations"

"(President) F W de Klerk refused to admit any wrongdoing on the part of the government, or come clean on covert activities which they have undertaken, and are continuing to undertake

"All he could do was to rehash old measures which were announced several months ago, measures which have clearly failed to bring the violence to an end, or create confidence that the government is serious about overseeing the transition process in a fair and impartial way," Cosatu said

The giant trade union federation said there was "not one good reason why the people of South Africa should trust this government to honour the undertakings made by De Klerk"

Union to embark on job security campaign

Blom 1/18/91
THE 96 000-member SA Commercial, Catering and Allied Workers' Union (Saccawu) yesterday announced it would embark on a national job security campaign after more than 1 000 members lost their jobs over the past year

Saccawu spokesman Jeremy Daphne said in a statement yesterday rationalisation and restructuring exercises in the sector had already resulted in at least 30 workplace closures and notice of further retrenchments and closures had been given to the union

The most severely affected area was in the Tradegro group of companies Tradegro's holding company Sanlam was currently conducting an unbundling exercise of its retail arm

The deal — which Saccawu said resulted in immense hardship for thousands of workers — also involved the sale of Smart Centre and Frasers Mine Store to Pepkor and the closure of D & DH Frasers

The fate of Checkers and Cash Build was still hanging in the balance

"In the union's view, Sanlam, which con-

140A
VERA VON LIERES
trols 9,5% of the JSE, is an example of economic inefficiency and irresponsible management which characterises SA conglomerates"

Frasers' closure, combined with retrenchments that had already taken place in the Metro Group, was plunging whole communities into unemployment

The union had tabled several demands to the Premier Group including that it made every effort to place retrenched workers in other Premier Group companies

Daphne said the union's regions would meet soon to discuss a number of demands to be made to management These included

- An immediate halt to all restructuring exercises and retrenchments,
- That industrial restructuring and job security negotiations be set up at a central level, and
- That non-permanent and contract jobs be phased out and non-permanent workers be given permanent jobs

Transnet unions claim 18 000 workers on strike

MORE than 18 000 Transnet workers went on strike yesterday across the country over two separate disputes, it was claimed

The SA Railway and Harbour Workers' Union (Sarhwu) said yesterday about 4 000 members joined the month-long strike by 1 500 northern Transvaal railway workers over the recent dismissal of 45 workers by Transnet

And more than 14 000 members of the mainly white Artisan Staff Organisation (ASO) failed to report at work stations across SA yesterday because of a dispute over rationalisation plans by Transnet

Sarhwu spokesman Vanguard Mkosana said yester-

DARIUS SANAI

day he expected several thousand more workers in Pretoria to join the strike by the end of the week

He claimed the strike was already affecting Transnet services

Transnet spokesman Dawie Luttig put the figure of Sarhwu members on strike in Pretoria at 1 400 and said 1 200 were on strike in the northern Transvaal

Transnet national spokesman Jan Bredenkamp said yesterday the ASO had called a strike over Transnet's rationalisation plans, but that the two sides would meet today to discuss the matter

Precedent-setting wage deals signed

By Shareen Singh 1/8/91

South Africa's biggest industries, mining and metal, yesterday signed precedent-setting agreements on wages and working conditions

In the mining industry, workers at four mining houses — Anglo American, Genmin, JCI and Rand Mines — are to receive profit-linked wage increases which include a basic 5 percent increase and bonuses coupled to the gold price

This means that if the gold price increases to more than R1 050 an ounce, workers on these mines will receive a bonus of up to 7 percent of their basic wage

At Harmony mine, a profit-sharing scheme has been agreed on which will grant a basic increase of R25 for all workers. In addition, 15 percent of profits up to a maximum of R4 million will be set aside for workers

Two other mining houses in the Chamber of Mines offered straight increases ranging from 6,5 percent and 9 percent, with no gold-price bonus

On coal mines, the National Union of Mineworkers (NUM) accepted increases ranging from 6,5 percent to 19,1 percent

A range of non-wage demands were also agreed on, including a statement of principles, rights and obligations underpinning industrial relations in the industry, together with guidelines governing worker participation in hostel affairs

The NUM pointed out that in accepting the agreement, it had taken account of the economic climate confronting the gold mining industry. Union president James

Mohlatsi said the agreement was not a favourable one with respect to wages, but it was significant in securing basic civil rights for mine-workers

NUM acting general-secretary Marcel Golding said these rights would ensure more effective union organisation, increase the union's membership and give hostel dwellers democratic participation on issues

Chamber of Mines spokesman Bobby Godsell expressed appreciation to the union for taking the industry's economic situation into account. This would enhance a better relationship between management and the union, he added.

In another precedent-setting agreement, the Steel and Engineering Industries Federation (Seifsa) and several unions, including the National Union of Metalworkers (Numsa), secured wage increases of between 12 and 15 percent

Settlement was reached after four months of difficult negotiations and nine days of mediation

A significant aspect of the settlement was an agreement to set up two committees within the next 30 days, involving senior trade unionists and industrialists, to look into training and restructuring with the aim of promoting economic growth

If these committees operate favourably to all the parties involved, it could lead to an industry-wide summit

Numsa spokesman Bernie Fanaroff said the agreement was a breakthrough because Seifsa was originally opposed to granting wage increases which matched the inflation rate

Car makers get tough as strike drags on

Major car manufacturers are closing their plants and pulling out of negotiations pending guarantees that strikers will go back to work.

The closing of plants comes amid accusations that thousands of workers broke their commitment to end an eight-day strike yesterday.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling called on

the National Union of Metalworkers of SA (Numsa) to take urgent steps to ensure the early resumption of full production in the industry, which had suffered daily losses of up to R60 million.

Only three of the country's seven main vehicle manufacturers managed to sustain full production yesterday, according to sources.

Naamsa was due to meet in Johannesburg later today to chart a course of action in a dispute which has virtually

paralysed the industry since last Monday.

About 25 000 Numsa members downed tools in support of wage demands and calls for a blanket moratorium on retrenchments. Numsa also represents about 3 000 tyre industry workers in the eastern Cape who have also been on strike since last Monday.

Mr Sterling said Naamsa had suspended talks because of the union's inability to adhere to its assurance that

normal production would resume yesterday.

Numsa negotiator Les Kettle said many workers could not go back to work because of interference by employers.

Mr Kettle said Toyota SA had closed its Prospecton Durban for a second day yesterday because workers at the Mobeni stamping division had refused to work.

The company had not attended yesterday's talks.

making it impossible for the union to negotiate, he said.

Theo van den Bergh, Toyota SA group director for personnel and industrial relations, said illegal strike action at Mobeni had continued despite assurances from Numsa that production would have resumed from Monday, July 29.

Mr Kettle said Volkswagen management in Uitenhage had told workers it would not be paying more than the R1 hourly increase

offered by the National Bargaining Forum (NBF), and had claimed that talks between Numsa and Naamsa had been cancelled.

In Pretoria, Samcor has followed the lead of other major motor manufacturers by closing its plants and pulling out of negotiations with Numsa. This follows similar action by the Delta Motor Corporation on Monday.

Both manufacturers have pulled out of the NBF's nego-

tations with Numsa as has Toyota SA, thus raising the spectre of a prolonged strike by motor industry workers.

Numsa provisionally suspended the industrywide strike on Monday in an effort to resolve the deadlock in negotiations about pay demands. However, workers at Toyota, Delta, Volkswagen and Samcor plants failed to return to work.

Staff Reporter, Own Correspondent Sapa



140A



ATTEMPTS to resolve the eight-day dispute in the motor industry stalled yesterday when employers withdrew from talks with the National Union of Metalworkers of SA (Numsa)

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling said Numsa's failure to keep assurances that normal production would be resumed at all assembly plants was the main reason for the breakdown of national bargaining forum deliberations

Employers would meet today to formulate an appropriate course of action

Although some workers reported for work yesterday, production could not be restarted at Delta in Port Elizabeth, Samcor in Silverton and Port Elizabeth, Volkswagen in Uitenhage and Toyota's stamping

Talks break down in motor industry

Biday 1/8/91
MARC HASENFUSS

plant at Mobeni

Thousands of workers returned to work on Tuesday. Last week more than 24 000 Numsa members were on strike

Sterling called on Numsa to take urgent steps to ensure the early resumption of full, normal production in order to prevent any further escalation of the dispute

Sapa reports that Numsa negotiator Les Kettle said many workers could not go back to work because of interference by employers in the bargaining forum

~~1140ft~~ 1140ft

Metal workers win increases of up to 15%

8/10am 1/8/91 (140A) (255)
THE metal industry's 350 000 workers will get wage increases of between 12% and 15% in terms of an agreement reached between four unions and the Steel and Engineering Industries' Federation (Seifsa) last night

The agreement — which came after four months of talks and was described as a major breakthrough — provides for average wage increases of 13%

The parties also agreed to establish two joint bodies to co-ordinate training in the industry and to investigate economic growth strategies and job creation

The agreement was signed by Seifsa, the National Union of Metalworkers (Numsa),

VERA VON LIERES

the Confederation of Metal and Building Unions, the Metal and Electrical Workers' Union and the Steel, Engineering and Allied Workers' Union

Numsa national secretary Bernie Fanaroff said that by matching the inflation rate in some categories, the settlement had set a precedent for continuing negotiations in other sectors, including the vehicle assembly and tyre industries

"This breakthrough heads industry away from the strategy of trying to solve the economic crisis by cutting real wages. This low wage strategy has been rejected by

Numsa and Cosatu," Fanaroff said.

Before mediation started two months ago, Seifsa offered increases of between 9% and 12,6%. The settlement will raise the new industry minimum to R4,70 at the bottom level and R10,44 at the top. Artisans and labourers will receive hourly increases of R1,14 and 63c respectively.

Wage talks extended over a period of more than four months and culminated in nine days of mediation spread over two months.

Numsa balloted its members on possible strike action and employers voted on whether to take lockout action. The results of

To Page 2

Metal

8/10am 1/8/91 (140A) (255)
the two ballots were not disclosed

A separate agreement reached yesterday states that all workers should have access to appropriate training which included providing broad-based skills that were transferable. To this end, the parties agreed to set up an industry training committee consisting of employers and union representatives to consider what should be done at industry level in terms of training other than artisan training.

Seifsa executive director Brian Angus said it was hoped that a broader training board would be established within two

years to ensure that all workers received training. Training is currently conducted through the industry's artisan training board and is available only to artisans.

A separate body, also consisting of employers and union representatives, would be set up to look at structuring of the industry, which would focus on economic growth and job creation.

Employers described yesterday's agreement as "fair and reasonable, given the very poor business conditions in the industry, and continuing increases in the cost of living".

From Page 1

Confusion over Numsa strike

140A
~~140A~~
~~140A~~

South
1/8-7/8/91.

THE motor industry was still in chaos on Thursday, despite an agreement earlier this week between the National Union of Metal Workers of South Africa (Numsa) and vehicle manufacturers for workers to resume work.

According to Numsa's chief negotiator, Mr Les Kettledas, workers at the Toyota plant in Durban were locked out when they arrived at work on Tuesday.

Numsa and vehicle manufacturers held ongoing talks this week, Toyota was the only company absent.

Kettledas said the foreman at Volkswagen told workers their demand for a R1 an hour across-the-board increase had not been met.

The strike, by 25 000 workers, has lasted a week and cost R60 million a day. Meanwhile, the strike in the tyre industry, by 4 000 workers, remains unchanged and no date for further negotiations has been set.

Tough negotiator takes over NUM leadership

South 1 | 8 - 7 | 8 | 9 | (140A)

THE man who has been appointed to step into the shoes of Cyril Ramaphosa as acting general-secretary of the giant National Union of Mineworkers, is a well-known champion of workers' rights

Born in Johannesburg but reared and educated in Cape Town, Marcel Golding sacrificed an academic career and offers of scholarships to throw his weight in with the plight of workers

"I could have been a lecturer and academic, but to me helping to improve the lot of the workers became a priority," Golding said

The president of NUM, James Matlatsi, said the union's national executive committee had endorsed Ramaphosa's secondment to the ANC following his election as secretary-general

During this secondment Golding would act as general secretary, Matlatsi said

"I think the opportunity offers me enormous challenges," said Golding

"My task is daunting for several rea-



Last week the National Union of Mineworkers (NUM) announced that its assistant-general secretary had been appointed to the union's top post of general secretary.

MONO BADELA spoke to Marcel Golding (left)

the best of his ability

"The 1987 miners, strike which lasted for 21 days was certainly one of the most important occasions in my short trade union life. For the first time in South Africa we took on the commanding heights of the country's economy — those were the 21 days that shook the Chamber

"I think it showed me in a clear way what will be required to address the industrial abuses, low wages and general exploitation and oppression of workers," he said

Golding, 31, was educated in Cape Town's Alexander Sinton High School before graduating with a BA Social Science degree and thereafter obtained a BA Honours degree in African Studies

Marcel was active in community politics and tutored and lectured sociology and economic history for a short spell at the University of Cape Town. He was bored and tried to get a job in trade union movement

He joined the conservative Public Sector Union as a research officer but

was dismissed in 1984 with nine others when they unsuccessfully tried to challenge the status quo and democratised the union

In 1984 he came to Johannesburg and was offered a job by the South African Labour Bulletin as a researcher/writer and wrote extensively about the plight of workers in the mining industry as well as workers in the public sector.

He joined NUM in September 1985. He soon became involved with the organisational work and became involved with strikes in the western areas and on the coal mines

Golding was elected deputy general secretary of NUM during the 1987 national congress and was re-elected in 1989 and again this year. Golding is a tough negotiator and is presently leading the union's negotiating team with the Chamber of Mines

He also plays a key role in Cosatu's negotiations for changes to the Labour Relations Act and is a member in Cosatu's Central Executive Committee.

Cosatu to hold 'Inkathagate' summit

(140ft)

South 1/8-7/8/91

A RESOLUTION to call for a summit of anti-apartheid organisations to press for the government's resignation in the wake of the "Inkathagate" scandal was passed at the Cosatu national congress held in Johannesburg last weekend.

The more than 2 000 union delegates, in alliance with the ANC and the South African Communist Party (SACP), said they would intensify the drive to unseat the government.

"Cosatu will call a summit of anti-apartheid organisations during the first week of September to discuss a programme of action," general secretary Mr Jay Naidoo said.

Other resolutions included

- Sanctions should stay until democratic transition was certain, although Cosatu called for a conference to review economic sanctions and their replacement with an investment code,
 - A bill of workers' rights should be included in the ANC constitution,
 - Affiliation to the Organisation of African Trade Union Unity (OATUU), and
 - The strengthening of ties with other union federations in southern Africa and the southern hemisphere
- Cosatu's executive committee was instructed to draft a programme for a union of farm workers

The trade union federation Cosatu, held its national congress in Johannesburg last week. CHIARA CARTER reports:

REALPOLITIEK replaced rhetoric at Cosatu's congress in Johannesburg last week with delegates taking a frank look at organisational issues, boldly entering the arena of broad policy and asserting trade union independence. The debates were marked by greater maturity and depth than was the case at previous congresses.

Underlying the shift from slogan to content, was the changed political terrain in South Africa and abroad.

The imminent collapse of apartheid has forced the federation's affiliates to focus on realistic policy options. For the first time since its launch in 1985, Cosatu faced the possibility that some of its policies could become those of the country as a whole.

Moving into waters largely uncharted by trade unions, the federation indicated its determination to make an input on macro-policy issues, notably the economy.

Economic growth

Unlike other countries where unions tend to concentrate on winning higher wages for their members, Cosatu is faced with mass unemployment and therefore intends looking at economic growth which would serve the interests of the working class as a whole.

Previously the federation's critique of capitalism rested largely on asserting the moral superiority of socialism; now there is a clear acknowledgement that the federation needs to move beyond this and tackle economic restructuring.

While there was limited time to debate economic policy, the position papers and secretarial report presented clearly indicated a move towards developing an economic strategy which would lead to growth, redistribution and economic democracy.

This will mean the federation examining specifics like productivity and investment.

While the National Union of Metalworkers of South Africa (Numsa) still retains its position as the pioneer of broad policy research, it seems likely that an increasing number of Cosatu affiliates will join Numsa in investigating economic and social policy

Cosatu affirms political independence

140A
South
1/81-7/8/91



RIDING HIGH: Cosatu general secretary, Jay Nardoo, is carried aloft at last week's congress. PIC DYNAMIC IMAGES

In another shift beyond the factory floor, congress committed the federation to campaign around Aids as well as environmental issues.

Delegates adopted an Aids campaign document and intend vigorous work on the issue.

In taking up environmental issues which have up to now largely been the domain of fringe groups and corporate companies, the federation went beyond the usual call for safe and healthy work environments and looked towards organised workers campaigning on broader environmental issues with a focus on sustainable development.

Another focus for federation work

is likely to be Health Policy. At the congress, delegates came out in favour of a national health system and said it was likely that the pharmaceutical industry would have to be nationalised.

Perhaps the most significant feature of the congress was a greater sense of rapprochement between Cosatu and the National Council of Trade Unions (Nactu). Mr Cunningham Ngcukena, the general secretary of Nactu, made an impassioned plea for unity at the congress saying the working class had an "appointment with history" and should not do so divided.

Another characteristic of congress was the dominance of the giant un-

ions. The huge membership of the federation's largest affiliates, the National Union of Mineworkers (NUM) and the metalworkers' union, Numsa, which together account for 46 percent of membership, left little room for the smaller unions to manoeuvre if NUM and Numsa decided to vote *en bloc*.

Indicative of a new seriousness in approach was the debate about how best to organise farmworkers.

In a somewhat unlikely alliance, the South African Clothing, Textile Workers' Union (Sactwu), the Paper, Print, Wood and Allied Workers' Union (Ppwawu) and the Food and Allied Workers' Union (Fawu) pushed for their unions to organise

farmworkers in the respective industries rather than form a new union. While they lost the resolution, all three will be spearheading the move to take Cosatu to the countryside.

The federation decided to abandon its unemployed workers' project — a venture marked by a singular lack of success since its inception. Instead affiliates and Cosatu's allies are to take up the challenge. In all probability it will be the community organisations which will have to organise in the sector.

Much of Cosatu's energies will be directed towards organising in the public sector which is likely to see a systematic attempt to get Cosatu-style trade unionism going in place of the staff association type of organisation that has largely characterised the public service.

This is likely to mean Cosatu drawing in some staff associations and re-vamping some of its own public sector unions.

New groups which the federation intends organising are white collar workers and white workers — areas where several Cosatu affiliates have already begun making inroads.

Underlying this direction, is the recognition that there is little scope for Cosatu to grow horizontally since the vast majority of urban unskilled and semi-skilled workers are already organised.

Political maturity

A greater political maturity was evident in the political debates.

Even contentious issues such as the "two-hat debate" were marked more by vigour than venom with affiliates not only willing to listen to other viewpoints but also to incorporate some views into their own positions.

Delegates agreed that full-time officials should not wear two hats and hence Sydney Mufamadi bowed out as assistant-general secretary.

No restrictions however were placed on other leadership positions. Cosatu affirmed its political independence leaving the way clear for it to differ with not only the government and employers but also political parties.

Aside from some discussion about strikes in essential services, there was little debate over the Workers' Charter which is likely to be adopted at a summit of unions later this year.

Another area where the federation wishes to assert its independence is funding. Congress recognised that the foreign funding tap was running dry and that such funding limited union independence. Accordingly the federation has set itself five years in which to become financially self-sufficient.

COSATU CONGRESS
F M 2/8/91
Softening the blow

140A

Unions affiliated to the Congress of SA Trade Unions (Cosatu) are to mount major opposition to VAT on foodstuffs, medicines and union dues — and will call on employers to award a 5% across-the-board wage increase to soften the impact of the new tax.

The union federation and its 14 affiliates have already protested to government about the impact VAT will have on wages and will pressure employers to add their voices to the cause.

In wide-ranging resolutions covering the political, labour, health and economic spectrum, Cosatu showed it is gearing up to participate fully in all levels of decision making from local to central government and with employer federations involved in the creation of a new SA.

Already involved in drafting key areas of labour legislation, Cosatu says it was committed to having one labour law covering all workers from residents in homelands to people not covered by such legislation at present farmworkers, domestic workers and public sector workers. Cosatu has made significant inroads into previously hostile homelands over the past year.

A resolution proposed by one affiliate that Cosatu should strive toward being the sole union federation in SA was adopted — but will no doubt arouse debate and resistance from non-Cosatu aligned unions.

The 2 500 delegates attending the conference called for a future formal education system that "is not purely academic but is geared to providing scientific and technological skills which can contribute to the development of our country."

Training has become a union focus, with calls for employers to retrain rather than retrench, and the conference said training should be linked to economic planning with unions playing a central role. It said the State and employers had a duty to help finance training and that all workers had the right to paid leave while attending skills upgrading courses.

Continue

F M 2/8/91

140A

The 1,3m member federation is increasingly focusing on the role of unions in the administration of pension and provident funds. But Cosatu remained undecided as to how much control workers should have over such funds — one proposed resolution said they should be fully controlled by workers with management as observers.

A second slightly softened this by saying that workers should control half the funds in the short term, while they were trained through Cosatu to "develop the skills" needed to assume full control. The debate will go back to Cosatu's central executive committee for further discussion and resolution.

The conference adopted a recommendation for a co-ordinated investment policy to use the funds of "such schemes to benefit the working class and for social and industrial development." Cosatu has suggested in the past that such funds be used, as an example, to fund housing and related infrastructure as a way of creating jobs and stimulating the economy. ■

Liquidation of timeshare lodge might be averted

CAPE TOWN — The threatened provisional liquidation of timeshare resort Kruger Park Lodge could be averted if negotiations with an international partner were successful, Pretoria developer Willem Bester said yesterday.

A court application for the provisional liquidation of the resort was opposed and is due to come before the court again in about two weeks' time.

It is believed R8m will be injected into the R16m resort and that the 1 000 timeshare owners, owed R2,4m, will not lose anything of their investment.

The resort apparently ran into cash flow difficulties due to lower than expected sales, and could not proceed with the development.

The problems with Kruger Park Lodge bring to four the number of resorts which have experienced financial difficulties recently. Seafields in Durban, Mavula Lodge and Halyards in Port Alfred and Sudwala also had problems.

Timeshare exchange organisation Resorts Condominium International (RCI) hosted a function yesterday to celebrate the achievement of 100 000 SA members. MD Steve Griessel said these four prob-

lematic resorts represented a small proportion of SA's 148 resorts.

He said that 1991 was the worst year for the industry in terms of public perceptions, but new timeshare sales this year had not been as bad as forecast.

Liquidations were not the real issue facing the timeshare industry, Griessel said. The real issue was the unethical marketing techniques operating on the fringes. The five major players which sold 80% of the timeshare in SA had high ethical standards, he said.

RCI had decided to enforce the Timeshare Institute of SA (Tisa) code of ethics on all its resort clients whether they were members of Tisa or not, and they would face disaffiliation if the Tisa code was broken.

Griessel believed the industry was maturing and consolidating into fewer, bigger players.

An exciting deal to be announced in a couple of months' time would be fundamental to the future of the industry, he said.

Unionists deny murder charges

FIVE National Union of Metalworkers (Numsa) members and a man they allegedly paid to help intimidate non-striking colleagues at Haggie Rand in 1989 pleaded not guilty to five counts of murder in the Rand Supreme Court yesterday.

Shop stewards chairman Richard Khazamula Ngobeni, 38, and workers representatives Jeffrey Siphon Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, and Samuel Kgoshiekgolo Malepo, 39, also pleaded not guilty to nine counts of attempted murder, two counts of arson and one count each of unlawful possession of firearms and ammunition.

The alleged "hitman" Joseph Mdumiseni Bhengu, 25, also pleaded not guilty to the same charges.

Their trial is a sequel to a strike at Haggie Rand during October 1989.

All five Numsa members were employed by the company and were dismissed during the strike.

It is alleged they and others employed Bhengu after deciding to intimidate work-

ers into joining the strike.

Two firearms were also allegedly acquired for that purpose.

The State alleges that under the leadership of Ngobeni and Khumalo, certain non-strikers were identified as targets for intimidation and acts of violence.

The alleged murder of five non-strikers, the attempted murder of nine others, as well as petrol bomb attacks on the homes of two employees, occurred at various places on the Witwatersrand from November 1989 to April last year.

Prosecution counsel Chris van Vuuren said the State would lead evidence in support of charges of a conspiracy among the accused to intimidate non-strikers.

He said the state would also lead evidence by Haggie Rand personnel to explain events at the factory at the time of the strike.

The trial continues today.

Biday 2/8/91

LINDA ENSOR

Biday 2/8/91

SUSAN RUSSELL

Making history at the helm of NUM

South African 2/8/91.

140A

NEW National Union of Mineworkers chief Mr Marcel Golding brings with him a wealth of experience to lead South Africa's biggest union out of the depressed mining industry with minimum damage to workers.

Golding takes over NUM with its 307 000 members at a time of an historic deal struck with the major mining houses by which workers, for the first time, will have part of their pay linked to mine profits and their own productivity.

Appointed acting general secretary after Mr Cyril Ramaphosa quit the union executive to become a senior African National Congress official, Golding's challenge is to maintain the key role NUM has played in shaping the contemporary labour scene

Politics

His political initiation dates back to the 1976 school uprisings when he attended the Alexander Cinton High School in Cape Town, where he campaigned for a Students' Representative Council and became its first chairman in 1977

Golding (31) was educated at the University of Cape Town, where he graduated with a Bachelor of Social Science degree and Bachelor of Arts Honours in South African Economic History.

His concern for the plight of South African workers made him ditch an academic career for the trade union movement, and he joined the Public Servants League, a conservative public sector union, as research officer in 1982.

The honeymoon with the league did not last long and he was fired after a year when his bosses took offence in his efforts



"to democratise the union".

Golding's inspiration for trade union work stems from "the oppression and exploitation which confronts working people in South Africa who have extremely limited opportunities and job prospects and come from a debased education system"

The constant threat of job losses "means one has to do all possible to protect jobs and enhance their power"

Socialist

"The fact that a person is oppressed in South Africa and that we do not enjoy political rights means one has to do everything possible to enhance the power of workers and their organisations"

Although he holds strong socialist views, he is not a member of the South African Communist Party

In 1984 he moved to Johannesburg and joined the South African Labour Bulletin as researcher/writer. It was then he began to make an impact on the labour scene with an incisive series of articles on public sector unions and on the struggles of mineworkers

Struggle

"At the time I was of the view that NUM was a growing organisation which was not taken seriously by the media and anyone else, and argued that NUM was going to be a key player in the struggles of mineworkers and in shaping the contemporary labour scene."

An accidental meeting with

Ramaphosa, while conducting research on NUM, landed him a job as editor of its newsletter in September 1985.

He did not foresee he would play a pivotal role in the development of the union.

Referring to his predecessor, he said. "Cyril is a close friend and comrade, we have a very warm friendship."

Increases

In an evaluation of the union, he said: "Since its inception NUM has been able to organise a mass organisation across a number of sectors in the mining industry in a relatively short space of time

"Organising mineworkers was not an easy feat. The union organised against formidable restrictions in the mining industry, which has a captive labour force, housed in single-sex compounds and subject to a whole range of security measures"

Meanwhile the Chamber of Mines, representing the biggest employers, and NUM this week reached an agreement on wage increases and other conditions of employment.

Profit

In a joint statement the Chamber and NUM said, as far as gold mines were concerned, four of the mining groups participating in this year's negotiations had presented offers incorporating profit sharing schemes.

The two other participating mining houses had offered employees straight increases ranging from 6,5 percent at the upper level of their wage structures to nine percent at the lowest wage category

The profit-linked wage offer included a basic 5 percent in-

crease on group rates, with a R40 minimum increase on Anglo American and Genmin mines and creates the opportunity for employees to receive bonuses coupled to the price of gold.

In addition, employees may also become eligible for special performance bonuses which would be related to targets set at mine level.

At Chamber collieries increases offered to NUM members ranged from 6,5 percent at the upper level of the wage categories to 19,1 percent at lower levels.

Wives

The parties had consequently agreed to.

* Increase paid educational leave for shaft stewards from two to four days a year,

* A new method of membership verification;

* A new way of processing union dues;

* Improved facilities for visiting wives,

* New guidelines governing the role of medical examinations with regard to employment;

* A statement of principles, rights and obligations underpinning industrial relations in the mining industry together with guidelines governing worker participation in hostel affairs; and

* Access for union officials to mine property and mine facilities

The Chamber and NUM had also agreed to continue negotiations regarding retrenchments, health and safety as well as new approaches to training and retraining, Aids and the publication of both agreements and conditions of service outside the wage negotiations - Sapa

Union is favoured, court told

STATE witness Mr Rodney Teu denied yesterday that Delmas Milling Company favoured a rival union over the Food and Allied Workers Union

He was testifying in the Randfontein Magistrate's Court in the trial of seven Fawu members charged with assault, intimidation, public

Sowetan 2/8/91

By SONTI MASEKO

violence and contempt of court

The seven - Jack Selowa, Simon Matlala, William Leepo, Frank Mashobane, Moses Mogale, Johannes Motlasedi and Edwin

Nthusang - have pleaded not guilty before Mr HJ Oosthuizen

Defence lawyers also put it to Teu that his union was allowed to have office facilities within the company premises while the same was not allowed to Fawu. Teu said the facilities had been negotiated for by his

union

Earlier Teu, employed in the company's personnel department told the court that on April 9 last year while at work he was forcibly ejected out of his office by a crowd of about 300 Fawu members and marched to the gate to face a singing and chanting crowd

(140A)

Cosatu vows to march

140A

Sowetan
2/8/91

COSATU yesterday vowed to go ahead with a march in Pretoria next Wednesday despite being refused permission by the Pretoria chief magistrate and the city council

Cosatu said the city council and the magistrate had "acted irresponsibly" by refusing to authorise the march

"They are insensitive to the fundamental rights of people to engage in peaceful political expression"

The march is to be held in protest against the lifting of sanctions by the United States Government, the police funding of Inkatha and the killing of workers in trains

Cosatu tackles the IMF

JOHANNESBURG — The International Monetary Fund delegation has been asked by the Congress of South African Trade Unions to disclose the extent of its negotiations with the government

After meeting the IMF yesterday, Cosatu said it had asked that the IMF clarify its role in determining the VAT system

It also said it would oppose negotiations for loans and other packages unless it and other representative bodies were made party to these

It would also oppose packages considered by Cosatu not to be in the interests of the masses — Sapa

1409 ~~1512~~
CT 218191

Cosatu slams IMF over govt dealings

GRETA STEYN

COSATU has criticised the IMF for dealing formally with government and for the secrecy surrounding its reports on the SA economy

The IMF met Cosatu yesterday after issuing a direct invitation to the trade union movement

The fund waived its traditional policy of dealing only through governments after Cosatu and the ANC had declined invitations issued by the Finance Department

Cosatu objected to the formal nature of the IMF's consultations with government while its own discussions with the IMF were informal *5/04/91 2/8/91*

The trade union movement said in a statement it had asked the IMF to explain the nature and extent of their consultations with the SA government

"In particular, the IMF was asked to

clarify its role in the development and implementation of the VAT system" the statement said *140A* *192*

The Cosatu delegation outlined very briefly the economic policy developments within its structures

Cosatu made it clear to the IMF delegation that it would oppose any negotiation of structural adjustment packages or loans unless Cosatu and other representative organisations were party to the negotiations

The IMF delegation set out the requirements of confidentiality imposed by the IMF board

"Cosatu understands but does not accept that IMF reports should be given only to the SA government"

Final bid to end R300m motor industry strike

BI Day 2/5/91

MARC HASENFUSS

THE National Union of Metalworkers (Numsa) and vehicle assembly employers will make a last ditch attempt today to resolve the motor industry strike which by yesterday had left only Mercedes-Benz operating at full capacity

The strike has cost more than R300m in lost turnover and could cut the supply of new cars this year

Sapa reports that Numsa national secretary Les Kettledas said a meeting had been scheduled for 9 30am between the union and vehicle manufacturers

Chief executives of vehicle assembly plants met in Johannesburg yesterday to determine a course of action to resolve the nine-day strike. Details of the meeting were not released last night

Nissan and BMW workers downed tools yesterday and rejoined strike after production was resumed at both Rosslyn plants this week. An estimated 25 000 Numsa members were on strike this week

Strikes also continued at Toyota, Delta, Volkswagen and Samcor

Workers at BMW and Volkswagen reported for work but left both plants after holding short meetings, spokesmen said

A Volkswagen spokesman said no production was scheduled for today and workers would hold a meeting on Monday morning to decide whether to return to work

Only Mercedes-Benz's plants at East London and Pinetown remained at full production, a company spokesman said

Cosatu, Nactu refuse to pay VAT OR register

SHARON SOFOUR (140R)
Labour Reporter

TRADE union federations Cosatu and Nactu and their affiliates have refused to pay value-added tax from September 30 and will not register as vendors. **RRG 2/8/91**

In a joint statement, the organisations accused the government of "strengthening the impression that it was ignoring the concerns of the majority of South Africans on VAT. As a result, Cosatu and

Nactu had invited trade unions, consumer, civic and medical organisations to a conference on August 22 to discuss strategies to oppose "the aspects of VAT which adversely affect the majority of our people".

The conference would focus on the results of VAT on the price of basic food, medicines and medical services.

The organisations accused Minister of Finance Mr. Barend du Plessis of reneging on certain undertakings given to them

They said the minister had reneged on responding within 48 hours of getting their representations against paying VAT on trade-union subscriptions and affiliation fees.

At a meeting between the minister and the two organisations on July 16, it was agreed they would "urgently" submit further representations and Mr. Du Plessis would respond before the Cosatu congress, from July 24 to July 27. "We have heard nothing from

the minister... and, in spite of his assurance that his door was open, phone calls and letters to his office have been ignored."

Mr. Du Plessis' failure to reply strengthened the impression that the government was ignoring the concerns of the majority on VAT.

The statement said "In the meantime, Cosatu and its affiliates, as well as Nactu, have refused to register as VAT vendors and do not intend to pay this double tax."

Fm 2/8/91

COSATU STRIKE THREAT

140A

Cocking the trigger

Significantly, Cosatu has set no date for its threatened general strike — ostensibly in response to the Inkatha funding scandal. This would be determined, Cosatu vice-president Chris Dlamini told the FM, "after consultation with our allies" (A meeting of the tripartite alliance was held last Sunday to discuss "Inkathagate").

However, the funding debacle presented Cosatu with another opportunity to ratchet up pressure on government. It did so over two related political demands framed by the ANC-Cosatu-Communist Party alliance when Cosatu held its fourth annual congress.

The demands — in a sense nothing new — are for a halt to the violence and the setting up of an interim government. The latter, which is separate from Cosatu's call for a constituent assembly, is now being presented as crucial to tackling the violence. Its absence, therefore, could be construed as an "obstacle" to negotiations.

Dlamini explained that an escalation of violence could be the trigger for industrial action. "there's no guarantee that there will not be a strike in the coming month." He said a lot would depend on what President F W

Fm 2/8/91

de Klerk had to say in his statement on the affair, due as the FM went to press.

According to Dlamini, the strike call was motivated from the conference floor in the light of the secret funding of Inkatha. It was felt that "as long as the National Party is in power there would be no peace in SA, as our money was being used to kill our members. An interim government is now a must and members felt that a programme to move towards a general strike was needed if government is not prepared to accept an interim government."

In order to reduce the chances of a strike, said Dlamini, he'd be looking for the following in De Klerk's announcement: "Purge some of the Ministers involved (in the secret funding), accede to our demand for an interim government and indicate when the multi-party conference would take place, expose all covert funding of organisations, and stop the funding of special force bodies like Askaris, the CCB and Battalion 32."

Meanwhile, a week-long consumer boycott of "white shops in general and big business in particular" got off to a poor start in Johannesburg this week. The boycott, called by the PWV region of the tripartite alliance, was apparently planned two months ago to give effect to the ANC's May 9 "ultimatum" which had among its six demands the resignation of the then Ministers of Defence and Law & Order, Magnus Malan and Adriaan Vlok. Inkathagate evidently provided added justification for the boycott, which on Tuesday did not seem to catch on. The SA Chamber of Business said it had no reports of members affected.

"Mass action" involving boycotts and so on are, of course, part of the ANC alliance strategy. However, based on early response to the PWV boycott call, for example, it is a weapon that could be devalued if invoked at every turn. This is a warning that Nelson Mandela himself issued in his inaugural speech as ANC president.

There had been many forms of mass action in the past two years of the ANC's history, said Mandela, "so much so that our labour organisations have had to warn us that we must not just resort to mass action every time we get angry, but that the question must be carefully examined because of the downturn in the economy and the high level of unemployment."

Unity-conscious Cosatu comes of age

140A

w/maul 2/8-8/8/91

MAY you live in interesting times," runs the Chinese curse. The Congress of South African Trade Unions' fourth national congress in Johannesburg

may have been less "interesting" than some of its predecessors — but delegates were doubtless glad of the fact.

The electric tensions of the 1987 congress, when the "workerist-populist" controversy was at its peak, were entirely absent. So were warring union camps, acrimonious controversy and the threat of splits.

This year, three issues and one election, for the position of president, went to the vote. It is a comment on the spirit of unity in the federation that this was allowed to happen — contentious issues were settled in committee before the last congress, so strong were fears of division.

A sign of the times was the close cooperation of Cosatu's biggest guns and former ideological foes, the National Union of Mineworkers and the National Union of Metalworkers, on potentially hot issues, notably "two hats".

Union disillusionment with the African National Congress' political style, counterbalanced by the universal recognition that labour needs the ANC, have helped defuse tensions over Cosatu's relationship with the nationalist movement. Persisting political violence and the need for labour to present a common platform at a time of fundamental political change may also have drawn unionists together.

But SA Labour Bulletin editor Karl von Holdt makes the point that the lack of controversy also reflects Cosatu's increasing maturity. "Congress is no longer seen as a battleground," he said. "In many cases, it endorsed positions already processed in other forums, such as conferences and workshops. Where issues were unformulated, it tended to defer them."

The question of Cosatu economic policy was held over for a further conference, and Cosatu's role in constitutional negotiations was left to the discretion of the central executive committee.

As predicted, the question of overlapping union-political leadership sparked keen debate, with the textile and chemical affiliates arguing for a

The sober and low-key climate of Cosatu's national conference reflects the federation's growing sophistication and spirit of unity. **DREW FORREST** reports

ban on the wearing of "two hats" as a threat to union independence.

This was overwhelmingly rejected, by 1 524 votes to 617 — but there was no danger of a deep split or sour after-taste. The final resolution endorses dual leadership, with the rider that no one should occupy simultaneous full-time union and political posts and that staff should work within Cosatu's mandate and policies when representing the federation.

The majority perspective is that labour should not deny the still weak and disorganised ANC and South African Communist Party its skills and experience when the country is at a political watershed. But in other ways, delegates aggressively affirmed union autonomy.

While re-asserting Cosatu's commitment to the "tripartite alliance", as "the engine of our struggle for fundamental transformation", the congress reserved the right to be politically active and to oppose any decision detrimentally affecting members, both now and under a future state.

And in a tilt at the ANC's frequent failure to consult its allies, it also decided that no alliance partner should unilaterally change an alliance decision.

Union independence from government, employers and political parties was endorsed as a demand for a future constitution, as were worker rights such as the right to strike, accountable government and a democratically planned economy.

Cosatu also moved to give itself a higher profile and more active role in the constitutional process — but more cautiously than some had expected. The congress laid heavy stress on the need for a patriotic front as the basis for a mass drive for peace and a constituent assembly, insisting that the federation should be independently represented in this.

And although debate tended to favour an indirect role for Cosatu through the alliance, it also left open the possibility of direct participation in constitutional talks.

Tensions between the bigger and



ANC chairman Oliver Tambo

Photo: GUY ADAMS

smaller affiliates are said to have been more evident than political rifts — notably over whether to launch a Cosatu farmworkers' union, which also went to the vote.

That the food, paper and textile affiliates all have potential farmworkers in their ranks — there are 25 000 in the

sal, mandating the CEC to develop an organising programme.

Also voted down was a move to make Cosatu "more than the sum of its parts" by empowering it to intervene directly in the affairs of troubled affiliates on a direct approach by workers.

The desire for unity, whether of workers or more broadly of the "oppressed", surfaced in a variety of ways. Identifying the public sector as Cosatu's "major organisational challenge", delegates decided on the need for a single public sector union.

Material and political backing for Popcru, the police and prisons union, was endorsed, as was the need for intensified organisation in rural areas and homelands. Congress also agreed to target white, coloured and Indian workers by "promoting working class consciousness" and through sectoral campaigns benefiting all races, and to develop strategies accommodating white-collar workers.

A vital pointer was the enthusiastic ovation for National Council of Trade Unions general secretary Cunningham Ngcukana, who argued in a speech to the congress for a single union federation and the convening of a summit on trade union unity "without delay".

To facilitate mergers, the congress agreed to "accommodate a wider range of political differences within Cosatu, provided our principles are not compromised". It also endorsed a workers' summit for later this year, to which Nactu and non-aligned unions will be invited.

With moves towards a patriotic front, conditions for labour unity are much improved. Nactu may also be under internal and international pressure to sink its differences with Cosatu — observers consider it highly significant that Ngcukana, seen in the past as an Africanist "hawk", should plead for one federation.

But the obstacles should not be underestimated. In the "two hats" debate, Cosatu's chemical union warned that dual leaderships could hamper unity.

And Ngcukana himself hinted that political alliances and sympathies remained a hurdle to be crossed. "We should transcend parochial political positions and unite workers on the basis of working principles and interests," he said.

Food and Allied Workers Union — partly explains their resistance to the idea.

But sources say they were also reacting against the heavyweight Numsa and NUM, which spearheaded the push for a separate farm union. Congress ultimately endorsed the propo-

LABOUR

By DREW FORREST
 AN agreement on training and restructuring of the metal industries, which concedes a major role to unions, is the most important breakthrough of the wage deal struck between metal unions and employers this week

Covering 350 000 workers, the industrial council deal between the National Union of Metalworkers, among other unions, and the Steel and Engineering Industries Federation, followed the declaration of a dispute by all union parties, a Numsa strike ballot and nine days of gruelling mediation. It provides for pay rises of between

1.5 percent for labourers (a guaranteed increase of 63c an hour) and 12 percent for artisans (a R1,14 personal increase)

Numsa hailed the wage deal as matching the inflation rate, stressing that Seifsa had earlier refused to concede this — its pre-mediation offer ranged between nine and 12,6 percent. "This breakthrough heads industry away from trying to solve the economic crisis by cutting real wages," the union said. However, sources point out that in all

but the lowest pay category, less than the inflation rate has been conceded. "The agreement amounts to wage restraint," one commented. Numsa said other breakthroughs included the first 13th cheque and minimum severance pay of one week a year of service to a maximum of four years. The key feature of the agreement is undoubtedly its provision on training and industry restructuring. It provides for the creation of a joint union-employer committee whose task it will

Settlement in metal industries

be to consider all forms of training in the industry — not merely artisan training. The agreement enshrines the principle that "appropriate" training is the right of all metalworkers.

Basic literacy and numeracy will also fall within its scope. Seifsa director Brian Angus said R1-million was already available for such training from the industry's technological fund and that employers believed "this would be a good place to start".

Within two years a new training

board will be established to oversee all training activities.

A committee of senior unionists and industrialists will also be established to consider how to achieve growth and job creation in the metal industries — a major Numsa demand. The agreement concedes that unions "have an important role in developing strategies for attaining these objectives".

It appears that during mediation, Numsa dropped several conditions for restructuring talks, including a re-trenchments moratorium and disclosure of financial information by companies.

NUMSA 0 21k - e/8/91.



Unionists hammer 'racist' boycott

By DREW FORREST

THE Congress of South African Trade Unions' campaign of mass action against the state's "covert war on the forces of democracy" is off on the wrong foot, with bitter union complaints about the consumer boycott of white-owned businesses on the Reef.

Unionists slammed the action as "ridiculous" and "ill-planned and ill-conceived", as well as objecting to the "racist overtones" of targeting white shops. "Capitalism knows no skin colour," one snapped.

The boycott was too unfocused to succeed and could deepen division by sparking violence and intimidation, they added.

Called by the "tripartite alliance" of Cosatu, the African National Congress and the South African Communist Party, the boycott centres on demands for the resignation of the government and immediate transitional rule and an elected constituent assembly.

The exposure of police funding for Inkatha and its allied trade union, the United Workers' Union of South Africa (Uwusa), had "obliged us to act", an ANC representative said. The boycott is to be reviewed after a week and periodically thereafter.

The boycott grows out of the ANC's May 9 deadline to the government on violence. There was a strong groundswell in favour of mass

action, which was postponed and has now been broadened to take in the Inkatha scandal.

At its national congress, Cosatu announced it was committed to mass action, possibly including a general strike, because of the state's "double agenda of talking to us and waging war on us at the same time".

Cosatu would canvass its allies and call for an urgent summit of the patriotic front on a joint programme, it said.

A wide-ranging resolution called for full details of secret funds and special security forces, the opening of security force and "mercenary" camps to public scrutiny, an immediate public audit of weapons supplied to and by police, the South African Defence Force and KwaZulu Police and a multiparty commission of inquiry, involving the democratic movement.

It also demanded reparations for victims of violence and immediate interim government. Calling on business to reveal its links with "forces of violence", it warned it would soon reveal the names of employers implicated in violent acts by Inkatha and Uwusa.

Sources said there had been significant progress in the church-mediated peace initiative, centrally involving the ANC and its allies, Inkatha and the state, and the general strike threat was likely to fall away if this bore fruit.

140A

w/Mail 2/8-8/8/91

Mines deal a landmark

W/Mail 2/8-8/8/91
 Profit-sharing, gold price-linked bonuses and wage restraint — they're all part of a ground-breaking pay agreement negotiated on the mines, reports

140A

DREW FORREST

THE National Union of Mineworkers and the Chamber of Mines have clinched a mould-breaking wage deal affecting half a million miners which takes account of the parlous state of the strategic gold-mining industry

The package sets a precedent by providing for profit sharing on certain mines through a "gold-price bonus" of up to seven percent of the basic wage, paid if the gold price is higher than expected. Workers may also earn special performance bonuses linked to targets set at mine level. A framework for mine-level talks on these has still to be negotiated

The deal also improves miners' social conditions and union rights — a key NUM thrust this year — putting the historically acrimonious relationship between mine management and unions on a new footing

This is enshrined in an agreed statement of principles, rights and obligations underpinning labour relations in the mining industry

For the first time, NUM will have "reasonable" access to all mines. Provision is made for the negotiation of full-time shaft stewards, while stewards will receive facilities and more paid time off for union training. New ways of verifying union membership and processing union stop-orders will be introduced

Conditions for visits by miners' wives will be improved, and new guidelines will promote miners' participation in hostel affairs, and the role of medical examinations in employment. The chamber has also agreed to negotiate an industry Aids policy

On the stricken gold mines, the pay rises are the lowest NUM has negotiated, ranging from between 1,8 to 9,3 percent, an average of six percent. Anglo American, Genmin, JCI and Rand Mines have awarded a basic five percent plus the price bonuses on healthy mines, which kick in if gold exceeds R1 050 an ounce

Gold Fields and Anglo Vaal's Hartebeesfontein rejected profit-sharing, instead granting straight increases of between 6,5 percent at the top and nine percent at the bottom

Profit sharing applies only to the gold mines on chamber collieries flat-rate rises of between 19,1 percent and 6,5 percent were granted, also the lowest NUM has negotiated

A different profit-sharing scheme will apply at Rand Mines' Harmony mine, which will pay a basic R25 increase plus 15 percent of any profits up to a maximum of R4-million

At a press conference this week, chamber spokesman Bobby Godsell praised NUM for "taking account of the fundamental pressures on the gold mines", adding that the agreement "structured the relationship between management and the union in new and important ways"

Labour turns up the heat

By THEMBA KHUMALO

COUNTRYWIDE strikes by thousands of workers are having a serious effect on the commercial, railway and motor industries.

In the past four weeks more than 40 000 workers have resorted to wildcat strikes after disagreement between managements and union delegations over improved working conditions and higher salaries.

Agreements

However, several packages have been signed between negotiating parties in various big industries

At present 30 000 workers in the motor industry are on strike countrywide. The action started last month at the Toyota assembly plant in Rosslyn near Pretoria over wage increments. The strike later spread to Volkswagen in Uitenhage in the Eastern Cape - generally regarded as the stronghold of the National Union of Metalworkers of South Africa (Numsa)

A spokesman for the Rosslyn plant said the strike has cost the company millions in turnover

As the action entered its third week, manufacturers began closing plants and pulling out of negotiations. Toyota closed its Prospecton plant, while Samcor and Delta closed their Pretoria plants

Numsa had assured managements that the strikes would end on Monday in a bid to break the negotiations deadlock, but by late this week workers had not returned to work

Big deals are struck but the rumbles continue

joined by 15 000 members of the Transnet Artisan Staff Association following the collapse of negotiations between the artisans and management over wages and retrenchments.

In the medical field, at least 8 000 medical research employees and members of the National Education and Health Allied Workers Union (Nehawu), went on strike after wage talks deadlocked

On Thursday they were joined by 300 general workers at GaRankuwa Hospital outside Pretoria over allegations of maladministration

On Tuesday about 350 University of Zululand employees downed tools to demand a 10 percent across-the-board increase

Meanwhile, the two largest South African unions, Numsa and NUM, signed crucial wage agreements in Johannesburg this week.

After two months of intensive bargaining, NUM and the Chamber of Mines signed a profit-linked package on Wednesday while Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa) signed theirs on Tuesday

About 1 000 railway workers - mostly members of the South African Railway and Harbour Workers Union (Sarwu), are striking to demand the reinstatement of colleagues who they say were unfairly dismissed after they had been involved in a fight. The strikers are also demanding the reinstatement of Karel Niewoudt, the only white Sarhwu member to be fired - allegedly for smoking dagga while on duty

They were this week

Standstill

Black education is set to come to a standstill on Wednesday when thousands of members of the South African Democratic Teachers' Union (Sadtu) take to the streets to protest against "the authorities' intransigence" over the black education crisis

Sadtu has appealed to the community not to see their planned action as "another insensitive political gesture" which was a waste of time for the pupils

'Strikers hired hitman'

THE Rand Supreme Court this week heard how five strikers at Haggie Rand in the Transvaal allegedly hired a hitman to kill scab labourers

As a result of hiring the killer, five workers died and nine were seriously injured (140A)

Richard Khazamula Ngobeni, Jeffrey Siphso Mtsali, Malvert Ngubane, Samuel Kgosiekologo Malepo and Malan Khumalohave pleaded not guilty to five counts of murder, nine counts of attempted murder and arson

The five National Union of Metal Workers of South Africa (Numsa) members were fired in October 1989 for going on an illegal strike

They then allegedly hired Joseph Mdumiseni Bhengu to use violence and intimidate workers who did not go on strike (CP 4/8/91)

Haggie Rand production manager, JC Du Plessis, told the court that in October 1989 Numsa had banned all overtime work

On October 18, shopstewards had called a meeting where Ngobeni had demanded management immediately stop overtime and threatened a repetition of the "Germiston incident"

Du Plessis said he regarded the remark as a violent threat because five people had been killed and several injured at Haggie Rand in Germiston

The case is continuing - CP Correspondent

750 000 come short as rises trail inflation

Falling profits trim black pay

S/Times (Buss Times) 4/8/91.

~~140A~~ (140A) (140A)

TRADE unions representing more than 750 000 workers this week accepted lower wage settlements than in recent years.

Most are below the inflation rate, which means that workers' standard of living will drop

This reverses a trend in which real remuneration of unionised black workers has been rising while that of white employees has fallen

Economists say it was caused by falling profits induced by slack demand and the Reserve Bank's policy of keeping interest rates high (Business Times, July 28)

First

Chamber of Mines vice-president Bobby Godsell says the mines' historic settlement with the National Union of Mineworkers (NUM) "reflects the kinds of concerns both management and labour have in tough economic conditions about securing reasonable wage increases while being concerned about saving jobs"

Mr Godsell says "It is apparent that this economic reality is being seen by both parties in negotiations in other sectors — which augurs well for labour relations in SA"

Workers at most chamber gold

By CURT VON KEYSERLINGK and ADRIAN HERSCH

mines will get only a 5% basic increase plus a bonus-linked to the gold price up to a maximum of 7%

It is the first time a chamber- NUM settlement has been reached so early in the year

The increase is below the inflation figure of 15,2% — even if the maximum bonus is paid The gold price bonus range is between R1 050 an ounce and R1 160 an ounce

In addition, performance bonuses will be negotiated at some mines But Gold Fields mines and Anglovaal's Hartebeestfontein will not pay any bonuses Their wage increases will be between 6,5% and 9,0%

Colliery pay increases are between 6% and 19,1% and no bonus system will operate

In 1989 the NUM hoped to gain uniform pay rates for workers at all mines by this year It has not been achieved because pay is being more closely linked to profitability of individual mines

NUM press officer Jerry Majatladı stresses that this year's bonus on gold mines is a temporary adjustment to a crisis The original policy of uniform pay rates remains

The agreement covers about 410 000 unskilled and semi-skilled workers on gold and coal mines

At the time of writing employers and Numsa were meeting to resolve the two-week wage strike in the motor industry Numsa wants a

14,9% increase, which is below the inflation rate The employers offer 12,4%

Industry sources predict that if talks break down the current system of negotiating at national level will be abandoned in favour of plant agreements If this happens wage settlements will more closely reflect the profitability of the plants involved

A moderate wage agreement in the national textile industrial council is expected to be signed soon A source in the SA Clothing and Textile Workers Union acknowledges that wage demands will take account of the recession

Ballot

The agreement concluded between Seifsa and trade unions party to the metal industrial council is for a 12% increase for artisans and 15% for labourers Last year's increases were between 15% and 19%

The latest settlement came after four months of negotiations Last year it took longer

Seifsa executive director Brian Angus describes this year's agreement as "reasonable, given the general economic conditions and the needs of workers"

The National Union of Metalworkers of SA (Numsa), the largest union at the talks, held a strike ballot and

Seifsa a lock-out ballot.

Numsa spokesman Bernie Fanaroff is not exactly unhappy with the settlement He says increases are about the inflation rate in some categories

Employers have realised that real wage cuts are not the solution to the industry's problems

Mr Fanaroff says the prospect of a lock-out played no role in the union's signing the agreement

Non-wage issues agreed on break new ground and make economic sense for workers and employers

Unions and management have played a role in training apprentices But for the first time a joint committee will be concerned with training the unskilled

Another development is the setting up of a management-labour committee to consider job creation and protection of existing jobs

Mr Angus says "We have not considered job creation until now — not even among ourselves as employers We view the formation of the committee as a positive step"

The agreement affects about 350 000 workers

Sources say the parties may re-evaluate the cumbersome and costly way in which negotiations are structured

This year mediation was eventually used — for the first time The process was viewed positively and it is possible that next year's negotiations could be restructured to include aspects of mediation which facilitate speedier settlement

Confident Cosatu will play its own



Cosatu delegates thrashed out future policy at the fourth national congress

140A

By DICK USHER, editor of the newsletter SA Labour News

THE last notes of the national anthem hung in the air a moment quietly, soulfully, then faded. The fists dropped and the fourth Cosatu national congress was over.

'Nkosi Sikelel' iAfrika can be sung in as many ways as there are gatherings at which it is sung. This time the note was almost solemn.

Perhaps it was weariness, perhaps it was realisation of the monumental task ahead.

Only a few hundred people were left to sing the anthem in the cavernous exhibition hall at Nasrec where, for the previous three days, about 2 300 worker representatives had thrashed out the federation's policy for the next three years.

Whatever the reason, it was in marked contrast to the animation of the congress itself at which an increasingly confident trade union movement reaffirmed its determination to play an independent role in South African history.

Congress was held on an upturn. In the two years since the last Cosatu congress the liberation movements have been unbanned and the first steps taken towards democracy in South Africa.

The union movement, of which Cosatu is the largest component, has also forced the repeal of the 1988 Labour Relations Amendment Act through a combined effort.

Wider trade union movement unity was also boosted by events at the congress. PAC president Clarence Makwetu shared the platform at the opening with ANC chairman Oliver Tambo and SACP secretary general Joe Slovo.

Nactu general secretary Cunningham Ngcukana was enthusiastically applauded when he proposed a standing workers' summit on unity.

That unity will be vital if South Africa is to have the kind of future the trade union movement foresees. As congress recognised the struggle for this future will be intense and bitter and without unity workers could lose their hard-won gains in a new society.

A congress paper on organisational issues committed Cosatu to "accommodating a wide range of political differences provided our principles are not compromised".

Motions adopted by congress pointed towards the type of society the movement seeks for South Africa in general - and examined what Cosatu must do to make it possible.

It reaffirmed commitment to a democratic socialist future with a



A triumphant Jay Naidoo is held aloft by worker representatives after being re-elected as Cosatu's general secretary at the federation's congress

democratically planned economy in which the interests of the working class are the most important.

On the road to this - as an independent partner in the ANC/Cosatu/SACP alliance - the federation also reaffirmed support for an all-party conference to implement an interim government under which a constituent assembly will form the central mechanism for drafting a new constitution.

Congress, in its policy statement on

the Inkatha scandal, also underlined the need for the current government to be replaced.

"This government must go," said general secretary Jay Naidoo.

"How can you trust this government to supervise the transition to democracy fairly when, while it is talking peace with you, its agents are making war on you?"

The congress declaration on the Inkathagate scandal said the war had not been spontaneous, but a deliber-

ate and orchestrated strategy "to weaken the democratic movement and ensure the regime dictates the agenda of change in our country."

"We will not rest until we have removed this corrupt regime from power."

Naidoo said at a post-congress press conference that to this end, Cosatu would be mobilising towards a general strike which it hoped would be finalised at a patriotic front meeting in September.

Apart from the protest against VAT on basic foodstuffs and union subscriptions the federation would campaign against payment of taxes "until we are satisfied our money is no longer used to kill workers and their families."

To accomplish these goals, Cosatu needs to undertake many tasks including strengthening its own structures and organisation.

Congress recognised the fragmentation of the union movement and

ent



Cosatu delegates thrashed out future policy at the fourth national congress

Pic: TLADI KHUELE

ay its own fiddle



by worker representatives after being re-elected as Cosatu's general secretary at the federation's congress

Pic: ANDRIES MCINEKA

the Inkatha scandal, also underlined the need for the current government to be replaced

"This government must go," said general secretary Jay Naidoo

"How can you trust this government to supervise the transition to democracy fairly when, while it is talking peace with you, its agents are making war on you?"

The congress declaration on the Inkathagate scandal said the war had not been spontaneous, but a deliber-

ate and orchestrated strategy 'to weaken the democratic movement and ensure the regime dictates the agenda of change in our country

"We will not rest until we have removed this corrupt regime from power"

Naidoo said at a post-congress press conference that to this end, Cosatu would be mobilising towards a general strike which it hoped would be finalised at a patriotic front meeting in September

Apart from the protest against VAT on basic foodstuffs and union subscriptions, the federation would campaign against payment of taxes 'until we are satisfied our money is no longer used to kill workers and their families'

To accomplish these goals, Cosatu needs to undertake many tasks, including strengthening its own structures and organisation

Congress recognised the fragmentation of the union movement and

also its weaknesses. Although Cosatu's own strength had grown to around 1.2 million paid up members from about 710 000 in 1987, only about one-third of South African workers are organised in trade unions

Masses of civil servants, Indian, coloured and white workers, professionals and other white-collar workers are not yet organised

Farmworkers and domestic workers still do not have the protection of

labour legislation, and although unions are making progress in some homelands, in others such as Bophuthatswana authorities are still trying to suppress them

Part of congress' resolution on education called for internal union education work such as staff development and training, along with a review of Cosatu's education structures to link educational work more closely with political and organisational work

At the same time congress reaffirmed its commitment to a single, democratic education system for South Africa as a basic requirement for restructuring the economy

"Large numbers of adults are victims of the government's policies and lack proper basic education. Many lack literacy and numeracy skills and are unable to benefit from training programmes

Urgent steps are needed to provide extensive basic adult education and training

We need the skills to run industries, to shape and develop economic policies, to build a democratic society and enhance job creation"

The danger that the Aids epidemic poses to any possible advances by the workers' movement was also considered and congress resolved that Cosatu should initiate a summit on Aids

The role of apartheid, with its destruction of family life through the migrant labour system was emphasised as helping the spread of Aids

The fight was seen as part of the fight for a national non-discriminatory health service geared to the needs of the people

Other social issues in which congress committed Cosatu to play a role were industrial health and safety, the environment, public transport, hostels, housing, pensions and provident funds

But in spite of the progress made in the past 18 months and its commitment to general social upliftment, Cosatu faces one basic problem - finance

Unless this is solved all of the federation's work will be restricted, limiting the role it can play in shaping the future South Africa

Cosatu's unhealthy situation stems from that fact that of its total income in 1990, "a massive 83 percent consisted of grants". Affiliation fees covered only 28 percent of the operating budget

Moreover, foreign funding is drying up

While the federation is committed to self-sufficiency, it has yet to frame a suitable answer to the question: Where do we get the money?

vented. The two ended up long.

Sebokeng. away with murder be- I knew in the township in a brown Cortina. raise the amount.



KILLER WEAPON . . . Moalusi Mokoena holds the steel-bolted stick that killed his uncle, David.

Cosatu protests over hostel

By SOPHIE TENA

Open 4/18/91

COSATU is planning a stayaway and protest march against Iscor, which manages the Kwa-Madala Hostel - alleged by Cosatu to be a base for Inkatha vigilantes

This has been prompted by a spate of attacks on residents in Sebokeng and Boipatong townships.

In an attack on Monday night two people were killed and many houses damaged by men armed with spears, pangas, knobkerries and other home-made weapons David Manzini, 70, was bludgeoned to death in his yard when he tried to

rescue his 66-year-old wife Martha from one of the attackers

The attacker killed Manzini with a stick tipped with a heavy iron nut His wife was hurt so badly she could not help him

At Cosatu's fourth annual congress, the organisation announced it was planning the stayaway and a march to Iscor in the Vaal and Pretoria
Cosatu said it was also considering legal action against Iscor for housing the vigilantes
Residents have repeatedly claimed that the vio-

lence sweeping through the Vaal, which has left more than 100 people dead, was orchestrated from the KwaMadala Hostel.

The hostel is supposed to accommodate Vanderbijlpark workers

Cosatu and several community organisations said most of the people who appeared in court after attacks in the Vaal said they were unemployed and lived at the hostel
Iscor's director of public affairs, PM du Plessis, denied the allegations and said the company was not accommodating non-Iscor employees at KwaMadala

Hostel

He told City Press "We cannot accommodate non-Iscor workers there because we do not have the money to subsidise their free stay

"Police have raided the hostel several times and we know they found firearms, but the people living there are all employed by Iscor"

However, Cosatu information secretary Neil Coleman said "We have evidence that the hostel accommodates people who do not work for Iscor
"They are the ones who are attacking residents
"Because of this,

Nunnsa and Cosatu have raised the matter many times with Iscor and the police but we got no positive response

"People are being massacred and KwaMadala Hostel is being used as a base by the killers, so we believe Iscor shares the responsibility because it seems to condone the actions of the vigilantes

"We call on all employers who are collaborating in this violence to give a commitment to stop doing so
"We can't exclude other employers, but our main target now is KwaMadala"

Unionists threatened violence, court told

Star 5/4/11
By Susan Smuts

140K

National Union of Metalworkers (Numsa) shop stewards threatened violent action if Haggie Rand did not enforce a ban on overtime a production manager told the Rand Supreme Court on Friday

JC du Plessis said he had been told at a meeting on October 18 1989 that if he did not stop workers doing overtime, he could expect a "second Germiston" — an allusion to another Haggie Rand factory where five workers died in a conflict

He was giving evidence in a trial in which five Numsa workers, and a man they are claimed to have hired to intimidate union members, have pleaded not guilty to five charges of murder, nine of attempted murder, two of arson, and a charge of illegal possession of arms and ammunition

Richard Khamamula Ngobeni (30), Jeffrey Siphon Mtshali (34), Malvert Ngubane (40), Malan Khumalo (42) and Samuel Kgoshmekgolo Malepo (39) allegedly hired Joseph Mdumiseni Bhengu (25) to intimidate workers into joining an illegal strike

Mr du Plessis said that during the meeting on October 18, union officials demanded that the management enforce the union's ban on overtime

Pay deduction

Haggie Rand personnel manager David Redelinghuys told Mr Justice B R du Plessis that a report-back meeting between shop stewards and workers appeared "tense", with some workers wanting to work and others trying to prevent them

The strike was sparked by management's decision to deduct pay after the report-back meeting ran overtime by 90 minutes

When the workers at the wire mill realised that their wages were to be docked for the time spent at the meeting, they asked for further meetings with management. In response to a management restriction on the number in the delegation, workers downed tools and occupied managers' offices

Management issued ultimatums, but dismissed the workers later that day when they failed to respond. The night shift workers asked for meetings to discuss the dismissals, then also downed tools. Ultimatums were again issued, and the workers were dismissed

The next day, management offered to re-employ dismissed workers. On October 25 workers again occupied offices, said Mr Redelinghuys

Dismissed workers living in Haggie's hostel were evicted, and Numsa demanded reinstatement, rather than re-employment, from the company

Wage settlement focus on growth and productivity

ECONOMIC development and increased productivity emerged as crucial issues in the settlement last week of the metal industry dispute

The agreement, which was welcomed by the National Union of Metalworkers (Numsa) as a major breakthrough for union negotiations in 1991, steered the industry away from attempts to resolve economic problems by cutting real wages

The union, which represents 113 000 members in the industry, said the agreement represented an important development in its drive towards restructuring the sector

A mediated settlement between the Steel and Engineering Industries Federation of SA (Seifsa) and four unions, in terms of which the metal industry's 350 000 workers received average wage increases of 13% on scheduled wages, was concluded on Wednesday

According to Seifsa, labourers' wages were increased by 15%, guaranteeing a personal increase of 63c an hour. Artisans received increases of R1,14 or 12% an hour

Seifsa executive director Brian Angus said the parties had agreed that economic development and increased productivity were crucial issues calling for a greater focus on manpower training and develop-

140A

VERA VON LIERES

ment. The agreement binds the parties to disclose information on structuring in the industry and career orientated training

The parties agreed to set up a joint training board, comprising employer and union representatives, as well as a body which would focus on economic growth and job creation

Other points of agreement included a statutory minimum severance pay of one week's wages for each year of service, and a normal working week of 44 hours

Independent Mediation Services of SA (Imssa) mediator John Brand described the agreement as a triumph for collective bargaining

Brand said the settlement showed that despite difficult economic conditions unions and employers could moderate expectations while laying the foundations for effective dialogue

The settlement followed four months of talks which culminated in nine days of mediation

Before mediation started two months ago, Seifsa offered increases of between 9% and 12,6% and Numsa dropped its demand from an hourly increase of R2 to R1,50

● ANGUS training needed

Court told of 'threat of violence during strike'

A NATIONAL Union of Metalworkers (Numsa) shop steward threatened that there could be violence during a strike at Haggie Rand Ltd in 1989 if workers' demands were not met, the Rand Supreme Court was told on Friday

SUSAN RUSSELL

Factory production manager "JC" du Plessis was giving evidence at the trial of five Numsa members and a sixth man they allegedly hired to intimidate non-strikers

timidation of non-strikers, Joseph Mdumiseni Bhengu, 25, also pleaded not guilty to the charges

All six also pleaded not guilty to two counts of arson for allegedly petrol-bombing the homes of two other non-striking Haggie Rand employees. They also pleaded not guilty to two further charges of unlawful possession of firearms and ammunition

Numsa shop steward chairman at Haggie Rand, Richard Ngobeni, 38, and workers' representatives Jeffrey Siphon Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, and Samuel Kgoshiekholo Malepo, 39, pleaded not guilty to murdering five non-striking colleagues and attempting to murder nine others

The alleged offences took place at various places on the Witwatersrand over several months from November 1989 to April last year

All five Numsa members were employed by Haggie Rand and were dismissed during the strike, which began in October 1989 after the company refused to adhere to an overtime ban imposed by the union

It is alleged they and others decided to use violence to intimidate non-strikers into joining the strike. Bhengu was allegedly recruited and two firearms obtained

On Friday Du Plessis described discussions he had with Ngobeni and other workers' representatives after the strike began

He said Ngobeni told him he should not ignore a possibility of "another Germiston" if workers demands were not met

Du Plessis said this was a reference to earlier clashes between workers at the company's Germiston plant which had left a number of employees dead

He had understood Ngobeni's statement to be a threat and was not happy about it

The trial continues before Mr Justice du Plessis and two assessors today

12/5/89

21/5/89



Call for 'war crimes' trial

A CALL for a Nuremberg-type war crimes trial of the South African Government was made on Sunday by the Media Workers Association of South Africa following revelations of covert Government funding of several organisations.

Mwasa said in a statement in Johannesburg that "the gross negligence of the intelligence services and the State President render the Government a co-conspirator in the crimes against the un-

suspecting public of South Africa"

The media union went on to distance itself from calls for the resignation of the Ministers of Law and Order and of Defence.

According to the statement, the resignation of the Ministers involved - Mr Adriaan Vlok and General Magnus Malan - would "allow them to escape with impunity - Sapa

Sowetan 6/8/91 (140A)

Spoornet and union to discuss strike

5/Day 6/8/91
SPOORNET management and the SA Railway and Harbour Workers' Union (Sarhwu) will meet today to try to resolve the strike by about 5 000 railway workers in Pretoria and the northern Transvaal

Sarhwu general secretary Martin Sebekoane said yesterday the number on strike had swelled to more than 6 000 since last week

The strike was sparked more than a month ago by dismissals of Sarhwu members, compulsory transfers and the closure of Autonet depots

The union is also demanding that a

(10A) (12) (13) (14)
VERA VON LIERES

national recognition agreement, signed last November, be implemented in the northern Transvaal

Sebekoane said the parties met last Friday but deadlocked over the union's demand for the resignation of several northern Transvaal labour relations managers who allegedly inhibited direct negotiations between line managers and workers

Spoornet spokesman Tienie van den Bergh said yesterday the parties were unable to agree on the reinsta-

tement of dismissed workers and the dismissal of the managers

He said dismissals had been dealt with recently in two arbitration cases which had been awarded to Spoornet. Sarhwu agreed that the arbitrator's decision would be binding on both parties and now appeared reluctant to accept the decision

Other union demands centred on the inclusion of farmworkers in the Labour Relations Act and racism in the workplace

Spoornet had agreed to a union proposal for another meeting today

Witness afraid to testify at trial of Numsa members

14017
10 cm 7/8/91
A MAN whose house was allegedly burnt down for his not taking part in a strike said in the Rand Supreme Court yesterday he was afraid to testify in open court against five National Union of Metal Workers (Numsa) members charged with the murder of other non-strikers.

All five have pleaded not guilty to murdering five people and attempting to murder nine others during a campaign of violent intimidation against non-strikers during an industrial dispute at Haggie Rand in 1989.

Shop steward Richard Ngobeni, 38, and workers' representatives Jeffrey Mtshali, 34, Malvert Ngubane, 40, Malan Khumalo, 42, and Samuel Malepo, 39, have also pleaded not guilty to two counts of arson and one count each of unlawful possession of firearms and ammunition.

Joseph Bhengu, 25, who they allegedly hired to assist in the intimidation, has also

SUSAN RUSSELL

pleaded not guilty on all counts.

The witness yesterday came into court after Mr Justice du Plessis rejected an application by State counsel Chris van Vuuren to have the man's evidence heard in camera.

The judge said the state had failed to place sufficient material before the court to warrant such an order. Van Vuuren, he said, could reapply for evidence to be heard in camera at a later stage.

When the witness took the stand, Van Vuuren asked him if he was afraid to testify in open court.

He said he was because he feared for his children's lives. His house had been burnt down and during the dispute three men had accosted him on his way to work.

The identity of the witness and certain State witnesses may not be made public at this stage in terms of a provisional ruling made by the judge at the start of the trial.

Employers table revised offer

Breakthrough may end car industry strike

18/10/91 7/8/91

VEHICLE assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments.

Numsa will start polling members on the revised offer today and employers are hopeful that full production will resume tomorrow.

Vehicle assemblers have been losing about 1 500 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen.

Numsa senior negotiator Les Kettledas said yesterday the breakthrough was reached after 40 hours of mediation which started at the weekend. Parties had agreed to call in Independent Mediation Services of SA director Charles Nupen.

Employers were offering hourly across-the-board wages of R1 when the parties deadlocked in the middle of last month. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments.

It was not known yesterday by how much employers had improved their offer.

Kettledas said it was premature to say that the strike by more than 24 000 Numsa members was over.

Representatives of the union's bargaining committee would report back to all members today. The union would then formally indicate to employers its reaction to the new proposals.

MARC HASENFUSS and
VERA VON LIERES

Workers were expected to return to work by tomorrow morning if they voted to accept the new offer. Details of the offer are expected to be released later today.

Industry estimates are that the strike has cost the vehicle assembly and related industries about R800m in turnover.

One industry source yesterday warned that the strike would cause serious new vehicle supply shortages.

However, another source said he did not expect a general supply crisis. He said that, apart from Toyota, most manufacturers had been planning for short-time work between now and the end of the year.

National Association of Automobile Manufacturers of SA (Naamsa) director Nico Vermuelen said certain manufacturers could experience supply bottlenecks in the short-term.

Six of the seven companies party to the vehicle assembly national bargaining forum were still out of production yesterday. Mercedes-Benz, except for a short stoppage at its Pinetown parts division, has remained at full production.

Toyota manufacturing MD Ralph Broadley said the strike had continued for longer than expected, but the production backlog could be made up with overtime.

A Volkswagen spokesman said the Uitenhage plant was losing up to 300 units a day which had serious ramifications for production targets.

BMW communications manager Johann Kleinhans said although the group lost 70 to 80 units a day in the strike, supply of new vehicles would not be affected "too badly".

Talks called off as TPA pulls down more shacks

THE Transvaal Provincial Administration (TPA) yesterday pulled down more than 150 squatters' shacks at Ivory Park, near Tembisa, prompting an organisation representing homeless people to call off high-level talks with the administration

The TPA pulled down the shacks after the Rand Supreme Court ruled on Tuesday that the squatters were there illegally. Some shacks were pulled down two weeks ago before two squatters sought a court order restraining the TPA from demolishing their shacks.

A TPA spokesman said most of the shacks were pulled down after the squatters had ignored an early-morning warning to dismantle them.

More than 3 000 shacks had been dismantled in the area during the last few weeks, the TPA spokesman said, leaving about 1 000. The remaining shacks would be re-

DARIUS SANAI

moved within the next few days

Responding to squatters' claims that they had nowhere to live, the spokesman said "They can go back to where they came from"

He said the TPA had earmarked the 14 000 sites in Ivory Park for low-income housing, and that the squatters were depriving prospective residents of their homes

Operation Masakhane for the Homeless (Omhle) chairman Basheer Lorgat said the dismantling of the shacks was irresponsible and "likely to cause mayhem"

Omhle claims to represent squatters at more than 60 camps in the PWV area

Lorgat said the talks were aimed at establishing a forum for community groups and municipalities to find land for homeless people

Judge rejects closed hearing

A WITNESS in the trial of five National Union of Metalworkers (Numsa) members charged with murdering five non-striking co-workers during an industrial dispute gave evidence in open court yesterday after the judge rejected a second application to have his evidence heard in camera

The witness's home was allegedly petrol-bombed by the accused and others in an intimidation campaign

SUSAN RUSSELL

against non-striking Haggie Rand workers during the dispute which began in October 1989

Numsa shop steward Richard Ngobeni and workers' representatives Jeffrey Mtshali, Malvert Ngubane, Malan Khumalo and Samuel Malepo have all pleaded not guilty to murdering five colleagues and attempting to murder nine others during the dispute

They have also pleaded not guilty to two counts of arson and one count each of unlawful possession of firearms and ammunition

A sixth man, Joseph Bhengu, whom they alleg-

edly hired to help with the intimidation, also pleaded not guilty on all counts.

The five Numsa members were fired by Haggie Rand during the strike

The application was made after the witness said he was afraid that if he gave evidence in open court his children's lives would be in danger

Mr Justice du Plessis said the facts on which the witness based his fears were too general to "upset the considerations in favour of a trial open to public scrutiny"

An order prohibiting publication of the witness's identity still stood

Car strike ends after 13 days

PORT ELIZABETH — The first national strike in the country's motor vehicle assembly industry ended yesterday after 13 days, said National Union of Metalworkers of South Africa spokesman Mr Les Kettleidas

The estimated 25 000 Numsa members who downed tools on July 22 are expected to go back to work today

Wage increases were pegged at R1,15 an hour for unskilled workers. Skilled staff were awarded increases of R1,80 an hour, or 13,5%, whichever was the higher

The agreement between Numsa and the National Association of Automobile Manufacturers of SA was accepted by the union membership following report-backs by union negotiators on Tuesday and yesterday

Wage increases would be backdated to the first pay week of July, Mr Kettleidas said

Key aspects of the deal, struck on

Tuesday after three days of continuous mediation, included an interim moratorium on retrenchment and landmark agreement for a joint management-union industry training board

The parties also committed themselves to the long-term growth and viability of the industry and to the protection of jobs, said Mr Kettleidas

It was accepted that employers and the state would fund community-based childcare facilities

"It is believed that this agreement lays the foundation and heralds a new era in the collective bargaining relationship with employers in the automobile industry," Mr Kettleidas said

The strike, which embroiled most of the seven auto manufacturers party to the industry's National Bargaining Forum, tied down production for 13 days and cost the sector an estimated R800 million in losses

Strike action was focused in plants in the Eastern Cape, Durban and Pretoria — Sapa

VAT: ~~22%~~
Cosatu (148A)
call for
CR8/8/91
wage rise

Own Correspondent

JOHANNESBURG — Cosatu is to demand an immediate 5% wage increase for all workers to compensate for the inflationary effects of VAT

The campaign would be backed by strike action if necessary, Cosatu told employer federation Saccola at a meeting on Tuesday. Cosatu wants interim wage increases from the day after VAT is introduced on September 30

Cosatu official Ms Lisa Seftel said yesterday that the organisation was seeking urgent negotiations with Finance Minister Mr Barend du Plessis on proposed changes to the VAT structure

She said Cosatu was angry at Mr Du Plessis, as he had failed to meet a July 16 undertaking to respond to Cosatu submissions for union subscriptions to be zero-rated

Cosatu unions will refuse to pay VAT on subscriptions. Cosatu has argued that unions are entitled to the same treatment as political parties.

'Revise tax or increase wages'

Cosatu warns of strikes over VAT demand

140A
B/day
8/8/91

COSATU is to demand an immediate 5% wage increase for all workers to compensate for the inflationary effects of VAT if the tax is introduced unchanged at the end of next month.

The campaign would be backed by strike action if necessary, Costau told employer federation Saccola at a meeting on Tuesday. Cosatu wants interim wage increases from the day after VAT is introduced on September 30.

Cosatu official Lisa Seftel yesterday said the organisation was seeking urgent negotiations with Finance Minister Barend du Plessis on proposed changes to the VAT structure. A successful conclusion to such negotiations would be required to head off widespread industrial action.

She said Cosatu was angry at Du Plessis as he had failed to meet a July 16 undertaking to respond to Cosatu submissions for union subscriptions to be zero-rated.

Cosatu unions would refuse to pay VAT on subscriptions. Cosatu has argued unions are entitled to the same treatment as political parties, benefit funds and welfare organisations, all of which are zero-rated.

Cosatu informed Saccola of its plans for a campaign for changes to VAT at the Tuesday meeting. Saccola's Bobby Godsell said the organisation would be considering what steps to take in response.

A study commissioned by Cosatu and undertaken by the Cape Town-based Labour Research Service reported in June that the introduction of VAT would add 5% to the budgets of low-income households.

Seftel said yesterday that while Cosatu had not called for the implementation of VAT to be postponed, this might be neces-

ALAN FINE

The organisation had scheduled for August 22 a meeting with consumer groups, small businesses and other affected parties to discuss opposition to VAT.

She said Cosatu envisaged a number of changes to the VAT system including the zero-rating of basic foods, medicines and medical services, and also the elimination of VAT charges that could impede housing and job-creation programmes.

Cosatu also wished to participate fully in the planning of the targeted assistance programme Government has set aside R220m for alleviating the effects of VAT among the poor.

A study by Cosatu's auditors found that, for unions to pay VAT and keep revenue at previous levels, they would need an average 9,34% increase in subscriptions.

GRETA STEYN reports Du Plessis is expected to respond to Cosatu by increasing the poverty safety net or other forms of relief. Du Plessis said last night he would respond soon with an announcement "in a much wider context" than the representation on trade union subscriptions.

His ability to reply to Cosatu's representation would be determined by the outcome of "other discussions and investigations concerning VAT".

□ Sapa reports that the northern Transvaal region of Cosatu plans to launch a "no taxation without representation campaign" next weekend. Regional secretary Donsie Khumalo said yesterday shop stewards would demand employers stop tax deductions from employees' pay.

Cosatu to organise wide protests against new tax

1407

220

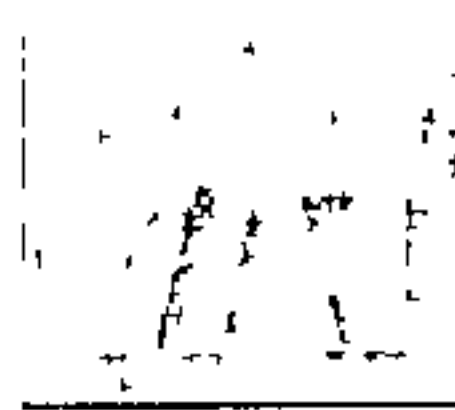
Star 9/8/91

By John Miller

The Congress of South African Trade Unions is to set up a broad front with other organisations to campaign against VAT on basic foodstuffs, medical services and medicines.

Campaign co-ordinator Lisa Seftel said Cosatu would meet consumer bodies and other organisations on August 22 to map out a plan of action.

She said Cosatu would like to see products such as milk powder, legumes, rice, sugar, stamp maize, maize rice, meal, oats, eggs, vegetable oil and pilchards all zero-rated.



"Basic foodstuffs, with medicines and medical services, affect the mass of our people, who already do not have the means to provide for themselves"

Miss Seftel also ac-

cused Minister of Finance Barend du Plessis of dragging his feet.

"We met him on July 16, and after submitting a memorandum on union fees, he asked for further representation, promising to get back to us within 48 hours."

She said the necessary information was submitted on July 24, but Cosatu was still awaiting a response.

Affiliated unions would push for a 5 per cent interim salary increase to compensate for the inflationary effects of VAT.

"If these issues are not resolved by October, there is a good chance of industrial unrest."

FM 9/8/91 (140A) ~~355~~ ~~214~~

WAGE SETTLEMENTS (140A)
Going for gold

The profit-linked wage deal for gold mines struck between the National Union of Mineworkers (NUM) and the Chamber of Mines represents, in the words of a leading stockbroker, "the first major market-related wage agreement" with organised labour in SA FM 9/8/91

While it certainly reflects greater appreciation by miners of tough times and the parlous state of gold mining at current low prices, the jury is still out on whether it prefigures sweet reasonableness in industrial relations generally

Recently the metal workers represented in Numsa accepted an only-just below inflation 12% to 15% increase in negotiations with Seifsa — down on last year's 15%-19%. This came after "extremely difficult" negotiations lasting four months plus nine days of mediation (it's taken longer in the past). Strike and lock-out ballots in anticipation of action were conducted, but a strike was averted in this sector

However, the motor industry, in a severe downturn, has been hard hit by a two-week Numsa strike. As the FM went to press, the employers increased their offer by 15c an hour to R1,15 and agreed to a moratorium on retrenchments. The union response was awaited

NUM spokesman Jerry Majatladi explains that in agreeing to an average 6% plus profit-linked bonus, the union "took into account the poor economic conditions of the gold division and, therefore, decided to settle for the current scheme." He added that productivity-linked agreements are *rejected on principle* by the NUM because of different productivity rates at different mines. The union had merely "suspended" its bargaining strategy, which is "to close gaps between the mining houses by quantum increases and basic minimums."

So Majatladi doubted that a NUM-type settlement would be "literally" followed by other Cosatu unions, mainly because gold is "unique" and its price is determined differently. Yet, again, the deal will serve to concentrate minds on exactly what improves output — and reflects recognition of common problems and objectives

Signalled by a similar settlement at Ergo earlier on (*Current Affairs* June 21), the mining agreement marks a qualitative leap forward in industrial bargaining, with "potentially far-reaching positive implications for the economy as a whole," to quote stockbrokers Irish & Co/Econometrix

The profit-linked package includes a basic 5% increase on group rates (with a R40 minimum increase on Anglo American and Genmin mines) and creates the opportunity

for employees to receive bonuses up to a maximum of 7% coupled to the gold price. In addition, employees may also become eligible for special performance bonuses which will be related to targets set at mine-level negotiations

The bonus — payable each quarter and potentially the biggest chunk of the increase — comes into play at an average gold price of R1 059 an ounce. This would "trigger" a bonus of 0,5% of earnings. At a price of R1 073 the bonus rises to 1,5%, at R1 100 (3,2%), R1 125 (4,8%), R1 150 (6,5%), and from R1 160 an ounce the bonus reaches the maximum 7%

"Members are glued to the TVs these days watching the gold price," says NUM's Majatladi. The trigger level was calculated from the average gold price in the second quarter of this year, according to the union

If the gold price rises from R1 050/oz to R1 160 or more and productivity increases sufficiently, miners could get as much as 17% more than they did last year, according to Irish & Co. And since the bonus ceases at above R1 160, it implies that if the price were to increase strongly, the mining houses would still enjoy a big hike in profits. The trade-off would seem to be that, should the price fall, retrenchments will be somewhat more limited than over the past year

Four of the mining groups party to the negotiations had presented offers incorporating profit-sharing schemes — Anglo, JCI, Genmin and Rand Mines (Blyvoor). Two others, Gold Fields and Anglovaal's Harties, offered straight increases (without bonuses) ranging from 6,5% at the upper wage level to 9% in the lowest category

A different deal was done at Rand Mines' struggling Harmony. This provides a R25 a month across-the-board increase, plus 15% of any profits — up to a R4m maximum — to be set aside for workers. The first R1m of this would be shared out equally and after that divided according to basic wage levels

On chamber collieries increases range from 6,5% to 19,1% at the unskilled level. No bonus system applies

If the principles of the NUM-chamber agreement were to set a precedent for all industry it would have major benefits for the economy, explains Irish/Econometrix. It would reduce inflation, prevent unemployment increasing at its present rate and, being industry-related, would ensure that conditions in the demand and supply of labour are not distorted by across-the-board wage increases. The price system for goods and services would begin to reflect conditions in specific industries more appropriately

But it is not certain that this kind of agreement can be replicated across industry. The metalworkers' deal, for instance, in conditions almost as weak as in gold mining, is "effectively" inflation index-linked and bears no relation to the poor state of fixed investment and growth in metalworking

And unless government spending is properly controlled, wage restraint by the unions will not be enough to reduce inflation ■

Scandal gives rise to labour agreement

By DREW FORREST

140A

THE Congress of South African Trade Unions and the national employer body, Saccola, have agreed to hammer out a code of conduct barring employer collusion in violence and funding of unions *w/Manif 9/8-15/8/91*

The in-principle agreement, reached at talks this week, flows directly from the Inkatha/United Workers Union (Uwusa) funding scandal. Cosatu alleges that numerous employers have backed the Inkatha-linked Uwusa in a bid to weaken the federation.

A special Cosatu executive committee meeting also agreed this week to press on with a programme of mass action over the funding scam, "taxation without representation" and demands for the government's resignation and an interim government of national unity.

The Cosatu congress decision to fight PAYE deductions is linked to Inkathagate — workers' taxes "are being used to wage a war against them and their families", it said in a statement.

Warning that the looming imposition of VAT was "ill-conceived and likely to cause widespread industrial unrest", the executive committee endorsed the view that unions and employers should jointly urge the state to postpone the implementation of the new tax.

Giving flesh to the notion of interim government

w/ Mail 9/8 - 15/8/91

140A

~~140A~~

~~140A~~

A CREDIBLE interim government will involve not just placing representatives from other parties in the cabinet, but tampering with the civil service itself, says Cyril Ramaphosa, secretary general of the African National Congress

In a wide-ranging interview with *The Weekly Mail* this week, Ramaphosa said the prime areas of joint control that the ANC would be aiming for would include the security forces and the broadcasting media, but added "I think you have to go way beyond that"

The Inkathagate scandal has transformed the political scene in South Africa, cutting through the impasse over political-prisoner releases, the return of exiles and the township violence, and opening the way for an all-party conference to begin the real task of negotiations

Both the government and the ANC agree that item number one on the conference agenda will be an interim government or "transitional arrangements", but the actual shape it will take is still only a hazy outline in the minds of both major parties

Ramaphosa said that within the ANC there is an intensive discussion on how to give flesh to the notion of an interim government

"Whilst it holds out the dangers of co-option, if it is properly structured, the dangers are much reduced," he said

"By an interim government, we are talking about a sovereign body which will be vested with the instruments of state power

"We will no doubt have the National Party and all other parties participating

"There's also the question of the civil service — the real rockbed of apartheid. It is the civil service that has to run elections, and if you're not going to tamper with the way the civil service works, then the end result is going to look like an apartheid government

"The concept of an interim government will become much clearer for us when the consultation process among our members has reached its conclusion and also at the all-party conference, when our proposals on the table will have been gone through thoroughly. What is clear is that we do not want to go through the transition process with a De Klerk government

"I think De Klerk has set his mind against giving up the sovereignty of his government. There is some hope, to the extent that he is prepared to talk, and we will be going in there to demonstrate to him that an interim

The actual shape of an interim government is still only a hazy outline. Cyril Ramaphosa, the man at the helm of the African National Congress in the past weeks, provides an insight into ANC thinking

By PHILLIP VAN NIEKERK

government is the best route to be taken"

Ramaphosa said the significance of the interim government for the ANC was that it would be an insurance policy during the negotiations

"Its overall importance has to do with injecting confidence in the whole negotiation process. The feeling on the ground is that there is very little that you can trust in De Klerk and in a Nat government.

"Because they cannot be trusted, they cannot therefore act as player and referee and hope to hang on to the reins of power. Government can have a very big influence on whatever settlement emanates

"I think if we allow the Nat government to proceed in government, we will actually be making sure that we have a recipe for disaster afterwards

"Apart from the fact that they are going to undermine agreements that we've reached, there's a chance that we might be forced to get into agreements that may not be popular or we might be forced to get into agreements of convenience with them that will never last the test of time"

Ramaphosa said among the elements that would be regulated by an interim government would be the police, the defence force and the South African Broadcasting Corporation

"An interim government will not just be political involvement. It will go beyond to include the operatives to ensure that the interim government will be fully involved in the structures of the police force and the defence force"

Ramaphosa said another concept the ANC was dealing with was the role of the international community during the transition phase, but that it was still a bit early to see whether they could play the same role as they played in Namibia

"There is a case to be made out for the involvement of the international community. They have been involved in a number of

other conflicts and have been involved in South Africa in an indirect way in terms of putting pressure through sanctions and the adoption of the Harare and United Nations declarations

"A case can be made for their direct participation, but it is premature to say how. But things have advanced to a point where we think the involvement of a neutral party in the negotiating process is going to become a reality

"We have to decide who that neutral party will be, who will convene the all-party conference, who will chair it, and so forth

"We've had success with neutral players already — that is, the church and business — in the peace talks. One cannot say whether they will be called to play that role in the constitutional process"

Ramaphosa said he had not yet settled in his own mind how the all-party conference is to be convened

"Government envisages a meeting to talk about planning an all-party conference. That could involve the government and the ANC, and at that meeting there could be agreement on handing over to a neutral party that could convene a planning committee where all parties are represented"

Ramaphosa said it was not inconceivable that the all-party conference would sit this year or at the beginning of next year

"Preparatory things have to be done — invitations have to go out, you have to check the credentials of every organisation, criteria have to be agreed on, and so forth

"But there are many pitfalls along the way, just as there are hopeful points. Depending on how all parties participate in the process, we may find that we speed up the process and reach rich, good agreements or everything comes to a standstill. We as the ANC are hopeful that we will be able to steer clear of the pitfalls"

On ANC co-operation with Inkatha, Ramaphosa said "We cannot run away from the fact that Inkatha is also a player on the political scene. What we have said is that we're going to review our relationship with Inkatha because it has proved that it's not an independent political party, as we thought it was

"That review will be taking place at all levels — regional, branch, national — and when it is completed, we will be able to take a position"

Ramaphosa said the obstacles to negotiation would still have to be removed, but "the main emphasis now is on the removal of the major obstacle — the government"

140A

Drive against taxes launched

■ Cosatu's Northern Transvaal region is to launch the federation's "no taxation without representation" campaign at a shop stewards' council meeting at Medunsa at the weekend.

Adopted at Cosatu's national congress, the campaign will involve demands that employers stop deducting PAYE from workers' salaries, as taxes are used "to wage a secret war against the democratic movement", said Cosatu's northern Transvaal secretary, Donsie Khumalo. If employers refused to heed the call, Cosatu would consider further action, he warned.

Khumalo said the anti-taxation drive

w/Manif 9/81-15/8/91.
would be coupled with Cosatu's campaign against Bophuthatswana's Industrial Conciliation Act.

This week, Cosatu wrote to Manpower Minister Eh Louw complaining that his department had transferred UIF deductions from Bop citizens working in South Africa to the homeland.

Noting that Cosatu had not been consulted on this, it demanded an end to the practice, and the recall of all UIF money transferred to Bop together with accumulated reserves.

W/mailed 9/8 - 15/8/91

Closer ties in construction sector likely

Weekly Mail Reporter (140A)

CO-OPERATION between the Congress of South African Trade Unions and the National Council of Trade Unions' construction affiliates in clinching their industry's first national retirement benefits agreement could facilitate unity between the unions

So says Desmond Mahasha of Cosatu's Construction and Allied Workers' Union (Cawu)

Grinaker Construction, LTA and Murray and Roberts — the big three in the construction industry — this week signed the agreement with both Cawu and the Nactu's Building, Construction and Allied Workers' Union

The fund will provide retirement, withdrawal, retrenchment, burials, death in service and total disability benefits. It is the first industry-wide benefits agreement signed in the construction sector.

The unions intend campaigning for smaller companies to join the fund.

Before this agreement, the only two funds operating in the sector were run by M&R.

Having campaigned together for the fund since September last year, Cawu and BCAWU will jointly run it.

"It is a signal to the federations that they should co-operate more closely," Mogane said.

Call for Blatu to dissolve

W/Mac 9/8-15/8/91

By PAUL STÖBER

THE dissolution of the Black Trade Union (Blatu) is a central demand of striking South African Railway and Harbour Workers' Union members in the Northern Transvaal

Sarhwu members accuse the National Council of Trade Unions' affiliate, whose members are not on strike, of being a sweetheart union, a charge dismissed as "unsubstantiated" by Blatu official Moses Matsemela.

Between 5 000 and 8 000 workers have been on strike in the region for four weeks. Management says services have been "slightly affected".

Tension between the two unions reached new heights this week when about 50 Blatu members marched to Sarhwu offices in Pretoria and accused the strikers of intimidation. Sarhwu officials allege Blatu members arrived in Transnet trucks, showing the Nactu union is colluding with management to weaken the strike.

Motor strike ends with retrenchments accord

EMPLOYERS have conceded to industry's first ever retrenchment moratorium, in terms of the landmark deal bringing to a close the 13-day national strike in the vehicle assembly sector

Another pioneering feature — although this was substantially finalised before the strike — is an agreement to set up an industry training and education board to consolidate and oversee all training initiatives, funded by employers and under joint union-employer control

Ground-breaking accords on retrenchments and training marked the end of the motor industry strike, reports

DREW FORREST

The National Union of Metalworkers described it as "breaking new ground in the history of training in this industry and the country"

Retrenchments and pay were the key triggers for the first national strike in the industry, staged by Numsa and involving 25 000 workers and affect-

ing production at all major assembly plants except Mercedes Benz. Costing an alleged R800-million in lost output, it was resolved after 40 hours of mediation

In mediation, Numsa succeeded in driving up the wage offer for the lowest paid from R1 to R1,15 an hour — well short of its original R2 across-the-board demand. Skilled workers will receive R1,80 or 13,5 percent, whichever is greater.

The retrenchment moratorium applies until June 30 next year, when the agreement lapses, but can be suspended in the event of repeated failure to reach production targets because of unprocedural industrial action.

In their pre-mediation offer, employers tied the moratorium to a number of other conditions, including the achievement of monthly production schedules.

The agreement also gives effect to Numsa's job security and creation concerns by setting up a "job security and productivity committee", which will draw up a plan of action and make recommendations to the national bargaining forum by November 30.

Underpinning the proposed industry training board are a set of agreed principles: training will be linked to programmes for economic transformation and industry restructuring, will redress past racial and gender discrimination, will be linked to the formal education system and defined industry career paths and will be modular and competence based

It will also encompass adult basic education and literacy, while the job security committee will set guidelines on the training of retrenched and the jobless

Another unusual feature is an employer agreement to share the cost of community-based child-care facilities with the state

Providing for "the whole spectrum of educare, from infant care to after-school care", these will be established in the communities from which companies draw their workforce and remain under community control.

Numsa's bargaining secretary, Les Kettleidas, commented that the agreement "heralds a new era in the bargaining relationship with employers in the auto industry".

W/Ment 9/8-15/8/91.

140A

LABOUR

By FERIAI HAFFAJEE
 THE South African Commercial Catering and Allied Workers' Union (Saccawu) has launched an aggressive job security campaign which demands an end to retrenchments and a freeze on pay rises for managers and dividend payments

The union also wants a central forum for negotiating industrial restructuring and job security demands and a national register of retrenched workers. The programme is in line with the short-term demands on job security and creation adopted at the Congress of South African Trade Unions congress

9/8-15/8/91
 (140A)
Job security campaign

contract work to be phased out. In the interim, union rights must be granted to these workers. According to Saccawu, more than 40 percent of employees at major retail outlets such as Woolworths, Edgars and Pick 'n Pay, are casual and contract workers.

Although intensive negotiations prevented job losses at OK Bazaars until recently, a dispute is looming over the recent retrenchment of 43 workers.

The union has been notified of three Checkers stores which will soon be closed and expects further job cuts. The planned shut-down of Frasers mine stores will leave more than 600 workers jobless over the next six months.

A central demand of the Saccawu job security campaign is for casual and

Because there is no national negotiating forum in Saccawu's sectors, the demands will be made in negotiations with individual companies.

In the past year, says Saccawu, more than 1 000 members have been retrenched and about 30 companies have closed.

At Metro alone, 354 workers have lost their jobs in the past year. A merger of Metro and Score outlets will result in more job losses, Saccawu believes.

Saccawu is demanding that alternative support systems be set up for retrenched workers as a means of ensuring incomes for workers.

It also wants industry-wide skills development schemes and has called on all companies to adopt its model job security procedures.

Homelands in harmony?

TOP-LEVEL meeting between the Congress of South African Trade Unions and government representatives — including cabinet ministers — has provided a vital pointer to government plans for the homelands

The government has been tight-lipped on the future of the homeland system, insisting it must be settled in constitutional negotiations

However, at precedent-setting talks in late June, state representatives told Cosatu they backed the idea of harmonising South African and homeland labour laws

Present were Constitutional Development Minister Gerrit Viljoen, his deputy Roelf Meyer, the Minister of Development Aid Jacob de Villiers and two representatives of the Foreign Affairs Department

As in other key areas, labour is breaking new ground, one labour regime for the whole country would be a crucial first step towards homeland re-incorporation

Hints of what the government plans for the homelands emerged at a top-level discussion on homogenising labour law, reports

DREW FORREST



Constitutional Development Minister Gerrit Viljoen. Cosatu says government is ready to proceed with the integration of labour administrations

The South African Labour Relations Act would then apply

The Cosatu report adds that the government accepted that harmonisation of labour law in the "independent" homelands — Transkei, Ciskei, Venda and Bophuthatswana — would have to be by treaty, and proposed that this be done through an existing forum, the "multiparty technical committee"

The government also agreed that a conference involving the state, homelands and Cosatu was necessary to secure agreement on the extension of the LRA and pledged to sound out the homelands on their attendance

The push for one central statute is a switch in strategy for Cosatu, which until recently was negotiating separately with the homelands for improvements in their respective labour laws

Cosatu's Donsie Khumalo said Lebowa, Gazankulu, kwaNdebele and Venda had indicated they favoured the extension of the LRA and wanted to attend a multilateral summit

KaNgwane, the most enlightened of the homelands, has already passed a law ceding its labour jurisdiction to South Africa

Cosatu plans to approach shortly to QwaQwa, Ciskei and Transkei — and believes Major-General Bantu Holomisa's response will be positive.

The next round of talks with the state was on September 19, and Cosatu hoped to broaden it to include compliant homelands, Khumalo said

A key stumbling-block remains Bophuthatswana, which shows little sign of softening on its controversial Industrial Conciliation Act Banning "foreign" unions, this is currently the target of a Cosatu campaign.

Saccawu call over killing

140A
Soweto
12/8/91

THE South African Commercial Catering and Allied Workers Union yesterday claimed that Pleasure Foods should pay R15 000 towards a special investigation into the death of Stella Mabale near Phokeng on the night of July 6.

Saccawu spokesman Mr Allan Horwitz said the demand directed at Pleasure Foods - the holding company for several fast food outlets - emanates from the mysterious death of Miss Stella Mabale of Phokeng, Bophuthatswana, at the hands of unknown attackers on July 6. He said the union has also demanded the reinstatement of 12 employees dismissed for attending Mabale's funeral service the following weekend.

A spokesman for Pleasure Foods in Johannesburg could not be reached for comment at the time of going to press.

Mabale (27), a waitress at Milky Lane fast foods in

By SELLO MOTLHABAKWE

Rustenburg, was found dead in the early hours of last Sunday morning by Bophuthatswana police. The spokesman said: "She had apparently been raped and bludgeoned on the skull with a blunt object by her assailants."

He said she had earlier been dropped at robots on the outskirts of town by her employer, Mr Roberto Vernandos, instead of at her home as usual. "Her corpse was positively identified by one of her colleagues, who later was dismissed along with 11 others for having attended her funeral the following weekend."

Bophuthatswana police spokesman Warrant officer I Moabi confirmed the incident but could not confirm whether Mabale had been raped. No one has been arrested and investigations are continuing, he said.

Spec 12/21/91

Concessions on VAT 'not the answer'

By Paula Fray

1407
320

Finance Minister Barend du Plessis has hit back at Cosatu's demand for a 5 percent increase in salaries to offset VAT by saying there were "better ways of helping poor people" than merely granting tax concessions.

Commenting on Cosatu's demands that VAT be excluded on basic foodstuffs and medical services and the union's threat that the campaign might be backed by strike action, Mr du Plessis said he would present a package in the near future which would deal with the problem.

Mr du Plessis said in a statement the trade union federation's demands boiled down to repeating the same mistakes the Government had made under GST.

east because
gical clocks"
with shortened
who had flown
to Johannes-
quired to take
three-day
llen
pilot alertness
ailing off dur-
vely mundane
of long-haul

Tyre sector talks: mediators called in

6/0am 13/8/91

~~140A~~ 140A

VERA VON LIERES

DEADLOCKED talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettledas said mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

Moratorium

Kettledas said the strikes at Firestone, Gentyre Industries and Tycon — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments are central to the resolution of the strike. The parties have made sufficient progress on the Numsa demand on training, and settlement is possible on that issue," Kettledas said.

However, talks on Sunday ended in a stalemate on the question of a moratorium

on retrenchments and wage increases.

Numsa entered wage negotiations earlier this year with a demand for an hourly, across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R5,50 minimum.

The Independent Mediation Service of SA (Imssa) had been approached for a third time in the past month to help resolve the dispute. Last week, Imssa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Imssa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.

a
MA
Am
tio
Jur
wa
th
F
m
1
in
st
h
y
c



Saccola ^{140A}

Cosatu to
^{some few} meet FW?
^{13/8/91}

THE Congress of South African Trade Unions and the employer federation Saccola will launch a joint initiative to urge President FW de Klerk to abandon his plan to appoint a private sector committee to advise him on covert security activity.

Cosatu spokesman Mr Neil Coleman yesterday said both parties agreed they would approach the Government, but no definite plans had been made

He said the union and Saccola felt a private sector committee would be ineffective in dealing with security activity.

A more broad-based committee representing key sections of society should be appointed instead - *Sapa*

Mediation being considered

Bloem 13/8/91 VERA VON LIERES (EP) 140A

TWO dispute meetings last Friday failed to end a wage deadlock in the motor industry and employers are now considering mediation in a bid to resolve the dispute.

SA Motor Industry Employers' Association (SAMIEA) executive director Vic Fourie said yesterday talks between the National Union of Metalworkers (Numsa) and employers ended inconclusively and SAMIEA was now considering a union proposal for mediation.

The dispute affects about 200 000 workers at petrol stations, garages, component manufacturers, vehicle body building and automotive engineers countrywide.

Employers will respond to the union by next month

Numsa chief negotiator Les Kettledas said last week the dispute arose from employers' call for a wage freeze until the end of August next year. Employers also refused to negotiate on Numsa demands including the elimination of area differentials in relation to wages.

Fourie said the motor industry was "in a difficult state" Employers also felt the effect of wage increases granted last December was still very relevant.

Numsa is demanding an across-the-board hourly increase of R2 or 25% on the minimum wage — whichever is the greater

Major confrontation looms in health sector

Star 13/8/91

140A

By Shareen Singh

A major confrontation is looming in the health sector between a Cosatu union and the Transvaal Provincial Administration

Last week the National Education, Health and Allied Workers' Union (Nehawu), lashed out at the TPA, threatening widespread industrial action over a range of issues, including the implementations of wage increases without consulting the union — a claim which the TPA yesterday rejected

Nehawu accused the TPA and the Commission for Administration of arbitrarily implementing wage increases for health workers without proper consultation

The increases, which range from 6,8 percent to 16 percent, were predetermined by the Govern-

ment and not based on Nehawu's demand, the union said

No negotiations took place, the union added

The union pointed out that a "special dispensation" granting general assistants a 105 percent increase had been implemented, but in reality only a small section of general assistants received this increase

Furthermore, the union accused the TPA of not responding to demands forwarded by radiographers in July last year. Some radiographers were currently on strike

TPA authorities undertook to make favourable representation to the South African Nursing Council (SANC), not to take action against nurses who went on strike. But to date, the issue has not been resolved, Nehawu said

TPA Director-General

A Cornelissen denied that Nehawu's wage demands were not considered. Nehawu was part of the final agreement adjusting salary structures for the 1991/92 year

At last year's wage negotiations between the TPA and Nehawu, it was recorded that the TPA did not have the authority to make a final decision on wages

Regarding the radiographers currently on strike, Mr Cornelissen said two letters responding to their demands were issued — one by the Minister of National Health and Population Development, Dr Rina Venter, and the other by TPA management

He said the TPA had reported the nurses to the SANC and since this was an independent body, the TPA could not prescribe what decisions it should take

NUMSA TO REPORT BTR over 'collaboration'

9/40A

VERA VON LIERES

THE National Union of Metalworkers (Numsa) yesterday announced it would ask Cosatu to lodge a complaint with the International Labour Organisation over alleged collaboration by BTR Sarmcol with the Inkatha-aligned United Workers' Union of SA (Uwusa) and security forces.

Numsa said the Howick firm, a subsidiary of British conglomerate BTR, entered into a recognition agreement with Uwusa shortly after dismissing 900 workers for going on a legal strike over union recognition in 1985.

"Where Numsa's predecessor, the Metal and Allied Workers Union (Mawu), had sought recognition for more than 10 years, Uwusa achieved recognition within months of being founded in May 1986."

The union accused the company of becoming involved in a conspiracy to

destroy Mawu

In one incident in December 1986, it said, two Numsa shop stewards from Sarmcol and a family member were allegedly murdered by Inkatha members.

BTR Sarmcol (Howick) group industrial relations manager Glen Sutton dismissed Numsa's allegations as "completely unfounded".

He said the company signed a recognition agreement with Uwusa only after the union had been proved by an independent audit firm to have majority membership. The agreement was signed in April 1987, two years after the dismissal of the unlawfully striking Mawu members.

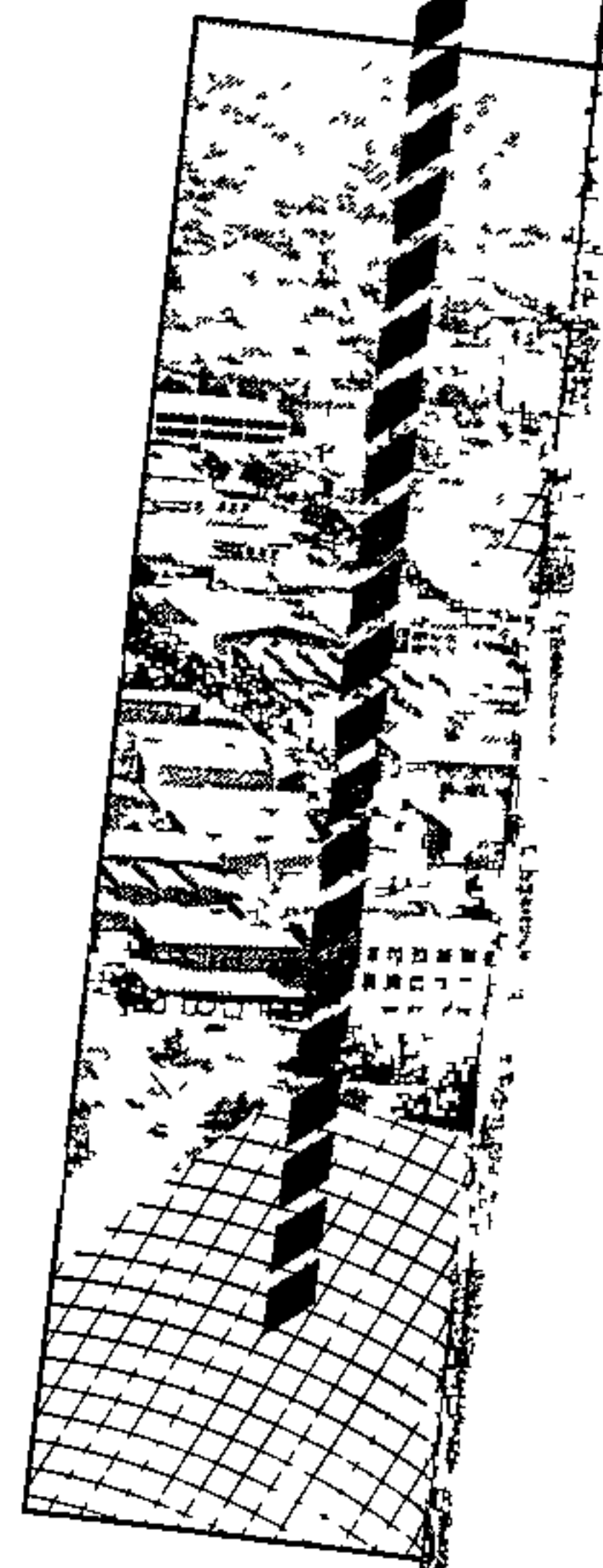
Numsa said it would recommend that Cosatu lodge a complaint with the ILO if

BTR Sarmcol refused to make public details of its dealings with Uwusa, the security forces and Inkatha,

A negotiated settlement with Numsa regarding the BTR Sarmcol strike and the current workforce was not reached, and,

Uwusa was not immediately "de-recognised" at all companies in SA.

R150 MILLION OFFICE & RETAIL EXTENSION



MARKET
IN THE TO

Cosatu warns of industrial action over VAT

^{140A}
COSATU yesterday called for the implementation of VAT to be delayed and warned of industrial action if the demand was not met

The ANC, which is due to release a policy statement on VAT today, is likely to reflect Cosatu's objections to the tax, which is to be introduced on September 30

ANC sources said the organisation would object to the 12% rate, as well as the fact that it would be levied on medical services and building supplies, which it saw as inhibiting homebuilding projects

Finance Minister Barend du Plessis is expected to make a comprehensive state-

^{Biday 15/8/91}
VERA VON LIERES
and PATRICK BULGER

ment on union and consumer bodies' objections to the tax next week

Cosatu's national campaigns committee met yesterday and unanimously decided to oppose VAT. Members called for a delay in implementation until satisfactory responses had been received on the issues of zero-rating of basic foods, medicines, medical services and union subscriptions, a poverty relief programme and a way to "reorient the tax to the benefit of the majority of South Africans"

Cosatu repeated its demand for an im-

mediate 5% across-the-board wage increase if government went ahead with VAT on September 30

An "anti-VAT summit" has been planned for next week and will bring together consumer, medical, relief, trade union and other bodies opposed to VAT.

Organisations that will attend include Cosatu, the Federation of Salaried Staff Associations, the Medical Association of SA, Operation Hunger, Nactu, the Consumer Council and the Johannesburg Child Welfare Society

Cosatu would also table its VAT demands in negotiations with government and Saccola early next month

VAT rethink urged as unions pledge nationwide protests

Star 15/8/91

370
140A

By Jacqueline Myburgh

Cosatu has called for nationwide factory demonstrations and protest action to start "with immediate effect" to reduce the effects of VAT

The implementation of the tax also had to be suspended, spokesman Neil Coleman said yesterday

This was "non-negotiable", since the Government could not solve the problems associated with VAT before its planned introduction on September 30

If the tax were implemented on that day, Cosatu would send worker delegations to employers, demanding an immediate 5 percent wage increase

These steps were in response to the Government's "stonewalling" of Cosatu and other organisations on "serious problems which the implementation of VAT would create", Mr Coleman said

VAT should be suspended pending negotiations on

- Zero-rating of basic foods, medicines, medical services and union subscriptions
- Poverty relief programmes

● How the tax system could be reoriented to benefit the majority of people

"We urge Barend du Plessis to reconsider the statement reportedly made by Gene Louw that the implementation date will not be reviewed," Mr Coleman said

Cosatu's proposal would be put forward at an anti-VAT summit on August 22. Operation Hunger, Johannesburg Child Welfare and the Consumer Council are among the organisations that have said they will attend

Pressures

● Economists warned this week that VAT, coming in at 12 percent, will not only increase the price of goods previously not subject to GST (about one-third of the shopping basket) but could push up the inflation rate by as much as four percentage points to around 19 percent

This would add to other pressures on food prices. The Central Statistical Services (CSS) revealed that the cost of agricultural food products had increased by 42,1 percent in the past year

However, pressures on the

prices of agricultural foodstuffs, such as meat, chicken, eggs and milk, do not include a big rise as a result of an increased import duty on soya oil cake, an animal feed, as was incorrectly reported yesterday

These food prices will increase by only 0,62 percent as a result of the import duties. The Star regrets the error

● More than 350 doctors last night rejected the imposition of VAT on all medical services and called on the Minister of Finance to reverse his decision, Sapa reports from Cape Town

At a meeting organised by the Medical Association of SA at UCT, the doctors also signed a petition rejecting VAT on all medical services

Masa vice-chairman Dr Tony Behrman also asked the doctors to each take a petition to their practices and collect 20 signatures from their patients

He said he was hoping to collect 7 000 signatures and undertook to have these on Mr du Plessis's desk by 5 pm on Monday

● VAT Watch — Page 7

Strange but nice to be 'back at school'

South

15/8-
21/8/91

By Thoraya Pandey

140A

IT IS back to school after nearly 30 years (for some), a couple of kids and a few grey hairs, for 18 workers who enrolled at a workers' college a week ago.

Having homework again feels strange to Mr Sedick Jappie, 48, a traffic officer for 16 years. He now compares notes with his children on "school matters".

The Workers' College, based at the University of the Western Cape, has its roots in 1987 when a resolution was passed at an education conference of the Congress of South African Trade Unions (Cosatu) on the need to set up a college.

The aim of the college would be to build worker leadership and to educate workers on a range of issues relevant to trade union work.

Cosatu, the National Council of Trade Unions (Nactu) and independent unions elected an 11-person board of trustees to oversee the project.

"The college unfortunately can accommodate only 20 workers, and some applications were turned down," Mr Preggs Govender, coordinator of the college, said.

The three-month course consists of four modules: international issues, trade union studies, trade unions in the political economy, and organisational, management and leadership development.

The teaching methods are designed to ensure participation from everyone, with lecturers acting as facilitators. The "worker-students" hold the same status as other registered students on campus.

There is a great deal of enthusiasm, eagerness and participation from the students.

Mrs Beatrice Mtombeni, 39, a mother of four, said she found it strange but nice being back at "school".

"I just don't like the homework because I am very busy at home in the evenings, but I enjoy coming to classes every day," she said.

Ms Rachel Visser, 32, a mother of two, said the teaching method of joint participation was building a lot of confidence in her to articulate her views without feeling intimidated.

(15/8)



~~Star~~
~~16/8/91~~
~~140A~~
**Strike over
wages hits
3 oil giants**

By Shareen Singh ~~Star~~

Three petroleum companies have been hit by nationwide legal strikes at more than 30 depots

Chemical Workers Industrial Union (CWIU) spokesman Martin Jansen said the strike by about 1 000 workers at Caltex, BP and Total Oil had started at two depots in the western Cape on Tuesday and spread to other depots yesterday

Workers are demanding monthly rises ranging from R250 to R320 (20 to 25 percent), a centralised bargaining forum for all oil companies, and a moratorium on retrenchments and contract labour

"Having separate negotiations at the different oil companies does not make much sense as there is strong co-operation among the companies on marketing and strategies in dealing with the union," Mr Jansen said

Separate wage negotiation was time-consuming and impractical, he added. The union had recently started wage talks with Shell, and the same demands had been tabled

Workers at the Milnerton plant of BP in Cape Town had held a "successful demonstration" and blocked the entrance to the plant, Mr Jansen said

Caltex Oil spokesman Mike Maxwell said the firm had offered fair and competitive increases including an across-the-board raise of R200, or 13,2 percent, whichever was greater

Regarding industry bargaining, Mr Maxwell said Caltex was not prepared to sacrifice its independence and flexibility to negotiate what was in the best interests of employees and the company

Total refused to confirm the strike

Cosatu Witbank march goes on

THE Congress of South African Trade Unions (Cosatu) in Witbank has decided to go ahead with a protest march on Saturday, even though the town council has refused permission

Cosatu spokesman Mr Meshack Masumpa said workers would go ahead with the march, irrespective of whether permission was granted

The town clerk, Mr JH Pretorius, said the council had refused permission for the march because there was little time allowed for consultations and the planning of alternative routes for the march

Protect

Pretorius expressed optimism that future problems about protest marches would be sorted out at the newly created forum representing community organisations, the Afrikaanse Sakekamer, the local chamber of commerce and the Town Council

The marchers will present demands on high electricity tariffs and the formation of one town council with a single tax base for Witbank - Sapa

Stayaway postponed

16/8/91
A STAYAWAY scheduled for Monday in Pretoria has been postponed to an as yet undetermined date, Congress of South African Trade Unions spokesman Mr Donsie Khumalo said yesterday. *(110A)*

It was felt that not enough consultation had taken place with rank and file supporters.

Khumalo said a proposed campaign to request employers not to deduct income tax, in terms of a "no representation, no taxation drive", was still under discussion by a Cosatu campaigns committee.

Sapa

FM 16/8/91 ~~140A~~ ~~140A~~ 140A

scars will take longer to heal

Not only did the strike occur at a time when the industry is in the depths of a drawn-out market recession, but there is more than a suspicion among some employers that the strike was a carefully timed flexing of union muscle

They point out that the build up to the strike began soon after Numsa finally forced employers to bow to central industry bargaining. When, in May, Delta Motor Corp became the last assembler to join the National Bargaining Forum (NBF), the time was ripe for action, it has been suggested

The effects of the strike have been felt not only in the assembly industry, but also among motor components suppliers, some of whom have faced closure. Turnover losses among assemblers amounts to about R800m — but at least some of that should be recouped once production losses have been made up. Unions have agreed to overtime to make up the production deficit

In terms of the mediated agreement, which runs to June 1992, not only must unions ensure that their members make up lost production and meet ongoing production schedules, but they must also be prepared to negotiate shift patterns to secure "competitiveness" on local and foreign contracts

If not, the moratorium on industry retrenchments (contained in the package) could be in jeopardy. A clause in the agreement states that repeated failure to meet production targets through "unprocedural industrial action" will entitle an employer to scrap the moratorium

Nor is there any guarantee workers won't be put on short time or unpaid leave, or even be temporarily laid off. Employers say all these are acceptable means of avoiding retrenchment

Talks to end another motor industry strike continued this week. The strike by workers at tyre manufacturers has not yet affected car and truck companies, which had ample stocks before the strike began. As the *FM* went to press, negotiators were optimistic that the dispute would be over this week ■

MOTOR INDUSTRY STRIKE

Wild card

~~140A~~ ~~140A~~ ~~140A~~ FM 16/8/91 140A

The National Union of Metalworkers (Numsa) may appear to hold most of the aces in its dealings with the motor industry, but it also has a wild card — Mercedes-Benz

The unpredictability of its members at Mercedes' East London plant once again nonplussed the union during the recent two-week motor industry strike

Last year, Mercedes workers went on strike because they didn't want the company to be part of the central industry bargaining process. This time they carried on working while everyone else walked out

Mercedes workers turned down union demands that they join the strike, say industry sources. One reason could be that last year's protracted industrial action threatened to jeopardise the company's continued presence in SA

"They would have nothing to do with it," says a senior negotiator in the latest industry dispute. "They'd had enough of strikes and told their shop stewards to get lost." Management won't comment on how it escaped another costly shutdown, beyond saying that "the majority of workers wanted to work, and so they did"

But if Numsa had cause for disappointment, so did vehicle assemblers. The long-term financial and production effects of this strike will be limited, but the psychological

WAGES AND ECONOMIC GROWTH

FM 16/8/91

~~140A~~ 140A

Slicing the pie — not pie in the sky

Targeting money supply growth is generally seen as a way of containing inflation. More precisely, it is a mechanism for restraining the rise in nominal demand.

"This is as much as governments can do," says Simpson McKie's Graham Boyd. "What they can't do, is determine what proportion of growth in nominal demand is the result of real growth in output — and how much is attributable to rising prices."

Put another way, policymakers may set one side of the equation, but the relative increase in components of the other side (rising productivity + rising prices) depends on factors outside their control. What is clear, though, is that for any given growth in nominal demand, the lower the rate of inflation, the greater the rise in real demand.

This is why the tentative move to link pay rises to profits and/or productivity has much potential for real growth. Recent settlements between the Chamber of Mines and National Union of Mineworkers and, to a lesser extent, National Association of Automobile Manufacturers of SA and National Union of Metal Workers of SA (Numsa), established an important principle that there is a connection between output and an increase in real income.

Once this is acknowledged, wages become flexible downwards (in real terms), which allows more scope for real productivity. The effect is fewer retrenchments, lower increases in unit labour costs and greater export competitiveness.

The mechanism for achieving the link is, of course, fraught with difficulties. This is illustrated by the different agreements.

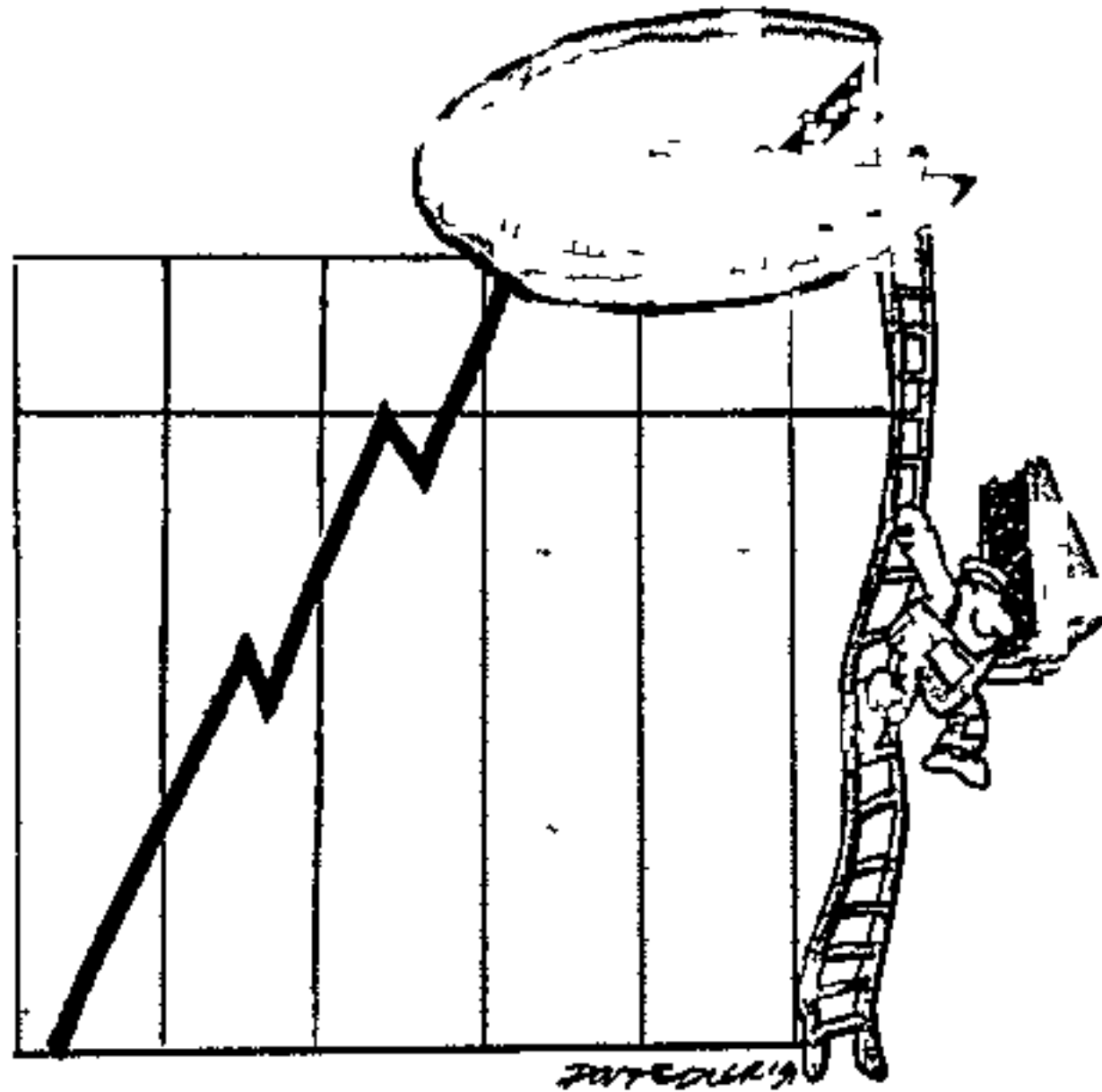
In the case of the metal workers, the agreement is that, provided certain productivity targets are attained, there is to be a moratorium on retrenchments. So little more than a principle has been established.

In the case of the gold mines, the price of the commodity provided a convenient peg for the settlement and the agreement could be better tailored to the needs of the situation.

Though productivity incentives are to be negotiated on individual mines, a major ingredient in the formula is the price of gold — for every R500/kg that the metal moves above a trigger of R33 750/kg, 1% is added to workers' basic increase of 5% for the year (The limit is an additional 7%).

"Significantly," says Chamber senior economist Francois Viruly, "the union has acknowledged the distinction between profitable mines and those in trouble" — the gold bonus applies only on mines where the ratio of profit to revenue is 5% or more.

But a range of problems has been revealed by an ILO survey of incentives, says Andrew Levy & Associates' Pat Stone. "Critics ar-



gue that output of modern industry doesn't depend only on the contribution of workers but on the capacity of machines and the organisational skills of management. The ILO found that factors that favour the use of incentive schemes in developing countries include the low degree of mechanisation that characterises the production process."

So far the concept has not been widely implemented.

In most EC countries, there is no explicit link between profit or productivity and wage settlements, says Matthias Boddenberg of the SA German Chamber of Commerce. "But all parties know the state of the economy. This sets the tone for negotiations."

In Japan, says US labour lawyer Bill Gould, profit-sharing takes place "theoretically, because of the large amount of compensation paid in the form of bonuses. But it is not at all clear that they are directly correlated to profitability."

In the US, he says, though the bonus phenomenon is increasing, the link between profit and bonuses "is even less clear." Nevertheless, research indicates there is a relationship between profit-sharing and productivity. "This isn't definitive or conclusive but there are a number of positive examples where productivity has been enhanced."

Whatever the problems, there is a strong case for exploring the potential of such agreements.

Difficulties may well be perceived rather than real. "There was a case in the US," says Gould, "when the rank and file of workers at Chrysler voted down profit sharing because of their suspicions, when in fact it would have benefited them."

Employers too have reservations which may be rooted in short-term decisions. Says Gould, "Corporations are more interested in sharing profits when there are none."

For such wage agreements to have macro-economic benefits, they would have to be

introduced widely and through both legs of the economic cycle. However, trade unions may prove tepid.

Says Numsa's Bernie Fanaroff, "We don't accept the link between productivity and low wages. To improve efficiency and competitiveness, a range of remedies is required, including training, reorganisation of production, more research and development."

Business, too, can only maximise the benefits if workers' skills improve. Says Steel & Engineering Industries Federation (Seifsa) chief economist Michael McDonald, "Our capital is enormously under-utilised. The main reason is lack of skilled labour."

He suggests that this is the point in the economic cycle when employers should be directing efforts into training. That they are not may be a short-termism.

Another perceived obstacle on the part of employers may be the need for full disclosure to unions — a principle accepted in EC countries. This effectively involves unions in management decision.

But if labour bodies and employers could overcome reservations about the system, they would benefit in a variety of ways, not least in a more efficient allocation of resources, says Econometrix's Azar Jammine.

In SA, blighted by inflation for the best part of two decades, such wage agreements would go a long way towards realising economic potential. ■

EXCHANGE CONTROL

Softly, softly

FM 16/8/91

The Reserve Bank aims to plug loopholes, in foreign exchange regulations, enabling importers of computer software and other intellectual property to export funds illegally.

It is understood that some importers have over-invoiced when buying software abroad. Reserve Bank GM Foreign Exchange John Postmus says the Bank expects to devise an improved mechanism for controlling these imports within a few weeks.

Commercial banks have already been told that the Bank must be informed of foreign exchange requests from software importers before such transactions can be authorised. Frequent importers can apply for blanket foreign exchange approval, provided they supply documents to support the values attached to the products, says Postmus.

He acknowledges it is difficult for the Bank to verify the values importers attach to software products. One option is the use of independent valuers, similar to those used by the Bank to check declared values of other imported goods, like capital equipment.

BUSINESS

VAT protests gather steam

JUST six weeks before its implementation, opposition to Value Added Tax is gathering momentum

Realisation of the real implications of VAT has launched several pressure groups into action. Consumer bodies — alarmed at the inflationary impact of the inclusion of basic foodstuffs — have voiced strong protest against the broadness of the VAT base. Charity organisations too have expressed dismay that plans for poverty relief promised by the state are not yet in place. So widespread is concern about VAT's potential social implications, that Democratic Party leader Zach der Beer, among others, has recommended its postponement.

However, the strongest outcry so far has come from the South African Chamber of Commerce and Business and the Congress of South African Trade Unions. Sacob has called for a massive R1,2-billion relief plan to aid the poor.

In a warning to the government, Sacob says "Unless a programme is implemented to offset the price increase effect on basic foodstuffs, then the proposed VAT system will be subject to such opposition that its very implementation will be threatened."

The first sign of the "social upheaval" which VAT might cause has come in the form of strong resistance from the Cosatu. The giant trade union federation demanded the suspension of VAT pending negotiations on the zero-rating of basic foods, health care and union subscriptions, a poverty relief programme, and the restructuring of the taxation structure. In addition to organising an "anti-VAT" summit for various interest groups on August 22, Cosatu has also warned that if VAT is implemented on September 30, as planned, it will demand an interim five percent wage hike from employers in order to offset its inflationary effects.

The main thrust of resistance to VAT comes from the fact that whereas about 50 percent of the CPI basket were exempt from General Sales Tax, these will now be subject to VAT. Only melle-meal and brown bread are exempt. Economists have predicted that the inclusion of basic foodstuffs in the VAT net will push the inflation rate up four percentage points.

Cosatu's demands for a five percent wage increase are mainly based on recent research done by the Labour Research Services. It found expenditure on food constitutes 30 percent of the budget of black households. In addition to this, the report says, food is the fastest-rising component of the Consumer Price Index.

The monopolistic structure of most South African industries is also likely to exacerbate the inflationary spiral. Corporations — untamed by competition — will most certainly pass the cost of wage increases on to the consumer.

Says Econometrix economist Tony Twine "We suspect that part of the Producer Price Index acceleration is related to wage demands and settlements that included some kind VAT of accommodation."

Unions are also resisting union subscriptions' inclusion in the VAT net. This move could push union subscription up by almost 10 percent. Even white unions have expressed concern at this.

There has been resistance to VAT from other quarters as well. The medical profession is up in arms about health care being subject to the tax (see accompanying report). The banking sector is also uneasy about a 0,75 percent levy on interest charges. This will probably be passed on to the consumer.


But calls for the postponement of VAT may be too late as many businesses have spent the past six months gearing up for the change over and any deferment would upset this.

Says Deloitte Pim Goldby tax expert Willem Cronje "It would be catastrophic. It would be like an athlete who has spent months preparing for the Olympics only to be told at the last minute that they have been postponed. All the big companies will be ready for the change over so it would achieve nothing to postpone it now."

But Standard Bank taxation manager Godfrey Howes feels otherwise. "There is a lot of lobbying going on and we don't really know what it will finally look like when it is implemented. We should postpone it and do it properly."

Howes is in favour of a revamped GST. Another option that has been bandied around, especially in the union movement, is a multi-rate VAT structure. This system, which is in use in a number of Western European countries, entails having different rates of VAT for essential and luxury goods.

However, this option may just provide the loopholes which the switch from GST to VAT is supposed to close. Furthermore, this system may just prove impossible to manage.

(140A) 
As September 30 approaches, opposition to Value Added Tax mounts. But is it too late — and are the protests valid? **By MONDLI MAKHANYA**

Says Deloitte's Cronje "The more complicated the system, the more people cheat. People will charge the wrong rates for products and pocket the money. Multiple rates also make auditing impossible."

Twine says this complication would make the administration much more costly for the private sector. Businesses would most likely pass this

extra cost on to the consumer.

"Consumers may find themselves paying less to the Receiver of Revenue but more to business," says Twine.

Cronje points out that most opposition to VAT is politically motivated and linked to its implication for the poor. "If a serious move is made to alleviate poverty and offset VAT's inflationary effects, much of the resistance will dissipate."

But government is insisting that the R220-million set aside for relief aid in this year's Budget is adequate. However, the mechanism for the distribution of this aid is not yet in place. The only move so far from the government is a fo-

rum for organisations involved in food relief work, organised by the Department of Health and Welfare and Health, which is set for the beginning September.

Whatever decision the government makes on VAT will undoubtedly be influenced by political considerations since the issue has now assumed political status.

Cosatu spokesman Neil Coleman makes this clear. "The whole issue is linked to the issue of an interim government. The government cannot embark on a campaign of restructuring during this period of transition. That should be left to a democratic government to do."

w/ mail 16/8 - 22/8/91



W/ma 16/8-22/8/91

(140A)

(S)

~~SALES~~

W/ma 16/8-22/8/91

SOUTH AFRICA'S biggest trade union bursary scheme, run by the South African Clothing and Textile Workers' Union, has paid out R274 300 for 1991, the union has announced

The scheme, financed by member subscriptions deducted on a weekly basis, is intended for studies at tertiary education level, said Sactwu assistant general secretary Ebrahim Patel

THE Black Students' Transitional Committee at Wits University is to dissolve on Saturday in preparation for Wits's first non-racial Students' Representative Council election

The organisation was set up after the Black Students' Society disbanded last year to promote the interests of

black students on campus. Its last general meeting will take place from 10am in the Wits Great Hall

THE National Directorate of Lawyers for Human Rights has invited law students to apply for its loan bursary scheme for 1992

The organisation stands surety for students who do not have the necessary security to acquire a loan from a bank. The loan, plus interest, is payable upon graduation, abandonment of studies or employment.

Applications should be directed to The Bursary Officer, National Directorate Lawyers for Human Rights, 713 Van Erkom Building, Pretorius Street, Pretoria.



Cosatu acts on VAT (140A) (22)

■ Cosatu's Campaigns Committee met this week to map out a programme
w/mem 16/8-22/8/91

of mass industrial action against the introduction of VAT and also to flesh out the federation's campaign for the resignation of the government and the election of an interim government. Cosatu is demanding a delay in VAT's implementation date pending further negotiations and will be part of the anti-VAT summit next week. w/mem 16/8-22/8/91

Cosatu takes action on Uwusa scandal

w/Manif 16/8-22/8/91.
Congress of South African Trade Unions affiliates are weighing up action to be taken against companies which favoured the now discredited Inkatha-linked United Workers' Union of South Africa **By FERIAL HAFFAJEE**

THE labour movement has launched an aggressive campaign in response to revelations about government funding of the Inkatha-linked United Workers' Union of South Africa (Uwusa)

Companies which colluded with Uwusa face International Labour Organisation (ILO) investigations and massive lawsuits from unions for their part in Uwusa-related violence

The National Metalworkers' Union of South Africa (Numsa) has called for the immediate derecognition of Uwusa at all South African companies and the National Union of Mineworkers will institute legal action against "individuals and organisations" which colluded with Inkatha and Uwusa

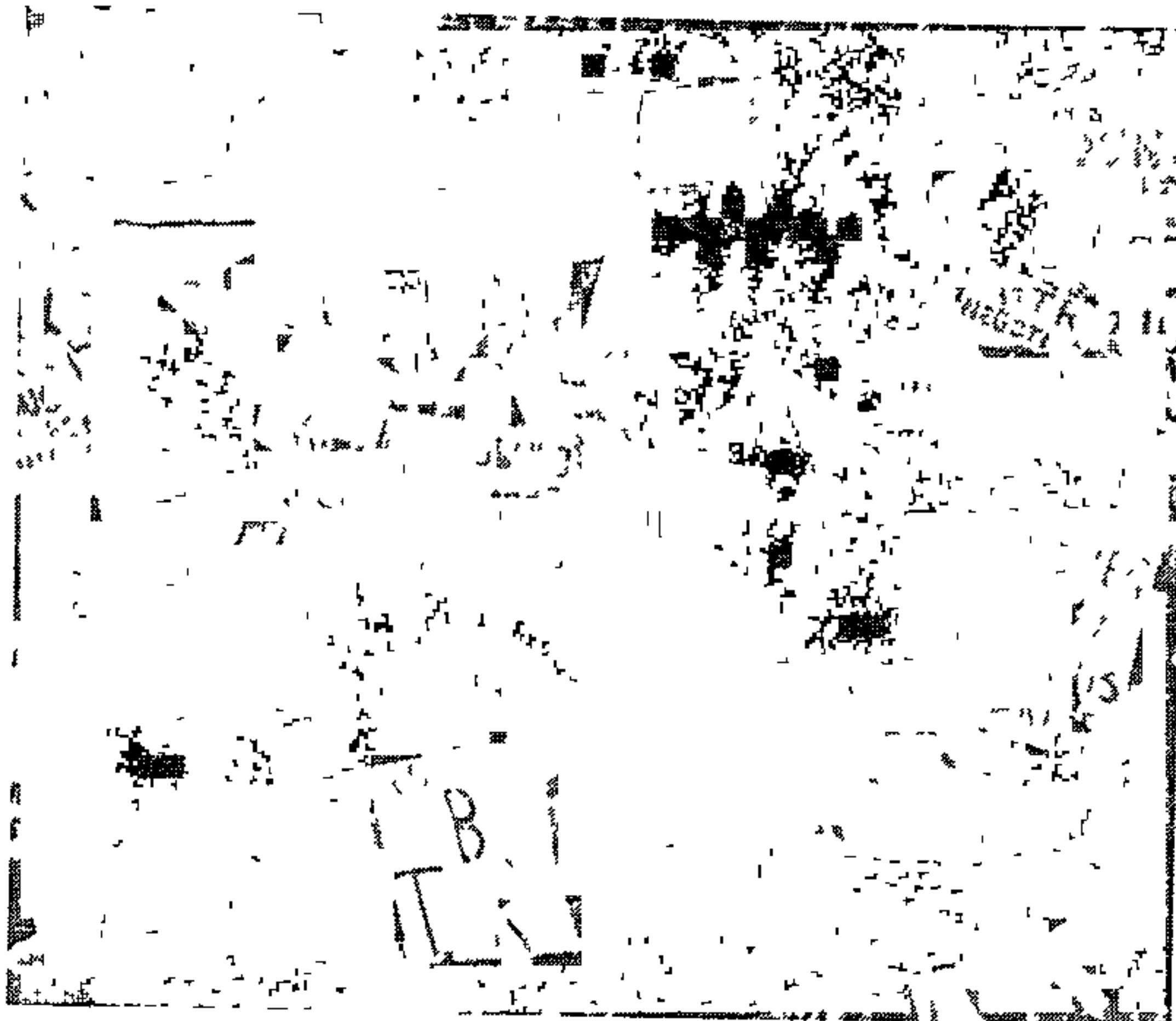
NUM representative Jerry Matjaleli said this week that the first steps toward legal action would be taken by the end of August when lawyers would have completed their dossiers

Matjaleli also warned that the NUM would campaign against Iscor's plans to export steel if the company did not come clean on its past relationship with Uwusa

This action is the result of the recent disclosures implicating security police in the establishment and operation of Uwusa

Meanwhile, the Congress of South African Trade Unions (Cosatu) this week announced its programme of mass action against the funds scandal. A two-day Vaal Dam strike was co-ordinated by Cosatu and other organisations

Cosatu also met Saccola last week to hammer out a code of conduct to "govern employer relationship with trade



Demonstration justified ... A protest march against BTR Sarmcol in 1985. Numsa plans action against the company in light of revelations of security police funding for the Inkatha-linked Uwusa

unions, preventing employer funding of trade unions, employer collusion in violence and forced recruitment"

Saccola and Cosatu also agreed that the committee to advise the government on secret projects must be wider than merely the private sector

BTR Sarmcol in Natal is under fire from Numsa to "make public details of all dealings with Uwusa, the South African Police, the security police, the SADF and Inkatha" or face an ILO investigation

BTR has a long history of strife with Numsa because of its relationship with Inkatha. In December 1986, two Numsa shop stewards from Mphohomoni, in Natal were murdered by Inkatha members. Numsa alleges this was directly related to the alliance of BTR, Uwusa, Inkatha and security police

Evidence of this collaboration came to light in a court case challenging Sarmcol's dismissal of 900 workers after a legal strike in 1985

Numsa says its predecessor, the Metal and Allied Workers' Union had "sought recognition for more than 10 years, Uwusa achieved recognition within months of it being formed in May 1986"

But Sarmcol rejects allegations of collaboration and says "The company signed a recognition agreement with Uwusa after it had been proved to have a majority membership, two years after the dismissals"

Now Numsa is calling for an ILO investigation against South Africa if BTR does not publicise its relationship with Uwusa and the security police. The union is also demanding that the company settle its six-year dispute with Numsa over the dismissed workers

Meanwhile, Iscor is being targeted by the NUM for its relationship with Uwusa. Thirty-seven mineworkers were murdered in 1986 during fighting between striking workers at Iscor's Northern Natal operations and Uwusa members who had been bussed in. James Nthombela, an Uwusa organiser at Iscor, was identified as an instigator in this, and other incidents, but no action was taken against him

Nthombela and other Uwusa officials were also identified in the murder of a NUM regional organiser Bhekuyise Ntshangase at Anglo American's Coronation Colliery in Vryheid

After the murder, the NUM was granted an interdict against Uwusa and three of its officials. But despite this court action, all management did was dismiss two Uwusa officials

Iskor denies NUM allegations, pointing out that it has not signed a recognition agreement with Uwusa.

A GOLDING BEGINS FOR

While involved in the 1976 uprisings Marcel Golding realised it would take more than a student revolt to change the country. He decided to get a good education, and then to use his abilities to organise workers to fight for change. This week a City Press Special Correspondent looks at his phenomenal rise to power.

MARCEL Golding has just been elected to one of the most influential positions on South Africa's social, economic and political fronts (40A)

At a youthful 31, Golding has just taken over the hot seat vacated by strongman Cyril Ramaphosa, the former National Union of Mineworkers general secretary recently elected to the top post of ANC secretary general

Although he has only been an active trade unionist for seven years, Golding had his baptism of fire during the testing three-week strike in 1987 when South Africa's gold miners brought their industry to a standstill

Today the union administered by Golding is Cosatu's second largest affiliate with a membership of over 269 000 (following behind Numsa's 273 000)

Given his age, how does he feel about the responsibility that goes with the job? "It is an enormous responsibility in the sense that I am continuing a task started by probably one of South Africa's best leaders, Cyril Ramaphosa," Golding says

Born the son of a Cape Town doctor in 1960, he matriculated at Alexander Sinton in 1977 before achieving a BA degree in sociology and South African Economic History at the University of Cape Town. He later completed an Honours degree in African Studies

He started working as a researcher at the Public Servants' League, a conservative public-sector trade union, but was fired after a year due to his attempts to democratise the union

In 1984 Golding moved to Johannesburg where he worked as a researcher for the SA Labour Bulletin while studying part-time for an LLB degree through Unisa

After meeting Ramaphosa during 1985 while writing a series of articles on the NUM, Golding was offered the post of editing the union's newsletter

Drawn to the workers' lot

Two years later he was appointed assistant general secretary of the union

Although Golding comes from a relatively privileged background, he has always been drawn to the lot of the worker

"I was also a black South African and fundamental rights were denied me. This was humiliating. I started hating the apartheid system from the age of 11," he says

While involved in the 1976 student uprisings Golding realised it would take more than a student uprising to change the country

It would require the working classes, those affected by the adverse social conditions, to fight for change

"I realised that the best way to do this would be to firstly get a basic, good education, and then to use my abilities to develop the organisational skills of workers"

While Golding sees the primary role of a trade union as fighting to improve the quality of life of its members, he does not believe this entails a trade union should be apolitical

"Unions are not just there to focus on wages and working conditions. It is not just about material welfare, but also about social welfare"

However, he reckons the role of trade unions will probably change in a future South Africa

The previous high-profile political role was due to the fact political movements were banned and there was no-one to fight their battles

Although the unbanned political movements now take centre stage, unions continue to represent the interests of their members. They play watchdog over industrial malpractices and oppose the State when legislation affects workers negatively

Golding also sees a central role for unions in the restructuring of the economy - not just as a chorus of protest while the government and employers sing the main tune. He believes unions have to become central players in the process



LOOK AT YOURS YES... What new NUM general secretary Marcel Golding wants to tell bosses who

"You do not have order to political parties. I believe we have a high level of power. We have the skills, resources we have, resources are also. This has serious consequences for the people and the rich of our country. We must tackle the problem of poverty, and such as education,

the restructuring of the social system. The government and employers have a central role to play here," he says. "The focus, he adds, should be on the country's

areas where the enormous human resources are underutilised. Our mineral resources are not utilised properly. This has serious consequences for the people and the rich of our country. We must tackle the problem of poverty, and such as education,

These basics have to be addressed to ensure the necessary stability for democracy to root in

"A policy of economic growth has to include the needs of the people, has to improve the quality of life and increase economic welfare so that everyone can benefit from a broader democracy

While aware that democracy does not immediately lead to food, a home or prosperity for all, Golding says fundamental political rights like the vote gave one access to the institutions of power through which one can influence public policy

"T" places. On and high strikes. But sanc sure on "We

LDING ERA

IS FOR NUM

endeavour. Sure, working people suffered, but so did the government," he says.

Low growth and instability were linked.

"The degree to which workers can exercise the widest possible range of civil rights, and to which they can democratically influence decisions in the circles of power without resorting to violence, is the degree to which you can create a culture and environment wherein people can influence public policy in an acceptable manner."

"Where employers are going to deny us the right to strike, or suppress the strikes, they will meet with resistance."

He gives as a goal the example of France, where workers may not be fired, and Italy and Sweden where workers have the right to strike without fear of being fired.

Later this year Golding will travel to France for an international trade union conference. Trade Union leaders like Arthur Scargill will also be present.

"One can well argue that things are different there and that they have educated societies," he says.

"Well, then we have to start tackling those problems. We do not have the necessary level of training. We do not have the necessary technological development."

"But there is a reason for that. Apartheid is one. Secondly employers did not invest in research and development. Thirdly employers did not give or grant their workers the necessary training. It is only in recent years that they have realised how stupid some of their points of departure have been."

"We are reaping the harvest of apartheid, and to expect that we will overcome this in a few weeks is unrealistic. It will take time."

"People have to realise that our problems are not due to the workers. It is not their fault. It is not that they did not want to be educated and trained and developed. It was a social system which denied them these rights. Until recently we had job reservation where a black man could not, because of legislation, do certain jobs on the mines."

"Employers have to look at themselves. They have always conveniently hid behind the government and said that legislation prevented them from giving their workers better opportunities. Large corporations like Anglo American always use this argument and we find it strange. Why was there no corporate disobedience and resistance to injustice?"

"We want to change this. We have a policy and interests for which we fight. We are prepared to test our principles and policy and to debate them publicly and to challenge the employers."

The NUM has just completed two months of negotiations with the Chamber of Mines which led to a low salary increase and a bonus coupled to productivity and the gold price.

The fight will continue

Golding says it is part of a greater step forward. "For the first time we could also negotiate trade union rights for workers. Things like the right to associate freely, to meet, to strike, the right to take part in decision making in hostels."

He says unions will also continue the fight to have employers open their books if, in lean times, they want unions to accept retrenchments and the lowering of wages.

It is a mistake to believe unions were unsophisticated in their collective bargaining. "Go ask the Chamber of Mines if our arguments are at all unwarranted or not well considered. They may not agree with our arguments, but they are never just taken from thin air. They are well researched and well considered."

"We do not believe managements can say they decide what is best. We believe trade unions have and can make constructive suggestions."

As a socialist, Golding believes in a charter of human rights and is not only interested in a formal democracy where one gets the right to vote every five years.

He wants to see a system where workers will have the opportunity to also test the legislation affecting them through regular referendums.

"Events in Eastern Europe have taught everyone that wants to learn and wants to think a valuable lesson. The State cannot control everything. You need strong independent civil organisations and movements to maintain the balance."

"Perhaps I am too idealistic, but I am prepared to continue the search, together with working people, for a social order which enlarges the power of the underprivileged and oppressed."

"I think it is healthy to constantly look for real, democratic and meaningful ways to increase participation."



NUM secretary Marcel Golding wants to tell bosses who continually try to put the blame on workers.

These basics have to be addressed to ensure the necessary stability for democracy to root in

"A policy of economic growth has to include the needs of the people, has to improve the quality of life and increase economic welfare so that everyone can benefit from a broader democracy."

While aware that democracy does not immediately lead to food, a home or prosperity for all, Golding says fundamental political rights like the vote gave one access to the institutions of power through which one can influence public policy.

"Then one can channel the funds to the right places," he says.

On the role unions can play in economic growth and development, Golding says the public often accused unions of irresponsible behaviour through high wage demands, support for sanctions, and strikes.

But what they should realise is that the call for sanctions was in a specific context to exercise pressure on the government.

"We believed it was a justified and necessary



Unions, civil engineers in breakthrough

Southern 19/8/91

140A

By IKE MOTSAPI

SOUTH AFRICA'S three top civil engineering companies have successfully concluded negotiations with the two major construction industry unions for the establishment of a provident fund.

The breakthrough came last week following months of talks between LTA, Murray and Roberts Construction, Grinaker and the Cosatu-Affiliated Construction and Allied Workers Union and NAC-TU's Building Construction and Allied Workers Union.

Until now the civil engineering industry has been without any kind of pension scheme for hourly-paid workers.

The new fund, named the Construction Industry Retirement Benefit Fund, involves an initial contribution of five percent of wages by both employer and employee, escalating over a three-year period to seven percent.

Membership of the fund also includes death and disability insurance and funeral benefits.

The signing ceremony (seated from left): Mr Tony Smith (LTA), Mr Bheki Ngidi (Cawu) and Mr Abiel Motsamai (Bcawu). Standing: Mr Ian A Crowther (Murray and Roberts), Mr Tshini Molondo (CAWU), Mr Dirk van Wyk (Grinaker) and Mr Edward Mogane (BCAWU).



How traumas of the '80s helped shape Cosatu

by Alan Fine 19/8/91

STRIKING BACK: A HISTORY OF COSATU by Jeremy Baskin (Ravan, R29,95)

THE first formal discussions aimed at unifying SA's fractious, emerging trade union movement were held at a meeting in Cape Town 10 years ago this month, making this an appropriate anniversary for the release of this book.

It took until December 1985 before differences over ideology and style could be overcome sufficiently to allow Cosatu to be born — and then without the black exclusivist unions now comprising Nactu.

Now almost six years old, few would dispute that Cosatu has played a central political and economic role in bringing SA to the stage it has reached. But it has not been plain sailing.

In those six years Cosatu had to fight against not only a harsh political regime and a more traditional (where unions are concerned) struggle against employers, but also against political divisions within it. It was not until 1989 that Cosatu and most affiliates had learned to conduct political debates without these causing serious internal divisions.

Today, Cosatu is no longer primarily fighting a liberation struggle. That battle is as good as over. Rather, showing more ability than its partners in the ANC/SACP/Cosatu alliance to look ahead, Cosatu has used the period since February 1990 to hone its ideas and strategies for the economic reconstruction to be undertaken in the years to come.

Jeremy Baskin's book tracing the birth and history of Cosatu provides a lucid and informed analysis of the debates and events that brought the

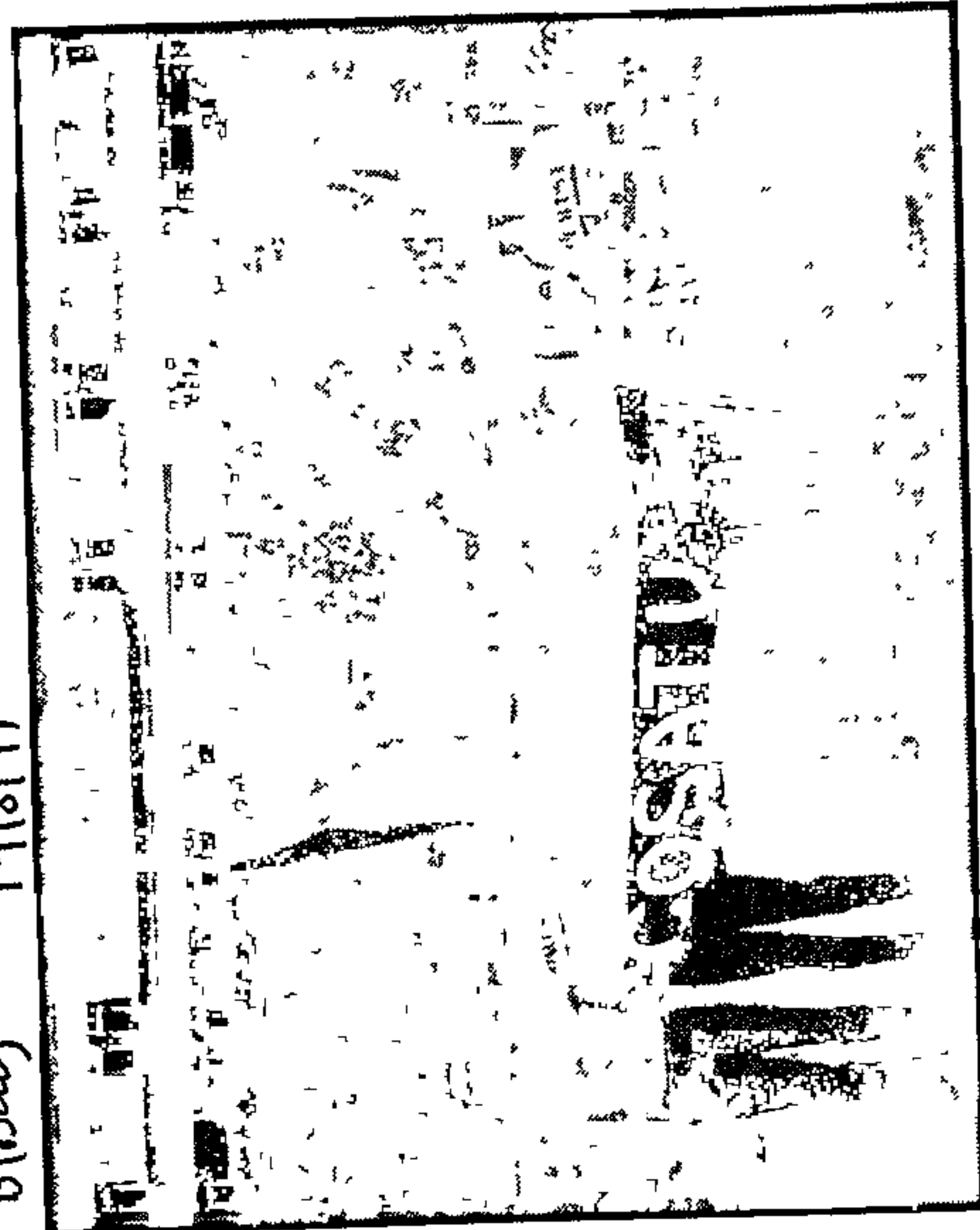
1.2-million-strong Cosatu to this point. He is a former general secretary of the Paper, Printing Wood and Allied Workers' Union and since the completion of his book a fulltime Cosatu official. His work is unashamedly sympathetic to the union movement. But he is critical of its mistakes and informative and open about the disputes and divisions that afflicted Cosatu in its earlier years. This itself a reflection of the organisation's growing self-confidence.

There are some aspects of the book which deserve a quibble. While it takes an open and considered view of intra-Cosatu activity, it tends to be parochial at times where management, or union/management relationships, are concerned.

One example is a reference to the surveys of the Labour Research Service — a consulting group to unions — as "the most authoritative guide to the union movement's economic achievements." But its work concentrates on labourers' wages. I suspect the LRS itself would be willing to concede that the wage statistics provided by Andrew Levy and Associates, for instance, are more authoritative than its.

Another example is the author's acceptance without question of NUM estimates of the size of the 1987 miners' strike (345 000), as compared to the management estimate of 230 000. NUM's methodology for assessing the size of the strike was open to question — although management did not make it easy for officials to gain access to the mines for a more accurate count.

In any event, this common phenomenon of widely differing claims on strike participation rates could have been a useful basis for a discus-



□ Uwusa's launch at King's Park

on the significance of the media propaganda war that invariably accompanies large strikes.

Baskin's coverage of the launch of Inkatha's labour wing, the United Workers' Union of SA (Uwusa) obviously was written before it became known that Uwusa was bankrolled mostly by the SAP's security branch. Yet this helps to bring out how sinister a role Uwusa has played.

Cosatu's first president, Elijah Barayi, it will be recalled, devoted some time during his speech at Cosatu's inaugural rally at King's Park, Durban, to an attack on Inkatha

leader Mangosuthu Buthelezi. That attack intensified Buthelezi's desire for a trade union wing and, therefore, was one of the factors leading to the formation of Uwusa.

"Barayi's criticisms of Buthelezi were a serious political error. They gave the impression that Cosatu's major aim was to oppose Buthelezi. His speech ignored the lesson learned by Natal unionists over the years: winning workers in the region to progressive positions was achieved by hard organisational work, not by attacks on Buthelezi," comments Baskin.

The launch of Uwusa was a strange one. The scene depicted in the photograph (taken by Business Day's current political correspondent Billy Paddock) was just one indication "that Cosatu, rather than employers, was to be Uwusa's main target of attack."

When the author updates the book for its second edition, he will be able to explain why.

Having traced the history of political debate in Cosatu, Baskin devotes a great deal of thought to the challenges that will arise for the labour movement in a post-apartheid SA.

If Cosatu's political debates have always come down to the question of its relationship with the nationalist political groupings, that question will become that much more stark in the years ahead as its alliance partners compete for political power with a real chance of winning it. Linked to this is the "two hats" question — should elected union leaders be permitted to hold office simultaneously in a political party?

Baskin appears to consider the alliance desirable and necessary at the moment. But, he warns, "in the long run it will be difficult to retain the independence of the union movement" unless barriers to dual leadership are established.

In the concluding paragraph, he examines the economic challenges facing Cosatu, not the least of which is how to prevent the organisation from degenerating into a representative merely of a narrow elite section of the working class in a sea of unemployment and poverty.

This book is indispensable to any student of industrial relations.

ALAN FINE

'Man ~~was~~ thrown from train' ~~was~~

THE Black Trade Union, an affiliate of Nactu and operating in Transnet, has accused members of the rival SA Railways and Harbour Workers Union of having a hand in the death of a Blatu member.

The union has also accused Sarhwu of injuring another of their members in Pretoria

Blatu spokesman Mr Peter Makgathulela said his union's members had reported that Mr Samuel Chipane was thrown out of a moving train between Eersterus and Silverton last Thursday

He had received a report that another Blatu member was also pushed off the same train but survived.

Sarhwu officials said they would react to the allegations

Meanwhile, police confirmed that the body of a man was found near Eerstefabriek Station in Mamelodi last Thursday

Sarhwu members are presently on strike demanding the reinstatement of dismissed workers while Blatu members are against the strike.

For the past three weeks the two unions have accused each other of intimidation and both claimed their members had been kidnapped and beaten.

The alleged beatings led to Sarhwu applying for a Pretoria Supreme Court interdict against Blatu and Transnet to stop the alleged assault and intimidation.

Sarhwu also alleged that Transnet was assisting Blatu in harassing its members - Sapa

Numsa members face 5 charges of murder

1408

Sowetan 20/8/91

By SONTI MASEKO

SIX members of the National Union of Metalworkers of South Africa appeared yesterday before a Rand Supreme Court judge on multiple charges of murder, attempted murder, arson and unlawful possession of firearms and ammunition.

Dressed in tracksuits bearing ANC colours, they pleaded not guilty before Mr Justice J du Plessis, aided by two assessors, to five counts of murder, nine of attempted murder, two of arson and a charge of unlawful possession of firearms and ammunition.

Up to 76 witnesses are listed

in the indictment in a spate of alleged crimes triggered by a strike at Haggie Rand, Cleveland, Johannesburg during October last year

Strike

The court heard evidence from Mr Mack Thabo, who testified that he and another, Mr Peter Maponya, were shot at and injured near Oakmore station in Tembisa as they returned home from work.

They had been hired during the strike when a number of people, including the accused, were dismissed.

Five of the accused, Mr Richard Khazamula Ngobeni (38), Mr Jeffrey Siphon Mtshali (34), Mr Malvert Ngubane (40), Mr Malan Khumalo (42) and Mr Samuel Malepo (39), were employees of the company.

According to the indictment, they had participated in an illegal strike which resulted in their dismissal.

Intimidation

Not all the employees at Haggie Rand participated in the strike, so the accused decided to engage in acts of intimidation and violence in a bid to force non-striking workers to join the strike. Certain non-striking

workers were identified as targets and the accused allegedly obtained firearms and ammunition.

The State alleges that they secured the services of the sixth accused, Mr Joseph Mdumisen Bhengu (25), an inmate at Nancefield hostel, Soweto.

Between November 1989 and May last year, the accused were allegedly involved in acts of murder, attempted murder and arson on the East Rand, Johannesburg and Soweto.

Ngobeni, Mtshali and Ngubane are being defended by Mr Modise Khoza and Khumalo, Bhengu and Malepo are represented by Mr Mark Smit.

NUM wins court order in bid to resolve wage dispute

Pretoria Correspondent

The National Union of Mineworkers has obtained a court order directing that a conciliation board be established to facilitate the wage dispute between union members and Iscor

The NUM launched an urgent application in the Pretoria Supreme Court yesterday against Iscor and the regional director of the Department of Manpower

Mr Justice de Klerk ruled unlawful the refusal or failure by the department to appoint a conciliation board as applied for by the NUM, and ordered the regional director to appoint such a board

In court papers, the NUM said annual wage negotiations began in April between the union and Iscor, but in spite of several meetings over three months, an agreement could not be reached and a dispute declared on July 8

The NUM said it then applied for the establishment of a conciliation board in accordance with the Act, but was advised by the department that it had no jurisdiction in the matter and could not make such an appointment

In papers, the union expressed fear that "industrial unrest may break out as tension increased" unless a board was appointed

140A star 21/8/91

Handwritten notes and markings on the right margin of the page, including various symbols and illegible text.

Court curbs Numsa actions ^(146A)

AN ELANDSFONTEIN company has won an interdict against the National Union of Metalworkers of South Africa preventing its members from promoting strikes or work stoppages

More than 400 Numsa members employed by Broilo Africa, a steel piping manufacturer, crowded into a courtroom of the Industrial Court in

Pretoria yesterday to hear the outcome of an action brought by their employers

The workers had been bussed into the city to listen to a dispute between Broilo Africa and Numsa over wage negotiations.

A representative of Broilo Africa said the company was successful in obtaining an interdict

^{Sowetan 21/8/91}
He said the company had sought the interdict after Numsa members had engaged in 15 work stoppages since early July.

"The company had no alternative but to approach the Industrial Court for relief after all other avenues had been exhausted," the spokesman said.

A representative of the

Kempton Park branch of Numsa, Mr Mongezi Maphuthi, said the workers were demanding a minimum wage of R6 an hour and an increase of R2 an hour.

The company this year asked Numsa to submit its wage demands to management for the first time, Maphuthi said - *Sowetan Correspondent*

Court hears of murder threats

140A

A SURVIVOR of a murder attempt yesterday told a Rand Supreme Court judge that one of six unionists accused of murder had threatened to kill people who went back to work after a strike

Several weeks later the witness and his friend were shot and injured by a group including the accused man

Mr Justice J du Plessis and two assessors presided over the trial of six members of the National Union of Metal Workers of South Africa charged with five counts of murder and nine of attempted murder

Messrs Richard Khazamula Ngobeni (38) Jeffrey Siphon Mtshali (34) Malvert Ngubani (40) Malan Khumalo (42) Joseph Mdumiseni Bengu (25) and Samuel Malepo (39) have pleaded not guilty to the charges

Cosatu slams tax on food and health

140A

Sowetan 21/8/91

THE implementation of Value Added Tax was tantamount to a criminal act, says Congress of SA Trade Unions general secretary Jay Naidoo.

Speaking on SATV's Agenda programme at the weekend, he said Cosatu was not opposed to the tax in principle but was concerned with the inflationary effect of it being implemented, particularly with regard to health services and basic foodstuffs.

He said there had been a range of organisations which voiced opposition to the system of implementing the tax.

The R220 million relief aid offered by the Government was "hopelessly inadequate".

Inflation

He said there were, according to market research, some 16 million undernourished people in the country and that the implementation of VAT would further fuel inflation.

Naidoo said there should have been rep-

resentative consultation on the implementation of a new tax system.

On the question of strike and industrial action he urged the Government to take note of calls to postpone the tax. Naidoo said it was a national crisis and that, if Government did not listen, there would be a public outcry.

Structure

Responding to Naidoo, Finance Minister Barend du Plessis said people should not fall into the trap of taking a "snapshot" of VAT but rather look at the overall picture over a period of time.

He added that he would be making an announcement on August 23 on the final structure of the implementation of the controversial tax but stressed the implementation VAT would not be postponed, saying it had to be implemented.

waiting for VAT to be implemented. Jobs were on the line as a result of this, he said.

With reference to Cosatu not having been consulted, Du Plessis said Cosatu was a latecomer. He said he had had com-

140A

Regarding the inflationary aspects of VAT, he said there might be an initial "hump" but that many order books were empty and factories were

140A

Regarding the inflationary aspects of VAT, he said there might be an initial "hump" but that many order books were empty and factories were

waiting for VAT to be implemented. Jobs were on the line as a result of this, he said.

With reference to Cosatu not having been consulted, Du Plessis said Cosatu was a latecomer. He said he had had com-

waiting for VAT to be implemented. Jobs were on the line as a result of this, he said.

With reference to Cosatu not having been consulted, Du Plessis said Cosatu was a latecomer. He said he had had com-

munication with traditional trade unions since March in addition to representations being made to him since 1988 when VAT was first suggested and that he had listened with a sympathetic ear.

He said he had had communication with traditional trade unions since March in addition to representations being made to him since 1988 when VAT was first suggested and that he had listened with a sympathetic ear.

He said he had had communication with traditional trade unions since March in addition to representations being made to him since 1988 when VAT was first suggested and that he had listened with a sympathetic ear.

He said he had had communication with traditional trade unions since March in addition to representations being made to him since 1988 when VAT was first suggested and that he had listened with a sympathetic ear.

He said he had had communication with traditional trade unions since March in addition to representations being made to him since 1988 when VAT was first suggested and that he had listened with a sympathetic ear.

SOWETAN

THE debate over the social contract is central to Cosatu's proposals for restructuring the National Manpower Commission (NMC) into a forum for the negotiation of national labour market issues.

For some it has become fashionable to argue that the social contract equals wage restraint and no-strike clauses. Therefore, it is said, social contracts are bad. Therefore the trade union movement should have nothing to do with them.

This argument is manipulative and misleading. The equivalent of wage restraint and very explicit no-strike agreements are sometimes accepted by unions at plant and company level. Why not the same howls of horror? Because all unionists acknowledge that, under certain circumstances, such as accidents, contracts or agreements might be necessary for tactical reasons.

And such agreements need not be seen only in negative or defensive terms, as concessions borne out of weakness.

One could well postulate a situation where — in exchange for price-fixing and improvements to the social wage (directly benefiting the more marginalised sections of the working class) — the trade union movement agrees to temporary restraints on wage increases and on strike action related to issues contained in that contract.

Whether such an agreement works depends essentially on whether trade union members fully understand and endorse the contract in the first place.

In the short term, there are no magic recipes regarding what should or should not form the basis of any agreement, be it with a single employer, employers generally, and/or the state. But it is critical that decisions regarding what and what not to accept should be informed by a strategic perspective which embodies our aims and objectives as a federation.

In short, any agreement should be measured in terms of its value in taking the working class towards its socialist objective.

Assuming a case has been made

A social contract can advance the interests of labour

GEOFF SCHREINER

BIPAW 21/8/91

for national negotiations, what forum are we going to use? Cosatu has three options. It can fight for a new institutional forum recognised by the state. It could opt for a looser, ad hoc forum. Or it could choose to resurrect and restructure the NMC.

The federation has attempted to keep open all these possibilities. Cosatu agreed to proposals by the state and employers in October 1990 to participate in the NMC, provided it was restructured to become a very different institution.

At the same time, Cosatu signalled that it would continue with other non-institutionalised negotiations — at least until it was satisfied that the new NMC was established along the lines proposed by the federation.

Cosatu, therefore, is conditionally participating in the NMC while simultaneously setting up meetings with national employer organisations and various state departments to begin negotiations around a range of macro-level issues.

If the former process flops because the Manpower Minister is unwilling to accept the basic propositions put forward by Cosatu (and endorsed by Nactu), then the federation can leave the NMC and begin a campaign of mass action to force acceptance. At the same time, Cosatu can continue engagement, where necessary, through non-institutionalised options.

How should we then approach the question of restructuring the NMC?

If the NMC is to become the forum in which we negotiate all macro-level issues, we would have to ensure, in the short term at least, that the scope of the NMC's responsibilities were widely defined.

In fact, the current legal definition of the NMC's functions — "to make such investigations as it may consider necessary into, and submit recommendations to the Minister concerning all labour matters, including labour policy" — is already sufficiently wide.

Going one step further, however, Cosatu would have to look at the possibility of drawing in existing advisory, policy-making and executive forums under its ambit — such as the National Training Board and the Unemployment Insurance Fund Board.

One important merit of a simple (single) forum is that we simply do not have sufficient resources to spread across a broad spectrum of negotiating forums.

Secondly, it would facilitate building unity across sectors of the economy including the public sector and farmworkers, for example. This could mark an important political development for the trade

must be clearly appraised of precisely what has caused the deadlock and why they are being called upon to debate, themselves, the issue of taking action.

Participation in mass action should not be based simply on an instruction from on high and loyalty to a particular organisation.

What new powers does the NMC require? Presently it is merely an advisory body. The Minister is entirely at liberty to choose which recommendations of the NMC to endorse and which to reject. This is completely unacceptable.

Accordingly, the federation has proposed that no draft legislation related to labour should be put before Parliament unless it has been through the NMC.

Further, where there is consensus on proposed legislation within the NMC then, firstly, the NMC should be entitled to draft such legislation and secondly, it should be placed before Parliament in that same form. The Minister would be entitled to adopt whatever approach he chose to such draft law.

The intention is to prevent NMC recommendations ending up in the Minister's bottom drawer.

But the proposals do accept that a democratically elected parliament should have the ultimate right to pronounce on NMC proposals.

Parliament would have to weigh up the possible consequences of rejecting or amending NMC proposals.

It is also important to open up the NMC to representation by a broader range of actors than employers, trade unions and the state. It makes sense, for example, that women's organisations should be invited to make representations on labour market issues. This kind of approach, which currently pertains in Canada for example, could well have the effect of moderating trade union chauvinism and helping to ensure better representation for the more marginalised groups in society.

□ Schreiner is a Numsa official who also represents Cosatu in national negotiations with employers and government. This is an edited extract from an article in the latest edition of the SA Labour Bulletin.

union movement in our country, to help us avoid the chauvinist, sectionalist responses of other once-progressive and militant federations in other parts of the world.

In these endeavours, Cosatu has to ensure that it retains its independence. This means the will, capacity and right to support its demands, where necessary, by mass action, in its engagement with capital and the state at national and other levels.

Welding mass action and negotiations into a coherent strategy at national level is a massively difficult project. The current negotiations between the ANC and government demonstrate this. The ANC leadership, which is heading the negotiations, continually underemphasises (and even demobilises) the mass action component. Other sectors of the ANC — the youth for example — continually push militant action without any clear conception of any of the limits and possibilities of the negotiations component.

Mass action linked to negotiation does not mean simply that there is negotiation at the same time as there is mass action. To get beyond mass action, which is simply about protest, we need to ensure that our action links directly into the negotiation process and is part of a clear sustained campaign.

If deadlock is reached, then mass action must follow. Our constituency

LETTERS

(140A) Star 22/8/91

Union members picket petrol firms in Jo'burg

By Abel Mushi

About 200 members of the Chemical Workers Industrial Union (CWIU) picketed outside the Johannesburg headquarters of three major petroleum firms yesterday

The workers — from depots and refineries in the PWV area — marched on the headquarters of Total in Braamfontein, BP in Parktown and Caltex in Rosebank

They were demanding an across-the-board wage increase of between 20 and 28 percent, job security and the formation of a centralised national bargaining forum of all the major petroleum companies to discuss workers' problems with the union

"We are not submitting any lists of grievances as the companies already have our demands," said CWIU

Transvaal education officer John Appolos, adding that the pickets were meant to highlight the workers' plight and that CWIU workers country-wide had been on strike since last Wednesday

● About 600 workers belonging to Cosatu held a picket outside Sun-couriers in Bedfordview yesterday to demand a R250-a-month across-the-board increase

R23-m grant to pay township services

AN amount of R23,64 million has been made available by the East Rand Regional Services Council to 10 township councils to help them pay for water, waste water treatment and refuse removal.

But unless the township authorities themselves can provide at least 50 percent of the budgeted

Political Staff

costs for these services, payments from the RSC grant will be halved as from January

In a statement announcing the funding, the RSC explained that the intention was "to overcome possible health dangers and to avoid the total col-

lapse of services"

The first payments will be backdated to July 1

The councils to benefit are Tokoza, Katlehong, Vosloorus, Tembisa, Daveyton, Wattville, KwaThema, Ratanda, Tsakane and Duduza

For councils to raise 50 percent of costs upon

which receiving the full grant will depend, residents' payments will have to increase considerably

RSC chairman Mr Leon Ferreira stressed that funds would not be made available to pay for the supply of electricity to the 10 townships

Anti-VAT campaign launch

MORE than 17 black organisations will meet at the Johannesburg Hotel today to protest against Value Added Tax

Ms Lisa Seftel of Cosatu said the National Campaigns Committee had instructed Cosatu to launch a campaign of factory demonstrations, protest actions and notifying employers that workers will demand an immediate five percent increase if VAT was implemented

"Our demand for the suspension of VAT is non-

By IKE MOTSAPI

negotiable We urge Barend du Plessis to reconsider

"If he does not he will actually be saying the Government wants VAT and 'damn the consequences'," she said.

Among organisations attending are the ANC, World Vision, National Black Consumer Council, Johannesburg Child Welfare and the Consumer Council

By Heather Robertson

Barend has backed down on VAT — but poor people still face a battering

Finance minister du Plessis' slight of hand on Wednesday saw VAT pruned from a planned 12% to 10%, and petrol up by 13 cents a litre. The reduced rate at 10% is in line with businesses' proposals in Valcom's recommendations

Cosatu — which had hit out strongly at the 12% proposed rate — described the new package as a trade off for big business.

Spokesperson Neil Coleman reaffirmed Cosatu's demand that the Minister enter a more effective process of negotiations with the major parties affected by VAT

Calculations by economists commissioned by the labour federation show that under VAT, the majority of low-income earners will have to pay up to R26 tax a month — largely on food. This is more than double the tax now paid by the average black household. To compensate for the increased spending, Cosatu is pushing for a 5% increase in wages.

The labour federation this week convenes a VAT summit — bringing together delegates from the Medical Association of South Africa (Masa), the ANC, Operation Hunger, the Consumer Council, Child Welfare, the Housewife's League and black consciousness labour grouping Nactu.

This is the first time that organisations from across the political spectrum have rallied around a common national consumer issue. The organisations have met Minister du Plessis separately on various occasions, calling for VAT zero-rating or exemption on health services, union subscriptions and basic foodstuffs.

Mr du Plessis yesterday agreed to exempt state-aided hospital services and trade union subscription fees.

But Dr Robert Rappin of the Dispensing Family Practitioners Association argued that VAT exemption for state hospital services did not help patients who went to general practitioners. According to Mr Andrew Ball of Labour Research Services (LRS), a service group which does a VAT-watch for Cosatu, this week's ministerial announcement meant that "government is still offering VAT as a gift to business"

LRS and Cosatu argue that for low-income earners to survive, VAT should be at 6%

Research by LRS charged that the government had failed to recognise "that in countries like New Zealand where the system has been successful, VAT is coupled with an equitable social security system"

Through VAT, the government is giving benefits to the larger businesses in the faint hope that these will somehow benefit both rich and poor, it noted

Said Ball "All big business are getting is a handout in the form of rebates on input and capital expenses. There is no incentive for them to invest in new production"

The LRS suggests that revenue lost through a lower rate of 6% VAT could be raised through taxing the rich by reintroducing tax on dividends, a minimum tax on company profits and increasing the rate of estate duty tax and gift taxes

COSATU NITS OUT BR

NEW VAT Schemes

Scutt 22/8 - 28/8/91.

140A



MARCEL GOLDING

FM 23/8/91

What's mine is ours

~~11~~
(140A)

"Nationalise the mines" reads the framed poster hanging on the wall in Marcel Golding's office. The new secretary-general of the National Union of Mineworkers (NUM) gives a little laugh and shrugs when it's pointed out to him. He doesn't disavow the message but he doesn't shout "viva" either.

Nationalisation, he says, isn't a political bludgeon, but rather an economic measure that a future government may have to consider implementing as part of a broader economic programme to meet specific objectives. "I don't like the word nationalisation," he says, "I prefer public ownership."

Is he a socialist? "SA needs a radically new form of political economy. If that means I'm a socialist then yes, I'm a socialist."

With his slight build, granny glasses and black pigtail that curls its way down his back, it would be easy to dismiss the rather intense young man as a student leftist. But the mining industry knows better than to ignore Golding (31), who replaces Cyril Ramaphosa, now the ANC secretary-general.

"I don't let employers use my youth as an issue. I have to establish a presence quickly in negotiations and prove that I know what I'm talking about and have a mandate from the miners. Despite my youth, I will not be pushed around. The employers must deal with the issues based on their merit and they must deal with the union on its merits. We put ideas on the table to be contested, not dismissed as irrational or unworkable."

Golding is always careful to use the neutral word "employer" when talking about mine bosses. He speaks with the well-considered, yet rapid-fire style of a university academic, which is the career he jettisoned to move into the union movement.

The son of a Cape Town chiropodist and a housewife (he's not sure how he got a French first name and a Jewish surname), he became politicised in high school in 1976. At Cape Town University he earned a degree in sociology and followed it up with honours in African studies. "I had a promising academic career but I turned it down. I wanted to practise what I was thinking."

After a year as a researcher for the black Public Servants' League, he was fired. "I thought it should be much more critical of the State."

While working on a series on mining for the SA Labour Bulletin in 1985 — which predicted that NUM was a player to watch — Ramaphosa offered him a job editing the union's newsletter. In the wave of strikes that followed he became embroiled in negotiations. In 1987, a new post of deputy general secretary was created and he was elected.

He flinches at the suggestion that he may harbour political aspirations. "A whole lot of



Golding 'I will not be pushed around'

coincidences" got him where he is. "I have no ambitions. I want to do the job to the best of my ability as requested by the workers."

Mine bosses are reserving judgment. Common wisdom is that Golding doesn't have Ramaphosa's statesmanship — but, he sweats the details. ■

Industrial action still looms over new tax

Star 23/8/91
140A
Twenty-two organisations, ranging from trade unions to charity bodies, have condemned the Government's intention of going ahead with the implementation of VAT without consulting them.

The organisations met at a press conference organised by the Congress of South African Trade Unions in Johannesburg last night in response to Finance Minister Barend du Plessis' latest tax announcements.

Cosatu's Jay Naidoo threatened widespread industrial action if the Government went ahead and implemented VAT.

Dr Bernie Fanaroff of the National Union of Metalworkers was appointed co-ordinator of the agreed programme of action, to make sure that the organisations' demands were met. He was also assigned to arrange an urgent meeting with the Government.

Among the organisations were the ANC, the Johannesburg Child Welfare Society, National Black Consumers Union, National Medical and Dental Association, Operation Hunger, World Vision and the South Africa Union of Journalists — Staff Reporter

Court halts railway strike

Pretoria
Correspondent

Transnet has obtained a Pretoria Supreme Court order declaring unlawful the strike by South African Railways and Harbours Workers Union members

The union was also prohibited from organising any industrial action in any magisterial district in the country

The order was granted yesterday by Mr Justice de Klerk after Sarhwu and the Black Trade Union of Transnet Ltd (Blatu) and Transnet had reached an agreement in the urgent application brought by Sarhwu.

Sarhwu last week applied for an interdict against Blatu preventing the union's members from intimidating its striking members

It also asked that Transnet be interdicted from assisting Blatu in assaulting Sarhwu members.

Sarhwu said it had embarked on the strike because of the dismissal of certain workers, but Blatu refused to join, and so conflict had erupted between the two unions.

The matter was postponed to yesterday, and Transnet in the meanwhile launched a successful counter-application asking that Sarhwu be interdicted from propagating the strike

In court papers, Transnet denied claims that it was supporting Blatu in its alleged assaults on Sarhwu members.

It said the only reason for the violence was because Sarhwu had chosen to embark on a strike, and if the court declared the strike illegal it would end the "root of all evil".

Star 23/8/91
140A

TGWU workers down tools

Sowetan 23/8/91.

140A



PRODUCTION came to a standstill when more than 1 000 workers employed by Sun Couriers at 18 depots all over the country downed tools over wages yesterday

The legal strike by members of the Transport and General Workers Union started at Sun Couriers' plant in Bedfordview and spread to other depots.

Ms Kelly Forrest, publicity secretary of TGWU, said the strike was agreed upon as a last resort after management

By IKE MOTSAPI

failed to agree to the democratic "rights of our members"

She said the workers have demanded an increase of R250 a month across the board.

There was a further demand that new black supervisors be paid the same R2 000 a month given to their white counterparts.

She said "Black supervisors are paid about R1 500 a month while

their white counterparts earn R2 000.

"We felt this was a fair demand but management did not take us seriously."

Forrest said negotiations with Sun Couriers management started three months ago

Meanwhile, management and union representatives were locked in talks late yesterday.

Forrest said they were discussing a code of conduct for the strike

COSATU does not believe that Finance Minister Barend du Plessis' announcement on VAT on Wednesday adequately addresses all the problems associated with the tax

We therefore stand by our position that the Department of Finance needs to postpone the implementation date of VAT. We are prepared to enter into negotiations as a matter of urgency with a view to completing them as rapidly as possible. A process of negotiations in which the parties are seriously committed to reaching agreement is the only effective way of dealing with conflict.

Du Plessis has argued that the costs of postponing the implementation date of VAT will be too high. However, we believe that the costs of social and industrial conflict if the government insists on pursuing its present course, may be far higher.

The Minister and his department have failed properly to negotiate or even consult in several respects. Organisations have not been privy to the calculations upon which the VAT rate was set. The revenue targets have not been made clear.

Even now we do not know on what basis the 10% figure was arrived at. It seems that the recommendations of the many organisations to Vatcom were not heeded. The only input which was taken seriously was that of the IMF, which is not as familiar with South African conditions as the other organisations.

In recent weeks, as the opposition to VAT has mounted, the Minister has still been reluctant to consult properly. Following our meeting with him on July 16, at which he undertook to consult with Cosatu, we were unable to obtain a reply to numerous faxes and phone calls for several weeks.

Even now the Cabinet's response is an attempt to undermine and pre-empt consultation rather than to strengthen it. The Minister's an-

Cosatu wants VAT talks 'to prevent a national disaster'

23/8/91

JAY NAIDOO

140ff



nouncement was scheduled for August 23, but was hastily reorganised in an attempt, we believe, to pre-empt the decisions of the VAT summit held yesterday.

It is only as a result of increasing public pressure that the Departments of Finance and National Health have come forward this week with a series of measures to address the shortcomings of VAT. However, these responses are rushed, poorly thought out and inadequate. They are a thinly disguised attempt to pre-empt a proper process of consultation and negotiations. They are likely to lead to more conflict, not less.

We have several objections to the revised VAT system. We continue to believe that the rate is too high. The Housewives' League recently calculated that the rate would need to be set at 5% on all groceries to bring in the same amount of revenue as the present 13% GST. Increasing the price of petrol and diesel will only worsen the problem.

In the studies we have commissioned it appears that most countries have given a great deal more consideration to the impact of VAT on the

poor, the unemployed and other disadvantaged groups. There have been differential rates, with lower or zero-rating of essential commodities and services and a higher rate for luxuries. The SA government is fond of quoting the overseas experience of VAT, but appears to be ignoring its lessons.

Items previously exempt or excluded from GST will be taxed

These include basic foodstuffs, medicines, medical services, sick pay contributions, water and electricity. The addition of tax on these items will fundamentally affect the living standards of the unemployed, aged and lower-paid workers.

We support the view of the health sector that VAT on medicines and medical services is immoral. The partial exemptions announced on Wednesday are not good enough.

It has been calculated that a 12% VAT rate could increase the inflation rate by about 2,5 percentage points. While figures still need to be estab-

lished about the inflationary effect of a 10% VAT rate, the petrol and diesel price increases announced on Wednesday will also be inflationary.

There is no guarantee that the inflationary effect of VAT will only be short term, as the government is trying to suggest. Furthermore, even a short-term rise in inflation will be disastrous in the present climate.

We are also concerned that VAT will be abused by the commercial sector to raise prices. We do not believe that Vatwatch alone is an adequate safeguard. In other countries, far-reaching measures have had to be introduced to prevent price rises during the implementation stage. Other countries have more developed mechanisms and organisations to safeguard the consumer.

The costs of administering VAT, especially for the small business sector, will be huge. These will inevitably be passed on to the public. In other countries provisions have been made to assist small business.

The amount of poverty relief granted by the government remains inadequate and there has not been proper thought or consultation on the

mechanisms to distribute it. Without carefully considered programmes and the participation of the affected communities and organisations, poverty relief will not achieve its objective.

It also does not make much sense to introduce poverty relief while at the same time removing subsidies on basic staple foods such as maize and bread. Further, the targeted groups for poverty relief are the "indigent". This effectively excludes the lower paid worker, who will therefore not benefit from these programmes.

It is not too late for the government to reconsider its position. Even after the government has adopted such a high-handed approach, we are prepared to enter into genuine negotiations to resolve the conflict.

Unless we can reach consensus we will be facing a national disaster. There will be a decline in the standard of living for all, and for those not protected against cost of living increases, starvation will stare them in the face.

The Inkathagate scandal involving government abuse of taxpayers' money, together with the fact that the majority of the people in SA are taxed without representation, has already created widespread anger. If tax changes are introduced without the widest possible consultation and consent, heightened conflict could jeopardise the transition process in its current delicate phase.

Furthermore, government should not underestimate the sensitivity of any population to unpopular taxes — advice which Margaret Thatcher would give them for free. We believe that opposition to VAT from the man in the street cuts across all racial and other barriers, even after the latest announcements. This is opposition which the government ignores at its peril.

□ Naidoo is Cosatu's general secretary. This article is based on Cosatu's submissions to yesterday's VAT summit.

Fight against VAT continues

140A Bldg 23/8/91

THE ANC, Cosatu and other critics of VAT rejected government's concessions yesterday, saying they were "inadequate and not negotiated", and vowed to continue their battle for "a more acceptable system".

About 20 of the organisations which attended an anti-VAT summit in Johannesburg demanded an urgent meeting with Du Plessis.

They said they would ask him to postpone the new tax, scrap the petrol price increases and enter into negotiations for a "more widely acceptable system".

Delegates, representing the ANC, trade unions, civic organisations and the health and welfare sectors, appointed a co-ordinating committee to manage the process and decide what action to take if Du Plessis rejected the demands.

Numsa national secretary and co-ordinating committee head Bernie Fanaroff told a news conference after the summit "We want to convey to the Minister that we would like to negotiate as a matter of urgency".

"There was a general feeling from people at the meeting that their constituencies would strongly resist the bulldozing of the system into practice."

He and Cosatu general secretary Jay Naidoo said while the summit approved of the principle of VAT, it rejected the way it had been imple-

LESLEY LAMBERT

mented and the inadequacy of relief measures for the poor.

Fanaroff said "We would like to see the system reviewed by negotiations and would like to have access to the calculations on which the rate was based".

"We also believe that food and health care should be zero-rated".

"We also agreed that if the Minister went ahead and implemented the new tax on September 30 without negotiation, there was likely to be general resistance from the public," Fanarhoff said.

Other spokesmen representing some of the organisations at the summit indicated that they expected widespread anger and industrial action from their constituencies if Du Plessis refused to accede to the demands.

Government's concessions on the VAT rate and relief aid, coupled with measures to recoup revenue losses, have been generally accepted by commerce and industry who say they represent relief without significant damage to the efficiency of the new tax system.

Du Plessis used the special powers granted to him in the Taxation Laws Amendment Act to make the concessions.

● See Page 7
● Comment: Page 10

F
A
C
V

VAT bomb ^{set to blow} se

Widespread union strike action looms

Star 24/8/91
 (140A) (230D)
 MUSA MAPISA, ZINGISA MKHUMA
 and OWN CORRESPONDENT

MINISTER of Finance Barend du Plessis has failed to defuse the VAT time bomb.

Confrontation between the Government and the powerful anti-VAT lobby now seems inevitable

Anti-VAT campaigners, backed by the trade union movement, say the Government must climb down on the controversial tax

The Government, in turn, has dug in its heels, warning that there will be no more concessions

Meanwhile, widespread strike action by Cosatu-affiliated trade unions is looming

And in a dramatic plea, supermarket chief Raymond Ackerman has called on the Government "in the interests of peaceful negotiations" to put off VAT for at least a year

There is also mounting criticism against the 13c-a-litre boost in the petrol price — a move expected to step up inflation with further consumer price increases

Mr du Plessis failed to impress trade unions and other lobby groups with the concessions on VAT he announced on Wednesday. The Government's decision to drop the VAT rate to 10 percent from 12 percent came about after intense pressure from Cosatu, political groupings and other lobbyists

But the move has been described by Cosatu as rushed, poorly thought out and inadequate

Cosatu has called on the Government to postpone the implementation date of VAT and enter into negotiations and wide consultation with various groups on the issue, or face intense and

widespread industrial action

Cosatu warned yesterday that the cost of social and industrial conflict, if the Government went ahead with its plans, would be "much higher" than costs that could result if the implementation of VAT was suspended

"It is amazing that even those unions in the public sector that are considered conservative are also talking of industrial action," Cosatu spokesman Neil Coleman said yesterday

He said that as part of industrial action, Cosatu members may demand immediate salary increases if the Government went ahead with its plans

Such action could be spontaneous

But Cosatu says it is not too late to negotiate

As opposition to the Government's VAT plans continued after Wednesday's announcement by Mr du Plessis, Deputy Finance Minister Dr Theo Alant offered to hold talks with those still opposed to the VAT plans

But a spokesman for the Department of Finance, Peter Coetsee, yesterday underlined that there were no changes in Government plans so far as VAT was concerned "We are going ahead as scheduled and there are no changes from what the Minister said earlier this week"

In a Cosatu-convened summit on Thursday, 22 organisations, ranging from trade unions to charity bodies, condemned the Government's intention of going ahead with VAT without consulting them.

● TO PAGE 2.



STANDING FIRM Minister Barend du Plessis

● FROM PAGE 1.

saying they would continue to fight for a more acceptable system

The summit decided that a committee be formed to work on a plan of action to thwart the Government.

Cosatu spokesmen confirmed that if the Government refused to relent on VAT, it would still face widespread protest action, including strikes

Pick 'n Pay boss Mr Ackerman said last night. "In the interests of peaceful negotiations, the implementation of VAT should be delayed for at least a year"

Mr Ackerman emphasised that he was speaking in his personal capacity

"If I was wearing my Pick 'n Pay hat, I would say go ahead with it," he said. If VAT was delayed, he said, his company stood to lose the R10 million it had spent on implementing the system "But," he said, "Mr de Klerk should overrule everybody and make a decision that is good for the country"

Mr Ackerman said the implementation of VAT on September 30 would result in a tax revolt.

The Democratic Party has called on the Government to convene an urgent meeting of all political organisations, business, trade unions, consumer organisations and major relief organisations to negotiate amendments to the current VAT proposals

"The Government has totally bungled the introduction of VAT," said DP finance spokesman Ken Andrew and Jasper Walsh "To be effective, a tax must be generally accepted as fair and necessary — on both counts Government has failed dismally"

Other critics say Mr du Plessis had dismissed or ignored protests and even refused to answer questions about VAT

The DP has listed the government's "fundamental mistakes" in introducing VAT. It says the Government

● Failed to consult widely with the major political organisations not represented in Parliament, including the trade unions.

● Over-ruled key recommendations from Vat-com, the committee established to hear and consider representations.

● Had in-depth discussions with an International Monetary Fund (IMF) delegation, much of whose advice they accepted without substantiating their reasons for acceptance

● Failed to allow Parliament to consider final recommendations and motivate amendments. The consultation process was, therefore, incomplete and consensus was not obtained.

● Failed to react timeously to key lobby groups such as local authorities and the medical profession.

The DP says that despite Mr du Plessis' "belated but welcome" decision to reduce the VAT rate from 12 to 10 percent, he has failed to resolve a number of key areas of dispute

The Government last night responded to the attack, saying it had consulted all parties before implementing VAT

In a statement, Dr Alant said the Government had invited comment from all parties when it announced in February 1988 that VAT would be implemented. It had invited groups to briefing sessions by the then Deputy Minister of Finance, Dr Org Marais, and had taken notice of representations made after the bill had been introduced to Parliament.

"A great deal of money was spent on inviting all interested parties to comment on the VAT system and the draft Bill," said Dr Alant.

"No representations were received from the parties and organisations now accusing the government of not consulting"

"Cosatu and other parties are welcome to make arrangements for as many meetings with the Minister and Department of Finance as they may need for further discussions on VAT and any other tax matters"

ANC spokeswoman Gill Marcus said her organisation failed to understand on what basis the Government had decided that VAT should be 12 percent and later reduce it to 10 percent.

She called on the Government not to go ahead with implementing VAT before wide consultation on an acceptable tax system.

Conservative Party spokesman Daan Nolte said Mr du Plessis' recent tax announcement was a sign that the Government was yielding to ANC pressure



Unit shows the spoils of one of South shop. Picture Karen Fletcher

th R2 million

Ivory weighing 57 kg was seized last Wednesday involving the same consignment, after an alleged dealer attempted to sell the contraband to undercover members of the unit

After "very hard work" and extensive search by undercover agents, members of the unit finally found the missing ivory at the jewellery shop at about 5pm

But Major Lategan said that a large amount of the ivory had still not been accounted for

● Sapa reports that three people were arrested on Thursday in Laezonia near Erasmusia after being found with an 8 kg rhino horn and two elephant tusks.

they and wazi- con- e be abian lisco- abian this ate's r six fines ue of

Cosatu's rocky road

S/ Times 25/8/91

STRIKING BACK by Jeremy Baskin
(Ravan)

ELIJAH BARAYI, president of the Congress of South African Trade Unions, launched Cosatu at a rally in Durban in November 1986 by promising to bury Inkatha's Chief Mangosuthu Buthelezi

The attack went down well with the crowd but some unionists were aghast

Jeremy Baskin, national co-ordinator of Cosatu, claims in his book **Striking Back** that it was a serious political error

"It gave the impression that Cosatu's major aim was to oppose Buthelezi and the homeland system. His speech ignored the lesson learnt by Natal unionists over the years winning workers in the region to progressive positions was achieved by hard organisational work and not by attacks on Buthelezi"

It was not the only mistake made by Cosatu and Baskin's willingness to discuss many of the others elevates **Striking Back** from being a functionary's paean to a useful review of Cosatu's first five years

Since its launch, Cosatu has struggled internally to identify its place in the South African political landscape

Its early resolutions on the matter were unconvincing it offered the possibility of alliances with progressive political movements (like the United Democratic Front) but simultaneously insisted such alliances should be "disciplined and tightly

structured" (unlike the UDF)

This hardly resolved the dispute between the "workerists", who put class interests first and were suspicious of national democratic groups like the UDF/Mass Democratic Movement nee ANC, and the "populists", who favoured alliances with all political sectors and classes opposed to apartheid

In the early years Cosatu paid heavily for this ambiguity

Donations

Cosatu was also gauche in its international relations once mortally offending Australia's Malcolm Fraser and Nigeria's General Obasanjo by claiming the Eminent Persons Group was a Margaret Thatcher plot and on another occasion branding the International Confederation of Trade Unions as "imperialists" — while happily pocketing donations from its affiliates

No matter Baskin's real story is about the not inconsiderable courage required to build a trade union federation of 1.2-million members under conditions of intense repression

Baskin tracks this maturation process through strikes (successful and unsuccessful), lock-outs, stay-aways, detentions, dismissals, inter-

nal bickering and splits. He describes the killings of scabs as a "dark chapter" in the history of the movement but then, inexplicably, feels compelled to attempt to lighten it thus "It is not hard to see why a desperate workforce, denied other channels, should resort to killing scabs"

His summation of Cosatu's first five years is largely valid. Cosatu can claim some of the credit for the improved living standards of black workers and for instilling the principle, if not always the practice, of accountability to membership in its political allies

His assessment of weaknesses is also correct. Cosatu's failure, or unwillingness, to adequately deal with the problems of the unemployed and the organisational weaknesses of the federation. He shies away, however, from squarely confronting the most burning question of all — the growing clash of interests between a cossetted and unionised "labour aristocracy" and the armies of clamouring urban unemployed who are threatening the bargained wage structure

But where Baskin fails most miserably is in his inability, like most of his comrades in the movement, to rise above consideration of Cosatu as a *machine* and, instead, to analyse it as a *component* of the wider economy

Brian Pottinger

1 killed, 2 injured in union clashes

Own Correspondent

A man was shot dead and two others critically wounded yesterday, following clashes between rival unions at the Langeberg Corporation and Canning factory in Boksburg and Benoni.

Seven workers have died since fighting broke out two weeks ago between the United Workers Union of South Africa (Uwusa), and Cosatu's Food and Allied Workers Union (Fawu).

Police said the men were shot by three armed assassins with shot guns and a 9 mm pistol outside the Langeberg Corporation at 12 25 pm yesterday.

The attack took place as the workers were leaving the gates of the premises, police said. The gunmen approached them, opened fire and fled on foot. One of the workers died instantly and the other two were admitted to the Boksburg Benoni hospital.

The attacks were "related to dismissals at the Corporation and Canning factory and it is believed that the victims refused to take part in strike action," police said.

A spokesman for Langeberg Corporation and Canning, Dev du Toit, confirmed the deaths of four employees in the past week. He said he had been informed of a clash between two rival unions.

Fawu shop stewards at the factory said some of the attackers were "Uwusa members known to employees".

Uwusa spokesman Duke Senakgomo yesterday blamed management for the clashes.

● On Monday Langeberg employee, Solomon Nokatshana (30), was gunned down at his home in Zitha Street, Wattville in front of his family by an unknown man who entered the house and opened fire. Mr Nokatshana was also an ANC member in the township.

● A Daveyton man, Phillios Shlakwe, also employed at Langeberg, was found dead on the corner of Van Dyk road and Commissioner Street at 5 30 am last Wednesday.

A colleague told police that the attacker fled on foot.

● The body of a Wattville man, Mncedifi Msutwu (37), was also found in Van Dyk road at 5 45 am last Monday.

Police said no arrests had been made and intensive investigations were continuing.

7 Killed in Union fights

Rivalry at factory led to death

A MAN was shot dead and two others injured yesterday at an East Rand factory, bringing to seven the number of workers who have died since clashes broke out between rival unions two weeks ago.

The shootings follow clashes between the United Workers Union of South Africa and the Food and Allied Workers Union at Langeberg Canning Factory in Boksburg.

The three men were allegedly shot about midday as they left the factory for lunch. Their assailants apparently waylaid them.

Another employee, identified as Mr Solomon

Sowetan 28/6/91

By KENOSI MODISANE

Thenjwa Nokatshana, of Zitha Street, Wattville, was shot dead at his home on Monday night. He was also an ANC member in the township.

A spokesman for the company, Mr Dev du Toit, yesterday confirmed four killings. He said he had been informed of a clash between two rival unions at the factory.

East Rand police spokeswoman Captain Ida van Zwiol also confirmed some of the incidents.

A Fawu shop steward at the factory said some of the attackers were Uwusa members known to the employees.

Uwusa spokesman Mr Duke Sennakgomo yesterday blamed management at the factory for the clashes

140A

"The management at the factory allowed itself to be bullied by the Cosatu/Fawu/ANC alliance into driving out our members.

"We have tried to speak to them but they allowed the situation to get out of hand," he said.

The attacks on the employees were allegedly sparked by the firing two weeks ago of casual workers believed to be Uwusa members.

The first attack is reported to have taken place on August 15 - a day before the casual workers were to be retrained. Two people allegedly died in the shooting at the factory entrance.

Another employee was shot dead last Monday after he had knocked off.

The attackers struck again last Wednesday, leaving two workers dead

New blood at the top

2/8/91 - 8/8/91

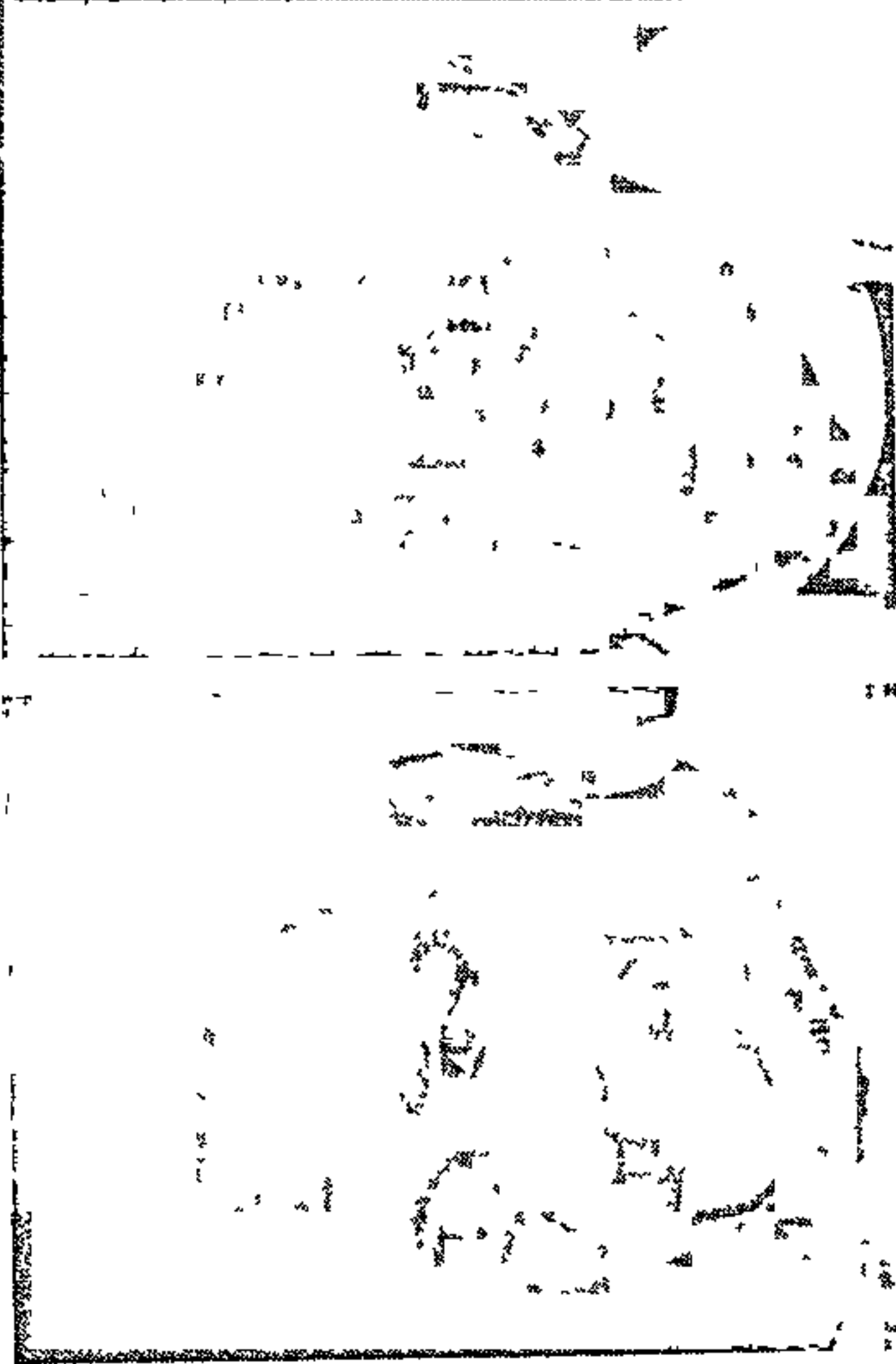
New blood was elected to the Congress of South African Trade Unions' leadership last week — the only worry is that some new office bearers may be too young
BY WEEKLY MAIL REPORTERS

THE Congress of South African Trade Unions' new office-bearers' team will be far more effective and dynamic than its predecessor, federation sources believe. But there are some doubts about the youth and relative inexperience of two of the new leaders, Sam Shilowa and Godfrey Oliphant.

Three men were returned to office by Cosatu's national conference. Jay Ndodoo as general secretary, Ronald Mofokeng as treasurer and Chris Dlamini as first vice-president.

Dlamini was narrowly defeated in the race for the presidency spot. Sources believe he may have been damaged by conflict in his union, the Food and Allied Workers' Union, centering on alleged undemocratic practices.

Insiders say the new president, National Union of Metalworkers leader John Gomomo, will be a distinct improvement on Elijah Barayi, whom



John Gomomo distinct improvement

one unionist described as "basically dead wood".

Elected Cosatu second vice-president at the 1989 congress, Gomomo is an African National Congress leader and a member of the South African Communist Party internal leadership group.

Although lacking the sophistication and fluency of men like Dlamini, his great strength is his organic connection to the shop-floor — he is an active shop

Sam Shilowa articulate and ambitious

steward at the VW plant in Uitenhage.

Unionists also believe Shilowa may be an improvement on Cosatu's outgoing assistant general secretary, Sydney Mufamadi, who stepped down after being elected to the ANC's national working committee. "Sydney's heart was not really in Cosatu," one said. "He's basically a politician."

Shilowa, a worker at a security firm, was recently elected president of the

Godfrey Oliphant youngest official

Transport and General Workers' Union — a job he will now have to relinquish. The ANC's Dobsonville information officer, he is also a regional leader of the SACP in the Transvaal.

Articulate, clever and said to be ambitious, Shilowa is a mere 33 years old. Some sources worry that he is not a tried and tested administrator.

At 32, new second vice-president Godfrey Oliphant is Cosatu's youngest office-bearer — and there are concerns in the federation about his youth.

A National Union of Mine workers' shaft steward at De Beers' Finsch diamond mine, near Kimberley, he has honed his negotiating skills in national wage talks with De Beers and is described by a colleague as "articulate and energetic — definitely national leadership material".

An ANC regional leader in the Northern Cape, he was active in launching the Limeacre branch of the ANC — one of the first in the region. An NUM branch chairman, he has also served in Cosatu's Northern Cape and Free State regional executive, a post he will now relinquish.

Fresh impetus for women's programmes

By FERIAL HAFFAJEB (140A)
THE appointment of a full-time women's co-ordinator for the Congress of South African Trade Unions is likely to give new impetus to women's programmes and women's leadership in the federation.

A Cosatu representative said the resolution for a full-time co-ordinator was passed unanimously. This was surprising in the light of expected opposition from the South African Clothing and Textile Workers' Union which earlier this year set its face against separate women's structures.

The co-ordinator will be responsible for ensuring the implementation of Cosatu resolutions on women and for liaising with existing gender forums and structures in Cosatu and its affiliates. Research work will be an important component of the co-ordinator's work — she will study local and international approaches to dealing with gender inequality and organise debates. She will research affirmative action, job grading, childcare and equal wages as well as monitoring affirmative action programmes.

Ongoing campaigns will be parental rights, childcare rights, health, safety and environmental issues affecting women. Campaigns for safe transport for night workers will continue and so will the calls for appropriate education aimed at increasing the skills and confidence of women workers.

AMONG the resolutions passed at the Congress of South African Trade Unions' national congress was one to initiate a summit for "all progressive organisations" on the Aids epidemic.

A congress resolution notes Cosatu has not done enough to implement its 1989 Aids policy and that the spread of the disease could have "devastating effects on the future of our country".

Government had paid lip-service to the problem and apart their structures such as single-sex hostels, which promoted the disease, remained in place. The federation's central executive committee is to finalise an Aids policy for tabling at the summit.

● Affiliates would refuse to pay VAT on union dues and press for an interim five percent wage rise from employers to offset VAT's inflationary impact.

Delegates also agreed to "spearhead a coalition of organisations" to fight the imposition of VAT on union subscriptions, the "high" (12 per cent) rate at which it will be introduced and its application to basic foods, medicines and medical services.

A Cosatu spokesman said that at a recent meeting, Finance Minister Barend du Plessis had pledged to respond on the subscription issue within 48 hours of receiving written Cosatu representations. "Ten days have passed and we are still waiting," she said.

The congress deferred the question of broad Cosatu economic policy to a special conference, but did endorse negotiations with business and the state on an interim programme of restructuring. Other "social" resolutions at the conference included calls for:

● A campaign to review all health, safety and environmental legislation and for changes in the Machinery and Occupational Safety Act, including tougher penalties for management.

● The creation of a Cosatu commission to probe public transport policy, including nationalisation.

● The upgrading of hostels and provision of alternative accommodation, through negotiation with hostel-dwellers, civics and unions.

● The equalisation of pensions.

Jam factory closes after union clash

LANGEBERG factory, where seven employees have been gunned down in clashes between rival unions, was yesterday closed while management discussed the situation with union representatives.

It was reported yesterday that Inkatha representatives had met a delegation from the factory.

Inkatha spokesman Mr Humphrey Ndlovu could not comment on the meeting as he was "still waiting for a report from his delegation".

The factory's head office in Cape Town could also not release a statement.

Sowetan 29/8/91
The East Rand police had by yesterday not made arrests on the shooting incidents.

Captain Ida van Zweel of the East Rand police could also not comment on the condition of two employees who were injured in a lunchtime ambush on Tuesday.

The clashes are reported to have been sparked by the firing of members of the United Workers Union of South Africa and their replacement by members of the Food and Allied Workers Union at Langeberg Canning Factory (known as jam factory) in Boksburg.

7 die in union rivalry

(40A)

JOHANNESBURG — At least seven workers have been killed and two seriously injured since fighting broke out between the Food and Allied Workers' Union and the United Workers' Union of SA members at an East Rand factory two weeks ago

ET 29/8/91

140A (140) (140)

Cosatu to lobby FW if Barend fails them

Star 29/8/91
The Congress of SA Trade Unions will seek an urgent meeting tomorrow with President de Klerk if Finance Minister Barend du Plessis does not respond to serious grievances about VAT, according to a Cosatu statement.

Cosatu's VAT co-ordinating committee, elected at last Wednesday's VAT summit, held its first meeting yesterday to consider steps to be taken to postpone the implementation of the tax until shortcomings in the system had been resolved.

The committee said it had written to Mr du Plessis detailing the problems with VAT, but to date he had not responded.

The committee would also request a meeting with Health Minister Dr Rina Venter and had planned a second VAT conference on September 23 to review progress in negotiations with the Government.

Meanwhile, the committee would challenge Mr du Plessis to a live TV debate on VAT, and it urged the public to write open letters on VAT to the Government.

Tax experts would combine proposals already submitted by organisations in the protest against VAT, and Cosatu would organise public meetings.

The statement listed 18 organisations supporting anti-VAT action — Sapa.

~~140A~~
~~140A~~
**Bosal gets order
against strikers**

Star 29/8/91
Pretoria Correspondent

The National Union of Metalworkers of South Africa and striking employees of Bosal have been interdicted from inciting industrial action at several Transvaal plants

Bosal yesterday obtained an interim interdict after an urgent application in the Pretoria Supreme Court

The union and workers, who struck on Monday, were ordered by Mr Justice van der Merwe to show cause on September 9 why a final order declaring the strike unlawful, and restraining them from entering Bosal's premises, should not be made.

Bosal executive director D G Renecke said in an affidavit that employees at the company's six Transvaal plants had started a strike which was part of a national action

The strike began peacefully, but protests were later organised and staff cars damaged

"I have received reports of intimidation of employees to participate in the strike action"

The dispute is over pay and procedures

Fares hike postponed

South 29/8 - 4/9/91

BUS fare increases have been postponed following a meeting between the Congress of SA Trade Unions (Cosatu) and City Tramways officials last week.

The 15 percent fare increase, approved early in June, was due to come into effect on September 1.

Cosatu's acting regional secretary Mr Allan Roberts said his organisation was opposed to an increase in fares as "our members and the community at large are enduring severe economic stress".

Cosatu limps to conference

South 29/8 - 4/9/91.

140A

By Thoraya Pandy

Acting regional secretary of Cosatu Mr Allan Roberts said the conference would need to deal with the issue of violence.

Summit

"We believe our role in curtailing the violence is as vital as that of community organisations, and it is mainly for this reason that a lot of emphasis is placed on the building of locals," Roberts said.

"Nationally it was agreed that all campaigns must be pulled together and centered on negotiations taking place between Cosatu and Nactu, and between the government and the South African Co-ordinating Committee on Labour (Saccola) "

He said a worker summit on joint action with the National Council of Trade Unions (Nactu) and independent unions with the aim of unifying organised workers would also be discussed.

"Hopefully a clear understanding and programme will emerge," Roberts said.

He said practical decisions would emerge on the implementation of national resolutions and campaigns.

"This included job creation, housing, industrial economic restructuring and taxation," said Roberts.

COSATU limps into its Western Cape regional congress next week after a year that has seen the collapse of most of its locals, a poor campaign record and a lack of participation by unions in the federation.

The weaknesses in the Western Cape — which are frankly admitted by unionists — are up for debate at the congress, to be held on September 6 and 7.

Seven hundred delegates will attend the conference — and confront the problem of the apathy of the 175 000 workers Cosatu unions represent.

Former regional administrative secretary of Cosatu Mr Ronald Bernickow said. "Locals were mainly set up as campaign structures to mobilise support in the communities, but they struggled along with endless difficulties.

"Those who worked in the locals also had to attend union meetings and often didn't have the time to work in the structure

Power

"The structure does not have constitutional powers and also did not receive money for the campaigns," Bernickow said.

He said there was a lack of commitment to the building of locals and most people felt conducting campaigns through individual unions was more important.

Other unionists agreed there have been problems with Cosatu campaigns in the region, saying that these usually started strongly but were not carried through.

"The Anti-Privatisation, Jobs for All and Peace campaigns just started off and went nowhere really," Cosatu executive member Mr Sahe Manie said.

Another unionist who did not want to be named said factionalism in the region had played a major role in the unions' lack of participation in the federation.

Bosal strike declared unlawful

Sowetan 30/8/91 ~~140A~~ *140A*

A NATIONAL strike at six plants of Bosal Afrika was declared unlawful, following an urgent application in the Pretoria Supreme Court

The National Union of Metalworkers of SA was also interdicted from inciting Bosal workers to strike

Numsa and striking Bosal employees, who have been restrained from entering Bosal premises for any reason other than their normal duties, have until September 9 to supply reasons why a final order should not be granted

against them
Bosal workers have been on strike since August 26 after the breakdown of wage negotiations between their employers and Numsa

Bosal maintained the strike was illegal and that Numsa had not complied with the provisions of the Labour Relations Act. Numsa maintained the strike was lawful and that the majority of Bosal's employees had balloted in favour of a national strike

Bosal's executive director, Mr DG Renecke, said in papers supporting the application on Wednesday he had received reports of intimidation of employees in terms of which they were being coerced to participate in the strike

He said the stoppage was causing his company irreparable harm and a loss of approximately R300 000 every day

Normal production was not possible because temporary workers were also being intimidated - Sapa.

Cosatu

1401 ~~1401~~

to see

Sowetan

De Klerk

30/8/91

on VAT

COSATU will seek an urgent meeting today with State President F W de Klerk if Finance Minister Barend du Plessis does not respond to serious grievances about VAT, according to a statement released yesterday

Cosatu's VAT coordinating committee, elected at last Wednesday's VAT summit, held its first meeting on Wednesday to consider steps to be taken to postpone the implementation of VAT until shortcomings in the new tax system had been resolved

Problems

The committee said it had written to Du Plessis detailing the problems with VAT but to date, he had not responded

The committee would also request a meeting with Health Minister Rina Venter and had planned a second VAT conference on September 23 to review progress in negotiations with the Government and to decide on further steps

Challenge

Meanwhile, the committee would challenge Du Plessis to a live TV debate on VAT and it urged the public to write open letters on VAT to the Government

Tax experts would combine proposals already submitted by organisations in the protest against VAT, while Cosatu would organise public meetings in major centres - *Sapa*

Cosatu-Fedsal talks (140A)

■ The Congress of South African Trade Unions last week held the first round of talks with the Federation of Salaried Staff Associations of South Africa (Fedsal) aimed at greater co-operation between the two federations.

But Fedsal's Piet Heyman this week said unity between the two was at least two or three years away. He added that the talks had taken place in "a good atmosphere" but that there were still many differences.

Fedsal has 250 000 members, most of them white..

11/16/81
30/8/81
3



w/Man 30/8 - 5/9/91

Numsa holds strike ballot at Iscor (140A) (152)

■ The National Union of Metalworkers of South Africa (Numsa) is balloting its 12 000 members at Iscor on a possible strike and should complete this today.

Numsa's national organiser at Iscor this week said balloting should have been over by last week. But management's failure to give the union adequate space and time to ballot workers at the Vanderbijlpark branch had created the delay.

Iscor is remaining steely in its wage offer of about 10 percent but will have to make an offer of at least 13,5 percent before the union will negotiate.

Cosatu warns of social and industrial conflict

ARG 31/8/91

Weekend Argus
Correspondent

JOHANNESBURG. — Cosatu has warned the government that it would be responsible for industrial and social conflict which would follow if it continued "politicking" instead of addressing the concerns of a wide range of South Africans on value-added tax (VAT)

Cosatu had distributed letters to employers and staged demonstrations expressing dissatisfaction at the government's intention to introduce VAT, said spokesman Mr Neil Coleman

It "could develop into serious industrial action if all other avenues have been exhausted"

Amid the programme of action decided on by the co-ordinating committee on VAT, the union federation remained committed to industrial action, said Mr Coleman

Cosatu also responded with dismay to Deputy Minister of Finance Mr Theo Alant's alle-

gations last week that the government had not received representations on VAT from parties and organisations "now accusing the government of not consulting"

"As far as Cosatu is concerned it is totally untrue to say no representations were submitted on the VAT issue," said Mr Coleman

Cosatu submitted a memorandum on July 16 concerning basic food and medicine and on July 19 a further representation on trade union subscription and affiliation fees was made

"Mr Alant's apparent ignorance of these submissions perhaps indicates the lack of seriousness which the government has displayed in relation to people's objections to VAT," said Mr Coleman

Cosatu's main objections to the new tax system were

■ The inflationary effect on top of the petrol and diesel price increases,

■ The possible abuse of VAT by the commercial sector to raise prices;

■ The inadequacy of Vatwatch,

■ The administrative cost of VAT, especially for the small business sector;

■ The "inadequacy" of poverty relief granted by the government, and

■ The negative impact of VAT on trade unions

In another development, the Minister of Finance, Mr Bar-end du Plessis, this week agreed to meet the Co-ordinating Committee on VAT next Tuesday, said spokesman Mr Bernie Fanaroff

The committee, formed at the Cosatu-convened VAT summit, asked for the meeting and had threatened to seek a meeting with President De Klerk if Mr Du Plessis refused their request.

At its first meeting this week, the committee formu-

lated a plan of action to oppose implementation of VAT, which included

■ A challenge to the Minister of Finance to debate the issue on television with the committee,

■ A request to organisations and the public to send open letters to President De Klerk and the Minister of Finance asking them to postpone VAT to allow for a proper process of negotiation, and

■ Holding public meetings in major centres

Mr Fanaroff said that in view of the crisis the impending implementation of VAT had caused, the committee had established an expert group to produce detailed proposals by September 6

The committee also would convene a second VAT summit on September 23, at which a progress report would be made